



Katherine
Warrington
School

Katherine Warrington School - Two Trustees Required

Katherine Warrington School is currently looking for two new trustees, ideally one of which would have a background in the human resources industry. A trustee is a voluntary role similar to that of a school governor and trustees play a vital role in helping to support our school as it grows and develops. If you are interested in making an impact and giving back to your community then please get in touch by emailing recruitment@kwschool.co.uk

Our school

Katherine Warrington School is a comprehensive, co-educational and non-denominational academic secondary school in Harpenden. It opened in September 2019 and currently comprises over 1100 students. The school strives to create a culture where both students and staff feel supported, challenged, and inspired. We are committed to academic excellence, but we also place a strong emphasis on the well-being and personal development of every individual. We achieved 'Good' in our first Ofsted Inspection and our first two sets of students received outstanding GCSE results. It is an exciting time to become involved with the school as we seek to consolidate our excellent first seven years and move forward into the future.

The role

As a trustee you will be an integral part of our trust board, whose main functions are to:

- Ensure the school has a strong clarity of vision, ethos and strategic direction;
- Hold the executive leaders to account for both the educational performance of the school and its pupils, and for the effective and efficient performance management of staff; and
- Oversee the financial performance of the school and make sure its money is well spent.

Our trustees work collectively with the school staff and leadership team to make sure that the education provision enables every pupil at KWS to thrive in a happy, well maintained and inspiring environment.

The role is strategic rather than operational. Trustees don't get involved with the day to day running of the school, instead supporting and challenging the school's leadership team to drive school improvement. Being a trustee is a commitment and a responsibility but it also offers you the chance to develop strategic leadership, financial oversight, and decision-making skills while being able to shape the future of education in your community.

You would be joining a collaborative and pro-active trust board which values the contributions and insights which come from all the board members. We were delighted that the achievements of the trust board were recognised when they won the Highly Commended Award in the 2025 National Governance Association Awards for Outstanding Governance in a Single School. Like the school we strive for continual improvement and growth,

Skills and experience required

In order to be able to fulfil the role of trustee, we are looking for a good team player who has the time to commit to the role and who has the following skills and experience:



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- Critical listening and effective questioning skills;
- Ability to think strategically;
- Excellent communication skills;
- Problem solving and analytical skills; and
- For one role, HR/people management experience, including in relation to recruitment and selection processes.

At KWS, we understand the value of having a Trust Board that reflects and represents our multi-ethnic workforce and student body from an equality, diversity and inclusivity perspective. We therefore welcome and embrace applications from all backgrounds.

What does it involve?

Trustees usually attend around 10-12 board/committee meetings a year, which are usually in the evening once every half term. You would also be expected to visit the school during the school day for meetings with school employees and should expect to spend approximately 5-10 hours per month on additional trustee business. The role is unpaid and the term of office is 4 years.

Upon joining, you will have an induction and be given ongoing training. This includes compulsory training in the first 6 months and further training to develop your role as you become an established member of the board.

Additional information

Katherine Warrington School is committed to safeguarding and the welfare of all its students and staff. The successful candidate will be subject to satisfactory recruitment checks, including an enhanced DBS check and references. The school is proud to operate within a strict Equal Opportunities Policy, and we therefore welcome applications from all suitably qualified individuals regardless of age, gender, ethnicity or religion.

Academies are both charities and companies limited by guarantee, trustees are therefore both charity trustees and corporate directors and must comply with company and charity law. This includes registering trustees with Companies House as a director.

If you would like to apply, have any questions or would like to know more about becoming a trustee, please email recruitment@kwschool.co.uk and we will be in touch. We look forward to hearing from you!