

# Trustee



With a commitment to excellence and a focus on closing the achievement gap for vulnerable learners, The De Curci Trust seeks a new Trustee ready to collaborate with us in driving continuous improvement and ensuring our schools offer the best possible educational outcomes. Join us to make a lasting impact on the lives of children in our care.



The De Curci Trust is a charitable company limited by guarantee registered in England and Wales with company number 10646541.

Its registered office address is Springfield School, Central Road, Portsmouth, PO6 1QY, United Kingdom.

Trustees: C Batstone, H Bement, R Clewley, A Cufley, A Gannon, S Hamilton, A Kent, S Spivey  
Chief Executive Officer: Ms S F Spivey BSc MA

# Welcome from the Chief Executive Officer



Dear Candidate

Thank you for your interest in becoming a Trustee at The De Curci Trust. As Chief Executive Officer, I am delighted to introduce you to this unique opportunity to join a values-driven and innovative Board of Trustees. The De Curci Trust has come a long way in a short time. Founded in 2017 by a team of Local Governors, School Leaders and Community Partners who shared a clear vision of promoting high aspirations and achieving excellent outcomes for children in the locality, our Trust has created a close-knit family of schools with an optimistic, outward-looking and positive culture. We celebrate diversity, are committed to equality and inclusion, and value the many benefits that come from having all phases of education (save for a sixth form) within our community.

As an experienced trust and school leader, I recognise and deeply value the knowledge, skills and support that our Trustees and Local Governors bring to leading our group of schools. In return for the time and commitment given, our Trustees gain high level strategic experience and are also supported with their professional development needs. Our Board of Trustees is ambitious for all children, infused with a passion for education and life-long learning, and committed to continuous improvement in all areas of the Trust's work. Fresh perspectives and helpful ideas are welcomed; and over time, we have benefited from the insights and counsel of Trustees from a wide range of professional backgrounds within our team.

As a new Trustee, you will be joining the De Curci Trust at an important and exciting time in its development, and there remains much to do to realise our child-centred vision. Having navigated effectively the many challenges presented by the COVID-19 pandemic, we are now at a point where attention can again focus on our core mission of delivering a vibrant, creative and relevant education for all pupils. At the strategic level, this will challenge Trustees and leaders to advance our organisation's civic impact through its developments in areas including: curriculum innovation, SEND/inclusion, estates development (including the rebuild/refurbishment of our secondary school), digital strategy and financial management. We would also welcome the opportunity to extend our existing educational provision and/or to grow our Trust in circumstances where this would benefit the community in our care.

We are motivated by the challenge and opportunity that lies ahead of us and look forward to meeting prospective Trustees who can bring commitment, professionalism, energy, good humour and kinship to our Trust.

Kind regards

A handwritten signature in black ink that reads "Sara Spivey".

Sara Spivey  
Chief Executive Officer

# Who we are

The De Curci Trust is a multi-academy trust based in Portsmouth, committed to providing high-quality education to over 1,700 students across its schools. Our focus is on promoting high aspirations and delivering excellent outcomes for all children, particularly those from disadvantaged backgrounds. We are proud to serve the local community, offering a comprehensive and inclusive education that meets the diverse needs of our students.

We are passionate about transforming the educational landscape for students of all ages across our schools. We aim to provide vibrant, inclusive learning environments that foster creativity, curiosity, and a love of learning.

As a charitable Trust, we value collaboration, integrity, and dedication. Our Board of Trustees works closely with school leaders to ensure that every decision we make is rooted in the best interests of our students. We are not interested in growth for growth's sake; rather, we focus on making meaningful, strategic investments in education and maintaining strong ties with our local community.

Our current strategic priorities include continuous school improvement, enhancing governance and leadership, managing our organisation efficiently, developing our digital strategy and exploring opportunities for growth. We are seeking dedicated individuals with the expertise, passion, and commitment to join our Board and help us achieve these goals.



# Who we are

The De Curci Trust was established with a clear mission: to provide excellent education that transforms children's lives and enhances communities. Based in Portsmouth, the Trust comprises three schools, educating over 1,700 students. Our schools serve a diverse population, and we are dedicated to meeting the needs of every student.

Our ethos is one of inclusion, collaboration, and high aspirations. We believe that every child deserves the opportunity to succeed, regardless of their background or circumstances. To this end, we focus on closing the achievement gap for vulnerable learners, including those with special educational needs and disabilities (SEND), children eligible for the pupil premium, and service children. Our schools aim to create safe, stimulating environments that encourage creativity and a love of learning.

At the heart of our work is a commitment to collaboration. We actively participate in partnerships, including being the leaders of a Challenge Partners Hub, which allows us to share best practice and work alongside other schools across the South Coast. We are dedicated to continuous improvement, not only in teaching and learning, but also in the professional development of our staff. Our commitment to continuous improvement is reflected in joint initiatives such as annual pedagogy conferences, digital strategy projects, and work on inclusive education practices. Through these collaborative efforts, we aim to build stronger connections between our schools and deliver seamless and engaging learning experiences for all our students.

We are committed to improving student outcomes, particularly for disadvantaged pupils, whose progress has been impacted by recent challenges, including the COVID-19 pandemic. We are also enhancing governance and leadership structures to ensure effective oversight and management of our schools. As part of our long-term vision, we are preparing for growth by exploring partnerships with other schools in the region, to potentially double the size of the Trust over the coming years.

An exciting development is the inclusion of Springfield School in the Department for Education's School Rebuilding Programme. This investment will help us create state-of-the-art facilities and provide an even better learning environment for our students, further strengthening the Trust's capacity to deliver its vision of educational excellence.



# About the role

As a Trustee at The De Curci Trust, you will hold a pivotal position in the governance and strategic oversight of our three schools. This role is essential for ensuring that our schools maintain a high standard of education while fostering an inclusive, nurturing environment for all students.

Trustees have strategic oversight of the Trust and collaborate with the executive leadership team, ensuring compliance with the Trust's charitable objectives and fulfilling legal obligations under charity and company law. You will work with fellow Trustees, Local Governors, and School Leaders to monitor performance, drive improvements, and support the achievement of educational objectives. Your input will guide the Trust in implementing effective policies and strategies that align with our commitment to high-quality education and holistic outcomes for all children.



You are encouraged to visit our schools and interact with students and staff, gaining insights into the day-to-day operations. This engagement is crucial for fostering a strong connection between governance and the educational experience, ensuring that the voices of all stakeholders are represented in the Trust's decision-making processes.

By joining our Board, you will not only contribute to the strategic direction of The De Curci Trust but also help shape the educational landscape for children in Portsmouth. Your expertise and passion will be instrumental in promoting high aspirations, enhancing teaching and learning, and supporting our mission to create inclusive and effective learning environments.

# Who we are looking for

We warmly welcome applications from individuals with diverse professional backgrounds, as we believe that a variety of perspectives can significantly enhance our governance.

We are particularly keen to find candidates committed to holistic and inclusive education who uphold the Nolan Principles of Public Life. We hope to appoint collaborative “critical friends” who will work collegiately with us as we continue our progression as a Trust.

We are continually evolving, and so we need individuals who can contribute to our strategic direction by bringing professional expertise and offering new perspectives on how we do things. Our Trustees have a responsibility to positively challenge and support our leaders and other Trustees, so demonstrable leadership qualities are preferable, alongside a willingness to share ideas and contribute to discussions.

Successful candidates will demonstrate integrity, professionalism, and diligence, with the ability to make impartial decisions that serve the best interests of all students and stakeholders. Our Board aims to reflect the diversity of our community, and we specifically encourage applications from candidates from all backgrounds.

We are open to a wide range of professional experiences for our new Trustees. We particularly welcome expertise in the following areas:

- Finance
- Risk and Audit / Compliance
- Legal
- Human Resources
- Marketing / PR
- Specialist Safeguarding / SEND
- Business leadership and operations
- Healthcare e.g. NHS / Social care
- Engineering / Construction



We seek individuals who can act as a “critical friend”, offering both support and constructive challenge to the executive team. Your willingness to engage with the Trust’s strategic goals and contribute to the ongoing development of our schools will be vital to your success in this role. A commitment to attending meetings and visiting our schools is also essential, as these interactions will enhance your understanding of our operations and the unique needs of our schools.