



Recruitment Pack

School: Transform Trust Central Team

Role: Governance Professional

Closing date: Monday 20th July 2026 at 9am

Interview date: Thursday 23rd July 2026

TRANSFORM TRUST
'Together we Achieve'





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1. Message from Rebecca Meredith CEO

Dear Applicant,

Thank you for your interest in working with Transform.

The recruitment pack should give you all the information needed, if you should need anything further please do not hesitate to ask or refer to our website <https://www.transformtrust.co.uk/> or the relevant school website for additional information.

At Transform, children come first. We have four Transform values: Respect, Kindness, Equity and Creativity. We believe that when every member of Transform lives by these then we will fulfill our aspiration "Together we Achieve".

Each and every member of the Transform team is the key to our continued success. We passionately believe in your professional learning, offer a wide range of employee benefits and actively listen to your feedback.

Children only get one opportunity at accessing an excellent education in order to grow into successful, happy and fulfilled adults. Join Transform and collectively we can ensure the children get the educational experience they deserve.

I hope that you find the information enclosed useful in your consideration of joining such a special extended family. I wish you every success and look forward to meeting and working with you.

All the very best.

Rebecca Meredith

CEO – Transform Trust



2. Transform Trust

We are an innovative Multi Academy Trust, established in 2013. Rebecca Meredith CBE arrived at Sneinton St Stephens C of E Primary as Head in 2002 when the school was in Special Measures and took it on an improvement journey to Outstanding. Building from this, Rebecca founded the Transform Teaching School with initially 10 member schools in Nottingham City, the aim to share and develop school to school support across like-minded professionals. Transform Trust was then founded in 2013, based on the principles of the Teaching School around sharing best practice.

We currently have over 9350 children in 27 Primary schools covering Nottingham, Nottinghamshire, Derby and Derbyshire. We employ over 1410 staff and enjoy a high staff satisfaction rate. We like to think our values and ethos set us apart from other Trusts in that we have a strong focus on empowering our member schools to drive their improvement journey whilst maintaining their own individual identity and community focus.

Our Purpose

To be an innovative and inclusive Trust working for all children.

Our Vision

As a Trust we are committed to transforming the lives of all the children in our schools and enabling them to achieve to their full potential. We recognise that supporting and developing all staff within our schools is vital to that aim. To that end, we have created a nurturing, inclusive culture that places great value on the support, empowerment and development of all staff within our family of schools.

Our Values

Our values are woven into all aspects of our organisation; its strategy, operations and provision, and are a clear and concise articulation of our purpose:

Respect
Kindness
Equity
Creativity

Transform Trust delivers school improvement through strong systems and trusted relationships – bespoke, values-led support that raises standards and celebrates identity. We have cultivated a strong supportive environment for our schools that utilises the collective skills and knowledge of our independent-minded Headteachers and practitioners, enabling our schools to achieve high educational standards.

Centrally, each service area has an Executive Lead responsible for setting the strategy for improvement and development. School Improvement has a team of teaching specialists, Inclusion experts and a highly regarded safeguarding and data protection team. Within the People function, the team drive our Talent strategy, lead CPD and ECT provision across the Trust and ensure wellbeing is woven throughout all our people practices. In addition, a highly regarded Governance Team support the work of local Governing Bodies. Our Finance team ensures sound financial decisions are made in the best interests of children; the wider team will also manage our Estates and IT infrastructure alongside the wider area of risk and compliance.



Transform Trust Schools

Transform Trust schools are organised into geographical partnership groups across Nottingham City, Nottinghamshire, Derby City and Derbyshire. This structure ensures the Trust has intimate knowledge of every school; stakeholder voice is heard and ensures Trust strategy is translated into local action.



Transform aims to provide a high quality, innovative and inclusive education for primary aged children in the East Midlands. We enable all schools to flourish in environments where children and adults can build their intellectual curiosity, creativity and character.

The school Partnership groups (North, Central, South and Derby) are designed as networked communities of practice. School leaders work together on agreed priorities, learn from one another's expertise, moderate practice and actively shape partnership projects. The identity and context of each school in the Trust is celebrated and recognised. We believe we are **'united but uniquely different'**. This is reflected in individual curriculums designed to meet school context and underpinned by Trust Curriculum Principles.

With a dedicated Partnership Lead (an experienced Executive Leader), there is structured challenge and support for all schools. Termly Standards Meetings enable a review of shared data, articulation of progress against school priorities, identification of risk/need and informed brokerage of Trust and peer support. A defining feature of Transform's School Improvement Strategy is to build sustainable capacity and secure excellence by tailoring support to the school's context, phase, community and journey.

By joining a school in Transform Trust, you will benefit from:

- A research informed approach to teaching and learning
- Strong systems and clear frameworks
- Shared and targeted professional learning opportunities
- Access to expert leaders and Associates
- Opportunity to use technology to adapt and enhance learning to meet the needs of all pupils
- Opportunity to moderate standards and collaborate within Professional Learning Communities (PLCs)
- Visits to other Trust schools and shared INSET provision
- A culture of self-evaluation and contextual intelligence
- Peer review and quality assurance



- A holistic approach to the development of the whole child, including an exhaustive wider enrichment offer

School	LA	Date joined Transform
Abbey Hill Primary	Nottinghamshire	1 April 2024
Allenton Community Primary	Derby	1 January 2015
Ashbrook Junior	Derbyshire	1 September 2020
Breadsall Hill Top Primary	Derby	1 July 2017
Brierley Forest Primary	Nottinghamshire	1 October 2022
Brocklewood Primary	Nottingham	1 January 2015
Bulwell St Mary's C of E Primary	Nottingham	1 August 2016
Burford Primary	Nottingham	1 August 2016
Cantrell Primary	Nottingham	1 March 2025
Edale Rise Primary	Nottingham	1 April 2014
Heage Primary School	Derbyshire	1 March 2026
Highbank Primary	Nottingham	1 October 2013
Holgate Primary	Nottinghamshire	1 June 2025
Lawn Primary	Derby	1 December 2019
King Edward Primary	Nottinghamshire	1 June 2024
Parkdale Primary	Nottinghamshire	1 July 2018
Pear Tree Community Junior	Derby	1 July 2017
Ravensdale Junior	Derby	1 September 2019
Robert Shaw Primary	Nottingham	1 June 2017
Rosslyn Park Primary	Nottingham	1 January 2015
Sneinton St Stephen's C of E Primary	Nottingham	1 January 2013
South Wilford Endowed C of E Primary	Nottingham	1 January 2018
Sutton Road Primary	Nottinghamshire	1 August 2024
Whitegate Primary	Nottingham	1 July 2017
William Booth Primary	Nottingham	1 June 2017
Woodland View Primary	Nottinghamshire	1 May 2023
Zaytouna Primary	Derby	1 September 2018

Transform Children

Children are at the heart of everything we do at Transform. Our strategic groups and the work undertaken as part of their work has the fundamental purpose of impacting positively for all Transform children. Our adults are supported to be the best they can be so our children can flourish. The strategic groups are made up of the following:

- Trust Guardians group expect all children to be kept safe, happy and successful, whilst adults working in schools are confident and supported. Guardians core function is to review safeguarding processes and procedures. Attendees have a focus on Behaviour; EAL; SEND and Pupil Premium provision too.
- Our Advocates group represent the interests of those people who are key to the work we do for children and adults across Transform. Well-developed systems to gather voice and clear governance structures are in place for effective decision making. There are 6 key strands; CPD; DEIB; Talent; Trade Unions; Governance; ECTs and Family Engagement.
- Our Custodians group ensure children's well-being, holistic development, and equity of experience happens within our Transform community. The key areas of focus are sustainability; Citizenship; Charity; Faith; Parliament and Enrichment.



Children's Parliament

Children's Parliament is made up of two Year 6 pupils for each school. They collect children's voice in their schools through their parliamentary surgeries and collate it across the Trust, identifying key strengths and themes to develop. Parliament is conduit to enable information to flow between children in schools and the Trust and influences Trust strategy, eg the development and delivery of Chilby TV, the yearly children's belonging survey, Good to be Me day and Transform 10 - the 10 activities and experiences that children across the Trust indicated they wanted to undertake before moving to year 7.

The newly created Shadow Board is made up of two parliamentarians from each partnership (North, South, Derby and Central). They gather pertinent information through the work of Children's Parliament and share it with the Transform Trustees, who are responsible for the strategic development of the Trust. This ensures that Trustees are fully aware of what children in our schools really care about and enables them to support and challenge Trust leaders to continue to keep children at the heart of everything that we do.

We host several Trust-wide children's events, including Transform Choir, Science Showcase, Winter Arts Festival, pace ball and girls' football competitions, collective worship opportunities and our yearly children's celebration - our children love connecting with one another, so these events are always lots of fun!

Transform People

Through our Trust, we offer unrivalled opportunities for professional development and networking, from specialist leadership support and coaching for our Headteachers to a wide range of programmes, bespoke individual and team coaching and development and online training materials for teaching and support staff. This is through Transform's unique and highly regarded CPD offer Transform Applied www.transformapplied.co.uk. Professional development is key to our success, and we take adult learning seriously. We work primarily with the National Society for Education for our NPQ provision; and work alongside other strategic partners such as our local universities, to produce bespoke CPD.

Early Career Teachers

We are passionate about developing excellent teachers. Our Trust ECT programme not only nurtures early career talent but inspires it—offering bespoke Transform-only sessions, dedicated wellbeing support, opportunities to build professional networks, and personalised guidance throughout the two-year induction. Additionally, our strong partnership with the Flying High Teaching School Hub and the Education Development Trust (EDT) gives ECTs access to a high-quality, in-person statutory ECTP programme of development and learning. Our aim is to ensure every ECT feels supported, empowered and confident as they begin their teaching journey.

Diversity, Equity, Inclusion and Belonging (DEIB)

Our staff-led DEIB Working Party plays an active role in shaping an inclusive culture across the Trust. The group promotes and champions equity, monitors progress toward our Equality Objectives, and drives positive change by reviewing data, sharing good practice and advising the leaders. Through this work, we aim to ensure every member of our community feels represented, valued and able to thrive.

Transform Offer

- Support staff increment each April up to the maximum point for their grade.



- There is automatic progression for all Main Scale Teachers, and the same once Teachers move onto the Upper Pay Scale.
- We undertake an annual staff survey to gather your views and make changes to help shape our Trust.
- We undertake Wellbeing surveys 3 times a year to capture voice on what is impacting most across our workforce. This helps shape further action to ensure staff voice drives change.
- We recognise Trade Unions and the value they can bring to supporting our employees work-life. The Trust meet with Unions 5 times a year to agree policies and discuss workload / wellbeing and the Transform offer.
- We have recently launched the Transform Champion role where a representative from each school will act as an ambassador and advocate for their school, sharing views with the CEO and Chief People Officer to enable meaningful communication and change to happen.
- Our Talent opportunities allow not only progression and secondment possibilities, but our Transform Talent Directory means you can use your own experience and expertise to develop and coach others in their practice and development.
- We are clear about our expectations of employees and offer a transparent and supportive working culture in return.
- Flexible Working - we are committed as a Trust to supporting all employees to maintain a healthy and rewarding work / life balance and offer flexible working opportunities from the first day of employment.
- We offer enhanced annual leave plus statutory bank holidays for all year-round employees.
- All employees have access to a comprehensive Employee Assistance Programme to support their physical, emotional and financial wellbeing which can be accessed 24 hours a day, 365 days a year. Employees can also access online GP appointments, enabling them to access the support they need at the time they need it. We also offer tax saving salary sacrifice schemes; a range of retail and lifestyle discounts to help employees manage their own wellbeing; discounted gym/leisure membership at some local authority run leisure centres; free eye tests for those who use VDU equipment; we offered 'flu jabs for staff this year and actively seek employee views on what they would like as part of an employee benefits package.
- Access to apprenticeship levy funded training to enhance our CPD offer.

Access to our policies including child protection and safeguarding; health and safety; and recruitment and selection can be found on our website <https://www.transformtrust.co.uk/policies/>

Please also check out the policies on the school website for the role you are applying for.



3. Details of the role

Trust Governance Professional to Local Governing Bodies

Transform Trust Centre pay grade Rank 5 points 1-6

£37,996-£41,952 per annum

All year round

Starting as soon as possible.

37 hours per week with flexible start/finish times to allow for attendance at Local Governing Body meetings which usually take place between 4-8pm dependent on the school. LGB meetings are usually 2 hours.

Some meetings can be attended virtually.

Working all year round with holiday entitlement 26 days plus bank holidays. The option to work term time only plus 2 weeks can be considered (salary would be pro-rata)

Transform Trust is a successful multi academy trust with 27 primary schools, soon to be 28. We like to think our values and ethos set us apart from other Trusts in that we have a strong focus on empowering our member schools to drive their improvement journey whilst maintaining their own individual identity and community focus. As we continually grow, we are now looking for a highly organised Governance Professional to support and advise our Local Governing Bodies.

Professional, quality clerking is about much more than taking minutes to record the discussions and decisions of the board. It is also about providing governing boards with expert advice on governance, procedures and compliance and directly contributing to its efficient conduct. The voluntary nature of governance makes it all the more important that boards conduct their business efficiently to make the best possible use of everyone's time. A Governance Professional has a vital role to play in meeting the administrative and procedural requirements of boards and enabling efficient and effective discussion and decision-making.

What you will need to succeed:

- Be flexible in your working hours and travel between schools (although many meetings can be attended virtually)
- Possess excellence time management skills and be able to work independently
- Be able to produce high quality and accurate minutes
- Have an eye for detail and excellent proof-reading skills
- Be an excellent communicator
- Maintain a high standard of work under pressure
- Develop a systematic approach to managing documentation for compliance and internal/external auditing
- Show integrity, be able to maintain confidentiality and remain impartial
- Be a highly competent user of Microsoft Office and email
- Ability to work with a range of stakeholders and tackle complex issues.

In return, we offer great opportunities for personal and career development with a fantastic team of colleagues to work alongside. Our governance practice was recognised as "highly effective" in a recent External Review of Governance and you will be able to contribute to our continuous development towards excellence. The role is exciting and fast moving and you will be a valuable part of the Governance teams across the Trust.

If you believe you have the skills we are looking for and would like to be part of an innovative organisation we'd love to hear from you.



Learn more about us: www.transformtrust.co.uk and watch a short video about governance in the Transform Trust here: [Celebrating Governance](#)

For further details about the role or an informal discussion please email ruth.palmer@transformtrust.co.uk

Please complete an online application form

Closing date for applications: Monday 20th July 2026 at 9am

Interview date: Thursday 23rd July 2026

Equality and diversity matters to us. If you think you'd be suited to one of our roles we'd love to hear from you regardless of age, disability status, ethnicity, gender, religion or sexuality.

Please complete the online application form which you will find on the Transform Trust website

Transform Trust is a Multi Academy Trust with over 9,100 children in 27 Primary Schools covering Nottingham, Nottinghamshire, Derby and Derbyshire. Joining us, you will be part of an ambitious and innovative organisation. We promote the autonomy and local nature of each of our schools and we are an enabling organisation rather than a directive one.

We believe education has the power to transform lives and communities. Our Vision is to provide high quality education and deliver the best outcomes for children.

We are strategic partners in the East Midlands Maths Hub and with Derby Research School.

We can offer you:

- Unrivalled opportunities for professional development through our schools and Transform Applied, Transform's unique and high regarded CPD service www.transformapplied.co.uk.
- Trust support networks.
- Staff benefits such as 24/7/365 employee welfare support; tax saving salary sacrifice schemes; a staff benefits scheme that offers a host of benefits and discounts.
- Annual staff survey to allow you to provide feedback on what it's like to work for us.
- Annual children's/staff awards which celebrates the successes and achievements of our children and staff.

For more information about us please watch the Transform film at www.transformtrust.co.uk

All Trust roles are classed as regulated activity and as such, it is an offence to apply to for this role if you are barred from engaging in regulated activity relevant to children.

Transform Trust and its schools are committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. This appointment is subject to safer recruitment procedures, including satisfactory references, medical, Enhanced DBS with children's barred list clearance and completion of safeguarding children in education training.



4. Job Description and Person Specification

Job Description

School: Transform Trust Central Team
Post Title: Trust Governance Professional
Grade/Pay Range: Transform Trust Centre pay scale Rank 5 points 1-6
Hours/weeks: 37 hours per week Flexible start/finish times to allow for attendance at Local Governing Body meetings which usually take place between 4-8pm dependent on the school. LGB meetings are usually no more than 2 hours. Some meetings can be attended virtually. There may be some weeks during each term where there may be 3 or 4 meetings taking place (Monday-Thursday).
Reporting to: Director of Governance
Department/Team: People Team - Governance

Overall Purpose of Post

To support the Director of Governance to implement and support the highest quality Governance across the Trust. To contribute to a strong assurance and accountability framework ensuring that the Trust complies with all regulatory requirements. To work to high ethical standards ensuring integrity in all aspects of delivery.

Main Duties and Responsibilities

To understand the Trust's governance structure, constitution, procedures, scheme of delegation and other key documents in order that governance across the Trust is delivered in accordance with these.

To contribute to the recruitment, induction and training of governors

To support the Chairs and members of Local Governing Bodies by clerking all meetings, providing advice, and ensuring that all papers and minutes are well structured and shared in a timely manner

The post holder will be expected to use all Trust standard computer hardware and software packages where appropriate. You will be required to carry out the following duties. The nature of the school year requires some of these tasks to be done regularly whilst others will be on an annual cycle. Specific responsibilities include:

Meetings and administration

- Establish and maintain efficient procedures for meetings, sharing documents using GovernorHub in a timely manner.
- Ensuring that LGB papers are clear and accurate, and that minutes capture discussion points and actions.
- Produce first draft of minutes for the Chair and Head within 14 days.
- Produce first draft of agenda at least 14 days in advance of the meeting with the final being circulated within 7 days prior to the meeting.
- Evaluating administrative procedures to ensure effectiveness, and adapting these where necessary.



- Preparing thoroughly for meetings and ensuring outstanding action points are acted on.
- Maintaining, or assisting in the maintenance of, accurate attendance registers.
- Establishing efficient record management procedures to ensure compliance with the Trust Academy Handbook, Trust Governance Guide and internal and external auditing requirements.
- Advising the LGBs when governors' terms of office end, and assessing the effect this will have on the board's skills mix.
- Establishing and administering procedures for filling vacancies on the LGB, whether by appointment or election.
- Keeping a record of governors' school monitoring visits.
- Supporting the chair and governors through any external review process, including attending pre-meetings, being present at feedback and providing notes of meetings as required.
- Contribute to the annual planner in conjunction with the Director of Governance and others.

Providing advice and support

- Checking that meetings are quorate, and if not providing appropriate advice on how to proceed.
- Supporting the Chairs in identifying priorities and upcoming issues when planning meetings.
- Finding appropriate information for the LGB, and checking the credibility of any sources.
- Keeping the LGB updated on changes to legal or statutory requirements including the Trust's Scheme of Delegation.
- Accessing third-party guidance on behalf of the LGB where necessary, e.g. GovernorHub, The Key and others.
- Keeping the LGBs informed about the Trust's training and development opportunities and other sources of training.
- Helping the LGBs to create a culture in which challenge is welcomed.
- Contributing to discussions about the design of governance committees and structures.
- Supporting the LGBs when carrying out evaluation exercises.
- Contribute to Trust wide communication on governance matters.
- Organise and provide advice, guidance, and clerking for a range of Governor panels including staff panels, pupil panels and complaints.
- Assist Director of Governance in management of complaints where appropriate.
- Support LGBs with the recruitment of governors and the advertising of vacancies.
- Contribute to the resources that support governors in their link roles.

Compliance

- Ensure that all Governors annually review and update their details including: eligibility, pecuniary and business interests, declaration of other involvement in educational organisations, declaration of family relationships with employees across the Trust, and code of conduct.
- Ensure all new Governors are issued with the compliance documents for completion within one month of taking up the role.
- Maintain a compliance and training log for all governors.
- Ensure publication of Governance information including on Get Information About Schools and the Trust website.
- Ensure that changes in compliance requirements identified through the Academy Trust Handbook, Academy Trust Governance Guide, Government Policy or changes in legislation are quickly and efficiently communicated to all governors.
- Ensuring LGBs have a policy review checklist in place to ensure that all statutory policies are appropriately reviewed and amended in light of Trust or legislative changes.

Professional judgement

- Advising on conflicts of interest, and how to manage and avoid these.
- Challenging the LGBs if concerned about non-compliance or the conduct of meetings.
- Escalating concerns where necessary to the Line Manager.



- Remaining committed to improving own performance, and taking advantage of opportunities to attend training and development activities.

Relationships and communication

- Building relationships with key figures across the Trust, schools and wider school communities.
- Establishing channels of communication for sharing information with the Trust, Local Governing Bodies (LGBs) and wider school communities.
- Ensure where there are potential clashes of meetings that an appropriate solution is found including, where appropriate, a replacement governance professional, and that this is quickly and efficiently communicated to the Chair and Headteacher; and ensuring that all preparatory paperwork has been produced and circulated.

General

- Work in a professional manner and with integrity and maintain confidentiality of records and information.
- Maintain up to date knowledge in line with national changes and legislation as appropriate to the role.
- Be aware of and comply with all Trust policies including in particular Health and Safety and Safeguarding.
- Participate in the Trust Appraisal process and undertake training and professional development as required.
- Contribute to the overall aims, values and ethos of Transform Trust.
- Establish constructive relationships with colleagues, other schools within the Trust and outside agencies.

The above mentioned duties are neither exclusive nor exhaustive, the post- holder may be required to carry out other duties as required by the Trust. The responsibility level of any other duties should not exceed those outlined above.

Name of Post Holder

Signature

Date



Person Specification

Areas of Responsibility	Requirements	Measurement				
		P	A	T	I	D
Qualifications	<ul style="list-style-type: none"> GCSE/NVQ Level 2 or equivalent in English and Maths 		*			*
Experience	<ul style="list-style-type: none"> Be experienced in taking complex minutes across a range of different schools/organisations Undertakes research to ensure that own knowledge is at the forefront of clerking in order to support LGBs. Willing to attend professional development opportunities to enhance knowledge and skills. 		*	*		
Knowledge and Understanding	<ul style="list-style-type: none"> Understands the purpose of governance as detailed in the Academy trust governance guide - Guidance - GOV.UK (www.gov.uk) Understands the compliance expectation placed on individual governors as contained within the Academy Trust Handbook. Appreciates the importance of understanding the LGB's own governance structure. Is aware of how the Governance Professional's role is defined in the Academy Trust Governance Guide Understands the key themes of national and local education context. Is aware of the LGB's duties under legislation and statutory guidance and the Trust's Articles of Association and Scheme of Delegation. Understands the importance of the LGB adhering to and promoting the school's internal procedures. Understands the principles of records management, and has a working knowledge of the GDPR. 		*		*	
Skills/Abilities	<ul style="list-style-type: none"> Has an eye for detail and excellent proof-reading skills, producing clear and accurate papers for the LGB or Trust. Uses technology effectively to streamline the Trust and LGB's processes. Can communicate information clearly, logically and impartially, using a range of presentation methods. Has a systematic approach to managing documentation that meets legal requirements for records management. Be competent in the use of ICT and knowledge of Microsoft Office (Office, Word, Excel, Email etc). Provide support for the preparation of external inspections and reviews within individual schools and the Trust. 			*	*	



<h2>Personal Attributes</h2>	<ul style="list-style-type: none"> • Possesses excellent time management skills and can maintain a high standard of work under pressure. • Can build and maintain effective working relationships with key staff within the Trust, individual schools, Local Governing Bodies (LGBs) and wider school communities. • Demonstrates a commitment to developing own performance, through taking part in review exercises and training and development opportunities. • Prepares thoroughly for meetings, ensuring own knowledge of key pieces of documentation. • Understands the principles of confidentiality and applies this to own work and that of the LGBs. • Be flexible in terms of meeting times, location of meetings and working in isolation when not in the Trust offices. • Undertakes research to ensure that own knowledge is at the forefront of governance in order to support LGBs. • Show integrity, be able to maintain confidentiality and remain impartial. 		*		*	
<h2>Professional Judgement</h2>	<ul style="list-style-type: none"> • Confidently judges which discussion points to record, indicating governors' challenge of the school. • Is able to clearly explain difficult concepts, including information on the LGB's legal duties. • Understands the principles of conflicts of interest, and is able to advise the LGB on managing and avoiding these. • Is willing and able to challenge the LGB when concerned about non-compliance or any aspect of how the LGB is conducting its business. • Understands how and when to escalate concerns if necessary 		*		*	
<h2>Other</h2>	<ul style="list-style-type: none"> • Be able to travel to meetings across Nottingham/shire and Derby City/shire. • Be flexible in times and location of working in order to clerk for LGB meetings and Trust requirements. 		*		*	

P: Pre-application A: Application T: Test I: Interview D: Documentary evidence

Transform Trust and its schools are committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. This appointment is subject to safer recruitment procedures, including satisfactory references, medical, Enhanced DBS with children's barred list clearance and completion of safeguarding children in education training



5. How to Apply and Key Information

Equality and diversity matters to us. If you think you'd be suited to this role we'd love to hear from you regardless of age, disability status, ethnicity, gender, religion or sexuality.

Equalities

Transform Trust is a **Disability Confident Committed Employer** and we aim to ensure that our recruitment processes are inclusive and accessible.

We are committed to offering an interview to disabled people who meet the essential criteria as detailed in the person specification for the advertised role.

Shortlisting is based on the information you supply to support your application. Equal opportunity data is not shared with any member of the shortlisting panel prior to or during the selection process.

The Equality Act 2010 protects people with disabilities from unlawful discrimination. To meet the Act's definition, a person must have a physical or mental impairment, which has substantial long-term effects on their ability to carry out normal day-to-day activities. If we know you have a disability, we will adjust the working arrangement and/or the working environment, provided it is reasonable in the circumstances to do so. To be protected by the Act an individual must therefore have:

- A long term physical or mental impairment (lasting or likely to last for 12 months or more); and
- A condition that has a substantial adverse impact on his/her ability to carry out normal day-to-day activities.

The schools Equality Policy can be found on their website.

Right to work in the UK

You must have the right to work in the UK to apply for any of our roles.

Qualifications

For certain roles such as Teachers you will need to hold the required qualifications to be considered.

Please refer to the person specification for details of the qualifications required for this role.

Safeguarding

Transform Trust and its schools are committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. This appointment is subject to safer recruitment procedures, including satisfactory references, medical, Enhanced DBS with children's barred list clearance, online and social media checks and completion of relevant safeguarding training including Safeguarding Children in Education

All school roles are classed as regulated activity and as such, it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children

All new Trust employees will be required to complete an **enhanced DBS with children's barred list** check which must be in place before they can start in the role.

The position you are applying for gives you privileged access to vulnerable groups therefore, you are required to disclose all spent convictions and cautions under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. This means that you must disclose spent and unspent convictions other than those which are so "protected". The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be



disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance on the filtering of “protected” convictions and cautions can be accessed on the Disclosure and Barring Service or the Ministry of Justice websites.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website <https://www.gov.uk/government/organisations/ministry-of-justice>.

Please note that Enhanced certificates may include information relating to a protected caution or conviction if the police consider that it is relevant to the workforce that the individual intends to work in. The schools policies including Child Protection and Safeguarding are available on their website.

Overseas checks

In addition, we will require you to complete a declaration to identify if you have worked outside the UK. If you have lived abroad in the last 10 years for 3 months or more, you will be required to obtain a certificate of good conduct/ police clearance from the countries you have resided in. It is your responsibility to obtain this clearance and at your cost.

Details of how to obtain such a check from the relevant authorities abroad are available online at:

<https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>

If the country concerned is not listed, you will need to contact the relevant embassy or consulate for further details. Contact details can be found online at:

<https://www.gov.uk/government/publications/foreign-embassies-in-the-uk>

For those that have taught overseas we will require proof of good conduct from the professional teacher regulating authority in the country in which you worked in addition to the Certificate of Good Character/police check.

Social Media checks

In line with Government guidance, Keeping Children Safe in Education, we are required to undertake on line searches/ social media checks on shortlisted candidates to identify any information, incident or issue that has happened, which is publicly available online, and that may affect your suitability to work with children or the reputation of the school if you were to be employed.

If you are shortlisted, you will be asked to complete a data consent and self-declaration form which will ask you to provide details of your social media accounts / details of how to find your profile(s) on the internet. Failure to provide us with the information to allow us to undertake such checks will result in withdrawal of the invitation to interview.

Any information found in the public domain that could affect your suitability to work with children or the reputation of the school will be discussed with you and may result in any offer of employment that has been made being withdrawn.

References

You must provide two suitable referees to be able to provide factual information about you for us to consider as part of the recruitment process:

- Your first referee **must** be your current employer (or if you are not currently employed your most recent employer) and this needs to be completed by a senior person with appropriate authority (if your referee is school based then this should be the Headteacher)



- If you are not currently working with children but have done in the past, your second referee must be from an employer who can comment on your suitability to work with children.
- We do not accept open references ie “to whom it may concern”
- We only accept professional references and therefore cannot accept friends, relations, neighbours, work colleagues (unless they were your line manager and can advise on any disciplinary investigations) as named referees.
- Where possible please ensure one of your referees can comment on your suitability to work with children, this could be in a working or volunteering capacity (ie scout leader, class teacher if undertaken volunteering within a school, church/temple leader).
- If you have not previously worked with children and the role you are undertaking is of an administrative or technical nature then we will require one reference to be able to comment on your ability to do the role you are being appointed to

References will be called for before interview in line with DFE guidance and our safer recruitment policy and will be sent electronically to the referees you name on your application form. Please ensure that you have contacted your referee to ask them to provide a reference and ensure that their email address that you include in the application form is correct.

Completion of the Application Form

All roles are advertised on the Transform Trust website which links through to SAM recruit which is an online application portal. <https://transformtrust.face-ed.co.uk/vacancies>

Please complete the application form before the closing date which will be detailed in the about the role section above. Please ensure that you follow the guidance on providing satisfactory referees who can comment on your suitability for the role and for working with children. One of your referees must be your current or most recent employer.

You are required to provide details of all employment since finishing full time education and account for any gaps in employment such as unemployment, maternity leave, raising a family, travelling, volunteering etc. The SAM recruit system will highlight any periods that there are gaps and these will need to be completed before the application can be submitted

You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form. Please ensure that your supporting statement provides concise and specific examples to demonstrate your achievements and skills addressing the specific criteria as set out in the person specification. For those candidates who are invited to interview, this information will be explored further.

You are invited to complete and return the Equality and Diversity Monitoring section which forms part of the application form. The information on the form will be treated as confidential and used for statistical purposes only. Those who are on the shortlisting panel will not have access to this information.

Any questions or queries about the role should be directed to the school details of which are included in the “about the role” section above. Any technical queries relating to the SAM Recruit system will be supported by a member of the support team, please contact the team by calling 01924 907 319.



6. The Recruitment Process

After the closing date, short listing will be conducted by a Panel, who will match your skills and experience against the criteria in the Person Specification.

We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements such as a current driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
- Where appropriate any documentation evidencing change of name

Documents confirming any educational or professional qualifications that are necessary or relevant for the post i.e. degree certificate, QTS certificate. Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

You will also be asked to complete a self -declaration regarding your suitability to work with children and provide your consent to us holding certain data about you.

You will receive a letter or email with details of the interview process, what to prepare and what to expect i.e. teaching task, tasks relevant to the role and formal interview. All roles working in school will be subject to a formal interview as a minimum. In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Unfortunately, due to the high number of applications we receive, we are not able to provide feedback if you are not shortlisted. The SAM recruit system will send you an automated email once your application form has been successfully submitted which will advise that should you not hear from us within 10 working days of the closing date then you should assume that you have not been shortlisted on this occasion. Please do not be disheartened- check over your application form and see whether you think you could have given more evidence to meet the experience and qualities we are looking for ready for the next role that we may advertise.

If you are seriously interested in working for Transform Trust then why don't you register for job alerts on our vacancies page <https://transformtrust.face-ed.co.uk/vacancies> . This will ensure that you receive email alerts as soon as role are advertised that fit your selected criteria.



7. Transform Trust Recruitment Privacy Notice

As part of your application to join Transform Trust or a Trust member school, we will gather and use information relating to you. Information that we hold in relation to individuals is known as their “personal data”. This will include data that we obtain from you directly and data about you that we obtain from other people and organisations. We might also need to continue to hold your personal data for a period of time after the recruitment process, even if you are unsuccessful. Anything that we do with an individual’s personal data is known as “processing”.

This document sets out what personal data we will gather and hold about individuals who apply for a position with us, why we process that data, who we share this information with, and your rights in relation to your personal data processed by us.

What information do we process during your application process?

We may collect, hold, share and otherwise use the following information about you during your application process.

Up to, and including, shortlisting stage:

- Your name and contact details (i.e. address, home and mobile phone numbers, email address);
- Details of your qualifications, training, experience, duties, employment history (including job titles, salary, relevant dates and working hours), details of driving licence (if relevant for role), membership of professional bodies and interests;
- Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs (which you can withhold if you wish and does not form any part of the recruitment process);
- Details of your referees;
- Whether you are related to any member of our workforce; and
- Details of any support or assistance you may need to assist you at the interview because of a disability.

Under UK General Data Protection Regulation (UK GDPR) the lawful bases we rely on for processing employee information is under Article 6

- (a) Consent: the individual has given valid consent for you to process their personal data for a specific purpose.
- (b) Contract: the processing is necessary to perform a contract you have with the individual, or because they have asked you to take specific steps before entering into a contract.
- (c) Legal obligation: the processing is necessary for you to comply with the law (not including contractual obligations).
- (e) Public task: the processing is necessary for you to perform a task in the public interest or for your official functions, and the task or function has a clear basis in law.

In addition, concerning any special category data:

Article 9

- (a) Explicit Consent;



(b) Employment, social security and social protection and

(f) Legal Claims or judicial acts.

Following shortlisting stage, and prior to making a final decision

- Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers;*
- Confirmation of your academic and professional qualifications (including seeing a copy of certificates);*
- Information regarding your criminal record (which should only be given under confidential cover);*
- In line with Department for Education, Keeping Children Safe in Education safer recruitment requirements, information found from undertaking online and social media searches which is publicly available. This would be a check that considers safeguarding risks only and your suitability to work with children. In addition, any accessible on-line information that may significantly harm the reputation of the School/Trust would also be reviewed. The search will be independently undertaken by someone not involved in the recruitment / selection process. *
- Information via the DBS process which may be regarding your criminal record, stated in criminal records certificates (CRCs) and enhanced criminal records certificates (ECRCs), as well as whether you are barred from working in regulated activity;*
- Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information;*
- Medical check to indicate fitness to work;*
- A copy of your UK Passport (or other appropriate right to work documentation as listed on the Home Office list);*
- If you are a teacher, we will check the Department for Education (DFE) Teachers' Services about your qualified teaching status, whether you are subject to a prohibition from teaching order and any other relevant checks (for example Section 128 direction for management posts). If you have taught abroad we will require letter of professional standing from the professional regulating authority in the country you taught;*
- For those working in a management role including line management of others we will check whether there has been a S128 direction made against you using Department for Education (DFE) Teachers' Services portal.*
- For those working with certain age groups we shall require you to complete a disclaimer confirming that you are not disqualified under The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018 from working with children that are under the age of 8.*
- If you have lived abroad in the last 10 years we will require sight of an original overseas check (such as a police clearance or certificate of good conduct) from all countries you have lived in;*and
- Equal opportunities' monitoring data.



You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked (*) above to us to enable us to verify your right to work and suitability for the position. Without providing us with this information, or if the information is not satisfactory, then we will not be able to proceed with any offer of employment.

If you are employed by Transform Trust, including in one of our schools, some of the information we collect will be included on our Single Central Record. In this scenario, a further privacy notice in relation to data we collect, process, hold and share about you during your time with us, will be issued to you.

Where do we get information from during your application process?

Depending on the position that you have applied for, we may collect this information from you, your referees (which will be provided directly by you), your education provider, any relevant professional body, the Disclosure and Barring Service (DBS), DFE and the Home Office, during the recruitment process. For online /social media searches we will use common search engines, on-line tools and social media platforms

Why do we use this information?

We will process your personal data during your application process for the purpose of complying with our legal obligations, carrying out tasks that are in the public interest, and taking the required steps with a view to entering into an employment contract with you.

This includes:

- To assess your suitability for the role you are applying for;
- To follow protocols before engaging in a contract with you;
- To check that you are eligible to work in the United Kingdom
- To check that you are not prohibited from teaching; and
- So that we are able to monitor applications for posts in Transform Trust to ensure that we are fulfilling our obligations under the public sector equality duty as part of the Equality Act 2010.

How long will we hold information in relation to your application?

We will hold information relating to your application only for as long as necessary. If you are successful, then the duration will depend on the type of information that has been gathered.

For further detail please ask to see the appropriate section of our Information Register which details our retention and storage of information.

If you are unsuccessful we will hold your personal data only for six months, after which time it is securely deleted. Candidates do have the option to remove their data from SAM Recruit (our online recruitment portal) earlier than the automatic 6 months by requesting this through their SAM Recruit profile.

Who will we share information with about your application?

We will not share information gathered during your application process with third parties, other than professional advisors such as legal and/or HR professionals.

Rights in relation to your personal data

The UK-GDPR gives you certain rights about how your information is collected and used. To make a request for your personal information, contact the Trust Data Protection Officer.

You also have the following rights:



- the right to be informed about the collection and use of your personal data – this is called 'right to be informed'.
- the right to ask us for copies of personal information we have about you – this is called 'right of access', this is also known as a subject access request, data subject access request or right of access request.
- The right to ask us for access to information about you that we hold.
- The right to have your personal data rectified, if it is inaccurate or incomplete-. this is called 'right to rectification'
- The right to request the deletion or removal of personal data where there is no compelling reason for its continued processing- this is called 'right to erasure'.
- The right to restrict our processing of your personal data (i.e. permitting its storage but no further processing)-. this is called 'right to restriction of processing'.
- the 'right to object to processing' of your information, in certain circumstances
- The right not to be subject to decisions based purely on automated processing where it produces a legal or similarly effect on you.
- rights in relation to automated decision making and profiling.
- the right to withdraw consent at any time (where relevant).
- the right to complain to the Information Commissioner if you feel we have not used your information in the right way.

There are legitimate reasons why we may refuse your information rights request, which depends on why we are processing it. For example, some rights will not apply:

- right to erasure does not apply when the lawful basis for processing is legal obligation or public task.
- right to portability does not apply when the lawful basis for processing is legal obligation, vital interests, public task or legitimate interests.
- right to object does not apply when the lawful basis for processing is contract, legal obligation or vital interests. And if the lawful basis is consent, you don't haven't the right to object, but you have the right to withdraw consent.

Withdrawal of consent and the right to lodge a complaint

Where we are processing your personal data with your consent, you have the right to withdraw that consent. If you change your mind, or you are unhappy with our use of your personal data, please let us know by contacting

Claire McKendrick, Transform Trust Data Protection Officer if the role you have applied for is centrally by the Trust: dataprotection@transformtrust.co.uk; or, if in one of our schools, the Headteacher who is the Data Controller for their school.



Please also refer to our Data Protection Policy for further details on making requests for access to personal data. The law does not oblige the Trust and our schools to comply with all requests. If the Trust and/or school does not intend to comply with the request, then the individual will be notified of the reasons why in writing.

Concerns

If an individual has any concerns about how we are using their personal data then we ask that they contact our Data Controller (Rachel Hannon) in the first instance, however an individual can contact the Information Commissioner's Office should they consider this to be necessary, at

<https://ico.org.uk/concerns/>

Contact

If you would like to discuss anything in this privacy notice, please contact Claire McKendrick,

or Rachel Hannon (Chief People Officer for Transform Trust rachel.hannon@transformtrust.co.uk).



8. Terms and Conditions

We operate within the Burgundy (Teachers) and Green book (Support) national pay and conditions schemes in respect of sickness related absence, annual leave and family related leave (maternity, paternity leave and shared parental leave). Staff are encouraged to be members of a relevant Professional Association.

We operate a system of collective bargaining with Recognised Trade Unions which means we consult jointly with employee representatives on people policies and terms and conditions of employment. The Unions recognised by the Trust are as follows: NEU, NASUWT, UNISON, GMB, UNITE, NAHT and ASCL.

The Trust HR team meet with employee representative groups through a Trust JCC (Joint Consultative Committee). This joint dialogue about employee conditions of employment offers transparency and openness around any decisions that may impact on our employee's.

As Trade Unions are recognised by the Trust your contract of employment indicates you are entitled and encouraged to join a Trade Union and also that this arrangement is in place.

Pension: Teachers Pension Scheme/ Local Government Pension Scheme

Employee Benefits: Employee Discount Scheme (Vivup Benefits)
Employee Assistance Programme (Vivup EAP)
Eye Test Vouchers
Salary Sacrifice Schemes eg cycle to work

Right to work: The successful applicant will need to provide proof of the right to work in the UK before taking up the post

Safeguarding: The successful applicant must have a clear enhanced DBS with children's barred list check in place before starting the new position and complete level 2 safeguarding training on taking up the post.