



# Recruitment Pack

Trustee Inclusion Champion

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 our schools. Our vision is to create ambitious and successful schools in which every child thrives.

Anthem is at an exciting point in its development. We are committed to continually raising standards across our schools, ensuring each one provides exceptional opportunities for our students and the communities in which they sit.

As a Trustee, you will play a crucial role in guiding the strategic direction of Anthem. We value the diverse skills and experiences that our Trustees bring, which enable us to oversee rigorous and impactful strategies for Anthem. Being a Trustee for a multi-academy trust is both challenging and deeply rewarding, offering the opportunity to make a meaningful contribution to the future of education and the success of our students.

This recruitment pack provides additional information on Anthem's vision and values, as well as the terms of reference for the role of Trustee Inclusion Champion. If you're interested in bringing your skills and expertise to our board, please feel free to reach out to arrange a conversation. You'll find further details within the pack.

Warm regards,

A handwritten signature in black ink that reads "Jayant Bhutani".

Jay Bhutani

**Chair of Trustees**  
Anthem Schools Trust



## Trust information

Chair Of Trustees:	Jay Bhutani
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## Recruitment process

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

We invite all interested individuals to make an initial expression of interest to Anthem's Governance Manager, Pippa Truman Davies via email at [PTrumanDavies@anthemtrust.uk](mailto:PTrumanDavies@anthemtrust.uk). Following which, a further conversation can be held with a member of our current Board of Trustees or Executive team, to understand more about Anthem's ethos and the role.

If you decide to pursue this opportunity further, you will 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.

### 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 governance across the whole of Anthem Schools Trust (Anthem) which is holistic, robust and effective. 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 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. 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.

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).

[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.



## Trustee Inclusion Champion: Terms of Reference

### Introduction

Anthem Schools Trust is committed to working collaboratively to create ambitious and successful schools where every child thrives, and with teaching and learning being at the heart of everything we do. We are committed to ensuring our schools develop a curriculum that has breadth and depth, and is challenging, engaging and enriching for all pupils, whatever their starting points. We seek to significantly improve the quality of learning and life experiences of students in all our schools, particularly those students who have a special educational need or disability. We are committed to a relational approach.

### Trustee Inclusion Champion Terms of Reference

The purpose of the Trustee Inclusion Champion role is to lead the Board's monitoring of the Trust's provision for inclusion, encompassing SEND (Special Educational Needs and Disabilities), as well as other areas of diversity, equity, and inclusion for all students and staff. This Trustee will act as the Board's champion for inclusion, championing a relational approach and the needs of all students and staff members to ensure that every individual feels supported, valued, and empowered within the Trust. The Trustee Inclusion Champion will hold the Trust Executive Team to account for inclusion across all Anthem schools and understand the Trust's responsibilities under the SEND Code of Practice and whole Trust Equality Policy, as well as other relevant policies.

### Specific tasks include:

- Linking with the Trust's Head of SEND and Inclusion, and the Director of Education, where appropriate, over SEND provision, relational approach and inclusion strategies across the Trust.
- Approving the SEND policy and Equality policy to apply across the Trust, prior to approval from Full Board.
- Ensuring the Board is knowledgeable about the Trust's inclusion policies and procedures and advocating for the needs of Anthem's varied student demographic. Ensuring the Board provides effective challenge on both SEND and broader inclusion issues.
- Gaining an understanding of the Trust's strengths and areas for improvement in the area of SEND and inclusion and ensuring these are understood by the Board.
- Virtual attendance and engagement at formal Trust SEND meetings, including the ACC SEND Champion forum.
- Oversight of Anthem data for SEND inclusion, and demographic characteristics (e.g., free school meal eligibility, English as an additional language, looked-after children, children in kinship care), with a focus on identifying outcomes and tracking progress in raising attainment.
- Providing appropriate scrutiny, support and challenge to the Trust's SEND and Inclusion Strategy development and progress, alongside wider strategies in place to address attainment gaps for students from disadvantaged or minority groups.
- Visiting schools to observe at first hand their SEND and inclusion provision. Ensuring all trustee visits observe SEND and broader inclusion strategies and report back issues observed, for the



board to gain an accurate understanding of anthems provision for students from disadvantaged and/or minority backgrounds.

- Encouraging Board members to be aware of and gain access to online SEND and inclusion training where it is a statutory requirement or where it is beneficial to individuals and the Board as a whole.