



# Trustee Information Pack

2026



**HALLAM**  
NURSERY & PRIMARY SCHOOL



**HILLSBOROUGH**  
NURSERY & PRIMARY SCHOOL



**MEYNELL**  
NURSERY & PRIMARY SCHOOL



**SOUTHEY GREEN**  
NURSERY & PRIMARY SCHOOL



**WISEWOOD**  
NURSERY & PRIMARY SCHOOL



**BRADFIELD**  
SECONDARY SCHOOL



**FORGE VALLEY**  
SCHOOL & SIXTH FORM



**TAPTON**  
SCHOOL & SIXTH FORM



**Chaucer**  
School



# A WELCOME FROM

**LEE BARBER, CHIEF EXECUTIVE**



Welcome to INOVA Multi-Academy Trust and thank you for your interest in joining our organisation. I am the Chief Executive Officer, and I feel incredibly proud to lead such a wonderfully diverse group of schools, that have people at their heart.

At INOVA Multi-Academy Trust, our vision is clear and unapologetically ambitious: **transforming lives through the power of learning**. We are a values-led Trust, committed to **Innovation, Collaboration and Excellence**, and these principles guide every decision we make - from the way we educate and support our learners, to how we lead strategically across our nine schools.

Each of our schools is unique, shaped by its community, and we are proud of that diversity. What unites us is a shared commitment to equity, high standards, and the belief that every child - regardless of background or starting point - deserves a brilliant education and the opportunity to thrive.

Our role as a Trust is to remove barriers, reduce unnecessary noise, and create the conditions in which schools can focus on what matters most: the young people we serve. To do that, we have built an agile and people-centred model, supported by expert central teams who provide high-quality challenge and support across areas such as curriculum, inclusion, safeguarding, well-being, digital transformation and organisational development. This allows us to direct more resource, energy and ambition where it has the greatest impact- into classrooms, staff development and long-term improvement.

We are also a Trust that believes in doing things differently. Through our Institute of Talent, our evidence-led school improvement strategy, and our collaborative leadership networks, we strive not just for compliance - but for brilliance.

As CEO, I have the privilege of working alongside a deeply committed team of leaders, educators, governors and support staff. Our Board of Trustees plays a vital role in this collective endeavour. Trustees bring expertise, perspective and strategic oversight that strengthen our decisions and sharpen our focus. They help ensure that we remain bold in our ambitions, responsible in our stewardship, and unwavering in our pursuit of excellence for every learner.

Thank you for your interest in joining us as a Trustee. If you share our belief in the power of education to transform lives, and you are ready to contribute your skills to a Trust with purpose, ambition and heart, I warmly invite you to explore this opportunity further.

# OUR PEOPLE - AT THE HEART OF INOVA

At INOVA Multi-Academy Trust, our people are our greatest strength. The talent, dedication and care shown by colleagues across our schools and central team enable our pupils to thrive.

As a trustee, you will help sustain a culture where staff feel valued, supported and able to do their best work. Our colleagues consistently go above and beyond — and we make sure they feel appreciated (including the occasional reminder to pause for a well-earned cup of tea).

We recognise that education can be demanding, which is why we take a solutions-focused approach — reducing barriers, protecting wellbeing and ensuring our people have the development and support they need.

Through strategic oversight and thoughtful challenge, trustees play a key role in shaping a Trust where colleagues can flourish. Because when our people thrive, our learners do too — and we like to think we're pretty good at helping both happen.

“

Our Vision Is To Transform Lives Through The Power Of Learning

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## OUR MISSION

To equip young people with the knowledge, skills and character to thrive in a rapidly changing world.

From nursery to destination, our pathways will embed a culture of innovation, collaboration and excellence delivered through high quality, inclusive and enjoyable educational experiences.

## OUR VALUES

### INNOVATION

- We embrace forward thinking solutions
- We experiment, learning from our successes and failures
- We champion the use of cutting-edge resources
- We are agile in our approach

### COLLABORATION

- We ensure a safe and transparent culture
- We are proactively involved in our communities
- We apply resilience and adaptability
- We promote teamwork and inclusivity

### EXCELLENCE

- We have high standards and expectations
- We continually evaluate, seeking improvement
- We insist on equity for all
- We foster a culture of ownership and responsibility





Our trustees play a vital role in shaping the strategic direction of the Trust, ensuring we fulfil our mission to transform lives through the power of learning. Becoming a trustee means using your expertise to influence outcomes across all our schools — strengthening leadership, championing excellence and improving life chances for thousands of young people. It's also personally rewarding: trustees develop high-level leadership skills, broaden their professional experience and gain the fulfilment of helping shape brighter futures across an entire community.

**DERREN SANDERS - CHAIR OF TRUSTEES**



# OUR SCHOOLS & CENTRAL SERVICES

Each of **our schools** has its own distinctive character, reflecting the local community it serves. Children joining us have a broad range of abilities and social backgrounds. We recognise and celebrate different aptitudes and interests and believe that everyone can develop through dedication and hard work, leaving our schools fully prepared for successful lives.

## NURSERY & PRIMARY EDUCATION

- Hallam Nursery & Primary School
- Hillsborough Nursery & Primary School
- Meynell Nursery & Primary School
- Southey Green Nursery & Primary School
- Wisewood Nursery & Primary School

## SECONDARY & SIXTH FORM EDUCATION

- Bradfield Secondary School
- Chaucer School
- Forge Valley School & Sixth Form
- Tapton School & Sixth Form

Alongside our schools, our **central services** play a crucial role in enabling excellence. By providing specialist support, reducing workload and strengthening capacity, our central teams help create the conditions in which great teaching and learning can thrive.

Our central services include:

- Catering
- Communications and Marketing
- Facilities and Estates
- Finance
- Governance
- HR
- IT
- School Improvement



At INOVA, we build brighter futures by nurturing not just pupils, but each other. When you're surrounded by people who truly care, every challenge becomes an opportunity to shine.





# THE ROLE OF A TRUSTEE

We are seeking to appoint a committed volunteer to join our Trust Board in the role of trustee.

As a trustee, you will play a vital part in shaping our strategic direction, supporting and challenging our leaders, and helping us deliver on our purpose: transforming lives through the power of learning. It is a role that brings real influence, collective decision-making, and the opportunity to use your skills where they can make a meaningful difference.

We want every trustee to feel confident about what the role involves — both the impact you can make and the time it takes. While trusteeship is a voluntary role, it is also an important leadership commitment, and being upfront helps ensure it's the right fit for you and for the Trust.

## So, what are we looking for?

We're looking for someone who brings curiosity, commitment and the confidence to contribute to strategic discussions. You don't need to be an education expert — you simply need the skills, perspective and judgement to help us make strong, well-informed decisions for the benefit of our learners, staff and communities. Below is an outline of the role and the qualities we are seeking.

## ROLE DESCRIPTION

As a Trustee of INOVA Multi-Academy Trust, you will:

- **Ensure strategic decisions reflect INOVA's core belief**, equipping young people with the knowledge, skills and character to succeed in a changing world is both our mission and our moral responsibility.
- **Monitor delivery of the Trust's long-term strategic goals**, including progress in outcomes, attendance, growth, workforce retention, digital fluency, Powerful Moments, and professional development.
- **Uphold the expectations set out in the Trust Handbook**, ensuring strong financial oversight, effective risk management and the proper stewardship of public funds.
- **Ensure compliance with statutory duties**, the Trust's funding agreements, and the Seven Principles of Public Life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, Leadership).
- **Provide robust governance oversight**, offering effective support and challenge to senior leaders on educational outcomes, organisational performance and progress against strategic objectives.
- **Oversee the Trust's financial performance**, ensuring resources are used efficiently, legally, and in the best interests of learners.
- **Monitor and oversee the management of key risks**, including educational, financial, operational and reputational risks.
- **Fulfil your duties as both a charity trustee and company director**, ensuring compliance with relevant charity and company law.
- **Contribute effectively within the Board's committee structure**, applying your skills and expertise to specific areas of governance as required.
- **Champion our vision, mission and values**, promoting Innovation, Collaboration, and Excellence in all areas of governance.
- **Act in the best interests of the Trust as a whole**, making decisions collectively and free from conflicts of interest.



## PERSON SPECIFICATION

We are looking for trustees who can demonstrate the following:

### Essential Attributes:

- A commitment to our vision: transforming lives through the power of learning
- The ability to think strategically and contribute to high-level decision making
- Sound judgement, objectivity, and the confidence to question and challenge
- Strong interpersonal and communication skills
- Integrity, independence, and alignment with the principles of public life and charitable governance
- Willingness to learn, participate in training, and engage in the life of the trust
- Availability to attend meetings, read papers, and engage in governance activity as required.

### Desirable Skills and Experience

INOVA Multi-Academy Trust is looking for Trustees for more than one position, we are looking for particular skills or experience in the following areas:

- Preferably, experience in legal and HR
- Board or committee experience (in any sector)
- Experience of working in complex or regulated environments.
- The successful candidate does not need previous external non-executive experience. However, they will have operated at board level within an organisation of comparable size or larger and will bring a high level of integrity, strong interpersonal skills, and the confidence to provide constructive challenge and informed guidance to both the Trust Board and the Executive Team.

### Time Commitment

We value transparency, and we want every trustee to feel confident about what the role involves. Trustees are volunteers with full lives, and our aim is to make the role purposeful, manageable — and yes, enjoyable.

### Terms of Appointment:

There are five Board meetings per year which take place outside of working hours in Sheffield. Trustees will normally join an additional board subcommittee; either the Finance & Resources Committee, the People & Remuneration Committee or the Risk, Audit & Governance Committee. Committees meet three times per year virtually. The time commitment should be roughly one day per month, and the role carries a four-year term in the first instance. The Trust also holds a Strategy Day in the summer term, which brings together the Board and Executive Team to shape strategic priorities, and trustees are expected to attend.

### Board Composition

A list of current Trustees can be found [here](#)

### Additional Involvement

You may occasionally be invited to strategic meetings, development sessions or training events — planned with plenty of notice and flexibility.



## **Preparation**

Trustees spend time reading papers, reflecting on key issues and preparing questions. We keep information clear and accessible via our governance platform so you can focus on what matters.

## **Link Trustee**

At the beginning of each school year, all trustees are invited to nominate themselves as Careers, Safeguarding or SEND Trustee.

## **Training and Support**

We are committed to ensuring every trustee feels confident, well-supported and equipped to make a meaningful contribution from the outset. Whether you are an experienced board member or stepping into governance for the first time, you will receive the guidance you need to thrive in the role.

### **What we provide:**

Comprehensive induction

- New trustees will receive a structured introduction to the Trust, our schools, our governance model and key policies.

Access to high-quality training

- We provide ongoing development opportunities through national governance providers, specialist training sessions and in-house workshops tailored to our Trust's priorities.

Mentoring and support

- If requested, new trustees may be paired with an experienced Board member to help them settle in, build confidence and navigate their first year.

Regular briefings and updates

- Trustees receive clear, timely information to support robust decision-making, including updates on educational performance, finance, safeguarding and strategic projects.

A collaborative and welcoming Board

- You will join a team of committed professionals who value diverse perspectives and are united by our mission to transform lives through the power of learning.

Trustees will be required to undertake GDPR, Safeguarding and Cyber Security training as part of their onboarding process, as well as be subject to a DBS check. Trustees will need to sign a Code of Conduct and declare any business or pecuniary interests.



# HOW TO APPLY

We're delighted that you are considering joining INOVA Multi Academy Trust as a Trustee. If our vision resonates with you and you believe your skills could help us go further, we would love to hear from you.

## To apply please submit:

- A brief expression of interest (1–2 pages) outlining:
  - Why you are interested in becoming a trustee at INOVA Multi-Academy Trust
  - The skills and experience you can bring to the Board
  - Any particular areas of governance you feel drawn to
- A current CV

## Please email your application to:

**Emma Sheedy | Director of Governance, Policy & Compliance:** [esheedy@inovamat.org](mailto:esheedy@inovamat.org)

If you would like an informal conversation about the role before applying, you are very welcome to contact us using the details above. No pressure, no jargon — just a friendly chat.

**Closing date: 1 May 2026**

## Next steps

Shortlisted applicants will be invited to meet with members of the Trust's leadership team and/or the Chair of Trustees.

We look forward to hearing from you — and to potentially welcoming you to our Board as we continue to transform lives through the power of learning.

