



AVANTI SCHOOLS  
TRUST



# Trustees Vacancies

Closing date: Monday 29 June 2026



# Avanti School Trust

## Welcome from our Chair of Trustees

Dear Colleague

Thank you for your interest in joining the Avanti Board of Trustees. This is a hugely exciting time for our family of schools. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many pupils.

We have all been pupils, at one stage or another, and lifelong learning is inbuilt into our culture and our expectations. Avanti is committed to providing an education which opens doors and lets the future in, which establishes the foundations for future achievements and opportunities in our multicultural society for all children. We aim to inculcate an enthusiasm for learning and the fostering of a sense of curiosity about the world; to develop in our students a capacity to initiate and respond to change; to promote in them a sense of caring, compassion, and responsibility for self and others; to encourage independence of mind and the capacity to think for oneself,

Our schools are special places to learn, with a balance between developing students academically and spiritually. We are exceptionally proud of our schools and our students, as places where everybody is made to feel welcome, places which are nurturing and inclusive environment. When I visit our schools, I see proud staff, engaged students and communities that know we will do all that we can to secure the very best outcomes for the children within our care. These attributes are certainly not unique across the sector, but the relentless commitment and high expectations staff in Avanti's schools hold for our young people is truly remarkable.

Avanti's triple pathway, to support each person's life journey along three parallel paths: educational excellence, character formation and spiritual insight, and our commitment to intellectual, moral and spiritual growth to make the world a better place and our emphasis on spiritually compassionate changemakers, all intersect to mean that we do not judge success in terms of academic criteria alone. Yet without academic success, we would be failing to ensure that we are maximising the potential of our students, so it is reassuring to know that our schools are delivering outstanding levels of achievement for so many of our students and pupils.

I hope that you are intrigued and remain interested in our aspirations and our intent.

With best wishes

Mike Younger



## About Avanti Schools Trust

Avanti Schools Trust is a multi-academy trust (MAT) with a rich and distinctive story. Founded in 2003 originally as a provider of Hindu-ethos schools, Avanti has evolved into a values-led trust operating 12 schools across England – nine primary, two secondary, and one all-through – educating approximately 6,000 pupils aged 2 to 18 in both secular and religious settings.

Its schools span Leicester, Hertfordshire, Essex, Bristol, Somerset, Croydon and Redbridge, including a family of schools joined from the Steiner tradition. Three schools with published Ofsted ratings hold an Outstanding judgement, and all the remaining were graded Good. The Trust's vision is to reimagine the purpose of education – guided by six core virtues: self-discipline, respect, empathy, integrity, courage and gratitude.

In 2025, the Trust welcomed Dr James Biddulph MBE as its new Chief Executive Officer. An award-winning educator, Cambridge academic and school founder with over 23 years' experience in education, Dr Biddulph brings fresh momentum and an ambitious agenda for the Trust's next chapter. Under his leadership, Avanti is investing in strengthening its governance structures, broadening its leadership talent, and deepening its commitment to inclusion and educational excellence.





## The Board of Trustees

The Board holds full authority and responsibility for setting the strategic direction of Avanti Schools Trust. It provides oversight of vision and planning; performance and standards; governance and compliance; financial management, audit and risk; and the Trust's responsibilities as employer to all staff across its schools.

Trustees are committed to the Avanti Way and to the seven Nolan Principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

The Board normally meets six times a year (four virtually, two in person – including a residential meeting in London and an Away Day at one of the Trust's schools). Trustees are expected to join at least one of four committees:

- Audit and Risk
- Finance and Estates
- People and Governance
- Education and Standards

Each committee meets three to four times annually. Trustees are also allocated to one or more schools for occasional visits, building relationships with Principals and local School Stakeholder Committees. The initial term of office is four years, usually renewed.

The Chair of Trustees is Mike Younger – formerly Dean of Cambridge's Faculty of Education and a nationally respected authority on teacher education, gender and leadership.





## The Opportunity

Avanti Schools Trust is embarking on a structured programme of Board renewal. Having historically relied on informal networks, the Trust is now committed to open, merit-based recruitment to ensure the Board has the breadth of skills, experience and diversity needed to lead through its next phase of development.

A recent skills audit confirmed the Board's many strengths – significant expertise in strategic direction, curriculum, inclusion and staff retention – while identifying priority areas for strengthening. We are seeking to appoint up to four new Trustees over two tranches, and are actively seeking to improve the Board's gender balance, ethnic diversity and faith diversity.

### Phase One Vacancies – Interviews Early July 2026

We are seeking to appoint two Trustees to take up their roles from September 2026. We are particularly interested in candidates from one of the following two profiles:

#### Trustee (Education)

We are looking for an experienced education professional who can strengthen the Board's capacity to support and challenge the Trust's educational leadership. The ideal candidate will bring:

- Substantial experience in primary or secondary education – as a headteacher, senior leader, teacher, inspector, academic or equivalent
- Knowledge of SEND and inclusion policy and practice (desirable but not essential)
- An understanding of school improvement, curriculum development and assessment
- Ideally, familiarity with multi-academy trust structures

#### Trustee (HR/People)

We are also seeking a Trustee who can contribute expertise in human resources and organisational culture, providing confident support to the People and Governance Committee. The ideal candidate will bring:

- Senior HR experience, ideally at Director or equivalent level
- Practical knowledge of employment law, complex casework, grievance and disciplinary procedures
- Experience of organisational development in a complex, multi-site environment
- An understanding of governance accountability and HR risk

For both Phase One roles, we particularly welcome applications from women and from candidates of diverse ethnic backgrounds, as we seek to broaden the representative profile of the Board.

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Avanti Schools Trust, Wemborough Road, Stanmore, HA7 2EQ