

Chief Education Officer (CEdO)

Applicant Pack



Welcome

Thank you for your interest in becoming the Chief Education Officer of The Park Federation Academy Trust.

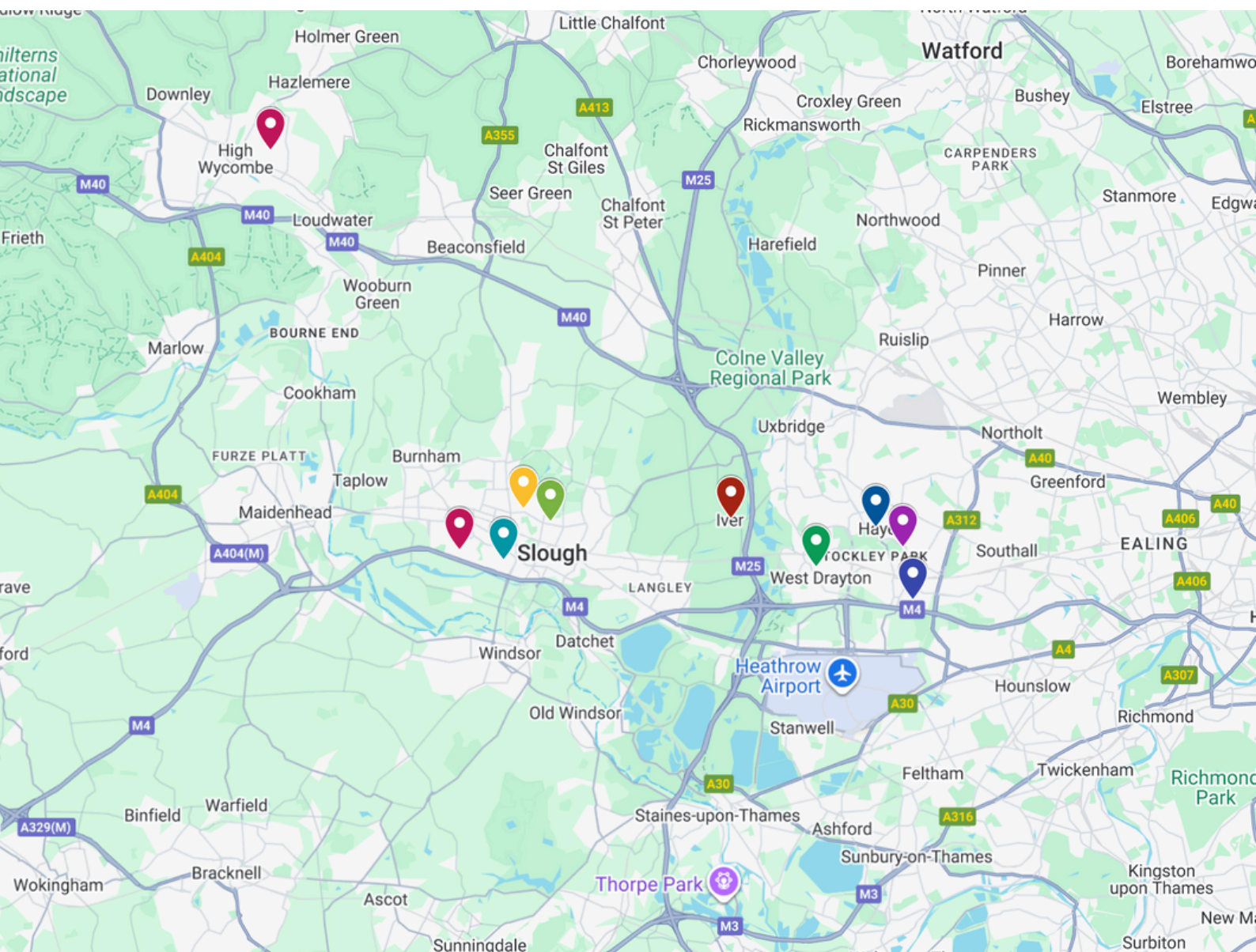
This is an exciting opportunity to join one of the country's most established and experienced primary multi-academy trusts as a key executive leader. Within this brochure, you will find more about The Park Federation, our vision for education, and details about this new and important role.

The Park Federation is a community-focused multi-academy trust specialising in primary education and was founded over 15 years ago, by Dr. Martin Young, CEO. There are ten academies within the trust, located in Hillingdon, Slough and Buckinghamshire. All schools, since joining the Federation, have been graded by Ofsted as Good or Outstanding. The Park Federation is a big enough organisation to provide excellent support services to our schools, while small enough to ensure that every school and local community has a voice in the way the federation is run and the values it lives by. All our schools have their own unique character, personality and history, while simultaneously benefitting from the strength, security and resources of a larger educational partnership.

As CEdO, you will be joining TPF at a pivotal time in our development as we continue to improve educational outcomes for all pupils and provide an ambitious and future-focused curriculum that prepares pupils for the next phase of their education. We are searching for a candidate who has a vision for exceptional and inclusive education, delivering the very best for our pupils and their local communities. The CEdO should be someone who can lead with authenticity, inspire others, bring about innovation, and drive educational improvement across a multi-school organisation.

We hope you will be inspired to join us on this exciting journey and look forward to receiving your application.

Our Acadamies



Our Team

Members

Board Directors

Chief Executive Officer (CEO)

**Academy Councils
Academy Principals**

**Chief Education Officer
(CEdO)**

**Chief Operating Officer
(COO)**

Cranford Park Academy

Heads of Department:

Godolphin Junior Academy

Head of Estates

Hannah Ball Academy

Head of Finance

Iver Village Infant Academy

Head of HR

James Elliman Academy

Head of IT

Lake Farm Park Academy

Montem Academy

West Drayton Academy

Western House Academy

Wood End Park Academy



The Park Federation
ACADEMY TRUST

Our Vision

The Park Federation wants more children to enjoy and benefit from a first-rate education. Its academies are safe, happy and inclusive places where hard work, good behaviour, creativity and progress are prized.

All families – irrespective of background – are welcome, respected and encouraged to play an active part in their children's learning. Each and every child experiences success, grows in self-belief and increases in confidence.



Our Ethos

The Park Federation (TPF) has one overriding purpose: To provide safe, happy and successful schools for local families to join, enjoy and contribute to. It does everything in its power to ensure that educational quality, inclusion, cooperation and respect are evident in all its schools on a daily basis.

Although it is a strongly unified and integrated MAT, it encourages each of its schools to express through their work their individual character and personality. TPF wants each school to savour and take pride in its own institutional history and celebrate the unique place it occupies in its particular community.

TPF Summary

**10
Academies**

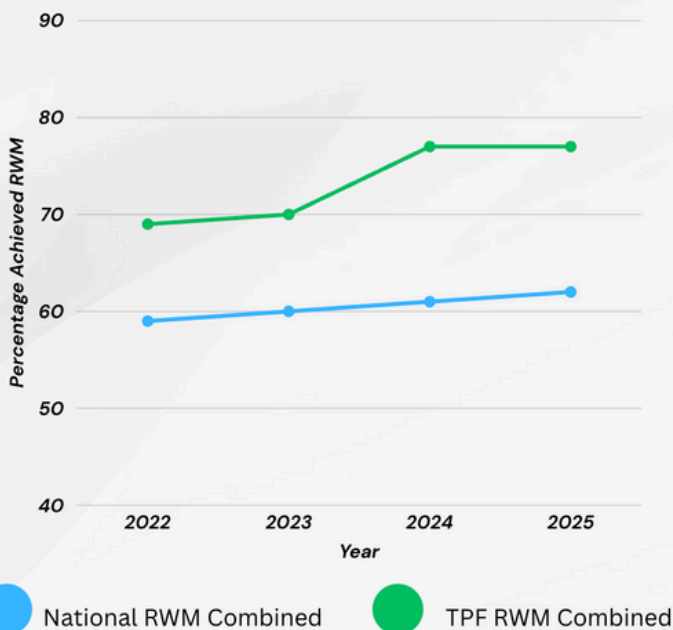
**Over 800
employees**

**Over 6,000
pupils**

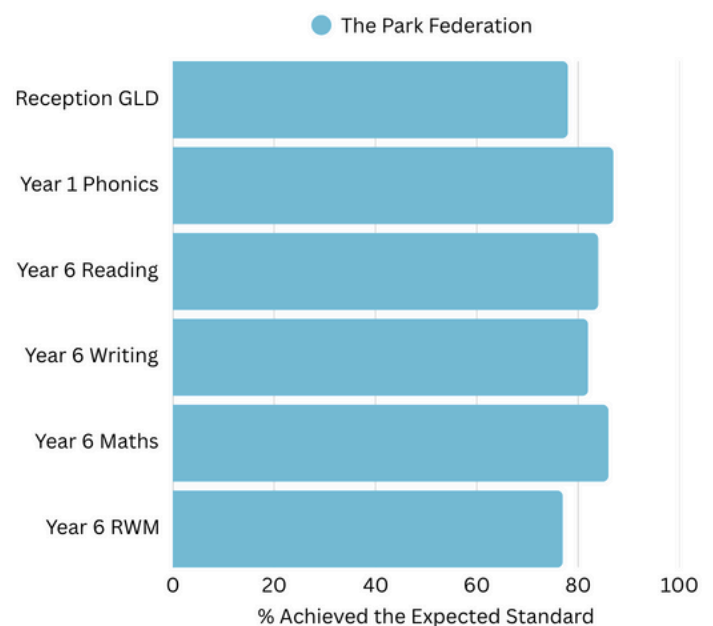
100%
of academies
rated good or
better by
Ofsted

**LGfL
EdTech
Hub Status**

Y6 RWM Combined Data



2025 Results



Chief Education Officer

The Park Federation Academy Trust

Job Description

Reporting to:	CEO	Location:	Across all academies.
Salary:	L33-37 (£117,758-£129,457)	Hours:	Full Time
Contract:	Permanent	Start Date:	April 2026

Job Purpose

To lead on educational standards and improvement, working collaboratively with senior leaders to provide a first-rate education to all pupils, in all academies. To support the CEO in leading the Trust into its next phase of development, ensuring that The Park Federation offers the best possible experience for staff, children, and their families.

Key Accountabilities

- Work closely with the CEO and Board of Directors to provide strategic direction and leadership, driving the sustainable growth and long-term success of the Trust.
- Develop and implement an ambitious educational strategy that focuses on continually improving the quality of education across all academies.
- Advise the executive team on academic standards and innovation to achieve outstanding outcomes.
- Ensure the Trust's educational strategy reflects shared values, local contexts and focuses on delivering excellence for every child, irrespective of background or need.
- Ensure inclusive and ambitious education for all, together with clear strategic responsibility for pupils with SEND, disadvantaged learners, and other vulnerable groups.
- Drive ambitious educational excellence by securing high standards of achievement, progress, and personal development for every pupil.
- Enable best practice to be shared between academies and ensure there is a consistency of high standards across each academy, while celebrating the distinctiveness and strengths of each school within the Trust.
- Implement academy reviews and performance evaluation processes to measure academy performance.
- Report to the Trust Board and committees on educational strategy and standards.
- Represent and promote The Park Federation locally and nationally, including engagement with schools considering joining the Trust.
- Provide strategic leadership to drive improvement for any identified educational areas of development.
- Equip the Trust with the knowledge and resources needed to respond effectively to external school improvement policies, projects, and inspections.
- Lead educational aspects of due diligence for prospective schools and develop school improvement action plans.

Leadership and Management

- Develop, inspire and lead a culture of ambition and excellence.
- Work collaboratively, with leaders and colleagues across the Trust to create a culture of excellence and shared purpose, ensuring every school achieves stronger outcomes together.
- Create a culture of continuous improvement across the Trust and its academies, ensuring collaboration and mutual support.
- Build a culture where school leaders and colleagues regularly reflect on their practice, ask thoughtful questions, and use research and data to guide decisions.
- Provide professional challenge to senior leadership teams, and encourage ambition, collaboration and continuous learning across schools, so that improvement becomes an embedded part of everyday practice.
- Work closely with the CEO and leadership teams to develop an inclusive, forward-thinking approach to education.
- Ensure the Trust delivers first-rate professional training to motivate, inspire, and retain staff.
- Lead academic improvement initiatives, identifying priorities, resourcing solutions, and evaluating impact.
- Provide guidance and direction in teaching, curriculum design, and school development, with a clear, sustainable, focus on advancing pupil outcomes.
- In conjunction with the Federation's Director of Digital Learning, champion the integration of emerging technologies to enhance teaching, reduce workload and personalise learning.

Education Strategy

- Lead the planning, development, and implementation of a long-term education strategy to raise aspirations and standards in each academy.
- Demonstrate exceptional expertise in school improvement, curriculum design, teaching quality, and assessment.
- Assess and advise on:
 - Quality of teaching, planning, and assessment
 - Quality of learning
 - Curriculum design and leadership
 - Behaviour and behaviour for learning
- Stay informed about developments in primary education, sharing best practice across the Trust.
- Keep updated with educational research and ensure strategies for school improvement are informed by evidence-based practice.
- Identify and disseminate effective practice within and beyond the Trust.
- Validate overall educational standards reported by academies.
- Lead the Trust's professional development and school improvement programme through The Park Federation's School of Education.
- Lead preparations for Ofsted and other external evaluations.
- Ensure that every academy has robust and effective systems in place to maintain excellent standards of behaviour.
- Work closely with curriculum leaders and Directors of Teaching and Learning across the Trust to provide development opportunities, share best practice and model examples of strong practice.

Evaluation of Performance

- Monitor and evaluate each academy's performance, using timely data and effective management information.
- Provide the Board with clear performance reports to support accountability.
- Attend full Board meetings, the Curriculum Committee, and other committees as required.
- Build relationships with each Academy Council and communicate effectively with them about academy performance and plans for further improvement.

Confidentiality

During the course of your employment you may see, hear or have access to, information on matters of a confidential nature relating to the work of The Park Federation Academy Trust or to the health and personal affairs of pupils and staff. Under no circumstances should such information be divulged or passed on to any unauthorised person or organisation.

Data Protection

During the course of your employment you will have access to data and personal information that must be processed in accordance with the terms and conditions of the Data Protection Act 2018.

Safeguarding

In accordance with the commitment of The Park Federation Academy Trust to follow and adhere to the Department for Education guidance entitled "Keeping Children Safe in Education", it is the individual's responsibility to promote and safeguard the welfare of children and young people in the Academy. A satisfactory Enhanced DBS check is required for this post.

Person Specification

Criteria	Essential	Desirable
Experience & Qualifications	<ul style="list-style-type: none"> • Honours Degree or equivalent • Qualified Teacher Status • Experience of serving as an effective Principal/Headteacher or Executive Leader in a school Federation or Multi-Academy Trust. • Evidence of commitment to continuing professional development • Experience of building strong senior leadership teams and positive workplace cultures 	<ul style="list-style-type: none"> • Experience as an Executive Leader in a school Federation or Multi-Academy. • Experience as an Ofsted inspector. • National Professional Qualification in Executive Leadership or similar.
Professional Experience and Knowledge	<ul style="list-style-type: none"> • Ability to shape, articulate, and deliver an ambitious vision for inclusive excellence across multiple phases and schools. • Proven senior leadership experience, demonstrating a capacity to lead with clarity, drive school improvement, and build high-performing teams within diverse school environments. • In-depth and current understanding of national education policy, reforms, and the wider educational landscape. • Expertise in curriculum design, pedagogical practice, and assessment, underpinned by a deep commitment to securing excellence in teaching and learning across all phases. • Proven track record in managing and evaluating school performance. • Evidence of leading practice that raises standards for disadvantaged learners, SEND pupils, and vulnerable groups; promotes equity in outcomes, access, and opportunities. • In-depth knowledge and experience of Child Protection and Safeguarding procedures. 	<ul style="list-style-type: none"> • Prior involvement in multi-academy improvement or multi-school partnerships. • Knowledge and understanding of legislation, statutory frameworks and national policy and its implementation affecting Early Years and Primary phases of education.

Skills and Leadership Capabilities	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills, both verbal and written. • Strategic thinking and problem-solving skills with a data-driven approach. • Comprehensive knowledge of primary education across at least two key stages. • Experience of holding senior leaders to account and addressing underperformance. • Proven track record in school improvement and quality assurance. • Strong understanding of SEN, inclusion, and safeguarding requirements. • Knowledge of self-evaluation and improvement planning. • Budget management and resource planning experience. 	<ul style="list-style-type: none"> • Experience in leading digital transformation and use of educational technology.
Personal Qualities	<ul style="list-style-type: none"> • Determination, drive, and high personal standards. • Commitment to diversity, inclusion, and ethical leadership. • Collaborative and approachable style. • High personal organisation and flexibility, including travel between sites. • Passion for engaging with children, staff, parents, and communities. • Proven ability to manage and improve behaviour and behaviour for learning across multiple schools. • Able to set ambitious targets, monitor progress, and adjust strategies to achieve them. • Creative and rigorous approach to self-evaluation, including processes relevant to Ofsted inspections. 	

Employee Benefits

Introduction

The Trust deeply values our employees, which is why recognising and appreciating our staff for their hard work is important to us. We offer numerous benefits and rewards, including professional development, special leave, employee recognition programmes and wellbeing initiatives.

Every member of staff should feel valued and appreciated for their contribution to the success of the Trust.

Enhanced Salaries

The Trust pays up to £1500 on top of national salaries for teachers on grades M1 and M3.

Professional Development

Staff have the opportunity to attend training and study for professional qualifications.

Career Progression

The Trust offers opportunities to obtain experience and career progression across all 10 of our academies.

Mental Health First Aiders

All our academies have mental health first aiders to support the wellbeing of our staff.

Pension Scheme

All staff will be enrolled into the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS), with employers contribution rates up to 28.6%.

Occupational Sick Pay

Staff receive up to 6 months full pay and 6 months half pay for periods of sickness absence.

Occupational Maternity Pay

Staff receive up to 4 weeks full pay and 12 weeks half pay during maternity leave.

Occupational Paternity Pay

Staff receive up to full pay for the full duration of paternity leave.

Cycle to Work Scheme

The Trust's new cycle to work scheme means staff can save up to 42% on a bike and accessories.

www.cyclescheme.co.uk/681c006

Counselling, CBT, Support & Advice

Staff may receive up to 6 counselling sessions, a CBT course, as well as support and advice on various matters with our employee assistance program (EAP) with the Education Support Partnership.

www.educationsupport.org.uk

Employee Benefits Continued

Eye Care

Employees using display screens as a significant part of their role are entitled to reimbursement for an annual eye test.

The Trust will contribute up to £70 towards an eye test and glasses for VDU use.

Gym Membership

Better Gyms has a discounted membership option for those working in education. "Better Health Community Network (Centre)". www.better.org.uk

Help with Childcare Costs

As childcare voucher schemes are no longer available, the government may be able to provide taxfree financial support with childcare costs for staff.

<https://www.gov.uk/tax-free-childcare?step-bystep-nav=d78aeaf6-1747-4d72-9619-f16efb4dd89d>

Electric Vehicle Charging Points

Electric vehicle charging points have been installed in academies across the trust.

Blue Light Card

Education staff can now sign up for a blue light card which offers discounts online and on the high street.

www.bluelightcard.co.uk

"Discounts for Teachers"

A website with exclusive discounts, cashback and vouchers for teachers and education staff.

www.discountsforteachers.co.uk

Costco Membership

Education staff can sign up to membership at Costco.

www.costco.co.uk

Flexible Working

The Trust are committed to ensuring a work-life balance for all staff, and have a comprehensive flexible working policy available.



Instagram @theparkfederation



Linkedin@TheParkFederation AcademyTrust



www.theparkfederation.co.uk

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