BEING A TRUSTEE OF THE LONDON DIOCESAN BOARD FOR SCHOOLS (LDBS)

INTRODUCING THE LDBS

There are 161 Church schools in the Diocese of London.

We support schools to provide high quality Collective Worship.

"I have come in order that you might have life – life in all its fullness." John 10:10

Our schools include Voluntary Aided schools, Single and Multi-Academy Trusts and a Voluntary Controlled school.

137 primaries with 89 nursery classes. 4 all-through, 19 secondary, and 2 schools for children with SEND.

Christian distinctiveness should shape everything that happens in a Church school.

We have been serving and supporting schools since 1836.

Our schools are ethnically diverse: More than half of pupils in our schools have an Asian, Black, Mixed or Other background. One quarter have a white British background.

Ofsted recognises the quality of our primary and secondary schools: more are rated as Good or Outstanding than the national average.

Our schools serve 59,000 young Londoners from the Christian faith, other faith and no faith backgrounds.

We provide training, advice and resources for school leaders to support school improvement.

We provide support for the development of premises, and we are responsible for administering an annual government grant for building maintenance.

We support chaplaincy in educational settings.

Our schools transform futures: young people make more progress and attain higher standards in our secondary schools than the London and England averages.

We provide HR support.

Our schools transform futures: primary children in our schools make more progress in reading than the London and national averages.

We provide data protection support.

Our schools are inclusive: they have more primary children with a recognised special educational need and/ or Education Health Care Plan (ECHP) than the London and national averages.

Many community and Roman Catholic schools buy our school improvement and support services.

Our schools serve deprived communities: there are more primary children registered for free school meals in our schools than the London and national averages.

Our schools transform futures: more primary children in our schools achieve the expected primary school standards in reading, writing and maths than the London and national averages.

We run a SCITT (School Centred Initial Teacher Training) which is rated as outstanding by Ofsted.

We provide a comprehensive programme of governor training.

Outcomes from the Statutory Inspection of Anglican and Methodist Schools (SIAMS) reflect the Christian distinctiveness of our schools: more of our schools are rated as Excellent than the national average.

2030 VISION

Our 2030 Vision is for every young Londoner to experience the love of God in Christ.

Specifically, the LDBS aims to serve and support schools to be:

- Places where all can flourish: our diverse family of children and adults developing and thriving spiritually, physically, intellectually, emotionally, morally and socially.
- Places which enable transformational futures: academically rigorous; pupils from all backgrounds achieving excellent outcomes to give them the best opportunities in life.
- Deeply Christian, committed to serving the common good with the invitation of Jesus to 'life in all its fullness' at their heart (John 10:10).

2021-24 Strategic Objectives

To take us towards Vision 2030 our objectives for 2021-24 are to:

1. Provide a joined-up and comprehensive programme of training and support for all school leaders: *being responsive to emerging needs so that schools are equipped to offer transformational futures, and children and adults flourish.*
2. Clarify what it is for schools to be 'deeply Christian, serving the common good' *to enable schools to be places which invite 'life in all its fullness' and to achieve excellent SIAMS outcomes.*
3. Develop a blueprint for churches, schools and homes working together *for mutual benefit, safe, racially just and keeping children at the centre of all we do.*
4. Apply the same standards to ourselves as we apply to our schools *to make sure the LDBS continually develops as an organisation which is equipped to respond and adapt, and to support schools to do the same.*

BECOMING AN LDBS TRUSTEE

Background

- We have a great opportunity to appoint a dynamic, diverse group of LDBS trustees who share our vision for distinctively Christian education in our exciting city.
- We are looking for trustees who will support, encourage, challenge and hold the LDBS leadership to account as together we serve the children and young people of our diocese.
- From January 2022 the LDBS will have a small board of 11 or 12 trustees, chaired by the Bishop of Edmonton.
- The Bishop of London will appoint trustees on the recommendation of a Nominations Committee.
- Every Diocese has a Diocesan Board of Education, and the LDBS is the board for the London Diocese.
- The LDBS is a charitable company limited by guarantee.

Appointment details

- Being a trustee of the LDBS is a voluntary position.
- We are appointing trustees to serve from January 2022.
- Applications are especially welcome from anyone with a Global Majority Heritage background; the LDBS wants to address current under-representation.
- In addition, the LDBS Board will be appointing people to serve on its committees who are not trustees. There are opportunities to join our education, governance, operations and audit committees.
- The usual term length is four years, but some trustees may be appointed for a shorter term to ensure that future appointments are staggered.
- Existing LDBS trustees are welcome to apply alongside new trustees.
- Thank you for considering prayerfully whether you could join us.

How to apply

- For more information or to arrange an informal discussion please contact Penny Roberts, Executive Chair of LDBS and Chair of the Nominations Committee, penny.roberts@london.anglican.org
- To apply, please complete the application form and return to leanne.gowar@london.anglican.org by noon on Monday 18 Oct 2021.
- Interviews will take place w/c 25 Oct and 01 Nov 2021.

SELECTION CRITERIA for LDBS TRUSTEES

Essential Eligibility Criteria

1. Trustees must commit themselves to supporting and promoting:
   - the vision of the Diocese of London for every young Londoner to encounter the love of God in Christ[1]. The vision prioritises children and young people and strives for education which is racially just and in which children and young people are safeguarded.
   - principles of good governance[2] which include the seven Nolan principles of public life[3].

2. Trustees must be a communicant member of the Church of England or a member of a church in communion with the Church of England or a member of a church which is a member of Churches Together in Britain and Ireland, the Evangelical Alliance or the Fellowship of Independent Evangelical Churches.

Priority in respect of any application shall be given to communicant members of the Church of England or members of a church in communion with the Church of England, but applications are welcome from members of other churches which are members of Churches Together in Britain and Ireland, the Evangelical Alliance or the Fellowship of Independent Evangelical Churches and who will enhance the range of skills, knowledge, experience and backgrounds represented on the Board.

3. Trustees do not need a professional background; however all trustees must demonstrate:
   - good interpersonal skills
   - an ability to challenge, question and analyse in a supportive manner
   - literacy skills sufficient to read and understand papers which are presented to the Board
   - English language skills sufficient to contribute to Board discussions
   - numeracy skills sufficient to understand and interrogate financial and other data presented to the Board
   - an interest in getting to know the organisation

4. Trustees must confirm that they are able to commit adequate time to the role including:
   - attending up to six board meetings each year
   - joining a committee which may meet up to four times each year
   - attending training, including the role of the trustee, safeguarding and anti-racism training
   - giving time to undertake background reading
   - attending occasional LDBS events
   - board and committee meetings are usually held midweek in the late afternoon or early evening

5. Trustees must be at least 18 years old.

6. Trustees must confirm they are willing to participate in any vetting or checks that may be required in relation to safeguarding.

7. Trustees must be eligible to be a Charity Trustee under the Charities Act. Disqualifying reasons include:
   - An unspent conviction for a specific offence[4]
   - Being on the sex offenders' register
   - Disobeying a commission order
   - Being a designated person under anti-terrorism legislation
   - Being a person who has been removed from a relevant office
   - Being prohibited by law from being a director of a company
   - Insolvency

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[1] https://www.ldbs.co.uk/vision-2030/
[2] https://www.charitygovernancecode.org/
[3] https://www.gov.uk/government/publications/the-7-principles-of-public-life
[4] For full list see: https://www.gov.uk/guidance/automatic-disqualification-rule-changes-guidance-for-charities

Desirable Criteria

Trustees bring a range of skills, knowledge and experience that are relevant to the work of the LDBS and its Board. They could include:

- Education:
  - Ofsted and educational standards
  - SIAMS and Christian distinctiveness in Church schools
  - Outreach and support in community schools and other educational settings
  - Safeguarding
  - Special educational needs
  - Community engagement and/ or experience of particular communities
- Governance:
  - Charity, Academy and/ or VA School governance
  - Inclusion, diversity and equality
  - Audit and Risk management
- Legal: Trust, Land, Education and Charity law
- Finance: Financial management, investment
- Human resources
- Land: Premises maintenance and development, property management
- Project management and/ or change management

This list is indicative: candidates may offer other skills, knowledge or experience which would be beneficial to the Board. The needs and priorities of the Board will vary over time.

Overall Board diversity and balance

Recognising that diversity on the Board brings strength, it is hoped to appoint a diverse group of trustees who, as a whole:

- offer experience from a range of relevant sectors e.g., education, ecclesiastical, charity
- have different experiences of education e.g., school leaders, school governors, clergy
- have different backgrounds
- work in different areas and/ or worship in different churches across the diocese

This may mean that some candidates meet the essential eligibility criteria but are not recommended as a trustee. The LDBS Board will consider appointing such candidates to a committee.