



# Recruitment Pack



**Become a parent governor**

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Schedule	Approx timeframe
Applications to be submitted	Within 2 weeks
Election process (if applicable)	Within 4 weeks
Be appointed	On relevant deadline date
Begin onboarding process and attend next governors meeting	Within the first half term of your start date

Your main point of contact throughout the recruitment process is:  
**Emma Phillips**, Governance Support Adviser at NEAT Academy Trust  
**T: 0191 2284090 E: [governance@neatat.org.uk](mailto:governance@neatat.org.uk)**  
**Contact Emma to ask any questions before or after submitting your application form.**  
Please let us know if you have any access requirements or need any adjustments to be made in order to carry out this role (including during the application stage).

# Welcome from the Chair of the Trust Board of Directors

Thank you for your interest in the role of Local Governing Committee member (school governor) within NEAT Academy Trust. I'm sure you'll want to find out more about what's involved before deciding if this is the right opportunity for you. In this pack you'll find information about the Trust and the school, as well as the role and the skills, experiences and personal attributes we're looking for.

At NEAT, our Local Governing Committees work hard to embody the quality of strategic governance, engage with stakeholders and ensure robustness of accountability. Our school governors strive to know their school well and build healthy working relationships, whilst asking courageous questions that are empathetic to the challenges schools currently face. You can find out more about the current Local Governing Committee members by visiting the Governance page on the school website. Links are contained on page 10.

Videos of Local Governing Committee members and Trustees talking about their experience of volunteering with NEAT are on our YouTube channel at: [https://www.youtube.com/playlist?list=PL8F1Yjn1l2MRvH6FsWTUOlas\\_QbVfa41O](https://www.youtube.com/playlist?list=PL8F1Yjn1l2MRvH6FsWTUOlas_QbVfa41O)

Being a school governor is a hugely rewarding experience as schools make a real difference in their local community. You don't need to have a background in education to be a LGC member – we need a team of people with a wide range of different experiences and we'll support you with an induction programme.



“I would encourage someone to become a governor with NEAT if they have the desire to try something different, if they want to have the opportunity to give something back or if they want to find a way to develop themselves. Being a governor for NEAT provides huge rewards for the work you put in.”

**Darren Healy, NEAT Academy Trust Local Governing Committee Member**



# What you'll gain from being a school governor

## CAREER DEVELOPMENT

- Strategic decision-making for long-term school improvement
- Skills such as leadership, building relationships, teamwork, communication, influencing, using data and problem-solving
- Access to continuous professional development (CPD) opportunities throughout the year e.g. Chair Development Programme; data training
- Link governor opportunities for Careers, Health & Safety, SEND, or Safeguarding

## COMMUNITY IMPACT

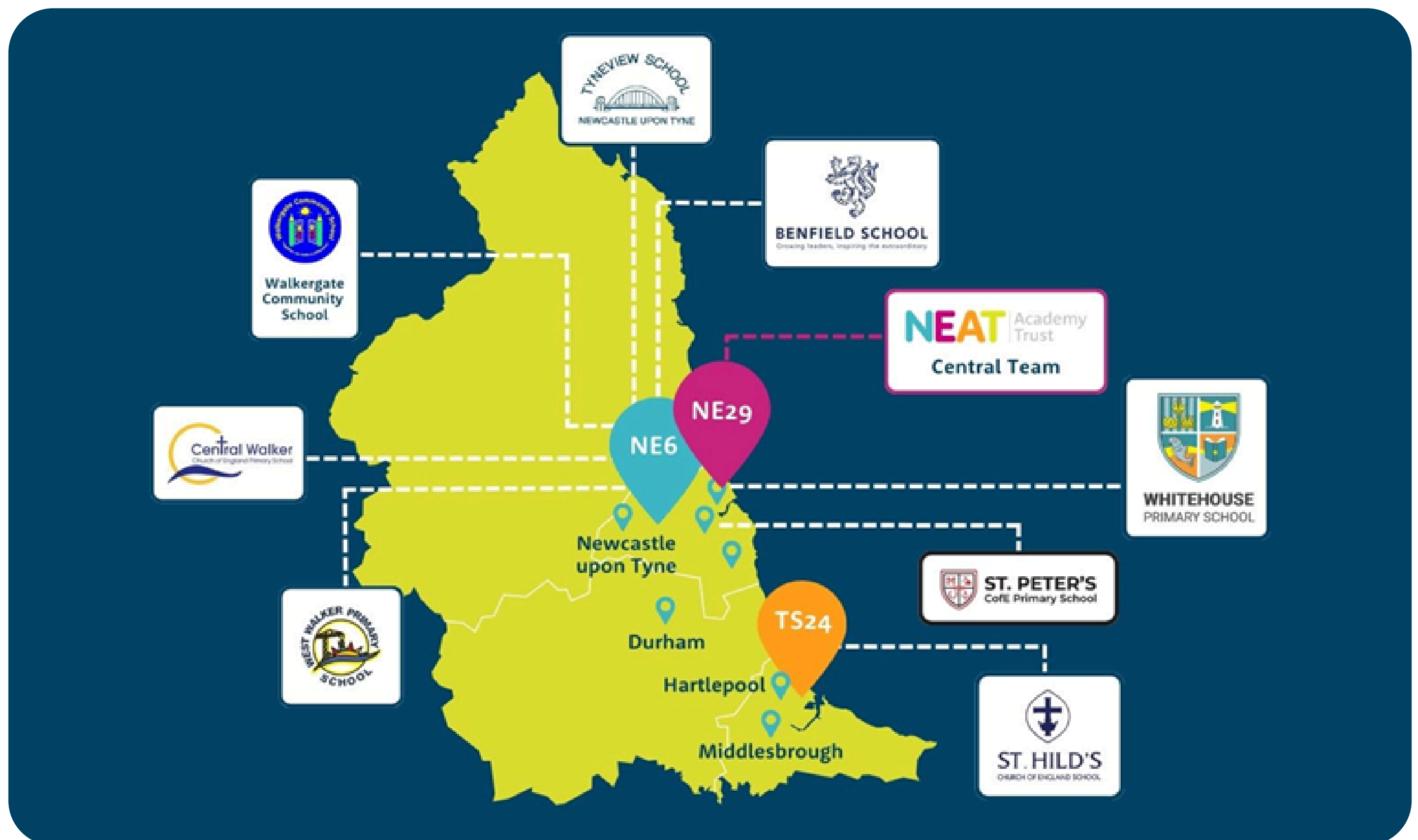
- Decision making in the best interests of pupils to improve their education, wellbeing and future prospects and raise community aspirations
- Shaping school policies and aims, allowing teachers to focus on delivering high-quality educational experiences
- Stakeholder engagement to ensure that the voices of staff, parents, pupils and other stakeholders are heard

# Key activities and commitments of a school governor

- Typically the role requires 5-8 hours per month (double this during the first couple of months while you complete your onboarding and induction)
- Attending governor meetings each half term at school, having read all paperwork prior to the meeting
- Visiting school during the school day once per term (3 times per year) to find out answers to key questions aligned with the school development plan
- Completing required checks and learning on induction and throughout the year
- Reviewing policies and procedures
- Participating in exclusion and admissions panels during the school day on an ad-hoc basis
- Attending regular training sessions in the evening on topics such as school data, suspensions and exclusions, and safeguarding
- Attend annual 1:1 conversation with the Chair in Spring/Summer Term and annual Governance Away Day in Autumn Term
- Active involvement for 1-4 years initially with opportunity for longer service



# About NEAT Academy Trust



NEAT Academy Trust is a thriving and collaborative partnership of both primary and secondary schools across the north east of England, working together to provide a first-class education for all our learners.

Each school has its own individual ethos and is at the heart of its local community. However, as a Multi-Academy Trust we are able to make a greater difference together to enable all pupils to improve their life chances with the support of their families.

“

Having been a young person growing up in the local community, I find the genuine level of care the Trust provides to their families and community overwhelming and very inspiring to witness. NEAT nurtures children and young people throughout their education to ensure they have different opportunities and empowers them to have high aspirations, whilst always thinking about what more can be done to support their families.

**Nadia Iftkhar, NEAT Academy Trust Non-Executive Director**

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# The role of the school governor

School governors are members of a school's Local Governing Committee (LGC), which carries out some aspects of the core governance purposes (see image below) on behalf of the Trust's Board of Directors. They recognise and support the individual ethos of each of our schools including any religious character.



As a governor, you will contribute to the above core purposes of governance in the following ways:

- **Strategic leadership:** Work with school leaders to develop the school's vision and ethos for high quality and inclusive education, foster its culture and champion its strategic priorities, within the Trust's overarching vision, values and strategy.
- **Accountability and assurance:** Understand how the school is performing based on different sources of information and feedback, and support and challenge school leaders. Oversee the impact of specific funding streams and staff appraisal and development.
- **Engagement:** Listen to and report to the school's stakeholders: pupils, parents, staff, and the wider community. Act as an ambassador for the Trust and its schools.



# The governance structure at NEAT Academy Trust

Each level of the governance structure is strategic and neither the Board of Directors nor the Local Governing Committees (LGCs) are involved in the day-to-day running of the Trust or its schools. This is the responsibility of the Trust's executive team and each school's Senior Leadership Team.

The Trust's Board of Directors decides the role it wants its LGC to carry out. Therefore, the role of a school governor within NEAT can be quite different to other Academy Trusts and schools maintained by a Local Authority.

Members

**Members:** have a "hands off" role and ensure the Board of Directors are carrying out their role effectively. They meet once per year at the Annual General Meeting (AGM).

Board of Directors/  
Trustees

**Board of Directors/Trustees:** has oversight of the Trust as a whole and is accountable to the Department for Education (DfE) for the performance of all schools and how well the Trust spends its money.

Board  
Committees

**Board Committees:** some Directors/ Trustees are members of Trust-wide committees, such as Achievement and Climate for Learning (ACL) or Finance, Audit and Risk (FAR).

Local  
Governing  
Committee for  
each school

**Local Governing Committees:** include school staff and parents, community members and professionals. They are the "eyes and ears" of the Board, knowing the school well and understanding its strengths and areas for development.



# About you



## Core skills and personal attributes we are looking for

<b>Commitment to education</b>	Personal commitment to helping our schools continue to improve and our pupils to get the best education possible.
<b>Insight</b>	Experience of living in, working in/with or connection with the community that the school serves, or a strong interest in developing this insight.
<b>Availability</b>	See “Key activities and commitments of a school governor” on page 3.
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Able to see the big picture and think strategically, driving for continuous improvement</li> <li>• Has independent judgment and operates with openness and integrity solely in the public interest</li> <li>• Understands the importance of building strong working relationships within the LGC and with the Headteacher and senior leaders, staff, parents/carers, pupils, Trust leaders/ Board, the local community and employers</li> </ul>
<b>Additional skills</b>	We are particularly interested in applications from individuals with a link to the Church, either personally or professionally, at this time
<b>Aligned to the Trust’s values</b>	<ul style="list-style-type: none"> <li>• <b>Aspirational:</b> supports and challenges others so they can do their best.</li> <li>• <b>Collaborative:</b> works well together with others.</li> <li>• <b>Inclusive:</b> values everyone’s contribution.</li> <li>• <b>Innovative:</b> seeks insight and opportunities to learn and embraces new ideas.</li> <li>• <b>Responsible:</b> takes responsibility to carry out the role of LGC member</li> </ul>

“ There are so many benefits to being a governance volunteer, from learning more about everything and everyone involved in running a school and the incredible amount of work that goes on to ensure children have the best possible experience and outcomes, to being part of and playing an active role in a team of fellow Governors, which helps you to develop skills that benefit you both personally and professionally.”

**David Coe, NEAT Academy Trust Local Governing Committee Member**

“ I enjoy being a governor because you get an insight into the running of a school and you can have a positive impact on the local community and families within the Trust. You also get a good oversight of how school policies and procedures are put into place and the effort that is put into implementing these. You really get the opportunity to see the progression of pupils and how the Trust positively promotes learning.”

**Kelly Sherriffs, NEAT Academy Trust Local Governing Committee Member**

# About the recruitment process

## EXPRESSIONS OF INTEREST AND APPLYING

- Receive a letter from the Headteacher inviting all parents/carers to apply for the role of parent governor
- Submit your application within two weeks (before the deadline stated in the letter) following the instructions to do so in the letter
- Contact the Clerk if you have any questions (details on page 2)

Click here to read our privacy notice for members, directors and governors to understand how we will protect any personal data you share with us.

## ELECTION PROCESS

- If we receive the same number of applications to the number of vacancies, all applicants will be appointed to the role; If more applications are received than there are vacancies, there will be an election process.
- All parents/carers will be invited to vote for the candidate they wish to elect as parent governor before the deadline stated in the accompanying letter
- On the deadline date, the person with the most votes will be elected to the role

## APPOINTMENT PROCESS

- Parent governors have a four year term of office from the date of appointment
- All appointments are conditional on a satisfactory enhanced criminal records check from the Disclosure and Barring Service (DBS) and other checks and declarations

You are entitled to claim travel and childcare expenses during this voluntary role. Click to read our expenses policy.

## AFTER SUCCESSFUL APPOINTMENT

- You will be required to complete statutory forms, reading and both online and in-person training when you are appointed.
- You will have a 90 minute onboarding meeting with the Clerk
- You will receive an induction and training programme to upskill you for the role and ensure you get to know the school well
- You will receive a NEAT email account and access to IT systems





# School-specific information

Address	Benfield Road, Newcastle-Upon-Tyne, NE6 4NU
Headteacher	Mr Anthony Martin
Age range	11-16
Date joined NEAT Academy Trust	1st April 2017
Type of academy	Converter academy
Additionally resourced provision	Resourced provision and SEN unit
Number of pupils	835 - slightly below average
Pupils who qualify for free school meals	69.9% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	5.5% - above average
Pupils with English as an Additional Language (EAL)	40.6% - well above average
Local Governing Committee meetings	6 per year (1 per half term), Thursdays, 4:30-7pm



 Visit the school website

Meet the Local Governing Committee 

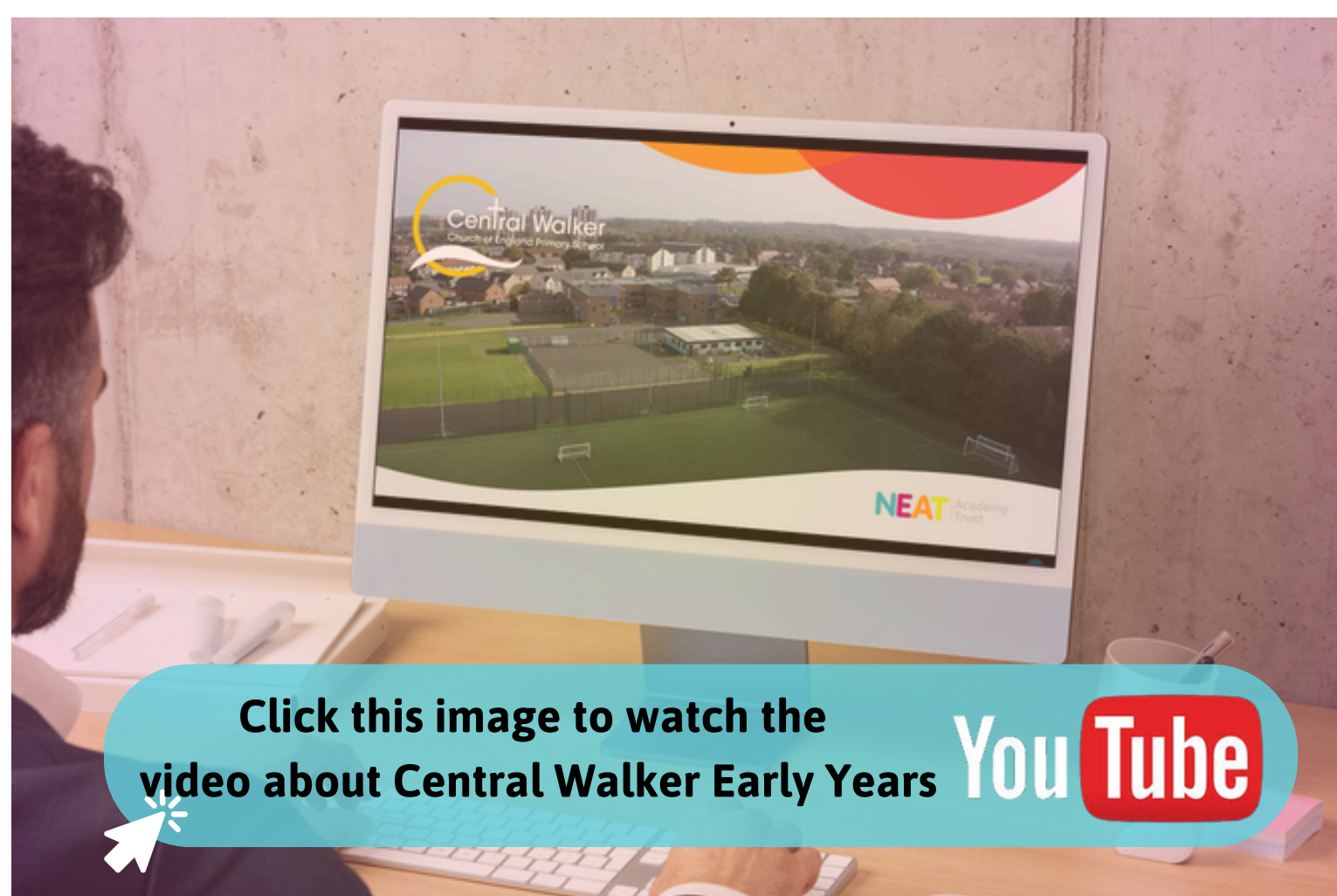
“ Being a governor gives me a strong sense of purpose. Over time, this has helped me develop my strategic thinking and engagement with stakeholders. It helps to understand the unprecedented challenges schools face in today’s society, as well as represent a loyal, hardworking community. Working with a diverse team has helped me draw on the expertise of other governors to continually learn. ”  
**Phil Anderson, NEAT Academy Trust Local Governing Committee Member**

“ Working in education but no longer within schools, I wanted to work in a local school to be able to support them and see the amazing work they do with young people. I find it so inspiring to see what young people achieve when they believe in themselves. I love seeing how we as LGC members can support the school to nurture students to achieve excellence. ”  
**Susan Currey, NEAT Academy Trust Local Governing Committee Member**



# School-specific information

Address	Lancefield Avenue, NE6 2NP
Headteachers	Mrs Dawn Day and Mrs Faye Kerr (job share)
Age range	2-11
Date joined NEAT Academy Trust	1st April 2017
Type of academy	Converter academy
Additionally resourced provision	N/A
Number of pupils	442 - well above average
Pupils who qualify for free school meals	71% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	5.2% - close to average
Pupils with English as an Additional Language (EAL)	32.4% - above average
Local Governing Committee meetings	4 per year, Thursdays, 4:30-6:30pm



**Visit the school website**

**Meet the Local Governing Committee**



“ I love being part of the team working to make Central Walker Primary School a place of safety for learning where aspirations can be nurtured and children thrive. It is a great privilege to work alongside school leaders to ensure the children are given the best possible education, which is set in the framework of the Christian vision and values of a church school. ”

**Claire Leith, NEAT Academy Trust Local Governing Committee Member**

“ The benefits I get from being a governor are that I continue to work in the education system, ensuring that all children receive the best education that they can, and they are able to receive the greatest benefits from their education. Education is vitally important at all ages, but especially so at Primary School where the foundations of a life full of learning are laid. Being a part of the most important job that there is. ”

**Stuart Walker, NEAT Academy Trust Local Governing Committee Member**



# School-specific information

Address	King Oswy Drive, West View, Hartlepool, TS24 9PB
Headteacher	Mr Paul Martin
Age range	11-16
Date joined NEAT Academy Trust	1st April 2021
Type of academy	Sponsor-led academy
Additionally resourced provision	N/A
Number of pupils	582 - well below average
Pupils who qualify for free school meals	54% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	1.9% - below average
Pupils with English as an Additional Language (EAL)	4.5% - well below average
Local Governing Committee meetings	6 per year, Mondays, 5-7pm



Click this image to watch the  
video about St Hild's School

YouTube



Visit the school website

Meet the Local Governing  
Committee



“ I became a Governance volunteer because I wanted to serve the school in a new way, to support the school on the journey towards excellence.

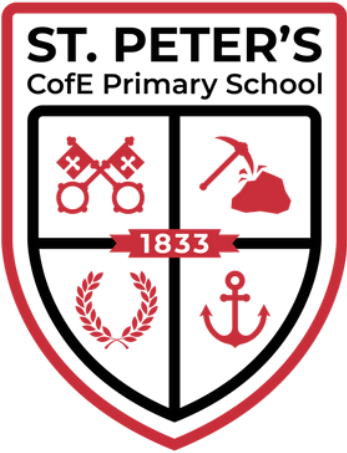
The benefits of being a Governance volunteer are the excellent CPD you receive and working with a dedicated team of volunteers.”

**Maria Murray, NEAT Academy Trust Local Governing Committee Member**

“ There are many reasons for my volunteering to become a governor at St Hild's. Firstly, I want to ensure that children who have passed through my primary school continue to grow and learn, so that they reach their full potential in the future. I also feel that I have a vast amount of experience and skills, which I want to share in order to support the development of students in St Hild's in the future. The benefits of being a governor far outweigh the time commitment to fulfil the role. I love to hear of the success and achievement of children in reaching their full potential, as well as developing the skills that they will need for their future career and, ultimately, their life.”

**Nicola Leighton, NEAT Academy Trust Local Governing Committee Member**





# School-specific information

Address	North Terrace, Wallsend, NE28 6PY
Executive Headteacher	Mr Stephen Gittins
Age range	3-11
Date joined NEAT Academy Trust	1st January 2025
Type of academy	Sponsor-led academy
Additionally resourced provision	N/A
Number of pupils	161 - below average
Pupils who qualify for free school meals	33.5% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	3.1% - above average
Pupils with English as an Additional Language (EAL)	36% - above average
Local Governing Committee meetings	4 per year, Wednesdays, 4:30-6:30pm



Click this image to visit the school website

Meet the Local Governing Committee



“The benefits I get from being a governance volunteer are being able to see: how the school works, where others would not; the amazing work that people externally would not be able to see; and how dedicated staff and pupils are. You also get a sense of pride and achievement when you feel your contributions have made a positive difference to the school.”

**Michael Robson, NEAT Academy Trust Local Governing Committee Member**

“Having worked in the private sector, I know how important schooling is, not just from an education perspective, but also for confidence and life skills. I am really interested in the education of young people and how we can ensure that children grow up to question, explore and have fun. I have learnt so much about how a school is run day to day and it is wonderful to see firsthand how much commitment and effort the teachers put in to ensuring the best for the children. I have met so many wonderful people and the young people I have spoken to within the school are articulate, intelligent and inquisitive.”

**Ashleigh Duxbury, NEAT Academy Trust Local Governing Committee Member**



# School-specific information

Address	Winslow Place, Off Titan Road, Walker, NE6 3QP
Headteacher	Miss Vashti Sergison
Age range	2-11
Date joined NEAT Academy Trust	1st April 2017
Type of academy	Converter academy
Additionally resourced provision	Resourced provision and SEN provision
Number of pupils	249 - close to average
Pupils who qualify for free school meals	58.6% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	4.8% - well above average
Pupils with English as an Additional Language (EAL)	8.8% - below average
Local Governing Committee meetings	4 per year, Tuesdays, 4:15-6:15pm



**Visit the school website**

**Meet the Local Governing Committee**



“Being a governor at Tyneview enables me to support the school and to help create links with the school I work in. I am hoping that my previous experience as a primary school teacher will help me support the school the best I can.”

**Nikki Knox, NEAT Academy Trust Local Governing Committee Member**

“The best bit is getting an inside look at how the school works day-to-day and seeing the brilliant work that is happening everywhere. It feels so special and heart-warming as a parent to walk down the corridors, see into classrooms, talk to the staff, and see for myself the imagination, dedication and thoughtfulness that’s going on – especially when otherwise it can all too often be just “What was school like today?” “Good”(!). It also feels really good to be able to speak out about things that are important to me and see them acted on. I think that the idea of being a Parent Governor can seem a bit intimidating, but it’s definitely given me confidence, and I’d welcome any parents/carers that are interested to join in.”

**Laura Bridges, NEAT Academy Trust Local Governing Committee Member**





# School-specific information

Address	Sutton Street, Walkergate, NE6 4SD
Headteacher	Mr Daniel Nelson
Age range	2-11
Date joined NEAT Academy Trust	1st April 2017
Type of academy	Converter academy
Additionally resourced provision	N/A
Number of pupils	606 - well above average
Pupils who qualify for free school meals	49.3% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	4% - above average
Pupils with English as an Additional Language (EAL)	14.5% - close to average
Local Governing Committee meetings	4 per year, Tuesdays, 4:30-6:30pm



Click this image to watch the video about Walkergate Early Years

YouTube



Visit the school website

Meet the Local Governing Committee



“ So far, I can say that there are many amazing benefits to being a member of the governance team at Walkergate. I have gained some incredible knowledge and insight into the strategic processes involved in making the school the best possible place for children to be safe, learn and enjoy their time in education. Furthermore, I have had many brilliant training opportunities that have helped me professionally and as a governor. ”

**Jak Hogg, NEAT Academy Trust Local Governing Committee Member**

“ Being a governance volunteer means I get to meet our pupils and staff, NEAT colleagues, advisors and a range of other stakeholders, strategically questioning and observing. By doing this we drive continued improvement for our young people. Developing these skills has helped further my career and is extremely rewarding. As a parent, experiencing primary education in this way has helped me better understand what my children are doing, how they are progressing and what I can do to support them. ”

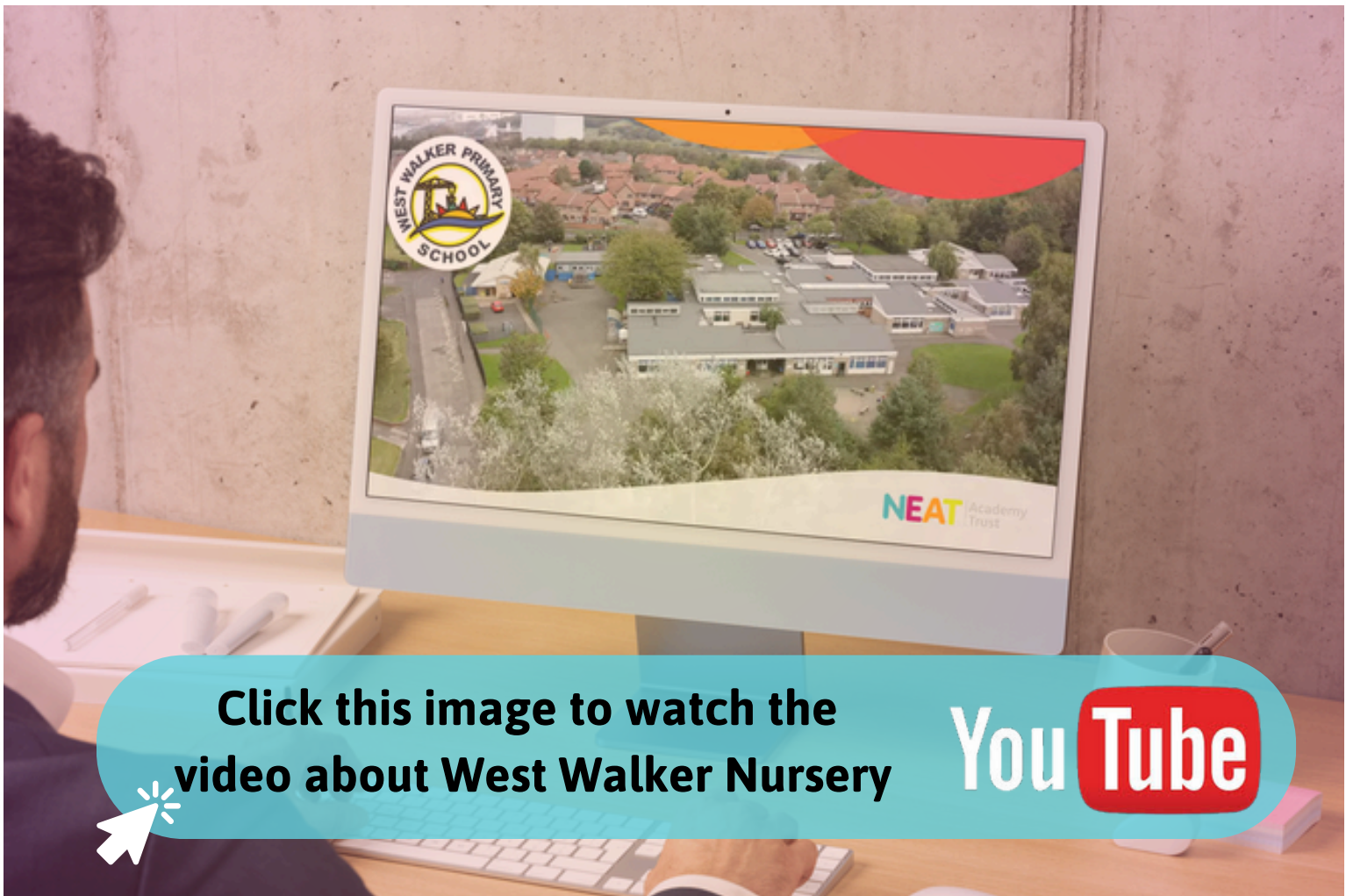
**Alex Burdon, NEAT Academy Trust Local Governing Committee Member**





# School-specific information

Address	Church Street, Walker, NE6 3XW
Executive Headteacher	Mr Stephen Gittins
Age range	2-11
Date joined NEAT Academy Trust	1st April 2017
Type of academy	Converter academy
Additionally resourced provision	Resourced provision
Number of pupils	190 - below average
Pupils who qualify for free school meals	72.1% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	3.7% - above average
Pupils with English as an Additional Language (EAL)	14.7% - close to average
Local Governing Committee meetings	4 per year, Mondays, 3:45-5:45pm



 Visit the school website

Meet the Local Governing Committee 

“ I love working with a wide team from all different specialities to help support the school and the wider community. Being a governor has allowed me to learn new things – how the education system works, how we can support our children, and even things like health and safety procedures! ”

**Anne-Marie Blackburn, NEAT Academy Trust Local Governing Committee Member**

“ I am inspired by the hard work that goes into running and maintaining our local school and community. This hard work ultimately benefits us all. Being a governance volunteer makes me feel engaged, passionate and welcome. ”

**Holly Busson, NEAT Academy Trust Local Governing Committee Member**





# School-specific information

Address	Whitehouse Lane, North Shields, NE29 8PE
Headteacher	Mr Michael Moran
Age range	2-11
Date joined NEAT Academy Trust	1st January 2024
Type of academy	Sponsor-led academy
Additionally resourced provision	Resourced provision
Number of pupils	135 - below average
Pupils who qualify for free school meals	50.4% - well above average
Pupils with an Education, Health & Care Plan (EHCP)	8.1% - well above average
Pupils with English as an Additional Language (EAL)	6.7% - close to average
Local Governing Committee meetings	4 per year, Wednesdays, 4:30-6:30pm



Click this image to watch the video about Whitehouse Nursery



Visit the school website

Meet the Local Governing Committee



“ My journey into school governance stems from personal and professional experiences that have deepened my commitment to education. Volunteering has given me valuable insight into school operations and challenges. I hope to use my dual perspective—as a parent and trained professional—to support decisions that positively impact children’s lives.

Governance allows me to contribute meaningfully, develop strategic skills, and support inclusive education. It strengthens my connection to the school and broadens my experience. Being a governance volunteer makes me feel empowered, valued and purposeful.

”

**Emma Storey, NEAT Academy Trust Local Governing Committee Member**