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Who we are.

Introduction

Welcome to The Balcarras Trust, a small multi academy trust based in Gloucestershire. There are currently 3 secondary schools in the Trust all of which are successful and popular.

Balcarras School is a large 11-18 school of nearly 1400 pupils based in Charlton Kings. It has been consistently rated outstanding by Ofsted.

The High School Leckhampton is a new 11-16 school which opened in 2021 and which will have 900 pupils when full. It was rated outstanding by Ofsted in March 2024.

Winchcombe School is a smaller 11-16 school with about 500 pupils on role, rated good by Ofsted.

All three schools work closely together to promote excellence.

The Trust is committed to providing the highest quality comprehensive education.





Mission & Vision.

VISION

- The Trust will establish the highest educational standards in our schools. We believe strongly in the value of comprehensive education and we are committed to the belief that all children should receive an outstanding education regardless of ability, prior attainment or background.
- Certain values underpin the work of Trust and are non-negotiable. Firstly, we insist that all of our schools are comprehensive and focussed on the achievement of every child. Secondly, we ensure that our schools are inclusive and welcoming particularly to children who have specific barriers to learning. Thirdly, we value the contribution of our teachers and support staff because they are our most prized asset and we will always look to establish close working relationships with our parents and families.

MISSION

- The Balcarras Trust is committed to delivering outstanding inclusive, comprehensive education in each of its schools. Every child within the Trust will be expected, encouraged and supported to reach their full potential and, when they leave school, to be fully equipped to go on to be successful in the next phase of their lives.
- The Trust will establish and maintain high standards of teaching, pastoral care and behaviour in its schools. No child will be “left behind.” There will be excellent opportunities for extra-curricular activities.
- Each member of staff in the Trust’s schools will be an excellent role model and will play their part in ensuring that each of the Trust’s schools will have its own special ethos. Students will feel proud of their school.
- The Trustees will, at all times, uphold the highest standards of financial propriety and make efficient and appropriate use of the public money made available to them.
- Underpinning all the activities in the Trust is the belief that, however strong the performance of the Trust’s schools may be, there is always room for improvement. Everyone associated with the Trust, the trustees, governors, school leaders, staff and pupils will share this aspiration.
- The Balcarras Trust is committed to its role as a ‘system leader’ in the wider educational environment. The Trust oversees the GLOW Maths Hub and the Balcarras Teaching School Partnership, both of which are leading providers of Continuing Professional Development for educators.
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Why and who can be a Trustee.

Why Become a Trustee?

- Make a lasting difference in young people's lives
- Use your professional skills for a greater cause
- Learn and grow through strategic board-level engagement
- Support strong governance and educational standards

What Does a Trustee Do?

Trustees are vital to the success of our Trust. They provide strategic oversight, ensure accountability, and monitor performance. Trustees help shape our vision and ensure that we are compliant, effective, and pupil-focused.

Who Are We Looking For?

Applicants who have an:

- Understanding of the importance of good governance and due process in organisations
- The ability to assimilate and process information delivered both orally and in written format
- Willingness to spend time preparing meetings carefully by studying supporting documents in advance
- The ability to think rationally and to think through the potential consequences of intended actions
- The ability to engage with other trustees in holding the executive to account in an appropriate manner

We welcome applicants from all walks of life, especially those with experience in:

- Finance / Accountancy
- Legal / Governance
- HR / People Management
- Risk Management/ Governance
- Estates / Health & Safety
- Safeguarding experience
- Digital / IT Strategy
- Compliance
- Education



What's involved for a Trustee.

As a Trustee, your core responsibilities will include:

- Setting the strategic direction of the Trust and its schools
- Overseeing financial performance to ensure strong stewardship and value for money
- Ensuring compliance with statutory and regulatory requirements
- Holding executive leaders to account for the educational performance of the schools and the effective management of staff
- Monitoring and evaluating Trust performance against agreed goals and priorities
- Contributing to effective governance as part of a collaborative Board
- Upholding the values, vision, and ethos of the Trust
- Attending Board meetings (approximately 6–8 per year) and participating in relevant committees
- Visiting schools within the Trust to develop a stronger understanding of their context and challenges
- Staying informed on key issues in education, governance, and the wider sector (training is provided)
- May be considered as Chair of a committee or workgroup

Time Commitment

Trustees attend approximately 6–8 board meetings annually, the AGM, plus occasional school visits and training. Meetings are typically a blend of in-person and virtual formats.



Who can become a member.

Who Can Be a Member?

- Individuals with a commitment to education and strong ethical judgment
- No specific qualifications are needed, but an understanding of governance, charity law, or education can be helpful
- Members must remain independent from the day-to-day running of the Trust and should not be employees or Trustees

Being a Member offers a unique opportunity to oversee and safeguard the long-term integrity of the Trust while maintaining a high-level view of educational impact across its schools.



What's involved for a Member.

Members play a vital role in the governance of an academy trust. They are the custodians of the trust's purpose and have a limited but crucial set of responsibilities that ensure strong oversight at the highest level.

Although less involved in day-to-day governance than Trustees, Members play a key part in ensuring the Trust remains focused, ethical, and effective.

Key Responsibilities of Members:

- Uphold the Trust's charitable purpose – ensuring that the Trust is working in line with its founding aims and values
- Hold the Board of Trustees to account for the overall direction and effectiveness of the Trust
- Appoint and remove Trustees – particularly in ensuring the right skills and leadership are in place
- Review and amend the Trust's Articles of Association if needed
- Receive the Trust's annual accounts and report – providing oversight of financial and governance performance
- Ensure strong governance by acting as a safeguard, intervening only if the Board is failing to act in the best interest of the Trust
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Time Commitment:

- Members typically meet once or twice per year, including at the Annual General Meeting (AGM)
- The role is strategic and non-operational, requiring a high-level view of accountability and compliance

Next steps

If, having read the applicant pack alongside this advert you are interested in joining as either a Member or Trustee, please send a brief letter of application explaining why you would be suitable for the role including an up-to-date CV to:

trust@balcarras.gloucs.sch.uk



The Balcarras Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion. Please also read the Recruitment Selection and Disclosure Policy within "How to apply" which includes our policy on recruiting ex-offenders. All posts are subject to an enhanced DBS check and receipt of two satisfactory references.

 01242 515881

 trust@balcarras.gloucs.sch.uk

 www.thebalcarrastrust.co.uk

