

**MAKING  
LIVES  
BETTER**

# GET INVOLVED IN GOVERNANCE

## Governor & Director Recruitment Pack

- STOC Vision
- STOC Governance Structure
- Why Governance Matters
- Skills Required
- Role Description
- Recruitment Process
- How to Apply



*Make Christ Known; Making Lives Better*

**ST TERESA  
of CALCUTTA**  
Catholic Academy Trust

# Introduction

**Dear Prospective Governors and Directors,**

As Chair of the Board of Directors at St Teresa of Calcutta Catholic Academy Trust, I am delighted to invite individuals of vision and dedication to consider serving within our governance community. Inspired by the example of St Teresa herself, our mission is to ensure that every child and young person in our care is supported to achieve their full potential.

Our Trust serves communities across the Diocese of Salford, working closely with our schools to provide an education that is academically excellent, personally enriching, and guided by a strong and shared ethos. To strengthen and grow this work, we are seeking committed Governors and Directors to join our Local Governing Bodies and the Trust Board.

These roles are vital to ensuring that our schools continue to flourish. Directors shape the strategic direction of the Trust, while Local Governors champion the success and wellbeing of their individual school communities. Together, they uphold the highest standards in governance, safeguarding, and educational outcomes.

In the following pages, you will find an overview of each role, how our governance is structured, and the process by which we appoint Governors and Directors.

I hope you will consider joining us in this important work. By offering your time, skills, and wisdom, you will be making a real and lasting difference to the lives of the children and families we serve.

**John McAuley**

*Chair of the Board of Directors  
St Teresa of Calcutta Catholic Academy Trust*





# Our Vision



At St Teresa of Calcutta Catholic Academy Trust, our mission is clear and compelling: to make Christ known, making lives better for our communities, our children, and our young people.

## We are guided by three deeply rooted values:

- **Hope** – Inspired by St Teresa, we are relentless in our ambition and unwavering in our belief in the future we will build together.
- **Courage** – We stand united in doing what is right, especially for the most vulnerable among us, striving always to ensure our communities thrive.
- **Innovation** – Like our patron, we embrace new ideas and best practices, preparing our young people to shape and change the world they inherit.

## A Vision Rooted in Faith and Community

We exist to remove barriers, cultivate potential, and deliver excellent, Christ-centred education across our Trust. Through partnerships with parishes, families, and communities, we nurture faith formation and personal growth, creating environments where every child can thrive.

Our Trust is more than a group of schools, it is a growing, mission-led Catholic family, committed to building a future of shared faith and educational excellence.

## How We Put Our Vision into Practice

### Collaborative Growth & Quality Assurance

- All our recent inspections; Ofsted and Catholic School Inspections, have returned “Good” or better outcomes, reflecting our shared commitment to the highest standards of teaching, leadership, and pastoral care.

### Proportionate Growth

- Our Trust continues to flourish, from its beginnings in 2017 with just two schools to now comprising over 20 schools, with more expected to join until all 68 schools are part of our family.

### Supporting Leaders and Schools

- Our central services; a collaborative network offering performance monitoring, HR, finance, curriculum support, and more, ensure that Headteachers can focus on leading their schools effectively, supported by shared resources and expertise.

## Join Us in Living This Vision

We are seeking Governors and Directors whose energy, insight, and conviction will help us advance this vision. By contributing your skills to our governance, you will ensure that our Trust continues to empower children and young people to flourish academically, spiritually, and personally.

Together, we will shape a future that is hopeful, courageous, and innovative—where Christ is known, and lives are forever bettered.



# MAT Governance

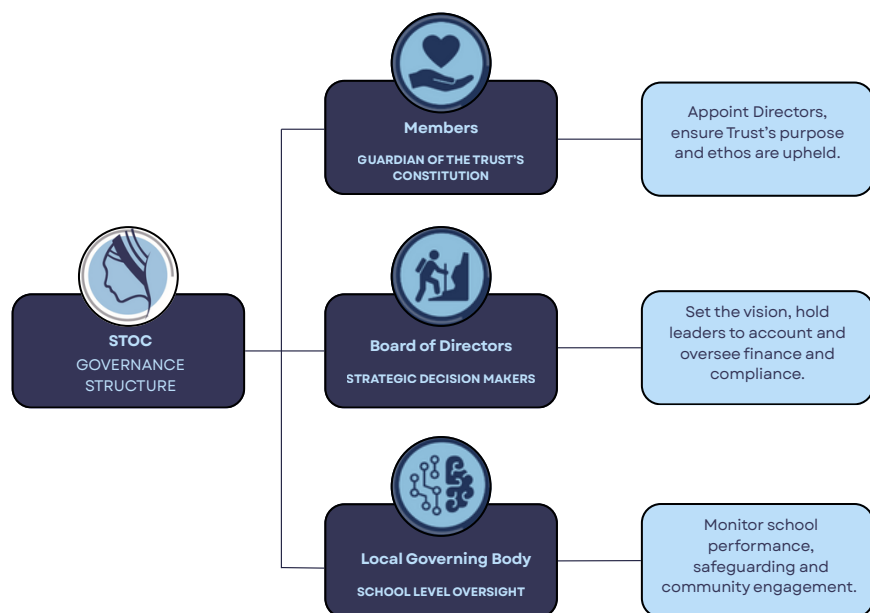
The St Teresa of Calcutta Catholic Academy Trust is a growing family of schools, working together to deliver exceptional education rooted in our Catholic values and the example of our patron, St Teresa of Calcutta. As a Catholic multi-academy trust, we operate within a clear legal and regulatory framework—shaped by education, company, charity, and canon law, and with constitutional requirements set out by our Articles of Association and the Bishop of the Diocese of Salford.

## Our Governance Structure

Our governance model has three core tiers:

- **Members** – Guardians of the Trust’s constitution, appointed in part by the Diocese of Salford to ensure our Catholic character is protected and promoted. They appoint Directors and hold them to account for the performance of the Trust.
- **Board of Directors (Trustees)** – Strategic decision-makers responsible for setting the vision, ethos, and strategy of the Trust. A majority of Trustees are Foundation Directors, appointed by the Bishop of Salford, with a specific duty to safeguard and develop the Catholic mission of the Trust and its schools.
- **Local Governing Boards (LGBs)** – Committees with delegated responsibility for individual schools. These include Foundation Governors, appointed to ensure that the Catholic ethos of the school is upheld in all aspects of its life and curriculum, while also overseeing performance, safeguarding, and engagement with the local community.

This structure ensures that decision-making is clear, accountability is strong, and every layer of governance actively protects our Catholic distinctiveness while delivering excellent outcomes for children.







# Effective Governance

Regardless of size or complexity, strong governance in our Trust is built on six key features:

1. **Strategic leadership** – setting and championing our shared vision, ethos, and long-term priorities.
2. **Accountability** – driving high educational standards and strong financial performance.
3. **The right people** – a diverse mix of skills, experience, and perspectives to inform decision-making.
4. **Clear structures** – well-defined roles and responsibilities at every level.
5. **Compliance** – meeting all statutory, contractual, and regulatory obligations, including those of the Catholic Church.
6. **Evaluation** – regularly assessing and improving governance effectiveness.

## Roles and Responsibilities

Being part of governance at St Teresa of Calcutta Catholic Academy Trust carries significant responsibility. Directors and Governors are entrusted with safeguarding both the success of our schools and the integrity of our Catholic mission.

Appointments to the Board and Local Governing Boards are made with a focus on skills, diversity, and commitment to our Catholic ethos.

We seek individuals from a range of professional, cultural, and educational backgrounds who can contribute insight, challenge, and support, while ensuring that our shared faith identity remains strong.

By joining us as a Governor or Director, you will be part of a governance community committed to delivering excellence, equity, and opportunity, and to ensuring that our Catholic values remain at the heart of all we do.





# Skills Based Board

## Skills for Governors and Directors

Building a strong Board means bringing together a diverse mix of skills and backgrounds to ensure effective governance and support for our schools. A variety of perspectives enriches discussions, drives innovative solutions, and helps us address the wide range of challenges facing the Trust. By fostering diverse conversations, we create a more inclusive, balanced, and resilient leadership team; one that can better serve our communities and deliver the best outcomes for every child.

You do not have to have an education background. Governors and Directors come from all walks of life. Desirable skills may include;

- **Catholic Life & Mission:** Commitment to promoting Catholic values, faith, and spirituality throughout the Trust
- **Strategic Planning:** Ability to set vision, mission, and long-term goals for the Trust.
- **Leadership Experience:** Proven leadership skills in education, business, or related sectors.
- **Educational Expertise:** Experience in education, including curriculum, SEND, teaching methods, and policy.
- **Governance Knowledge:** Understanding of governance principles, compliance, and legal frameworks in education.
- **Financial Acumen:** Expertise in budgeting, financial planning, and sustaining the school or Trust's finances.
- **HR & Personnel Management:** Skills in staff recruitment, development, and performance oversight.
- **Safeguarding:** Strong knowledge to ensure the protection and welfare of all in the Trust.
- **Estates & Health & Safety:** Experience managing estates, safety compliance, and risk oversight.





# Skills Based Board

- **Problem-Solving:** Analytical skills to address challenges and support sound decisions.
- **Inclusivity & Diversity:** Commitment to fostering inclusive and equitable environments.
- **ICT & Technology:** Understanding of educational technologies and their role in learning.
- **Risk Management:** Ability to assess and mitigate risks across the Trust.
- **Collaboration:** A team player who works well with directors, leaders, and stakeholders.
- **Networking & Community Engagement:** Skilled in building strong relationships with communities, parents, and partners.
- **Change Management:** Capacity to lead through change and adapt to evolving educational contexts.
- **Communication:** Clear and effective in sharing the Trust's vision with diverse audiences.
- **Passion for Education:** Genuine commitment to improving outcomes for every child.

“Why become a governor? Really simple...you get to make a difference in children's lives!”

*Simon Braithwaite, Headteacher-St Gabriel's*



# Role Descriptions

## Director

As a Director of STOCCAT, you will play a vital role in ensuring our schools deliver excellent Catholic education rooted in Gospel values. Working collectively with fellow Directors, you will provide strategic leadership, safeguard the Catholic character of the Trust, and ensure high standards of education, financial accountability, and compliance.

### Core Purpose:

- Shape and uphold the Trust's mission, vision, and values.
- Ensure all pupils receive the highest quality education.
- Preserve and develop the Trust's Catholic ethos.
- Hold senior leaders to account for educational, financial, and organisational performance.
- Ensure legal and regulatory compliance.

### Key Responsibilities

- Provide strategic oversight and avoid involvement in day-to-day operations.
- Use data and evidence to monitor performance and challenge leaders constructively.
- Approve and monitor budgets, ensuring resources are well managed.
- Act as an ambassador for the Trust within the community.
- Promote safeguarding and equality across all schools.
- Work within the Nolan Principles of Public Life and the Trust's Code of Conduct.

### Eligibility

- Over 18 years of age.
- Not disqualified from being a company director or charity trustee.
- Subject to an enhanced DBS check and other statutory vetting processes.
- Foundation Directors: practising Catholics in full communion with the Catholic Church (appointed by the Bishop of Salford).
- Co-opted Directors: appointed for specific skills/expertise, fully supporting the Catholic character of the Trust.
- Should not be related (including by marriage) to any staff or board member.





# Role Descriptions



## Commitment

- Term: 4 years (renewable).
- Time: Approximately 12 days per year.
- Meetings: 5 Board meetings annually plus committee membership and occasional panels.
- Preparation: Read meeting papers in advance; engage actively in discussions.
- Training: Participate in induction and ongoing development.

## Remuneration

This is a voluntary role. Reasonable expenses (e.g., travel) will be reimbursed in line with Trust policy.

## Person Specification

### Essential

- Commitment to the Trust's Catholic mission, vision, and values.
- Understanding of the difference between strategic governance and operational management.
- Ability to analyse and interpret data to inform decision-making.
- Strong communication and interpersonal skills, including the ability to challenge constructively.
- Integrity, sound judgement, and adherence to the Nolan Principles of Public Life.
- Willingness to undertake training and keep skills and knowledge up to date.
- Capacity to commit the necessary time to fulfil the role effectively.

### Desirable

Professional expertise in one or more of the following:

- Education
- Finance/accounting
- Law
- HR/people management
- Estates and facilities management
- Risk management
- Safeguarding
- Experience of governance, leadership, or board-level decision-making.
- Understanding of the challenges and opportunities within the education sector.
- Knowledge of the local community and its needs.

By joining STOCCAT as a Director, you will help shape the future of Catholic education for our communities, ensuring children and young people flourish academically, spiritually, and personally.

# Role Descriptions



## Local Governor

As a Local Governor, you will play a key role in supporting our schools to provide excellent Catholic education rooted in Gospel values. Working as part of a Local Governing Board (LGB), you will champion the Catholic life of the school, support high educational standards, and provide valuable local insight to the Trust Board.

### Core Purpose:

- Promote and protect the Catholic life, values, and mission of the school.
- Support and monitor educational standards to ensure pupils can flourish.
- Hold the Headteacher to account for school performance and leadership.
- Strengthen links between the school, parish, and local community.
- Ensure compliance with safeguarding and statutory duties.

### Key Responsibilities

- Distinguish between strategic governance and operational management.
- Monitor school improvement, pupil outcomes, and safeguarding.
- Use data and reports to ask constructive, evidence-based questions.
- Serve on panels for exclusions, complaints, or staff matters when required.
- Build positive relationships with senior leaders, staff, and the wider community.
- Uphold the Nolan Principles of Public Life and the Trust's Code of Conduct.

### Eligibility

- Over 18 years of age.
- Not disqualified from being a governor or charity trustee.
- Subject to enhanced DBS and s128 checks.
- Should not be related (including by marriage) to any staff or board member.
- **Foundation Governors:** practising Catholics in full communion with the Catholic Church (appointed by the Bishop of Salford).
- **Parent Governors:** must be a parent of a child at the school.
- **Staff Governors:** must be employed at the school. Not related (including by marriage) to staff or other LGB members as spouse, parent, child, or sibling.

# Role Descriptions



## Commitment

- **Term:** 4 years (renewable).
- **Time:** Around 6–10 days per year.
- **Meetings:** Typically 4–6 per academic year plus school visits and community events.
- **Preparation:** Read meeting papers in advance; engage actively in discussions.
- **Training:** Attend induction and ongoing development sessions, including safeguarding updates.

## Remuneration

This is a voluntary role. Reasonable expenses (e.g., travel) will be reimbursed in line with Trust policy.

## Person Specification

### Essential

- Commitment to the Trust's Catholic mission and the school's vision and values.
- Willingness to uphold the Catholic ethos in decision-making.
- Ability to work as part of a team and respect collective decisions.
- Skills in listening, questioning, and providing constructive challenge.
- Integrity, sound judgement, and adherence to the Nolan Principles.
- Commitment to safeguarding and child welfare.
- Capacity to commit time to meetings, visits, and training.

### Desirable

- Knowledge of education, safeguarding, finance, HR, or community engagement.
- Understanding of the challenges and opportunities in the local school context.
- Experience of governance, leadership, or decision-making roles.
- Strong links with the parish or wider community.

By serving as a Local Governor, you will help ensure that every child in our schools can thrive academically, spiritually, and personally.



# Eligibility & Checks

## Governors and Directors at St Teresa's Catholic Academy Trust

At St Teresa's of Calcutta Catholic Academy Trust, governors and directors play a vital role in shaping the future of our schools. To ensure that individuals are suitable and capable of fulfilling these governance responsibilities, we carry out a series of checks and require candidates to meet specific eligibility criteria. The exact checks and requirements vary depending on the role.

### Legal and Compliance Checks

To safeguard the interests of our students and maintain the integrity of the Trust, the following checks will/may be undertaken:

- **Enhanced Disclosure and Barring Service (DBS) Check:** To assess any criminal records that may affect suitability.
- **Prohibition from Teaching Check:** To confirm individuals are not barred from teaching or working with children.
- **Section 128 Direction Check:** Required for directors to ensure they are not disqualified from management under the Education and Skills Act 2008.
- **Financial Checks:** For those with financial responsibilities within the Trust.
- **Disqualification under the Company Directors Disqualification Act 1986:** Ensuring prospective directors are not disqualified from acting as company directors.
- **Eligibility to Work in the UK:** Verification of legal working status.
- **Reference Checks:** Two references will be requested to confirm suitability and character.
- **Social Media Review:** A review of publicly available social media profiles to identify any concerns.



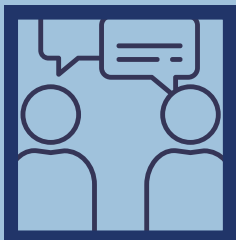
# RECRUITMENT

## YOUR JOURNEY TO BECOMING A GOVERNOR OR DIRECTOR @STOC



### 1. Express your interest

Visit our website and complete the expression of interest form.



### 2. Interview

Meet our Head of Governance for an informal interview to discuss your experience and the governance role you have applied for.



### 3. Application Form\*

Complete the formal application form for the Trust or the Diocese (depending on the type of governance role you have applied for).



### 4. Approval

Depending on the role applied for you may need to meet the Chair of the Board or the Diocese Director of Education. Director appointments require Member approval as well.



### 5. References and Checks

References and eligibility checks will be undertaken before any governance role can commence.





# How to Apply

Thank you for your interest in supporting the St Teresa of Calcutta Catholic Academy Trust.

**Online Application;**

<https://tinyurl.com/kave7yz8>



## Apply Now



If you have any questions, please do not hesitate to contact  
Victoria Del Giudice (Head of Governance)



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<https://www.stoccat.org.uk>

