

Why does the school need more trustees?

The Cambridge Steiner Project is a Registered Charity. It is composed of an Association, (more information below) and a Charitable Company, which is the School itself.

The Cambridge Waldorf School is a dynamic day school, running from Kindergarten to Upper School in Fulbourn, near Cambridge. It provides full time education to our local community based on the principles of Rudolf Steiner / Waldorf. It is registered and regulated by OFSTED.

The trustees are part of the Association and the School relies on trustees for its oversight in several key areas (such as financial stability, education principles and safeguarding). The school cannot function properly without a good oversight from the Board of Trustees. The Board of Trustees is also in charge of taking key decisions and review investment for example.

We currently have 5 trustees. The ideally number to provide quality support and oversight lies between 9 to 12. At this level, a good oversight structure can be effectively implemented, and help the school move towards its new goals.

Why are we looking for trustees who are not parents/guardians?

It is important to understand that many private schools, including some Steiner/Waldorf schools, do not allow any parent/guardian, nor staff, to sit on the Board of Trustees. This is partly because of potential conflict of interests (which can have legal implication).

It is also because a significant number of parent/guardian trustees may over-focus their attention in specific areas such as present education levels and overlook equally important areas such as long-term financial stability.

In Cambridge, we have decided to have a small number of trustees who are parent/guardians, as this has benefit to the school (sharing direct experience, good understanding of Steiner education...). To keep the balance right however, we need to increase the number of non-parent trustees.

What can parents/guardians presently do to engage and understand how the school is run

We recommend everyone who has an interest with our School to join the Cambridge Steiner Project Association. This gives voting rights on some key issues, access to yearly reports and you also have a chance to talk to the trustees and the school management once a year during the Association's General Assembly.

To apply or have more information about the Association, please contact Joel Chalfen, the Chairman of the Board of Trustees (joel.chalfen@waldorfcambridge.uk).

How is the Board of Trustees structured?

The Trustees and the School Management meet once a term for a Full Board Meeting where key documents and key decisions can be discussed or reviewed.

The trustees are also split into three Committees (Resource & Finance, Safeguarding and Teaching & Learning). Meetings occur once or twice every term. These committees provide extra-oversight and also review the school processes in their own specific areas.

The Board of Trustees has set up a list of process documents that will help you integrate and understand your functions easily.

What will be the role of the new Trustees?

We are looking for new trustees who are passionate about helping the school to achieve its goals. We ideally want individuals who can bring a positive and constructive attitude and who can work within a team

After application, the new trustees will be able to go through a process that will help them to understand their legal duties and responsibilities, how the school and the Board or Trustees run, and also attend a series of online training.

We expect each trustee to commit to the requisite amount of time (see below)

What are the time requirements

We expect each trustee to be able to attend the General Assembly (one evening a year), the 3 yearly full board meetings (of 90 minutes each) and also join one or two committees (each committee includes three to six meetings of 60 to 90 minutes every year). Meetings are usually held at the School in Fulbourn but can also occur online.

Trustees will also need to review and comment on materials provided before and after meetings.

The school and board of trustees may from time to time ask trustees to help in additional areas, such as review accountability and processes, analyse children and family needs or support the school in the wider environment. These activities are however optional and additional to the basic role.

Please note also that this is an unpaid role but some expenses are covered.

What are the benefits of being a trustee?

As a trustee, you can take an active role in helping and shaping the future of our school, and make a real difference in the work of the school.

You will be getting involved in all aspects of the charity, from finance and marketing to children educational development and fundraising. You will be part of the Cambridge educational private sector, the Waldorf Foundation and you will be able to interact with other key stake-holders.

Training will be available to help you grow important skills.

How to apply:

If you want more information, and the chance to discuss with current trustees, please send an expression of interest to Thierry Clerc (thierry.clerc@waldorfcambridge.uk). Thierry will answer any question and organise an informal discussion with our Chairman, Joel, and any other trustees that can help.

How about giving it some serious consideration? Thank you!