ENDEAVOUR
LEARNING TRUST

Become an Endeavour Trustee



Dear Applicant,

Thank you for taking the time to explore this opportunity with us at Endeavour Learning Trust.

Finding the right opportunity means finding somewhere you feel you truly belong. As you read through this pack, we hope you get a sense of what makes our Trust special: a community of people who care deeply about one another, about the children and families we serve, and about doing this work in a way that feels human, respectful and full of purpose.

At Endeavour, we are proud of the diversity across our schools. We want people to feel they belong here and to bring their whole selves to their role, with all their individuality, experience, and perspective. We believe this strengthens us as a Trust and enriches the lives of our children and young people.

We are a growing family of schools across the North West. Each school has its own identity and context, and that matters to us. What connects us is a shared commitment to inclusion, kindness, and ambition for every child. We believe deeply that education should recognise each child as an individual. Every child matters, every colleague matters, and every school matters.

Collaboration sits at the heart of how we work, but it is grounded in trust and respect rather than uniformity. It is about supporting one another, learning together, and knowing you are part of something bigger. Just as importantly, we place real emphasis on looking after our people. We want everyone who contributes to our Trust to feel supported, trusted, and able to grow both professionally and personally.

If you want to make a difference, value community and are looking for an opportunity to contribute your knowledge and experience, we hope you will feel at home here.

Thank you again for your interest in becoming a trustee. We look forward to receiving your application.

Warmest regards,





David Clayton

Chief Executive

Dom Potter

Chair of Trustees

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.

Position	Trustee
Remuneration	This is a voluntary, unpaid role. Reasonable expenses will be reimbursed in accordance with the Trust's expenses policy.
Time Commitment	Approximately 75 hours per year, averaging around 6 hours per month, with most activity taking place during term time. This includes preparation for and attendance at Board and committee meetings, training, annual compliance requirements and Trust-wide events. The commitment will vary depending on meeting schedules and individual responsibilities. Additional time may be required for Trustees undertaking chairing or designated lead responsibilities, alongside occasional activities such as panels and recruitment.
Meeting Location(s)	Most meetings take place at ELT Head Office, East Terrace Business Park, Euxton Lane, Chorley PR7 6TB. Three Trust Board meetings each year are normally hosted by our schools.

About the Opportunity

Endeavour Learning Trust is entering an important phase of development and growth. We are seeking skilled and committed people to join our Trust Board and help shape the next stage of our development.

Trustees are both company directors and charity trustees. Acting collectively, the Trust Board sets the Trust's strategic direction, holds the Chief Executive to account and oversees educational performance, financial stewardship, risk and legal compliance.

We welcome applicants from a range of professional, personal and community backgrounds. Previous governance or education experience is helpful but is not essential. We are interested in the skills, experience, perspective and independent judgement you would bring to the Board.

Why Join Endeavour Learning Trust?

In this role, you will:

- Help shape the Trust's vision, ethos and strategic direction.
- Contribute to the responsible development of a growing multi-academy trust.
- Help improve outcomes and opportunities for children and young people.
- Bring your knowledge, experience and perspective to strategic decisions.
- Work alongside experienced trustees and senior leaders.
- Develop your knowledge of charity, company and academy governance.
- Receive a structured induction, ongoing training and support from our Governance Team.

If you share our values and are excited by this opportunity, please follow the guidance below for details on how to apply.

How to Apply

Please share with us an up-to-date CV and a short covering letter outlining your interest in the role and any relevant skills, experience or background. These should be emailed to governance@endeavourlearning.org.

Suitable applicants will be invited to an initial conversation with the Chair of Trustees, Chief Executive and Head of Governance, Compliance and Risk.

For further information or an informal conversation about the role, please contact Emma Cockburn-Hyde, Head of Governance, Compliance and Risk, at governance@endeavourlearning.org or on 01772 817904.

Safeguarding

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children and young people. Trustees are expected to share this commitment and take individual responsibility for supporting a strong safeguarding culture.

Appointment is subject to the required eligibility and suitability checks, including an enhanced DBS check, a Section 128 check, identity checks and confirmation that the applicant is not disqualified from acting as a charity trustee, company director or academy trustee.

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Trustee

ROLE PROFILE

Trustees are the company directors and charity trustees of Endeavour Learning Trust.

Acting collectively as the Trust Board, trustees hold ultimate accountability for the Trust's strategic direction, educational performance, financial stewardship and legal compliance.

Trustees must act in the best interests of the Trust and further its charitable objects for public benefit, and seek grounded assurance that the Trust's strategy, systems and delegated responsibilities are delivering the intended impact for pupils across its schools.

Key Responsibilities

- Determine and safeguard the Trust's vision, ethos and strategic direction.
- Hold the Chief Executive to account for delivering the Trust's strategy and agreed educational, operational and financial outcomes.
- Appoint, suspend or dismiss the Chief Executive, who is the Trust's Accounting Officer, and oversee their performance management.
- Seek evidence-based assurance that pupils are safe, belong and learn across the Trust, testing the reliability, limitations and independence of the information presented.
- Ensure the Trust complies with its legal, regulatory and contractual obligations, and maintain oversight of risk management and internal control.
- Approve and monitor the policies, plans and procedures reserved to the Trust Board under the Scheme of Delegation, and seek assurance over delegated responsibilities.
- Consider whether outcomes are sustainable, supported by sufficient capacity and effective controls, and informed by assurance and community insight from local governance.

Role Requirements

- Attend and prepare for Trust Board meetings each academic year. Meetings normally take place in person, either at the Trust's central offices or at a Trust school. Remote attendance may be available where appropriate arrangements have been agreed.
- Serve on a Board committee where appointed. Committee members attend three scheduled meetings each academic year.
- Take on a trustee lead role where agreed. This involves a termly meeting with the relevant Central Officer, a short written summary for the Board and an annual network meeting with local governance volunteers.
- Read papers in advance and contribute actively to discussion, scrutiny and collective decision-making.
- Ask constructive questions, examine conflicting evidence and remain open about matters where the available evidence does not support an assured judgement.
- Ensure significant concerns and gaps in assurance lead to clear actions, named owners and appropriate follow-up.
- Complete required induction, ongoing training and annual compliance requirements within the specified timescales, and attend Trust-wide events where appropriate.

Skills, Experience and Personal Qualities

- Demonstrate integrity, independent judgement and strategic insight, with a commitment to the Trust's charitable objects, vision and values and the ability to test assurances objectively, raise concerns and combine constructive challenge with respectful relationships.
- Bring relevant knowledge, skills or experience in areas such as education, finance, safeguarding, law, human resources, estates, leadership, community engagement, digital technology or risk management.

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Trustee

Eligibility and Suitability

- Be aged 18 or over, not be a current pupil at any of the Trust's schools, and not be employed by the Trust unless serving as the Chief Executive and appointed as a trustee by the Members under the Articles of Association.
- Not be disqualified from acting as a charity trustee, company director or academy trustee, or subject to a Section 128 Direction prohibiting participation in the management of an academy.
- Be willing to complete all required suitability checks, including an enhanced DBS check and any relevant identity or overseas checks.

Term of Office and Board Composition

- The normal term of office is four years.
- Trustees remain eligible for reappointment, subject to continued eligibility and approval by the relevant appointing body. Performance, attendance, conduct, skills and succession needs will inform decisions about reappointment.
- The Trust's target is 12 trustees, with a constitutional minimum of three. No more than 19.9% of trustees may be Local Authority Associated Persons.

Induction, Engagement and Development

- Receive a structured induction, including meetings with members of the Trust's Executive Team and other relevant senior leaders.
- Access online and in-person development from the Trust and external organisations, including the Confederation of School Trusts and Department for Education.
- Attend thematic briefings and trustee networking events.
- Develop an understanding of the Trust's assurance approach and the respective roles of Members, the Trust Board, committees, local governance and executive leadership.
- Receive ongoing advice and support from the Head of Governance, Compliance and Risk and the Trust's Governance Team.

Appointment Process

- The Trust assesses each applicant's skills, experience, motivation, eligibility and alignment with the Trust's vision and values.
- Preferred candidates complete the required eligibility and suitability checks and are referred to the appropriate appointing body.
- Trustees are appointed through one of two routes:
  - Member-appointed trustees: Members may appoint up to six trustees by ordinary resolution in accordance with the Articles of Association.
  - Co-opted trustees: The Trust Board may co-opt trustees in accordance with the Articles of Association, provided they are appointed by a majority of the non-co-opted trustees.
- Following appointment, the Trust registers the trustee with Companies House and Get Information About Schools, updates its statutory records and begins the induction process.

ENDEAVOUR LEARNING TRUST

LINAKER PRIMARY SCHOOL

CHURCHTOWN PRIMARY SCHOOL

NORTHBROOK PRIMARY ACADEMY

WOODLEA JUNIOR SCHOOL

BURSCOUGH PRIORY ACADEMY

ORMSKIRK SCHOOL

WELLFIELD ACADEMY

BRINDLE GREGSON LANE PRIMARY

STRIKE LANE PRIMARY SCHOOL

HAWES SIDE ACADEMY

TARLETON ACADEMY