



Lincolnshire Gateway
Academies Trust

Governor Handbook

For governors & prospective governors



EXCELLING



CREATING



CARING



Welcome

From the Chair

As Chair, I am delighted to present this handbook, written to help all those who serve on our local governing bodies. This is an opportunity to thank all those governors currently serving and to introduce myself to those who may be considering becoming a governor at one of our academies.

Local governing bodies sit right at the centre of multi academy trusts' governance: accountable, in the first instance, to the community served by each academy; whilst at the same time, promoting the Board's values and policies in order to support the Principal in providing a first-class education tailored to the needs and aspirations of that community.

Holding the Principal to account on the one hand and reporting to the Board on the other, illustrates the pivotal role of governors.

Lincolnshire Gateway Academies Trust (LGAT) is responsible for 5,550 students and 750 staff across five secondaries, three primaries and one sixth form.

We have spent ten years making sure our family of academies is in the best of health. All academies within our Trust have been designated by Ofsted as at least 'good'.

The Trust has been selected to sponsor two new Free Schools in Scartho and Waltham which are due to open in September 2025.

Applications from potential governors for our academies are invited.





From the CEO

Whilst much has changed during the Trust’s transformation to Lincolnshire Gateway Academies Trust, you can be assured that our core purpose of improving the life chances of all children and young people through the provision of a high-quality education remains.

Governors play a critical role in bringing our changed vision, values and outlook into being. Our closer relationship with the communities we serve place governors at the forefront of our transformation.

We are keen to collaborate and learn from others and share expertise and resources with schools, trusts and the local community.

We intend to support our neighbouring schools and work with our local councils, to the benefit of our communities.

This booklet sets out how the governance across our Trust and academies works; our governance structures, considerations to becoming a governor and our governor applications process.

Our academies



Cleethorpes Academy



Theddlethorpe Academy



Pilgrim Academy



Louth Academy



Somercotes Academy



Reynolds Academy



TOLL BAR SIXTH FORM



Waltham Toll Bar Academy

Our purpose

Our commitment

Our Trust exists to improve the life chances of learners; to benefit, and to benefit from the social and cultural assets of local communities; and to add value to the wider educational provision across the region.

To our students, we commit to

- Providing safe and stimulating environments for learning and personal development
- Providing a curriculum that extends knowledge, develops skills and deepens understanding
- Providing a curriculum that taps into the culture and resources of your local community
- Providing teaching that inspires, enables and prepares you to fulfil your ambitions
- Listening and responding to your views and concerns

To families, local communities, and neighbouring schools, we commit to

- Engaging with you to secure, support, enhance and enrich the learning of our children and young people
- Listening to your views in order to improve and develop our provision
- Inviting your participation in the life of our academies through volunteering as governors and attending our open events
- Working with other education providers and local authorities as partners to make a real difference to the quality of education across the region



To our staff, we commit to

- Providing a safe environment for you to demonstrate and extend your talents and expertise
- Ensuring opportunities for your continued learning and career development
- Listening to your views in order to improve and develop our provision

To our own Trust, we commit to

- Developing relationships with other education providers to exchange knowledge and expertise
- Continuing to develop as leaders both within the Trust and beyond
- Extending our reach to learn from others and to share our successes
- Working within our declared values



Our values



Collaboration

Our Trust is not an island. By working with parents, other schools, the community and local councils we can exceed what we can do by ourselves.



Respect

We respect ourselves and each other. We respect our diverse communities of pupils, parents and staff.



Aspiration

We are ambitious. We aim high for ourselves and for others. We believe that we can make a real difference to all those we serve.



Integrity

We are honest with ourselves and each other. We do things for the right reasons. We are open and transparent in all our interactions with those we serve.



Service

We are here to serve the families in our local communities through providing the best possible education.



Accountability

We are directly accountable to our students and their families. We are also accountable to the communities in which our academies are located.

Who we are

Our members

Our members

Our members include those who established this Trust in 2006 and others whom they have since appointed. They are the guardians of the objectives and governance of the Trust.

Their role is to

- Assure the proper governance of the Trust
- Assure the Trust operates in line with its stated objectives
- Appoint trustees to the Trust Board
- Appoint the external auditor
- Ensure the success of the Trust



Phillip Bond



Jane Aukett



Mike Draper



Martyn Chilvers



Geoff Morris

Our board of trustees

The role of the board of trustees is to

- Ensure the clarity of the vision, ethos and strategic direction of the Trust
- Hold the executive leaders to account for educational performance, and the effective and efficient management of schools and staff
- Oversee the financial performance of the Trust and its academies
- Ensure compliance with all statutory and contractual requirements
- As the decision-making body of the Trust, delegate decision making powers to the executive leadership in accordance with the scheme of delegation



Phillip Bond
Chair



Jane Aukett
Vice Chair



Martin Brown
CEO, Ex-officio



Chris Brook



Paul Cornford



Ann Hardy



Andrea Manders



Steve Woolsey

Committees of the board

- Finance
- Audit and Risk
- Admissions
- Complaints
- Pupil Disciplinary
- Personnel
- Pay and Performance
- Senior Staff Remuneration

Who we are

Trust executive team



Martin Brown
CEO



Katie Davies
CFO

The role of The Executive Team is to support the CEO in order to

- Manage the smooth running of the Trust with its academies
- Set and manage budgets
- Make those decisions delegated by the Board
- Manage the educational performance of the academies
- Manage and enable people to fulfil their roles
- Manage the effective and efficient use of resources
- Delegate to Principals and others decision-making powers in accordance with the scheme of delegation.



Kevin Blake
Director of ICT & Estates



Angela Davis
HR Manager



Mark Shadbolt
Estate & Operations
Manager



Rob Middleton
Estate Projects
Manager



Andrew Collins
Director of School
Improvement



Andrew Clark
Executive Principal
Primary



Philip Dickinson
Executive Principal
Secondary

Local governing bodies

Each academy has a local governing body, which is a committee of our Trust Board. Its role is to promote and uphold the Lincolnshire Gateway vision, values, policies and priorities, while providing internal assurance. In addition, it has a role to develop and strengthen the academy's links with the local community.

Each local governing body is made up of governors who are expected to question, challenge, and support the academy's leadership. Some Governors are appointed by the Trust and others are elected by parents or carers of children who attend the academy. In addition, there is an elected staff governor.



Their role is to discharge those responsibilities and make those decisions delegated to it by the Board, which may require governors to

- Work with the Board to determine the strategic direction of the Academy
- Hold the Principal to account for the quality and outcomes of educational provision
- Check that the curriculum and its teaching reach and benefit each and every child
- Participate in visits to the academy in order to show support, engage with other visitors, and to evaluate provision
- Monitor the provision of special educational needs and funding devolved to support it
- Understand, interpret, and question academy attendance and performance data presented by the Principal
- Facilitate the use of academy assets to benefit the community, and community assets to benefit the academy
- Monitor the impact of the budget devolved to support disadvantaged pupils (the pupil premium)
- Monitor the academy's use of any other devolved budgets, and the impact and value of resources deployed
- Engage with Ofsted when the academy is inspected
- Assure the wellbeing of staff, including the Principal
- Communicate with the Board on matters of concern
- Participate on any committees that may be formed to discharge the responsibilities of the governing body
- Be aware of, and assure compliance with all safeguarding requirements

Who can be a Governor?



Our Local Governing Bodies are constituted as follows

- The Principal of the Academy
- Parent Governors
- Governors, appointed by the Trust on the basis of their skills, experience and commitment
- A staff Governor

Who should consider being a Governor?

Being a governor can be stimulating, rewarding and an enjoyable experience! Benefits include

- Developing professional skills and experience in areas such as chairing, team building, public sector accountability, education evaluation
- Access to training and development opportunities which can enhance personal CVs
- Working with people who want to make a difference and networking within the local community
- Working within cooperative principles to provide the highest quality of education for all local children
- Helping to shape the society of tomorrow



What commitment is expected?

Local Governing Body meetings are held regularly, and dates are set in advance. Meetings usually last a maximum of two hours and governors are given access to papers online in advance for prior reading. This ensures that meetings can focus on discussion and decisions, rather than members reading papers in the limited meeting time available.

Governors should be committed to getting to know their Academy. This will involve visiting the setting so that they can observe what goes on, and also occasionally attend events where they can meet staff and parents, such as academy performances, parent consultation evenings, etc.

Governors should be prepared to engage with the community served by the academy, ensuring that

community interests are understood by the academy, and that the academy's intentions are understood by the community.

Our Trust values the time committed by governors. We are mindful of governors' other commitments to family and work and try to schedule meetings over the year to take these into account. Some employers may give time-out permissions to school governors. Most governors serve for a four-year term of office.

Governors can resign at any point during their term and can request reappointment or can be re-elected at the end of the period.



Application process

Our local governing bodies are always keen to hear from members of our community who would be interested in shaping our future.

Please contact the Trust on 01507 353452 to arrange an informal discussion where you can learn more about the role and vacancies currently available within the Trust.

The next stage would be to complete an Expression of Interest form which will then be presented to the Trust Board for approval.

Appointment is then subject to DBS (Disclosure and Barring Service) checks and satisfactory references.

Following successful appointment, all governors receive a comprehensive induction programme with training on a variety of platforms. Our Trust is a member of the Confederation of School Trusts CST and the National College. These memberships give governors access to a range of development opportunities.

More information regarding our local governing bodies can be accessed on our websites.



What next?

If you would like to know more about the Trust, please contact us.



Lincolnshire Gateway
Academies Trust

www.lincolnshiregateway.co.uk

e: enquiries@lincolnshiregateway.co.uk t: 01507 353450

