

THE HOWARD PARTNERSHIP TRUST

Bringing out the best

Appointment of Chair of Trustees

Join our Board of Trustees



WELCOME

From our Vice-Chair of Trustees

Thank you for your interest in the position of Chair of the Board of Trustees at The Howard Partnership Trust (THPT).

Our highly regarded and much valued current Chair, Ian Wilson, concludes his term in the summer. The Trust is now a thriving multi-academy trust (MAT) of 13 schools, including primary, secondary, and specialist provision. Ian's tenure has been defined by a commitment to "Bringing out the Best" in every young person and the establishment of a robust, collaborative ecosystem that allows our schools to retain their unique identities while benefiting from the strength of the collective.

We are now seeking an exceptional successor to lead our committed and values-driven Board into its next chapter. This is a pivotal moment for the Trust. We are currently operating at a significant scale across Surrey, serving thousands of learners, with a reputation for inclusive excellence. Our mission remains unwavering: to offer every child a life-changing education, regardless of their starting point or the barriers they may face.

Our next Chair will play a vital role in guiding THPT through a landscape of evolving educational challenges and opportunities. You will provide strategic leadership to a Board of skilled professionals, act as a critical friend and partner to our CEO, and ensure that our ecosystem model continues to deliver high standards across all phases - from our Outstanding-rated special schools to our large-scale secondary academies.

This is an important and personally rewarding role. We are seeking a Chair who shares our core values of Integrity, Resilience, Respect, Collaboration, Aspiration, and Inclusion. If you believe in the power of collaborative leadership to transform the life chances of young people and have the strategic vision to chair a large, complex educational organisation, we would be delighted to hear from you.

Sir Mark Lowcock KCB
Vice Chair THPT



WELCOME

Join Our Mission

Join the Board of THPT and contribute to our mission to make education a life-changing experience for students across our family of Surrey schools. Help us to bring out the best in all our young people.

This is an exciting time to join us. We are a regional, cross-phase multi-academy trust comprising thirteen, soon to be fourteen, academies. From our founding in 2007 as a federation of two secondary schools, we have grown into a flourishing partnership of four secondaries, six primaries and three special schools, with a further special free school in the pipeline.

Across our family of schools, we support around 7,500 young people and have approximately 1,450 staff dedicated to delivering life-changing education. Our partnership-based ecosystem approach to school improvement has delivered real change.



13

Academies (soon 14)

7,500

Young People

1,450

Staff

92%

Schools Rated Good or Better



VISION & VALUES

Life-Changing Education

Our vision is to excel at bringing out the best in children and young people of all abilities, aptitudes and backgrounds, increasing their life chances, future success and fulfilment.

We are an inclusive partnership driven by a culture of excellence and reciprocity. We celebrate best practice across our schools and empower leaders to share it. Our collaborative approach means every school has something to learn and something to contribute.

As well as our three special schools, many mainstream settings benefit from additional resourced provision supporting learners with visual impairment, and autism. We have a number of upcoming projects that align with our mission – such as the rebuilding of Howard of Effingham School and the opening of Betchwood Vale Academy, a new special free school for children with high-functioning autism.



OUR VALUES

The principles that guide us

Integrity

Acting with honesty and fairness in all we do

Resilience

Determination and perseverance facing challenges

Respect

Valuing ourselves, others, and the environment

Collaboration

Working together to achieve the best outcomes

Aspiration

Aiming high and striving to achieve full potential

Inclusion

Embracing diversity, ensuring everyone feels valued



OUR IMPACT

A Track Record of Transformation

Our partnership approach has delivered real change. Schools that joined in challenging circumstances have been transformed through collaboration, shared expertise and relentless pursuit of improvement.

92% of schools now rated Good or better by Ofsted

53% were rated Good or better **before** joining

2 special schools rated Outstanding by Ofsted

5+ specialist COIN centres and resourced provision across the Trust



INCLUSION

A Commitment to Every Child

Inclusion is at the heart of everything we do. As well as our three dedicated special schools, many mainstream settings include specialist provision:

- ASD Centres: specialist autism provision at Eastwick, Cuddington, Meadhurst, and developing at Three Rivers Academy
- Vision Impairment Centre at Oxted School: supporting students with visual needs across the region
- Nursery Provision at Kenyngton Manor, Cuddington, and Meadhurst: including FEET for 2-year-olds
- Betchwood Vale Academy: new special free school for 180 young people with high-functioning autism (2026/27)
- Cuddington's COIN centre awarded highest Gold Flagship of the Inclusion Quality Mark



GOVERNANCE

Governance Structure

THPT is a company limited by guarantee and an exempt charity. The Board provides strategic direction in collaboration with the Executive Team, shaping vision, assuring education quality, safeguarding, financial resilience, and governance to the highest standard.

Members

Minimum 3, majority independent. Custodians of the Trust ethos, holding Trustees to account on meeting THPT's charitable objects.

Board of Trustees

Up to 10 Trustees. The legal entity accountable for all schools strategy, vision, education standards, finances, assets, admissions, employment and performance.

Local Boards

Important advisory role keeping the Trust connected to communities. Regular updates on school life and close engagement with stakeholders.

BOARD COMMITTEES

Standards & Performance

Business & Finance

Audit & Risk Management

People, Pay & Performance

Inclusion Committee

Board Committee Chairs' Group

Coordinates committee activity and strategic alignment

LGB Chairs' Network

Connects Local Board chairs for shared learning

Members' Meeting / AGM

Annual accountability meeting (March 2026)



THE ROLE

Chair of Trustees

The Chair of Trustees plays a pivotal role in the strategic leadership and governance of The Howard Partnership Trust. Working closely with the CEO and the Board of Trustees, the Chair will provide independent oversight and ensure the Trust fulfils its charitable objectives and delivers outstanding outcomes for all young people.

This is an unremunerated role with reasonable expenses paid. It offers the opportunity to make a profound difference to the educational life chances of 7,500 young people across Surrey.



KEY RESPONSIBILITIES

The Chair will:

- Lead the Board: using Trustees' skills and experience to ensure that it provides effective strategic leadership and governance, that it has an excellent culture based on good relationships.
- Safeguard the Trust's vision, values and ethos, ensuring that children and young people continue to be placed at the centre of all decisions.
- Ensure that there is a clear Trust strategy which is being implemented, and that the Board has clear priorities and effective processes in place to monitor progress.
- Working with the Board build and maintain a collaborative working relationship with the CEO, so there is the right level of support, guidance and constructive challenge to the CEO in the development and implementation of the agreed strategy.
- Ensure that the Board's composition, its size, mix of skills and experience, and diversity is appropriate, and that there is effective and timely succession planning and recruitment consistent with good governance and the THPT governing documents (including on trustee tenure).
- Lead Board evaluation, ensuring that any issues are addressed and an ethos of continuous improvement is maintained.
- Take appropriate Chair's action between meetings in line with the Trust's Articles of Association and Scheme of Delegation.
- Where necessary represent the Trust externally, including preserving and building key relationships with Chairs of other Trusts, the Department for Education, local authorities and other stakeholders, and representing THPT at functions and external meetings.

THE PERSON

What We're Looking For

We are seeking an exceptional individual who brings strategic insight, a passion for education and a commitment to inclusive values. The successful candidate will bring:

- Significant board-level or senior leadership experience in large, complex organisations
- Experience of chairing boards, committees or similar governance bodies
- Strong strategic thinking and the ability to see the bigger picture while attending to detail
- Outstanding interpersonal and communication skills, with the ability to build productive relationships and consensus
- Sound judgement, integrity and a commitment to the Nolan Principles of public life
- A genuine passion for education and improving outcomes for children and young people
- The ability to provide constructive challenge and hold leaders to account while maintaining a supportive and collaborative approach
- Financial literacy and the ability to understand complex financial and organisational information
- Sufficient time and commitment to fulfil the demands of the role

Desirable:

- Experience (executive or non-executive) of the education sector, including multi-academy trusts, local authority education, or the wider schools landscape
- Understanding of the current policy environment affecting schools and academy trusts
- Experience of organisational change, growth strategy or partnership working
- Knowledge of safeguarding, SEND or inclusion within an education context
- A connection to or understanding of the communities THPT serves in Surrey and surrounding areas



HOW TO APPLY

Next Steps

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Howard Partnership Trust on this appointment. Candidates should apply for this role through our website at roles.saxbam.com using code **RBHAB**.

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 closing date for applications is midday on **Monday 30th March**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Shortlisted candidates will be required to complete an application form.

GDPR personal data notice

According to GDPR guidelines, we 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.

Due Diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Safer Recruitment

The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people. All short listed applicants must be prepared to undergo rigorous child protection screening, including: verification of identity, right to work in the UK and qualifications, full disclosure of employment history, prohibition from teaching check, references from previous employers, online/social media checks, medical disclosure, an enhanced Disclosure and Barring Service check with Barred List check and a Section 128 Direction Check.



THE HOWARD PARTNERSHIP TRUST

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Life-changing education

FIND OUT MORE

www.thehowardpartnership.org

THPT
 Schools