

Appointment of Two Trustees

April 2026 | Reference: RBSKC



01 Welcome

Dear Candidate,

Thank you for your interest in joining the Board of Trustees of Kemnal (The Kemnal Academies Trust).

This is an exciting moment in our journey. Under the leadership of our CEO, Russell Hobby, we have a new seven-year strategy, and there is real momentum and pace of change across the Trust, which we are keen to sustain and accelerate. We are actively shaping our future direction, building on the progress made across our family of 45 schools. Improvements achieved in recent years provide a good platform; in this next phase, we are focused on ensuring that they are consistent and sustainable across all our schools.

Educational inequality remains one of the most pressing challenges facing society. Without the right support to achieve strong outcomes, develop skills and grow in confidence, too many pupils miss out. We are looking for Trustees who share our commitment to addressing this challenge with insight, integrity and a clear focus on impact. Our determination to serve our communities well is underpinned by a commitment to high-quality scrutiny and governance. You will be joining a skilled and experienced Board of Trustees, bringing together expertise from across education, governance, finance and beyond.

We are seeking two Trustees; individuals with deep expertise in school improvement, particularly at secondary level, and insight into how to deliver that improvement at pace across a large and complex organisation. This may come from directly leading school improvement in challenging contexts, from involvement in governance at another multi-academy trust, or from experience of shaping education policy. You will bring the ability to provide thoughtful advice, guidance and constructive challenge, helping to shape how we deliver our ambition to ensure every young person receives an excellent education across Kemnal.

If you are interested in applying your understanding of what drives excellent education in a trustee capacity, and believe you have the experience, judgement and commitment to support the future of young people across our Trust, we would be pleased to hear from you.

Yours sincerely,

**Catherine
McGuinness CBE**

Chair, Kemnal



02 Introducing Kemnal



One of the largest trusts in the country with 45 Academies across South and East England.

Our Vision

We are a group of schools with ambition for every child and pride in the communities we serve. We provide a broad and rich education that opens doors. Working together, we give every student the support and skills they need to build a life of purpose and contribution.

Seven-Year Strategy

Kemnal has set out a bold seven-year strategy rooted in deeply held ideals, translating principles and values into tangible goals with concrete measures of success. The strategy is inspired by conversations with colleagues across all forty-five schools, a large survey of parents and governors, and informed by pupil views.

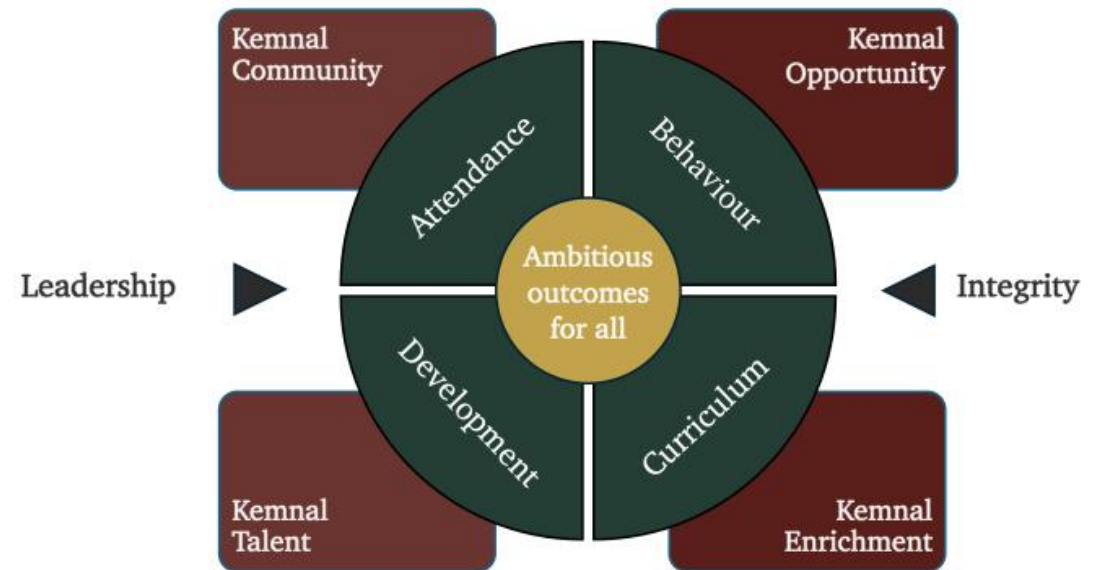
The Context

Kemnal covers the full age range with a distinct regional footprint in the Southeast, often serving communities that have been neglected in national policy. Performance is strong in primary and special education, with improvements needed at secondary. The sector faces ongoing challenges from COVID-19 disruption, rising SEND prevalence, cost pressures and curriculum reforms, and these have also impacted our schools.

Culture & Values

At the heart of Kemnal is the determination to do what is right, however hard it may be. There is a stubborn pride in our pupils and communities. The strategy is built on five ideals: Ambition, Community, Opportunity, Enrichment and Talent, organised into strategic pathways with measurable goals.

How our strategy fits together



03 Kemnal in Numbers



3,451
employees,
of which:



1,340
are teachers
and leaders



2,111
are non teaching
staff



45
academies



22,364
Pupils
(Nursery, Primary, Secondary and Sixth Form)



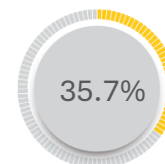
51.7%
female
pupils



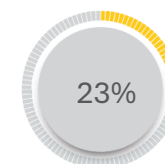
48.3%
male
pupils



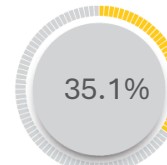
10
different Local
Authorities work
with us



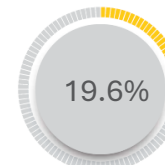
Pupil Premium



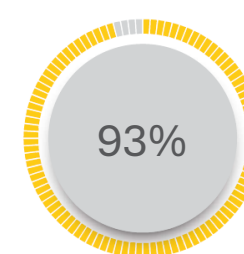
SEND pupils



Pupils receive free
school meals



Pupils have English as an
additional language (EAL)

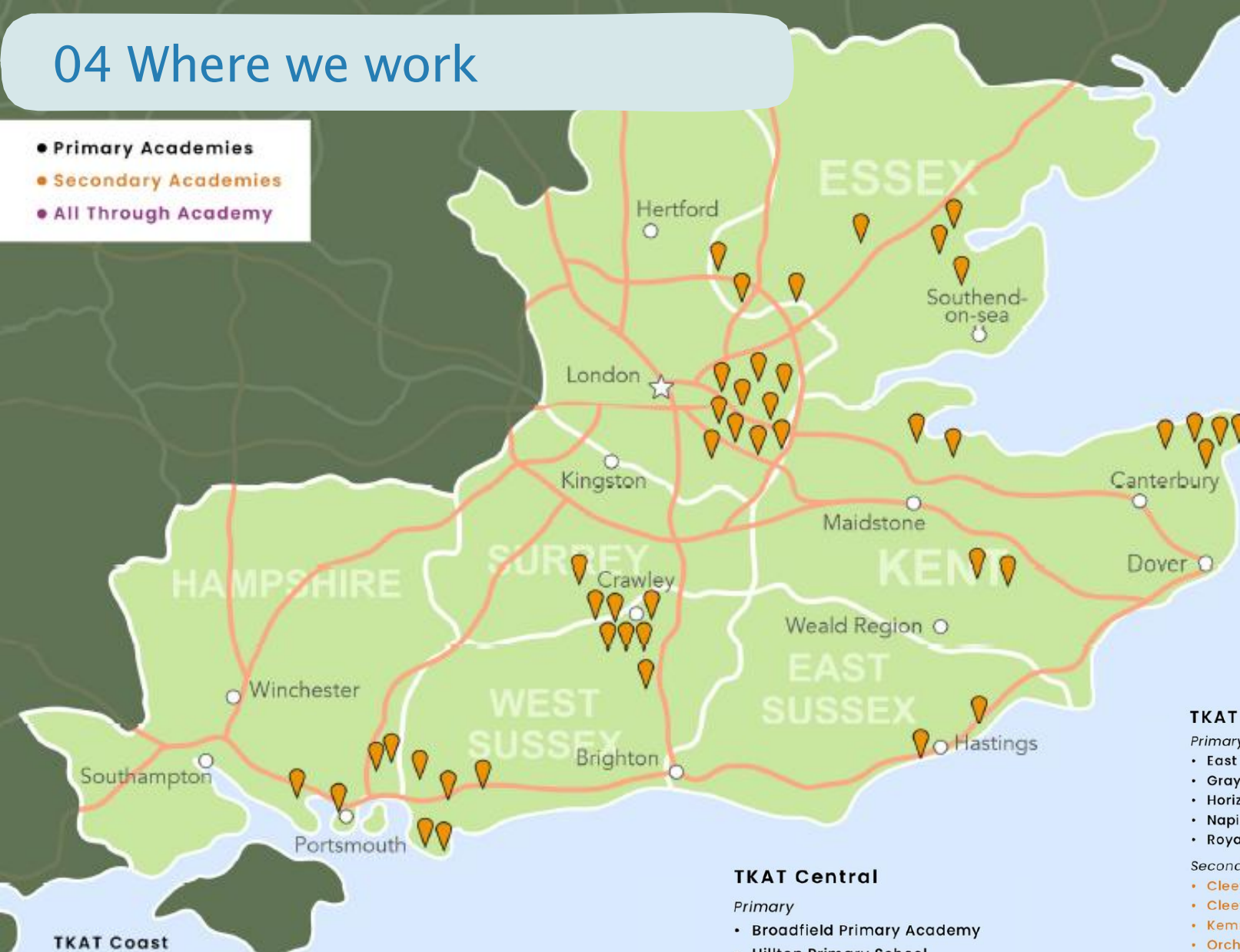


93% of our Academies
rated GOOD or better by
OFSTED for leadership
and management

04 Where we work



- Primary Academies
- Secondary Academies
- All Through Academy



TKAT Essex

Primary

- Heybridge Primary School
- Maldon Primary School
- Stapleford Abbots Primary Academy
- Willow Brook Primary School

Secondary

- Debdon Park High School
- Hylands School
- King Harold Business & Enterprise Academy

TKAT East

Primary

- Dame Janet Primary Academy
- Drapers Mills Primary Academy
- Newlands Primary School
- Northdown Primary School
- Salmestone Primary School

TKAT Weald

Primary

- Ore Village Primary Academy
- Pebsham Primary Academy
- Pluckley C of E Primary School
- Smarden Primary School

TKAT City

Primary

- East Wickham Primary Academy
- Grays Farm Primary School
- Horizon Primary Academy
- Napier Community Primary & Nursery Academy
- Royal Park Primary Academy

Secondary

- Cleeve Meadow School
- Cleeve Park School
- Kemnal Technology College
- Orchards Academy
- Rainham School for Girls
- Thomas Bennett Community College
- Welling School

All Through

- Shenstone School

TKAT Central

Primary

- Broadfield Primary Academy
- Hilltop Primary School
- Seymour Primary School
- The Bewbush Academy
- The Mill Primary Academy
- The Oaks Primary School

TKAT Coast

Primary

- Front Lawn Primary Academy
- Portfield Primary Academy
- Seal Primary Academy
- Tangmere Academy
- Weyfield Primary Academy

Secondary

- Bridgemary School
- Chichester High School
- Havant Academy
- Miltoncross Academy
- The Academy, Selsey



05 Our governance

Kemnal is a multi-academy trust which was established on 1 September 2010. Its constitution is set out in the Articles of Association, and this is shared with individual academies, via the Scheme of Delegation. Kemnal has through the Scheme of Delegation, established Local Governing Bodies for each of the Academies.

THE MEMBERS

The Members protect our charitable and educational objectives, including the ethos of the Trust. They appoint the Trustees to the Kemnal Board and hold annual and extraordinary general meetings.

THE BOARD

We have a strong Board, with a healthy balance of corporate and educational professionals, who bring different perspectives and ideas to the table.

The Board sets the overall strategic direction of the Trust. They scrutinise, challenge and support our educational and operational performance data, stability, and emerging risks and opportunities. The Board delegates certain powers and duties to our Local Governing Bodies.

LOCAL GOVERNING BODIES

Our Local Governing Bodies know their schools well and provide Trustees with an independent local voice. They combine a passion to make a difference, with common sense, and a unique perspective. This means their challenge and support complements how the Board holds schools to account. They have the flexibility to structure and organise themselves in ways that best benefit their community and stakeholders.

The Kemnal Board has delegated 4 key responsibilities to Local Governing Bodies:

1. Represent the Academy's local community and stakeholders by ensuring that the Academy's policies and practice meet the community's needs including parental engagement and communication.
2. Ensure that the Academy's long-term vision reflects the needs of its community beyond current postholders and is in line with Kemnal's vision and values.
3. Support Directors of Education to improve Academy outcomes.
4. Support the school's leadership team to ensure staffing is efficient and effective.

06 The Role of Trustees



The Board of Trustees is collectively responsible for the overall governance, aims and development of Kemnal. Trustees offer a range of expertise and insights to set our strategic direction and major policies in accordance with our ethos and values, and they act as ambassadors for our Trust with wider stakeholders. The Chief Executive Officer is accountable to the Board and the Board is accountable to the Department for Education and to the Members of the Trust.

The Board ensures our financial viability, agreeing the Trust's budget and ensuring that suitable arrangements are in place for Kemnal to meet its educational, financial and legal responsibilities. The Board scrutinises, challenges and supports our educational and operational performance data, stability and emerging risks and opportunities. To facilitate this, the Board currently operates with an Education Committee; an Audit and Risk Committee; a Finance and Sustainability Committee; and an HR Committee. In due course we would expect one of the newly appointed Trustees to chair the Education Committee.

Each Trustee is allocated a group of schools to enable the Trustees to build closer relationships with them and their local governing bodies. This responsibility will sit across both primary and secondary schools across the Trust.

In addition to the overall Trustee responsibilities, we are looking for these individuals to bring deep experience of working in education and a track record of improving schools in challenging contexts. They will provide constructive challenge to the leadership team, working with the Board to guide decision-making about the Trust's approach to making rapid and sustained improvement in delivering better outcomes for our pupils. Bringing best practice to us, they will advise the Board and Executive on what strategies Kemnal should implement to make sustained progress in its schools, whilst also advising us on how we share best practice from the Trust with the wider sector.



07 Responsibilities and Duties of the Trustees



- To ensure that Kemnal's strategic direction, policies and aims are clearly established and kept under review.
- To consider the organisation as a whole, and its beneficiaries, in all discussions of strategic direction, planning and activity.
- To support the Chief Executive and Senior Leadership Team at Kemnal in discharging their responsibilities, acting as an objective, critical friend.
- To ensure that Kemnal functions within the legal, financial and regulatory framework of the academy sector, continually striving for best practice in governance.
- To engage positively and collaboratively in Board discussions bringing fresh ideas and new perspectives.
- To question intelligently, debate and challenge constructively and thoughtfully, and determine outcomes fairly.
- To act lawfully, with integrity, objectivity and honesty, and promote openness and trust in relationships with all Board members.
- To take appropriate professional advice in all matters where there may be material risk to Kemnal.
- To make available their skills and experience to Kemnal and avoid any personal conflict of interest, acting solely in the best interests of Kemnal, its beneficiaries and future beneficiaries at all times.
- To maintain total confidentiality about all sensitive information received in the course of Trustees' responsibilities to Kemnal.
- To regularly reflect on the quality of governance at Kemnal and how the Board adds value to the organisation.



08 Terms of Appointment

The initial term for the Trustee role is four years, with an option to renew for a second term.

The Board meets six times per year. The Finance and Sustainability and Audit and Risk Committees meet four times a year, and the Education and People Committees meet five times per year.

Board meetings are usually held at our headquarters in Kent, whilst committee meetings often take place online. Meetings typically run between 10:00 to 16:00. Additional time will be required for preparation and ad hoc meetings and school visits.

The overall time commitment for a Trustee is approximately 20 days per year.

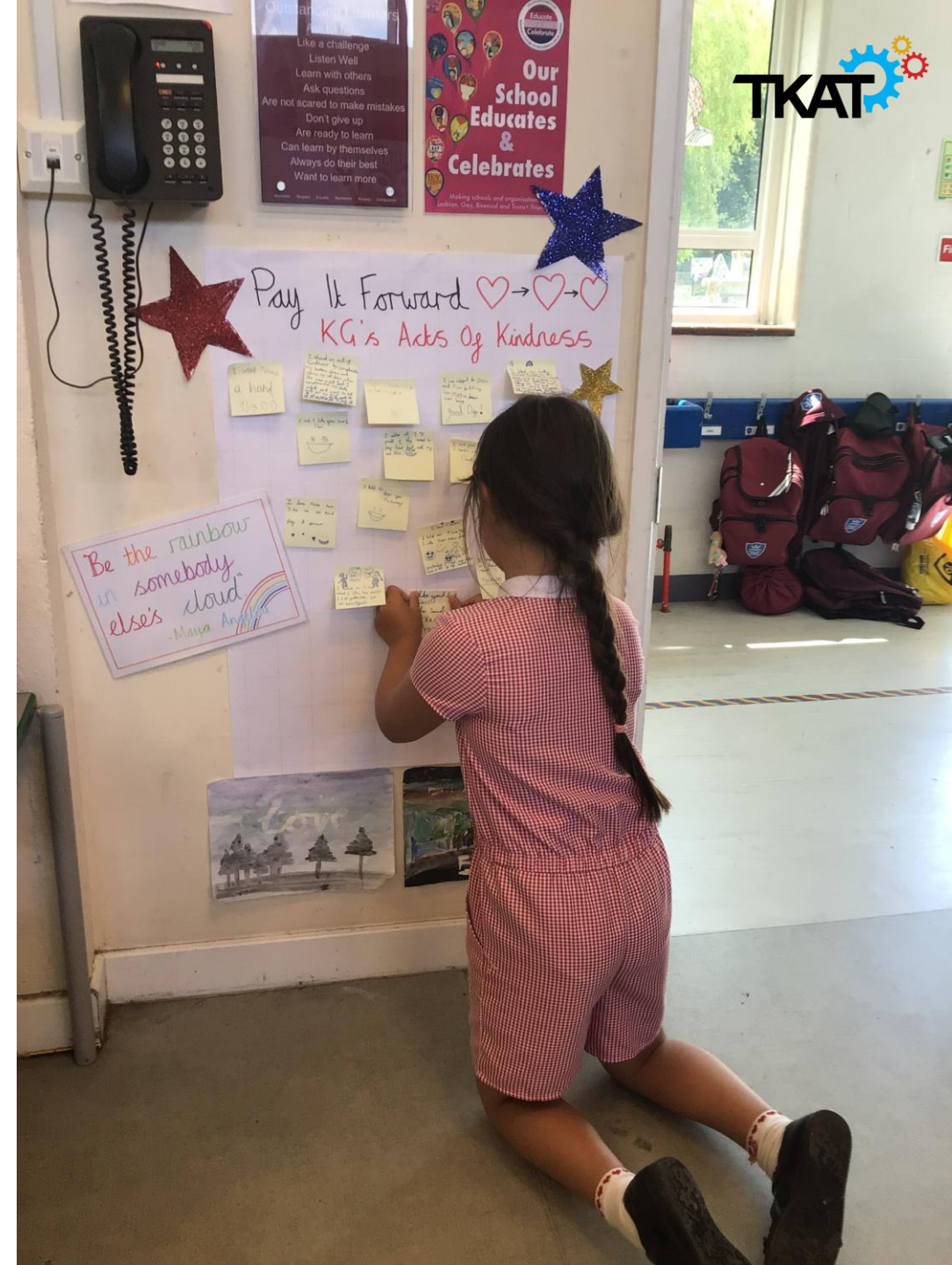
The Trust's registered office is located at: The Atkins Centre, Kemnal Technology College, Sevenoaks Way, Sidcup, Kent, DA14 5AA.

Safeguarding Statement

Kemnal is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Staff and the Board must work in accordance with Child Protection procedures and Child Protection/Safeguarding Policies and understand their role within those policies.

Equal Opportunities

Kemnal is committed to creating and promoting a diverse and inclusive workforce that better reflects its pupils and local community. All appointments will be made on merit, following a fair and transparent process. Applications are welcome from all suitably qualified candidates regardless of age, disability, ethnic or national origin, gender identity, marital status, political opinion, religion or belief, sex or sexual orientation.





09 How to apply

Saxton Bampfylde Ltd is partnering with Kemnal on this appointment.

Candidates should apply for this role via <https://roles.saxbam.com/> using code **RBSKC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

The closing date for applications is noon on **Tuesday 5 May 2026**

Key dates:

- **Longlisting:** Early May
- **Interviews with Saxton Bampfylde:** Mid to late May
- **Shortlisting:** Tuesday 2 June
- **Informal Conversations with:**
 - **Russell Hobby (CEO):** Wednesday 3 June, morning only
 - **Catherine McGuinness CBE (Chair):** Friday 5 June
- **Panel Interviews:** Tuesday 9 June, before 11:00 or after 14:00 and Monday 8 June, afternoon only (backup date)

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

