

Salisbury Diocesan Board of Education (SDBE)

SDBE MAT Foundation Member Appointment Policy

1. Rationale for this Policy

- 1.1. This policy explains the role of the Foundation Member within multi Academy Trusts (MATs) as well as the criteria and the process by which Foundation Members are appointed to Church of England MATs within the Diocese of Salisbury.

2. Educational Context / Terminology used in this Policy

- 2.1. Foundation Members serve Church of England academies within a MAT. Foundation Members are appointed to every academy trust which includes a Church of England school.¹
- 2.2. The 'Salisbury Diocesan Board of Education' (SDBE) Strategic Plan states that the SDBE will lead the development of a body of confident, effective church schools and academies that are deeply Christian, belonging at the heart of church and community, serving society's common good.
- 2.3. This policy applies to the appointment of SDBE Foundation Members in MATs.

3. The Role of SDBE Foundation Member

- 3.1. The inclusion of Foundation Members in MATs is one of the distinguishing characteristics of church school education. Foundation Members represent the historic link with the original church establishment (*the 'founding' establishment, hence the term 'foundation'*) of the schools' within the MAT. As such they are the custodians of its distinctive Anglican and Christian ethos.
- 3.2. In most ways Foundation Members have the same objectives as other Members. Along with their fellow Members therefore they are entrusted with responsibility to:
 - be the ultimate guardians of the vision of the MAT
 - review the Articles of Association and following discussion with the Board and SDBE make any appropriate changes to the Articles
 - appoint the Chair of the Board of Trustees and ratify the appointment of the CEO (Chief Executive Officer) or equivalent
 - appoint Trustees to the Trust Board in relation to the requirements within the Articles of Association, the Foundation Trustee percentages and ensuring that the Trust Board maintains a balanced skill set which will lead and manage the Trust effectively
 - appoint Members and Foundation Members (SDBE or other), in line with the Articles of Association, and the requirements of the Diocese
 - appoint external auditors to ensure that the accounts are independently interrogated
 - dismiss any Trustee who is not considered to be acting in the best interests of the Trust, following discussion with the Diocese as appropriate
 - hold the Trustees to account for the way that the Academy Trust is operated
 - approve the annual report and accounts as provided by the Trust Board auditors in advance of submission to Companies House
 - guarantee the debts of the Academy Trust – the extent of the guarantee is ten pounds per member if the company goes into insolvent liquidation

4. SDBE Requirement of Foundation Members

- 4.1. The SDBE understands the responsibility that Foundation Membership brings. We also recognise the care and commitment of those who undertake this vital role. Every new Foundation Member is expected to participate

¹ In those Church of England Schools within the Diocese which are single academy trusts, the Trustees (aka Directors) are referred to as "Governors" and include a specified ratio of foundation governors. The term 'Member' may also be used in this context but in some single academy Trust contexts can include a subset of the governors with uplifted responsibilities.

in SDBE's development programme. Those who are nominated by the SDBE Corporate Member to the SDBE must, in advance of the nomination process, have completed and signed Form A (nomination form) to show their commitment.

4.2. In addition, as representatives of the church's role in the school, Foundation Members must:

- fully support, cherish, preserve and develop the distinctive Anglican and Christian ethos of the schools within the Trust, ensuring that any church school has a distinctive Anglican and Christian vision and values which lead to effective practice and outcomes
- preserve and strengthen the links between church, Trust, school and diocese
- ensure that their own attitudes and behaviour in relation to the Trust reflect its distinctive Anglican and Christian ethos.

Foundation Members work with the SDBE Corporate Member to:

- ensure that Foundation Governors (and/or Trustees) are represented in the appointment process of all senior school leaders e.g. the head of school, headteacher, CEO, principal
- ensure that the SDBE is informed of any internal recruitment process for senior school leaders
- lead the nomination process for the appointment of all Foundation Governors to all church schools within the MAT, and Foundation Trustees to the Board.

5. Criteria for Foundation Members

5.1. The SDBE asks the SDBE Corporate Member to consider and propose candidates for the role of Foundation Member who meet the 'SDBE Requirements of Foundation Members'. Foundation Members can be from a broad tapestry of Christian groups. It is their unfaltering commitment to the stated 'SDBE Requirements' which is essential.

5.2. Foundation Members must fall within one of the following groups:

- 'Actual communicant' and church electoral roll member within the Church of England
- Regular worshipper at Church of England services
- Regular worshipper within one of the Member Churches of 'Churches Together in Britain and Northern Ireland' (CTBI)
- By exception, an individual may be appointed as Foundation governor being a Christian who is not a regular worshipper at one of the churches listed above but is committed to the tenets of the Apostles' Creed

5.3. It is vital that the PCC works with the SDBE Corporate Member to ensure that the makeup of the Members' group includes communicant representation of the Church of England in order to support the Trust's governance in being faithful to the Anglican tradition. The SDBE knows that the experience and depth of church commitment which both an actual communicant and electoral roll member of the Church of England can bring to their important Foundation Member role. The SDBE asks each PCC and Corporate Member to work together in partnership, knowing their local context, to ensure that there is sufficient Anglican communicant representation on the Members' Group.