



King's Schools
TAUNTON

Appointment of
GOVERNOR

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Thank you for showing interest in becoming a Governor on the Council of King's Schools, Taunton.

On the retirement of two governors we are looking to expand the breadth of skills and diversity on our Council. Governors at King's are knowledgeable, they challenge and support the two Heads and the Director of Finance and Operations and they act as a sounding board for their thoughts. Governors are selected not only for their diverse experience but also for their initiative, skills, knowledge, kindness, integrity and enthusiasm. We would also be looking for an affinity for the values and ethos of the King's Schools and a true commitment to promoting and upholding these.

Being on the Council at King's means you can shape its future. You will be part of a team that drives the organisation forward, that establishes its goals and visions, and decides how they can be achieved. You will be part of ensuring that the Council has children at the heart of their thinking and works to give something back to the community.

Our strong boarding ethos is central to the success of King's College. The fact that so many pupils and staff live on site creates a strong sense of community. The school is small enough to be friendly and yet large enough to compete nationally.

King's College and King's Hall are exceptionally happy schools, we are busy and purposeful. Our pupils complete their King's schooling very well qualified, but more importantly they leave as well-rounded, balanced individuals, who have been nurtured and encouraged to grow, to develop and explore.

King's has managed the challenges of the recent pandemic well, and faces the future with confidence and if you decide to apply you will be joining a high performing Council of Governors and be part of something that makes a real difference to future generations.

I hope this short letter and brochure has given you a flavour of who we are and the type of person we are looking for. If you would like to be part of these wonderful schools and what you have read fits with your profile, aspirations and interest then we would love to hear from you.

With best wishes



Linda Nash
Custos

INTRODUCTION

King's Schools Taunton (KST) is a charity and limited company that owns and operates two schools in Taunton: King's College and King's Hall School. The two Heads report to one governing body (The Council), alongside the Director of Finance and Operations (DFO), who operates across both schools; supporting both Heads in the operational and financial management of their respective schools. The DFO is also the clerk to the Council.

King's College, Taunton is an independent co-educational boarding and day school located on an attractive site in the county town of Taunton, Somerset, with over 470 boys and girls aged 13-18 years. An exceptionally happy school, but also an outward-looking, busy and purposeful community, pupils leave well-qualified, but more importantly they leave as well-rounded, balanced individuals, with the confidence to succeed and the determination to give of their very best.

The Senior Management Team includes the Head, the Deputy Heads (Curriculum and Pastoral), the Head of Boarding, the Head of Sixth Form, the Director of Admissions and Marketing and the Director of Development, with the DFO also in attendance.

www.kings-taunton.co.uk

King's Hall School is a pre-prep and prep school for girls and boys from 2 to 13 years old, with around 300 pupils. Set in a beautiful location in the foothills of the Quantocks and surrounded by farmland, the school is only a few minutes' drive from the centre of Taunton. A thriving boarding community contributes to the family atmosphere and to the sense of fun and happiness. Children enjoy a challenging all-round education in a progressive and stimulating environment. There is a close working relationship between King's Hall and King's College and the majority of pupils move to the College at age 13.

www.kingshalltaunton.co.uk

ABOUT TAUNTON

King's College is in the heart of Taunton, the county town of Somerset in the South West, with good rail links to London and easy access to Devon and Cornwall. The town is bordered by Areas of Outstanding Beauty – the Quantocks and the Blackdown Hills – and is about 40 minutes from a number of beaches. It is an ideal environment for a school, offering a wide range of opportunities and benefits. It is no surprise that the school is particularly strong in outdoor pursuits.

The fast West Country train service reaches Paddington in under two hours.

In their everyday life around the school, our pupils show the confidence to succeed, and the determination to give of their very best.

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HISTORY

King's College, Taunton was originally named King Alfred's School in 1880. The choice of King Alfred, the King of Wessex from 871 to 899, who aspired 'to set to learning ... all the free-born young men now in England who have the means to apply themselves to it' was very apt for the school's founder Canon Nathaniel Woodard. He was an educational innovator who created a series of schools where relevant, modern academic teaching was coupled with a strong Christian education to care for the needs of the whole child. His 'One Idea' inspired the support of Prime Ministers, captains of industry and churchmen alike.

In 1879 Woodard had the opportunity to acquire in Taunton the brainchild of another educational pioneer, William Tuckwell. His new, state-of-the-art school on the edge of town had some of the best science facilities in the country and a reputation for academic excellence. Originally named Bishop Fox Grammar School (endowed in 1522 by Richard Fox, Bishop of Winchester and one of King Henry VII's closest councillors), Tuckwell had rebuilt and re-invigorated the old institution into a new forward-

looking school, Taunton College School. The new building had, however, been costly and financial difficulties with creditors led to its sale to Nathaniel Woodard.

WOODARD TODAY

The Woodard Corporation is the 18th largest charity in the UK. It educates more than 30,000 pupils and employs over 2,500 staff in a mix of schools, independent and maintained, senior and prep, co-educational and single sex, boarding and day. While the incorporated schools, such as King's College, have a responsibility to the Woodard Board, they each operate with their own governing body, which is fully responsible for their own school's performance, governance and finances. The Heads of the Woodard schools meet formally at least once a year, and informally continue to support each other on a range of issues.



INSPECTION REPORT

King's College received an integrated inspection by ISI in March 2018. The school was judged to be "excellent" in both the achievement and the personal development of its pupils – the highest possible rating under the inspection framework at the time. This judgement places King's College at the forefront of independent schools in the region and amongst the best in the UK.

[ISI Inspection Report 2018](#)

ETHOS

- Follow Christian belief, teaching and values, celebrating faith in creative and meaningful ways;
- Foster the virtues of faith, hope and love in all aspects of its life, as central to its Christian ethos;
- Welcome inclusively those of all faiths and none;
- Believe in the unique value of each individual, regardless of race, gender or creed;
- Pursue academic excellence with a commitment to good teaching and effective learning;
- Prepare each young person for the future by means of a full and rounded education;
- Provide outstanding pastoral care within a supportive community;
- Build a community which reflects family life, with mutually respectful and warm relationships;
- Nurture self-respect and self-esteem, high moral values, responsible citizenship, and a commitment to the service of others;
- Be outward-looking, working with others in the local and wider community for mutual benefit.

AIMS

- Provide a Woodard Education, rooted in a Christian ethos.
- Inspire in pupils a desire for excellence and a love of learning which goes beyond the formal curriculum, to develop independent, searching minds and to encourage pupils to realise their full academic potential,
- Ensure that the years children spend at King's are happy and fulfilling ones.
- Provide a safe, welcoming, supportive and tolerant environment in which each pupil feels valued as an individual and, in turn, learns the importance of tolerance and consideration towards others.
- Encourage wide interest, participation, and high standards of achievement at school and beyond, in sport, music, drama, community service, outdoor pursuits and other activities through the provision of excellent facilities and expert coaching and tuition.
- Maintain the boarding ethos and structures of the school to the benefit of all pupils.
- Maintain a close partnership with parents in guiding and caring for their children.
- Help each child to realise the importance of contributing to the community, both inside the school and beyond, and ensure that the school is of benefit to the community both locally and further afield.
- Appoint talented staff who share these aims and to assist them in their professional development.

ROLES AND RESPONSIBILITIES OF COUNCIL MEMBERS

The Governors, as members of the School Council of King's Schools, Taunton Ltd, have overall responsibility for three key roles:

- Formulating strategy for the organisation;
- Ensuring accountability by holding the organisation to account for the delivery of that strategy and seeking assurance that systems for managing risks are robust and reliable;
- Shaping a positive culture within the School Council and the wider organisation.

Our aim is to achieve a balanced Council with the right skills, experience and diversity who all share a genuine commitment to the future of our schools.

Council Members work collectively as a group and are accountable to the wider community (the “stakeholders”) for the delivery of the best possible educational, pastoral and support service. They are responsible for ensuring that the overall structure is fit for purpose and consistent with the Schools’ charitable objects. The conduct and operational management of the Schools is delegated to the Heads of each School and the Director of Finance and Operations. The Council monitors performance to an agreed framework.



Constitutional Responsibilities

The full details of Governor responsibilities are available on request but can be grouped together under the following headings:

Formulating Strategy

Brings independence, external skills and perspectives towards the development of a compelling vision for the future underpinned with clear strategic objectives. Monitors progress against successful implementation these objectives.

Constitutional Responsibilities

Acting in the best interests of the charity, it's pupils, parents and staff and its future beneficiaries.

Financial Stewardship

To ensure sound financial management and use resources to their maximum potential. Fees, bursary policy and all other remissions.

Senior Staffing Responsibilities

Perhaps one of the most important tasks; the appointment of Head of Kings College, Head of Kings Hall and Director of Finance and Operations. Appraisal and pay and conditions of service.

Property Development and Asset Management

To include acquisitions and disposals, capital development projects and health and safety.

Employment Responsibilities

Employees' terms and conditions of service, employee relations.

Pupils have a well-developed moral compass, they instinctively distinguish right from wrong and show their respect for rules and laws by valuing and supporting the school rules.



– ISI Inspection Report 2018

Curriculum and Pastoral Oversight

Ensuring a high-quality curriculum by monitoring performance and compliance with OFSTED, Independent Schools Inspectorate (ISI) and the Early Years Foundation Stage (EYFS) statutory framework, policy development and adherence. Arrangements for safeguarding and promoting the welfare of children.

Ambassadorial Duties

Engagement with parents, pupils, staff and other stakeholders

Culture

A governor will actively support and promote a positive culture for the organisation and reflect this in their own behaviour

Reports on the above topics are produced by the Heads, the Director of Finance and Operations (and other senior staff as required) on a regular meeting cycle of Council and the sub-committees. They form the framework of discussions, performance monitoring, support and challenge.

The full council meets formally three times a year as do the sub-committees of Finance and Estates and Education and Pastoral. All of the current Governors attend one of these two committees. There are also less frequent committees which meet regarding Appointments, Compliance and Remuneration.



CODE OF CONDUCT

Council Members should act at all times with honesty and integrity. Each Council Member has an important role in supporting and encouraging the Heads, although prime responsibility for developing the partnership rests with the Custos. As the employers of all of the staff, it is important for the Council Members to meet staff wherever possible, and groups of pupils, when opportunities are offered. Regular attendance at meetings and major functions is important, whether that be in person or virtually, and Council Members need to be prepared to devote the time and energy that is necessary to carry out their role and to develop their understanding of the Schools. They should arrange their visits in advance via the Heads.

Council members are invited to an Education Day at each of the schools to observe lessons and to meet members of staff.

Individual Council Members should express their personal views within meetings; but once a decision has been reached, they are

bound by collective decision-making. They need to take care to avoid breaches of confidentiality and to avoid undermining the Heads, since their relationship can only flourish if it is based upon mutual respect and collaboration. They should only speak on behalf of the School Council if they have been specifically authorised to do so – a function that normally falls to the Custos or Deputy Custos. Conflicts of interest must be declared in advance.

Qualities of integrity, impartiality and objectivity, with respect for all, are important. The School Council, under the leadership of the Custos should be as transparent and open as possible, with all members conscious of their responsibilities towards the school community and of the clear distinction between the roles of trustees and of paid employees.



TIME COMMITMENT

Away Days

Strategy meetings are held periodically involving selected members of the Council who then report back to the full Council. 'Away days' involving the entire School Council also provide the opportunity to look more strategically at issues concerning the future direction of the Schools. Council Members can exchange ideas freely with the Heads, the Director of Finance and Operations and perhaps, other members of the Schools' Senior Management Teams. They also provide an invaluable forum for Council Members to bond together, without the pressures imposed by a crowded meeting agenda.

Training

Council Members are encouraged to attend training courses and seminars arranged by AGBIS and other professional providers, such as law and accountancy firms in order to reinforce their awareness of their varied duties and responsibilities. The Director of Finance and Operations circulates lists of courses as they are received.

Term of Office

The normal term of office for a Council Member is five years with an expectation that this will be renewed for a further five years. A Council Member's appointment may be further extended in exceptional circumstances.

Required Areas of Expertise

In looking to appoint new Governors, the areas in which we need to look for expertise are:

- Projects and Property
- IT and Digital Transformation
- Health and Safety

APPOINTMENT OF NEW COUNCIL MEMBERS

Woodard Requirements

The Council Members of Woodard's incorporated schools are appointed by the Woodard Corporation on the recommendation of the School Council. All Council Members are required to be Corporate Fellows and to make an appropriate declaration to express their commitment to the charitable objects of the Corporation and its schools. Corporate Fellows are the statutory members of the Woodard Corporation Limited, a company limited by guarantee. In line with the Articles of a Woodard school company, the Corporation has formed the Nominations and Appointments Committee to scrutinise and approve all appointments of governors and trustees.

Equality, Diversity and Inclusion

King's Schools are committed to promoting equality, diversity and inclusion. As part of this approach the Appointment's Committee will practice inclusive recruitment. That is engaging with, interviewing and recruiting individuals equally across a diverse range of backgrounds that have the right skills and experience and that reflect the diversity of the King's Community.

Appointment Process

The successful candidate will be provided with a copy of the Corporate Fellow's declaration and a nomination form together with a copy of the Corporation and Articles of Association for King's Schools Taunton. The required checks will commence, including

an enhanced Disclosure & Barring Service (DBS) report, seeking evidence of entitlement to work in the UK and confirmation that the candidate is not disqualified from acting as a charity trustee or company director, for example by virtue of undischarged bankruptcy.

The proposed appointment must then be endorsed at a meeting of the full Council. Following this, forms M1a (Nomination as a Corporate Fellow) and M2a (Corporate Fellow's Declaration) together with a copy of the CV and any supporting documents will be sent to the Woodard Head Office for the appointment to be approved at the next meeting of the Woodard Nominations and Appointments Committee.

HOW TO APPLY

Please submit the following with your application:

- An up-to-date CV detailing your recent accomplishments along with details of two referees;
- A supporting statement that outlines your motivation for applying.

Please upload your application via this link: [Application Link](#)

If for any reason you are unable to apply online, please send your application to Melissa Baxter: melissa.baxter@russam.co.uk

Closing date for applications: Monday 17th January 2022

Preliminary interviews with Trustees Unlimited: W/C 24th January 2022

Interviews/meetings with King's Schools Taunton: W/C 7th & 14th February 2022

If you would like to have an informal and confidential discussion about the role, please contact Melissa on **07789 985229** or email her at the above address.





King's Schools
TAUNTON

Registered Office:
20 Holway Avenue
Taunton
Somerset
TA1 3AR
01823 328200
www.kings-taunton.co.uk