

Trustees at Hawes Side Academy



What our Trustees (Governors) do

The trustees of the academy trust are both charity trustees and company directors. At Hawes Side Academy our Trustees are known as Governors.

Our trustees focus on three core functions:

- ensuring clarity of vision, ethos and strategic direction
- holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff
- overseeing and ensuring effective financial performance.

The trustees apply the highest standards of conduct and ensure robust governance, as these are critical for effective running of our academy. Our Trustees follow the Governance Handbook, which describes the following features of effective governance and will aid compliance with the Academies Financial Handbook:

- **strategic leadership** that sets and champions vision, ethos and strategy
- **accountability** that drives up educational standards and financial performance
- **people** with the right skills, experience, qualities and capacity
- **structures** that reinforce clearly defined roles and responsibilities
- **compliance** with statutory and contractual requirements
- **evaluation** of governance to monitor and improve its quality and impact

How many Trustees (Governors) should there be?

The academy trust can appoint up to 15 Trustees with a minimum of 2 Parent Governors and 3 Co-opted Governors.

Can employees be Trustees?

Our Governing body includes 2 staff Governors

Working with the trustees

As responsibility to conduct the trust's business sits with the trustees, members should be 'eyes on and hands off' and avoid compromising the board's discretion.

However, if the governance of the trust by the board of trustees becomes dysfunctional the members will have a strong interest in ensuring the board has plans to address the issues or otherwise to remove the board or individual trustees and re-appoint trustees with the skills necessary for effective governance.

Do trustees have statutory duties?

Trustees **must** comply with the trust's charitable objects, with company and charity law, and with their funding agreement. Company directors' duties are described in sections 170 to 181 of the Companies Act 2006, but in summary are to:

- act within their powers
- promote the success of the company
- exercise independent judgement
- exercise reasonable care, skill and diligence
- avoid conflicts of interest
- not accept benefits from third parties

- declare interest in proposed transactions or arrangements

What does the chair of trustees do?

The chair is responsible for ensuring the effective functioning of the board and for setting professional standards of governance and accountability for the board.

Skills and experience

The board will identify the skills and experience it needs, including financial knowledge, and address gaps through recruitment, and/or induction, training and other development activities.