

Become a Trustee at Ludlow Junior School

Make a Meaningful Impact in Education

Are you passionate about education, community, and strategic leadership? Are you naturally curious and want to make a difference? Join Ludlow Junior School as a trustee and help shape the future of our pupils and school community.

What Does Being a Trustee Involve?

As a single academy trust, our trustees play a vital role in guiding the school's medium and long-term strategy. This includes:

- Developing and monitoring the School's Strategic plan
- Academic standards and pupil outcomes
- Safeguarding and inclusion
- Financial planning and risk management
- Health and safety
- Community engagement

Look at our 'Vision and Values', 'School Improvement Plan', and 'ofsted' website pages to see our current areas of focus.

Link Governor Roles

Our current trustee team is highly skilled, dynamic, and focused on action and outcomes. We value practical input over lengthy debates and pride ourselves on securing excellent results for Ludlow.

To enable the efficient running of the board the team is split into distinct governor roles. Each role has a different focus, and reports to a specific committee:

- **Standards committee** – Focuses on pupil outcomes, curriculum quality, safeguarding, inclusion, and teaching standards. Supports and challenges the Headteacher on educational performance.
- **Finance, Resources, Audit and Risk (FRAR) committee** – Oversees financial planning and monitoring, risk management, audits (internal and external), compliance, HR, and resource deployment. Ensuring financial integrity and risk control.

Find a list of the current roles of the board below:

Governance Role	Key Areas of Responsibility	Committee
Chair of Trustees	Leadership of the board Strategic oversight Line management of Headteacher (with Board) & Liaison with Members	N/A

Vice Chair of Trustees	Support for Chair & step-in leadership as needed Oversight of Trustee Induction Training & Development	N/A
Standards Committee Chair	Leadership of committee; monitoring curriculum, pupil outcomes, and quality of teaching Oversight of the school improvement plans	Standards
Safeguarding Lead Trustee	Oversight of safeguarding procedures and policies Monitoring compliance with statutory guidance Regular liaison with the Designated Safeguarding Lead (DSL)	Standards
SEND and Inclusion Trustee	Monitoring provision for SEND pupils Ensuring statutory duties are met Liaison with SENCo	Standards
Curriculum Trustee	Monitoring the quality of the curriculum Monitoring impact of Pupil Premium funding & outcomes for disadvantaged pupils	Standards
FRAR Committee Chair	Leadership of financial and risk oversight Review of budgets, audits, internal controls, estates, and staff resources	FRAR
Health & Safety Trustee	Oversight of compliance with health and safety legislation Site risk assessments and security Liaison with school Business Manager	FRAR
Community, careers & Transition Trustee	Oversight of pupil transition Oversight of development of community hub Support for enrichment and aspiration	FRAR
People & Culture Trustee	Oversight of workforce developments Promoting inclusivity and compliance with Equality Act Monitoring diversity in recruitment, curriculum, and school culture	FRAR

Training

All Trustees are provided access to 'The Key' which provides essential training, support and templates for governing roles within the Trust. Training covers a range of topics including, but not limited to:

- Trustee Induction & Academy leadership
- Safeguarding
- Finance
- Data protection & GDPR
- Cyber Security
- Health & Safety
- Complaints
- Safer Recruitment
- Suspensions and Exclusions

It is not an essential requirement to have knowledge of the education sector to become a Trustee. What is important is to have an enquiring mind, improvement focus, and an openness to learning.

Time Commitment

We understand your time is valuable. That's why our trustee role is designed to be flexible and mostly remote.

Each school term includes:

- Standards Committee; 2–3 hours pre-reading, 1 hour virtual meeting
- Finance, Resources, Audit & Risk Committee; 2–3 hours pre-reading, 1 hour virtual meeting
- Full Trustee Board Meeting; 2–3 hours pre-reading, 2 hours on-site meeting

Total estimated time per term: ~8 hours

Estimated Annual commitment: ~25 hours

Committee meetings are held online, with in-person sessions for full board meetings.

Try Before You Commit

We offer prospective trustees the chance to observe meetings and meet the team before applying. It's a great way to get a feel for the role and see if it's the right fit for you.

You'll also receive:

- A one-to-one discussion with our Headteacher Trustee, Ryan O'Hearn
- Support throughout the application and onboarding process

Who We're Looking For

We welcome individuals from all backgrounds who bring fresh perspectives and skills. The trustee role is strategic, not operational—so you won't be involved in the day-to-day running of the school.

If you're ready to make a difference and contribute to the long-term success of Ludlow Junior School, we'd love to hear from you.

Next Steps

 Email: info@ludlowjunior.org.uk

 Call: 023 8044 7885

Let us know if you'd like to attend an introductory session or have a chat with Ryan. Whether you decide to move forward or not, we appreciate your interest and hope to hear from you soon!