



# Recruitment Pack

Young Trustee

**anthem**



## Welcome

Thank you for your interest in joining Anthem Schools Trust as a Trustee.

Anthem is an education charity dedicated to improving the life chances of children by providing high-quality education through a group of state-funded primary and secondary schools. Our schools work collaboratively as a unified Trust to uphold and enhance educational standards, student experiences, and outcomes across all of our schools. Our vision is to create ambitious and successful schools in which every child thrives.

Anthem is at an exciting stage in its development, particularly for governance. We have introduced a bold and innovative governance strategy which has been purposefully co-created to support our trust to continually raising standards across our schools, ensuring each one provides exceptional opportunities for our students and the communities they serve. To achieve this, it is essential that our Trust Board remains informed, responsive and representative of our communities, capable of navigating the fast-paced and complex changes in the education sector. We are thrilled to be actively recruiting a Young Trustee to support this mission.

This new role will help diversify our Board, bringing a fresh perspective from someone with recent, firsthand experience of the education system.

Our Trustees play a vital role in shaping Anthem's strategic direction. We deeply value the diverse skills and experiences they contribute, enabling us to develop and oversee impactful strategies for the organisation.

We are fully committed to supporting the individual who steps into the Young Trustee role, providing a comprehensive induction and support package, including a Trustee Mentor, to ensure their success and meaningful contribution.

This recruitment pack provides further details about Anthem's vision, values, and the terms of reference for the Young Trustee role. This position not only strengthens our organisation but also offers the successful candidate a wealth of experience to advance their career and develop valuable skills.

If you are interested in bringing your voice to our Board, we encourage you to reach out. Additional information can be found in the recruitment pack.

Warm regards,

A handwritten signature in black ink, reading "Jay Bhutani".

Jay Bhutani

Chair of Trustees  
Anthem Schools Trust



## Trust information

Chair Of Trustees:	Jay Bhutani
Chief Executive:	Mohsen Ojja
Interim Chief Executive:	David Moran
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Telephone:	0333 996 3030
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Twitter/X:	<a href="https://twitter.com/anthemtrust">@anthemtrust</a>

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## Recruitment process

We warmly invite individuals with motivation and time, to consider joining us as a Trustee, and we are keen to recruit the right individual as soon as possible for the role of Anthem Young Trustee.

We invite all interested individuals to make an initial expression of interest by writing a maximum 300 word email expressing why you are interested and suitable for the role to Claire Pannell, Director of Governance – General Counsel via email [governance@anthemtrust.uk](mailto:governance@anthemtrust.uk).

Shortlisted candidates will be invited to an introductory call with Claire. The next stage will be an interview with members of our current Board of Trustees. Final approval for all new Trustee roles will be by our Members.

You will then need to complete an application to meet safer recruitment requirements [Anthem Governance Volunteer \(ACC member or Trustee\) at Anthem Schools Trust | MyNewTerm](#)

*We are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to the relevant pre-employment checks which will, where applicable, include a health check, an enhanced DBS check, the Children's Barred List check, internet checks and satisfactory references.*

## About Anthem

We have been improving schools since 2011. Today, Anthem serves over 8,000 children and young people in 16 schools across the East Midlands, London and Thames Valley. We are dynamic and forward-thinking trust, fostering a culture of a high challenge environment for our staff and students alike, we believe in maximising opportunities and ensuring all students can fulfil their potential.

### Our vision and values

Together, we create ambitious and successful schools in which every child thrives.

Anthem schools are diverse and serve many different communities. They are all united by a shared ambition for children and young people, which is underpinned by a commitment to our values of integrity, collaboration, and excellence.



**Integrity:** We do the right thing and we do it well. We have a shared moral purpose that enables us to deliver on our commitments.



**Collaboration:** We are greater than the sum of our parts. We learn from each other, within and beyond the Trust, demonstrating unity not uniformity, and professional generosity.



**Excellence:** We have high expectations and aspirations for ourselves and our learners. We welcome challenge, creativity, and ambition to drive progress.

These values drive everything we do and lie at the heart of our inclusive approach to school improvement.

### Every student, every lesson, all the time...

Our Every Student ethos is about ambition for all and putting inclusion at the heart of the culture and values of every Anthem school. Everyone must believe that every student can achieve and surpass all expectations.

Setting students up to succeed means focusing on building up their knowledge and skills, day in, day out. Every student, every lesson, all the time.

This idea is the touchstone for education at Anthem schools



## Inclusion at Anthem

At Anthem, we have an absolute commitment to inclusion, ensuring every student, across our schools, is fully included and given the opportunities they richly deserve in the next stage of life.

As a trust, we are above national measures in every single characteristic: free school meals, minority ethnic, English as an additional language, looked after children and children with SEND and Educational Health and Care Plans. This means that many of our students, especially those from disadvantaged backgrounds, have low levels of literacy, and limited cultural and social capital. Some face lifelong barriers to achievement due to their special educational needs.

As a fully inclusive trust we want to give every student the opportunity for exposure to the big ideas and rich knowledge that they are entitled to.

Our vision for inclusion, which is firmly aligned with our education strategy, is expertly led by Kelsey Clark-Davies, Head of SEND and Inclusion and overseen by our Trustee Inclusion Champion.

### We believe that:



**Every student** regardless of need, circumstance or starting point has an entitlement to equitable access to learning, achievement and the pursuit of excellence



**Every lesson** is adapted and engaging, enabling every student to be challenged and to fulfil their potential.



**All the time** in class, in school and in wider school events, students will feel safe, loved and have a sense of belonging.

"The quality of a school is the total sum of the students' experiences in that school. What that means is every child has someone in front of them who loves them, cares for them, supports them and helps them to be better every single day. As leaders in education, it is our job to ensure this happens."

Mohsen Ojja, Anthem CEO



## Governance at Anthem

For our schools to be ambitious and successful and ensure every child thrives, we require expert professional next-gen governance which is purposeful, holistic, relational and robust across the whole of Anthem. We believe strong governance will help ensure we are a strong trust and will ensure effective quality assurance of Anthem's aligned education strategy. We are committed to complying with the [Academy Trust Governance Code](#).

We have reimagined governance to ensure it meets the needs of the current educational landscape and to strengthen our schools' connection with local communities. Our rigorous accountability framework ensures effective engagement with all stakeholders, from the communities in which our school sit in, our students right through to the board of trustees.

## The Board of Trustees

Our Trustees are responsible for holding Anthem's leadership to account to ensure our trust thrives. They ensure clarity of vision and strategic direction, hold each school to account for its educational performance and ensure that financial resources are allocated effectively and deliver maximum value. Trustees hold a strategic role and avoid involvement in operational matters.

The tone the Board sets through its leadership, behaviour, culture and overall performance is critical to our success. Made up of independently recruited individuals, who will usually serve for a maximum of two, four-year terms of office. Trustees have the usual duties of Trustees of a charity and are the legal Directors of the company under company law.

The Board delegates some of its work to committees: Education, Finance, Audit and Risk and People. The Board also delegates to Anthem Community Councils ACCs (previously Local Governing Bodies). Our Board has a number of designated Trustee Champions: Trustee Safeguarding Champion, Trustee Inclusion Champion, Trustee Careers Champion and Trustee Estates Champion. Each Committee and each Champion role has a Terms of Reference.

[Visit our website](#) to find out more about our innovative governance strategy.

## Trustee commitment

The role of Trustee is voluntary, requiring a minimum commitment of one term of service, lasting four years, with the option to continue for an additional four-year term.

Trustees attend a combination of full board and committee meetings, and visits to schools. The role is voluntary, expenses can be reimbursed in line with Anthem's expenses policy.

## Who are we looking for?

To meet the requirements of Young Trustee you should be approximately between the age of 24- 35 years of age and have experience applying your skills in a work context, demonstrating professionalism and commitment.



## Young Trustee development and support

Anthem is committed to supporting the successful individual to succeed in their role, we will ensure you are provided with a comprehensive induction and support package to help you in developing your skills within this role, this will include:

- A dedicated Trustee mentor from the Board.
- Access to an ongoing programme of training in governance and education sector-specific knowledge
- Access to GovernorHub for a range of online resources, training and templates
- Access to and membership with Confederation of Schools Trust (CST) professional governance community
- Opportunities for networking and professional development.
- Regular and ongoing feedback and guidance via our Director of Governance to foster confidence and effectiveness.



## Anthem Young Trustee: Terms of Reference

The Trust Board is responsible for holding Anthem's leadership to account to ensure our trust thrives. Trustees ensure clarity of vision and strategic direction, holding each school to account for its educational performance and ensuring that financial resources are allocated effectively and deliver maximum value. Trustees hold a strategic role and avoid involvement in operational matters.

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### Anthem Young Trustee

The purpose of the Young Trustee role is to bring to our Board a fresh perspective and the unique insight of someone who has recently concluded their education journey and is now applying their skills in a work context. The Young Trustee will help diversify Anthem's Board of Trustees, contributing to its strategic decision-making processes, and support its oversight of Anthem's operations.

The Young Trustee plays a vital role in advocating for the voice of young people in all that we do, ensuring that a young person's perspectives, aspirations, and challenges are actively considered at the Board level. The Young Trustee helps bridge the gap between governance and the student experience, driving impactful, relational and inclusive decision-making across the Trust.

Over time, the Young Trustee may also be supported to take on Board leadership responsibilities, such as chairing a Board committee.

### Specific tasks include:

#### Board Participation – support and challenge:

- Prepare for Board meetings by reviewing papers and data in advance
- Actively contribute to Board meetings by engaging in discussions and providing support and challenge to the executive and beyond in line with our values of integrity, collaboration and excellence and with a relational approach
- Be curious and ask questions, suggest and challenge ideas and sensitively and professionally contribute to addressing difficult topics rather than avoiding them. Encourage openness and transparency
- Work collaboratively and effectively as a team to provide input on strategic decisions, making decisions collectively and confidently and based on evidence, respecting issues of confidentiality. Once decisions are made as a Board unite behind them and accept them as binding
- Actively listen to the voices of all stakeholders, including those provided by the Anthem Community Councils, to support the Board in understanding the evolving needs of Anthem's students and communities, particularly from the perspective of young people





- Highlight and celebrate successes, innovation and progress from across the trust

#### Young Trustee specific responsibilities:

- Ensure the Board remains aware of the challenges and opportunities affecting young people, particularly in education and career pathways today
- Share insights and perspectives informed by recent experiences in education and early career development
- Support, champion and monitor how the Trust listens to young voices and engages with youth-led initiatives
- Use student feedback and data, including feedback from Timi Champions, to support evidence-based decision-making
- Participate in one or more Board committees, such as Education, People, Audit and Risk, or Finance, bringing fresh ideas and the perspective of someone who has recently been through the education system and entered into the world of work
- Over time, demonstrate readiness to chair a committee, contributing to its leadership and strategic oversight

#### Promoting equality and a positive culture:

- Work closely with the Trustee Inclusion Champion to advocate for diversity, equality, and inclusion in all that you do, and in particular in relation to decision-making.
- Provide input into policies and strategies that support underrepresented or disadvantaged groups within Anthem
- At all times encourage and monitor progress of a positive culture and relational approach across the organisation where staff and students are supported to feel psychologically safe

#### Engagement with Schools:

- Visit Anthem schools to gain firsthand understanding of their operations, challenges, and achievements – ideally combine a school visit with a Collaborative Review Day (attending as an observer) or participate in a Governors Disciplinary Committee (GDC)
- Ensure school visits include listening to youth and student voice including engagement with student councils and leadership groups and Timi Champions
- Report back to the Board with observations that can inform strategic decision-making and policy development via the Trustee School Visit Report

#### Governance Compliance and training

- Attend your full Trustee induction programme
- Each year review and agree to the Governance Code of Conduct for Trustees and submit the Register of Interests each year (these will be sent to you to complete)
- Attend mandatory training including annual safeguarding and data protection training and if supporting GDCs the GDC exclusions training – all available on our virtual school for training and development, the Anthem Institute

#### Academy Trust Governance Code and Principles



- Keep abreast of the latest [Academy Trust Governance Code](#)
- Be aware of and accept '[The Seven Principles of Public Life](#)', understand the legal, regulatory and contractual obligations you must meet, and adhere to the statutory guidance published by the Secretary of State.
- Be committed to the Academy Trust's charitable Objects and be determined to deliver Anthems purpose and aims as described above
- Understand your roles and legal responsibilities, and read and understand our [Articles of Association](#), our Academy Trust's [governance documents](#), and [relevant DfE guidance](#)
- Be committed to effective governance and contributing to our continued improvement.