



INTREPIDUS

Kensington
Aldridge Academy

CHAIR OF GOVERNORS
INFORMATION PACK



OFSTED RATED
'OUTSTANDING'
IN ALL CATEGORIES



SECONDARY
SCHOOL
OF THE YEAR



KENSINGTON ALDRIDGE ACADEMY

Kensington Aldridge Academy (KAA) is a flagship West London academy. We serve a community of 1,250 students aged 11-18. Although our local area has some of the wealthiest households in the UK, a feature of our school is the relative disadvantage of many students, two thirds of whom qualify for the “Pupil Premium” (the government’s index of deprivation). KAA is popular with all sections of our community however, and we thrive off this diversity.

KAA opened in brand new, £30 million buildings in September 2014, and is now in its seventh year of operation, and at an exciting stage of its development. The school has been graded “outstanding” in all categories by Ofsted and results are consistently above national average. In 2018 we were named Times Education Supplement “School of the Year”. Our Lead Sponsor is Aldridge Education, a large and growing national Multi-Academy Trust. We are also co-sponsored by the Royal Borough of Kensington and Chelsea, and work closely with our local community of schools.

KAA is heavily oversubscribed and places are awarded by proximity, meaning nearly all our students live within a one-mile radius. Our Sixth Form is also oversubscribed, with 250 students in total studying A Levels. Half of our A-level cohorts have progressed to Russell Group universities each year, with a small number to Oxbridge. We also have an apprenticeship pathway alongside side this.

KAA is a mission-led, values driven organisation. Our motto is “Intrepidus” and students are taught to be bold and adventurous in their approach to learning and life. We have four core values which sit behind our motto – Citizenship, Creativity, Resilience and Excellence. Staff strive to give all students the best possible start in life, irrespective of their backgrounds or starting points.

An important part of KAA’s history is the Grenfell Tower fire in 2017. We are located immediately next to the tower and our school community was badly affected, with five students tragically losing their lives and many others displaced from their homes and traumatised by events. The role the school can play in the community recovery is central to our work, and KAA has received national recognition for this: www.kaa.org.uk/news/kaa-in-the-media.

KAA is also a contributor to wider education policy debates, and demonstrates the type of innovation which the academy and free-schools movement was designed to bring about: www.kaa.org.uk/news/kaa-education-policy.

None of the above would be possible without an excellent governing body, led by a skilled Chair. In the pages that follow we outline what this exciting role involves. We are looking forward to meeting candidates in the coming weeks for tours of the school. These will give you a chance to meet students and staff yourself, and get a flavour of life at KAA.

OUR LEAD SPONSOR



Kensington Aldridge Academy is part of the Aldridge family of schools and Aldridge Education (AE) are our lead sponsors.

AE is a national Multi-Academy Trust (MAT) with eight schools and one adult learning provision based in the North West, South East and London, as well as a founder sponsor of Ada, the National College of Digital Skills based in Haringey. AE works with teachers, principals and governors to rapidly improve the quality of education on offer at early years, primary, secondary and sixth-form levels in their schools.

AE believes that introducing young people to the core attributes of entrepreneurship will provide context and relevance to their learning and foster creativity, passion, determination, risk taking, problem solving and teamwork. These

enterprising attributes help students achieve in their education and acquire further skills for adult life.

Although KAA is a Single Academy Trust (SAT) with its own governing body, we work closely with AE colleagues and benefit from their support. Increasingly, we are seeing opportunities for KAA to collaborate with AE and benefit from being part of their growing network. Both KAA and AE are at exciting stages of their development, and our new Chair will have a key role in shaping the future relationship.

The map below shows the current locations of all 11 AE academies. At the time of writing, AE are looking to grow further in both London and the regions.

Sir Rod Aldridge at KAA





THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

OUR CO-SPONSOR

KAA is part of another successful family of schools, the Local Education Authority of the Royal Borough of Kensington and Chelsea (RBKC).

Unlike many local authorities, RBKC seek to work closely with academy sponsors to support innovation and promote partnership work between schools. It has been a successful approach;

- All RBKC primary and secondary schools are currently graded 'good' or 'outstanding' by Ofsted.
- Results at Key Stage 2, Key Stage 4 and sixth form are consistently among the highest in the UK.
- The achievement gap between Pupil Premium and non-Pupil Premium learners is also one of the narrowest in the UK.

The vast majority of our students are educated in RBKC primary schools and we aim to build on the good work that takes place there. The Royal Borough invested £16 million into the building of the academy, and also fund a dedicated autism resource base within the school, with provision for 20 students in total.

OUR PARTNERS

As an independent trust KAA has been able to form a range of strategic partnerships within the education sector to support our students. These include:

- Godolphin & Latymer & Charterhouse are named “education partners” and our respective boards share a memorandum of understanding. Curriculum leaders from Godolphin & Latymer, KAA and Charterhouse work together on curriculum planning and teacher training, and there are opportunities for student collaboration as well. In the past, KAA Sixth Form girls have been able to study extra A Levels at Godolphin alongside their students, free of charge.
- Latymer Upper School became a partner of KAA after the Grenfell Tower fire, as we lost access to our building and moved our entire Sixth Form to Latymer, co-occupying their school and teaching alongside them in spare classrooms. Since then, we have worked closely with Latymer on a range of education projects relating to teacher training and student enrichment opportunities.
- KAA has worked with the charity Into University since we opened in 2014 to address underachievement and social exclusion. The Into University programme supports young people from disadvantaged backgrounds to attain either a university place or another chosen aspiration through academic support, mentoring and workshops each year.
- KAA has been working with Jamie’s Farm since Summer 2017 following the Grenfell Tower fire and now offers three residential trips each year to small groups of our most vulnerable students. Jamie’s Farm offers a unique residential experience and a rigorous follow-up programme combining farming, family and therapy, aimed at addressing the root causes of exclusion for vulnerable students.
- KAA is partnered with the Prince’s Teaching Institute (PTI) to deliver subject leadership programmes for KAA staff. Our Heads of Department develop leadership approaches alongside a national network of subject leaders seeking to make the greatest impact within their schools.



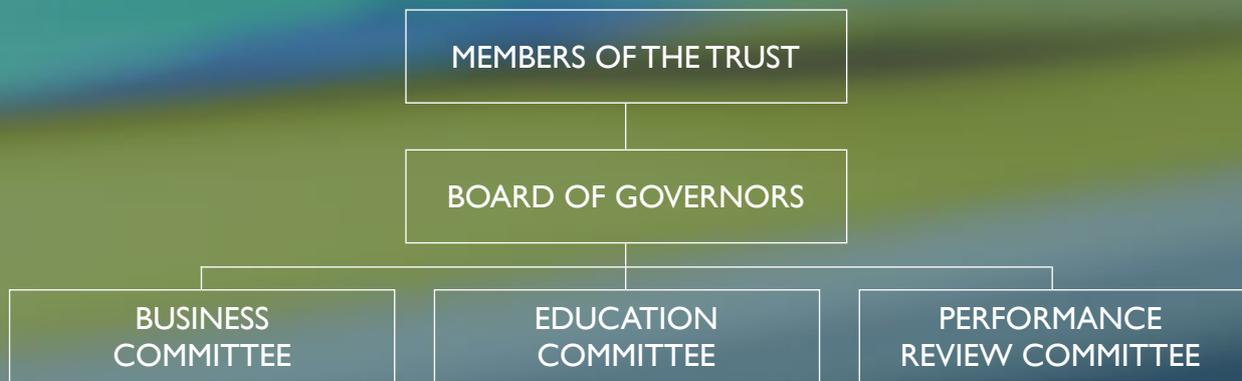
THE INTREPIDUS TRUST

In the aftermath of the Grenfell Tower fire, a group of our governors established the KAA Intrepidus Trust (KIT for short) to develop and fund a range of enrichment activities which broaden the horizons of our students. The charity has grown from strength to strength and is currently working towards an ambitious £2m target as part of an endowment campaign. Both sponsors are represented on the board of Trustees for KIT, and it works closely with governors and the academy SLT to maximise the impact of its programmes (<https://kaatrust.org.uk>).



OUR BOARD

We are lucky to have a very experienced and knowledgeable governing body who have a good understanding of the school's current strengths and improvement priorities. Our outgoing Chairman, Mick May OBE, is leaving the board in August 2021, which will provide an opportunity for the incoming candidate to work alongside him in the spring & summer of 2021.



The Board of Governors meets 4 times a year, as do the Business and Education Committees. The Members and the Performance Review Committee meet once a year.

CHAIR OF GOVERNORS – MICK MAY OBE*Founder and CEO of Blue Sky***VICE CHAIR – ADAM BALON***Co-Founder of innocent drinks and Partner at JamJar Investments***VICE CHAIR – LUCY MORRIS***Board Member at Sutton Trust and Trustee of CHK Trust***CHAIR OF BUSINESS COMMITTEE – BRUNO PAULSON***Managing Director at Morgan Stanley and Member of Advisory Board, Centre for Social Investigation***CHAIR OF EDUCATION COMMITTEE – DUNSTAN HADLEY***Head of Communications - Border Delivery Group, Cabinet Office, and former Communications Advisor at DfE & Russell Group***BUSINESS COMMITTEE – SIR ROD ALDRIDGE OBE***Founder of Capita Group, Chairman of The Lowry and Patron of the Prince's Trust***BUSINESS COMMITTEE – JOHN BROWN***Founder, Former CEO and Chairman of John Brown Publishing, Chairman and Trustee of Camara Education Ltd, Chairman of Wild Frontiers Foundation.***BUSINESS COMMITTEE – SIR MERRICK COCKELL***Former Leader of RBKC Council, Chairman for UK Municipal Bonds Agency and Localis Research.***EDUCATION COMMITTEE – COUNCILLOR EMMA WILL***Lead Member for Culture, Leisure and Community Safety at the Royal Borough of Kensington & Chelsea***EDUCATION COMMITTEE – SCOTT HARRISON***Former HMI, education consultant, Chair of Trustees of the Association for Citizenship Teaching and Trustee of Barnet Museum***EDUCATION COMMITTEE – SATHYA SMITH***Venture Partner at LocalGlobe, Product and Technology Advisor at Big White Wall, Ex-CTO at onefinestay and Head of Partner Technology at Google***PARENT GOVERNOR – NADIA BOUJETTEF***The Curve Community Centre Governor***STAFF GOVERNOR – ROSEMARY OYEWOLE***Second in Charge of Science at Kensington Aldridge Academy***PRINCIPAL (EX-OFFICIO) – DAVID BENSON***Principal of Kensington Aldridge Academy*

SPECIFICATION

We are looking for an experienced Chair who has a strong understanding of strategic governance. He/she should be a skilled leader who can work with the board, sponsors, Principal and academy SLT to set a clear vision and strategic direction for the school. He/she will have a strong moral compass and provide an independent voice that places the needs of KAA students first. He/she doesn't need an educational background, but should have a passion for education and addressing social disadvantage. He/she will have held a demonstrable leadership role in the private, public or voluntary sector. A professional attitude and excellent knowledge of what makes good governance is also essential.

LEADING EFFECTIVE GOVERNANCE

- With the board, hold the Principal and SLT to account for the educational performance of the school and its pupils, and for the performance management of staff.
- Set the culture of the governing board, providing exemplary practice, but act as a 'first among equals' – recognising that the collective board makes decisions rather than individuals.
- Ensure the oversight of the financial performance of the school, and the effective use of the school's resources.
- Have a clear understanding of the Chair's role and responsibilities – in particular, accountability – and the difference between strategic and operational decision making.
- Ensure there is effective and regular communication within the governing board, and meetings are well chaired and organised so that everyone can contribute and be heard.
- Work collaboratively as part of the network of Aldridge Education CoGs, benefiting from their professional expertise and training opportunities, and supporting broader AE development goals.
- Proactively maintain a good relationship between all sponsors, governors, the Principal and the SLT, and exemplify this effective relationship.
- Foster a culture of self-evaluation and review among the governing board.
- Communicate and build a rapport with external stakeholders, authorities, organisations and other schools – acting as a reliable ambassador and valued point of contact.
- Ensure the school is engaged with parents and the wider community, and represents its interests.
- Ensure the board is aware of, and prepared for, formal external scrutiny, and provide strategic leadership to the board during periods of scrutiny.



WORKING WITH THE PRINCIPAL

- Maintain an open and honest dialogue with the Principal, ensuring that this is welcomed both ways.
- Be consistent in approach and manner – act as a ‘critical friend’; offering challenge, support, advice and encouragement, as required, whilst maintaining a professional relationship.
- Ensure that there is a rigorous and robust performance management of the Principal, including setting relevant targets that contribute towards school improvement.

WORKING WITH SPONSORS

- Proactively maintain a positive working relationship with both sponsors, ensuring clear and open communication.
- Participate in AE and RBKC governance networks, to learn from and understand the priorities of both lead and co-sponsor.
- Ensure the vision and strategic direction of KAA is aligned with sponsor’s beliefs and the original mission of the school.



COMPLIANCE

This post is subject to an enhanced Disclosure and Barring Service (DBS) check and the post holder must be committed to safeguarding the welfare of children. All candidates will have an understanding of the role of Trustee and meet the eligibility requirements to act as a Trustee (The Charities Act 2011) and must not be barred from acting as a company director.

RECRUITMENT PROCESS

If you are interested in being considered for this opportunity:

- Please forward an up-to-date CV along with a short covering letter highlighting your relevant skills and experience for the role to Vashti Turner (v.turner@kaa.org.uk).
- If you have any queries, questions or would like to speak informally to the Principal, sponsors or a current governor, please also contact Miss Turner by email or on 0207 313 5805 to set this up.
- The closing date for applications is spring 2021.

Please make a note of the interview dates below and make us aware as soon as possible if there is a potential diary issue. Please note that KAA will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.



BACKGROUND INFORMATION ABOUT KAA

Interested candidates may like to see some of the links below to get a better sense of our school:

Ofsted Report

Candidates can read the academy [Ofsted report here](#)

DfE Performance Tables

These can be seen [here](#)

KAA in the News

Evening Standard – 23 April 2020

[‘School closures leave poorest pupils at huge exams disadvantage’](#)

Evening Standard – 8 January 2020

[‘The Excluded Series: Kensington Aldridge Academy achieved success against the odds’](#)

The Times – 25 September 2019

[‘Abolishing private schools would not help my state pupils’](#)

Sky News – 13 February 2019

[‘Prince Charles tells pupils they can make a real difference’](#)

BBC News – 17 August 2017

[‘Grenfell Tower pupils enjoy ‘good day’ as they collect exam results’](#)

BBC Documentary

KAA was the subject of a two part BBC documentary that was watched by 1.5 million people in the spring of 2019. The programme shows students working with Choirmaster Gareth Malone to devise a concert to mark the return to our building a year after the Grenfell Tower fire.

[Episode 1](#)

[Episode 2](#)

School Videos

[TES Awards video](#)

[KAA Intrepidus Trust \(KIT\) video](#)



Principal – Mr David Benson

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