

Chief Executive Officer (CEO)

Ad Astra Academy Trust

APPLICATION PACK

WORKING TOGETHER
FOR CHILDREN

CONTENTS

1. Welcome
2. Key Metrics
3. Our Schools
4. Vision and Values
5. What our Pupils want from a CEO
6. Job Advert
7. Job Description
8. Main Responsibilities
9. Person Specifications
10. Closing Statement



Dear Applicant,

Thank you for expressing an interest in the role of Chief Executive Officer for Ad Astra Academy Trust.

We are looking for a talented, innovative leader, ambitious for the Trust to lead us in the next phase of the Trust's life. In particular we are looking for a leader who is rooted in education, has demonstrable operational and strategic leadership skills. The role of a CEO is not an easy one, however you will have committed staff and Trustees ready to support your leadership.

We are a Multi Academy Trust of 10 diverse schools and we wonder how we can further harness the energy and talent of our staff, governors and Trustees to improve what we do, innovate in our delivery of education, governance and staff development. That is the challenge and the ambition we have for our next CEO. As a Trust we strongly believe in 'Maximising the Togetherness'. Ad Astra meaning 'to the stars' and our current strapline; 'Stars in the Making' is equally resonant with employees as with our pupils.

Ad Astra Academy Trust was developed by Andy Brown who became our first CEO.

In 2015, West View Primary School was joined by West Park Primary and Ad Astra Academy Trust was created. Over the ten years of its existence, Ad Astra has developed into a very successful MAT. We now want the very best to follow in the footsteps of our founding CEO.

The key to Ad Astra are the core principles of excellence in teaching and learning, inclusion and developing a love of learning. This is a rare opportunity, with a chance to shape lives, and lead meaningful change.

With a strong reputation for school improvement, developing staff and providing an increasingly personalised offer for the children who attend our schools we work hard to ensure that the children who attend our schools love learning and do well. We anticipate that this foundation places us in an excellent position to grow as a Trust in the years ahead.

I hope this has whetted your appetite to find out more about the role and us. I am looking forward to receiving an application from you.

RICHENDA BROAD
Chair of the Trust Board



WORKING TOGETHER
FOR CHILDREN



GROUP CONTEXT

Total Number
of Pupils on Roll

3262



Male Pupils

50.7%



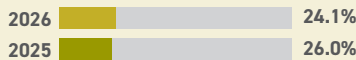
Female Pupils

49.3%



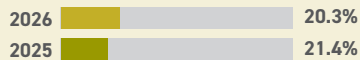
Special Educational Needs
(SEN)

24.1%



English as an
Additional Language (EAL)

20.3%



Pupil Premium
(PP)

39.3%



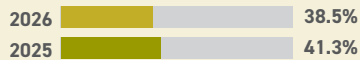
Free School Meals
(FSM)

40.9%



Ever 6 FSM

38.5%



PHONICS OUTCOMES 2025/26

AYRESOME	50%	KELLOE	86%
BARNARD GROVE	79%	ROSEBROOK	90%
BROUGHAM	75%	SUNNYSIDE	90%
CROOKSBARN	78%	WEST VIEW	83%
DEAF HILL	83%	WEST PARK	87%



TRUST ATTAINMENT SUMMARY 2026

Schools All Pupils	EYFS	PHONICS	MTC Y4		KS2 EXPECTED					KS2 HIGH SCORE / GREATER DEPTH				
	GLD	Y1 PHO	MTC AVG	MTC 25/25	RWM COMB	READING	WRITING	MATHS	GPS	RWM COMB	READING	WRITING	MATHS	GPS
NATIONAL 2025	68%	80%	21.0	37%	63%	75%	73%	75%	74%	8%	33%	13%	26%	30%
Ad Astra Academy Trust	68%	75%	22.0	54%	57%	69%	71%	69%	65%	5%	23%	14%	15%	21%
1 Ayresome	58%	50%	21.6	51%	44%	51%	57%	57%	55%	2%	16%	3%	11%	21%
2 Barnard Grove	69%	79%	21.5	40%	73%	86%	75%	84%	84%	5%	23%	16%	23%	23%
3 Brougham	67%	75%	23.1	67%	71%	78%	71%	78%	67%	11%	36%	24%	16%	27%
4 Crooksbar	83%	78%	21.7	50%	74%	83%	80%	80%	77%	6%	46%	11%	40%	34%
5 Deaf Hill	57%	83%	22.3	48%	44%	56%	61%	72%	33%	0%	0%	0%	6%	6%
6 Kelloe	79%	86%	20.9	50%	78%	78%	78%	100%	89%	11%	22%	11%	33%	0%
7 Rosebrook	59%	89%	20.8	52%	51%	64%	71%	61%	54%	3%	22%	19%	7%	22%
8 Sunnyside	59%	90%	22.7	35%	74%	78%	79%	81%	59%	7%	22%	19%	22%	7%
9 West Park	80%	86%	23.9	73%	59%	76%	78%	71%	78%	10%	29%	17%	20%	29%
10 West View	77%	83%	22.2	57%	43%	67%	72%	57%	66%	0%	12%	16%	3%	16%

KEY METRICS

- Ofsted ratings: OFSTED ratings are **GOOD** for all schools.
- Trust Income: **£27,036,033**
- Projected 2025/26 reserves **£2,441,962**
- Number of employees: **505**
- Employee Turnover: **5.22% (2025/26).**
- Retention rate: **94.45% (2025/26).**



Message from our outgoing CEO

ANDY BROWN OBE



It's been my greatest pleasure to be the CEO of Ad Astra Academy Trust, in my mind, without doubt, it is the best job in the land!

I am very proud to have been the CEO of an organisation that is currently one of the largest employers within the Tees Valley. I have had a wonderful career, being involved in education for over 47 years, which includes 20 years as a Headteacher of a large primary school, and 11 years in this role, leading this wonderful Trust. I have also worked for the DfE as a National Leader of Education for a number of years.

As I hand over the reins, I encourage you to apply for this job, as I know it will be the best decision that you ever make.

With best wishes.

ANDY BROWN OBE

Our Locations



Our Schools



AYRESOME PRIMARY SCHOOL

PUPIL NUMBERS	706
HEADTEACHER	Charlotte Haylock
OFSTED	GOOD (May 2023)

Ayresome is a very large diverse primary school, located in central Middlesbrough. There are a number of different languages spoken by pupils with a significant number of children new to England.

Click here to link to website:
[Ayresome Primary School](#)

Click here to link to Ofsted Report:
[Ayresome Primary School - Ofsted](#)



BARNARD GROVE PRIMARY SCHOOL

PUPIL NUMBERS	309
HEADTEACHER	Lee Walker
OFSTED	GOOD (May 2023)

Barnard Grove is a 1 and a half form primary school, located in North Hartlepool.

Click here to link to website:
[Barnard Grove Primary School](#)

Click here to link to Ofsted Report:
[Barnard Grove Primary School - Ofsted](#)



BROUGHAM PRIMARY SCHOOL

PUPIL NUMBERS	343
HEADTEACHER	Sarah Greenan
OFSTED	GOOD (Nov 2024)

Brougham is a 1 and a half form primary school, located in North Hartlepool.

Click here to link to website:
[Brougham Primary School](#)

Click here to link to Ofsted Report:
[Brougham Primary School - Ofsted](#)



CROOKSBARN PRIMARY SCHOOL

PUPIL NUMBERS	307
HEADTEACHER	Chris Twiby
OFSTED	GOOD (Feb 2025)

Crooksbarn is a 1 and a half form primary school, located in the Norton area of Stockton on Tees

Click here to link to website:
[Crooksbarn Primary School](#)

Click here to link to Ofsted Report:
[Crooksbarn Primary School - Ofsted](#)



DEAF HILL PRIMARY SCHOOL

PUPIL NUMBERS	154
HEADTEACHER	Paul Newton
OFSTED	GOOD (May 2022)

Deaf Hill is a small Primary school, within the village of Deaf Hill, Co. Durham.

Click here to link to website:
[Deaf Hill Primary School](#)

Click here to link to Ofsted Report:
[Deaf Hill Primary School - Ofsted](#)



ROSEBROOK PRIMARY SCHOOL

PUPIL NUMBERS	407
HEADTEACHER	Donna Lyons Acting Headteacher
OFSTED	GOOD (Feb 2025)

Rosebrook is a 2 form primary school, located in central Stockton on Tees.

The school includes an additionally resourced provision, working with children with communication and interaction needs.

Click here to link to website:
[Rosebrook Primary School](#)

Click here to link to Ofsted Report:
[Rosebrook Primary School - Ofsted](#)



WEST PARK PRIMARY SCHOOL

PUPIL NUMBERS	343
HEADTEACHER	Louise Sheffield
OFSTED	GOOD (April 2024)

West Park is a 1 and a half form primary school, located in West Hartlepool.

Click here to link to website:
[West Park Primary School](#)

Click here to link to Ofsted Report:
[West Park Primary School - Ofsted](#)



KELLOE PRIMARY SCHOOL

PUPIL NUMBERS	125
HEADTEACHER	Paul Newton
OFSTED	GOOD (March 2019)

Kelloe is a small Primary school, within the village of Kelloe, Co. Durham.

Click here to link to website:
[Kelloe Primary School](#)

Click here to link to Ofsted Report:
[Kelloe Primary School - Ofsted](#)



SUNNYSIDE ACADEMY

PUPIL NUMBERS	268
HEADTEACHER	Julie Sutton
OFSTED	GOOD (Nov 2023)

Sunnyside is a 1 and a half form primary school, located in the Coulby Newham area of Middlesbrough.

This inclusive school includes 6 Resource Base provisions for children with sensory impairment, communication and interaction and moderate learning difficulties.

Click here to link to website:
[Sunnyside Academy](#)

Click here to link Ofsted Report:
[Sunnyside Academy - Ofsted](#)



West View Primary School

WEST VIEW PRIMARY SCHOOL

PUPIL NUMBERS	460
HEADTEACHER	Lauren Furness
OFSTED	GOOD (March 2023)

West View is a 2 form primary school, located in North Hartlepool.

Click here to link to website:
[West View Primary School](#)

Click here to link to Ofsted Report:
[West View Primary School - Ofsted](#)



Vision & Values



Our strapline 'STARS IN THE MAKING' is equally resonant with employees as with our pupils, they can all be the best they want to be within Ad Astra.

Our purpose is a singular statement that defines what we do and why we do it.

Our purpose has been defined and agreed as:

'WORKING TOGETHER FOR CHILDREN'

We have identified the following values that are the tenets, stars or 'cornerstones' of our brand – the foundations on which the Ad Astra brand is built and which helps us to simplify and articulate our ethos.

S

SUPPORT

All employees, pupils and other stakeholders in our Trust will be given the support needed to not only achieve their ambitions but to enjoy and thrive within our Trust. We will enable and support children by removing barriers to success.

T

TOGETHERNESS

Togetherness is hugely important to us; it unites us and provides a community of support and challenge. We share the same beliefs and values and there is a moral fibre and ethical strength that binds us together.

A

ACHIEVE

Children are at the heart of everything that we do and pupil achievement is our primary focus. Equally, we recognise and are driven to achieve success for all stakeholders across our Trust.

R

RESPECT

We operate within a culture of respect and integrity; qualities that make for a successful organisation. We value everyone in the Trust, treating them with dignity. We foster inclusivity by respecting and recognising individuals and giving each stakeholder a voice and a chance to help shape the direction of our organisation.

S

SUCCESS

We provide an innovative, first class education to inspire our children to reach their full potential. A belief that every pupil matters and deserves the best education is what drives us.



WORKING TOGETHER
FOR CHILDREN

Valuing Employees



In Ad Astra we really do value our Employees.

Currently we are mid-way through our existing People Strategy (2025 – 27).

As a Trust, we are striving to create a highly skilled and motivated workforce who feel empowered to deliver our vision. Ad Astra will continue to develop a culture where we are all accountable for the delivery of our personal, team, school and trust-wide objectives. Continuously improving the pupil experience is at the heart of everything we do.



The focus in the first half of 2026, has been on the following elements of the strategy:

- Undertaking an Employee Wellbeing Survey
- Staff Induction
- Appraisal Audit
- Apprenticeship Provider reviewed
- Determining Career Pathways
- Succession Planning

We are also very proud of our Wellbeing Charter.



Results from our Employees Survey

In May 2026 we undertook our second Edurio Survey of Employees.

377

staff members across the Trust completed the survey fully (76% response rate)

STRENGTHS - TOP THREE RESULTS

92%

STAFF SUPPORT & RELATIONSHIPS

21) How comfortable are you with asking your colleagues for help when you need it

89%

CAREER OPPORTUNITIES

44) Have you ever felt discouraged from applying for promotion in your time here?

87%

STAFF SUPPORT & RELATIONSHIPS

20) How respected by your colleagues do you feel?

82%

of staff would recommend their workplace as a good place to work.

87%

of staff felt the Trust vision and values were clear to them.

WORKING TOGETHER
FOR CHILDREN



To be a good CEO you need
to be clever like my mam
and strict like my dad and
kind like my grandar



Alfie, Year 5

DEAF HILL PRIMARY SCHOOL

What do our
pupils want to
see from our
next CEO?

"They need to know we are all different,
but we help each other."

Amber, Year 6, Brougham

"Someone who helps our teachers."

Phoenix, Year 3, Brougham

"I want someone who will work with Mrs Greenan
because she knows us the best."

Quinn, Year 5, Brougham

"We need someone who really cares about children."

Jessica, Year 5 Sunnyside Academy

"A good CEO should be responsible and make decisions
that are best for everyone in Ad Astra."

Floudia, Year 6 - West View Primary School

"They should want to make Ad Astra even better
and always look for ways to improve."

Shannon, Year 6 - West View Primary School

"A CEO needs to respect everyone and make sure
everyone feels valued and listened to."

Bonnie, Year 6 - West View Primary School

"Being confident is important because a CEO needs to
believe in their ideas and inspire others. They should
always lead by example and continue to develop
Ad Astra so it can become the best it can be."

Isla, Year 6 - West View Primary School

"I would like the next CEO to understand what children
want by listening to them and to have patience."

Bella, Year 4 - Ayresome Primary School

"I would like the next CEO to be smart and to be
kind to everyone."

Benyamin, Year 5 - Ayresome Primary School

"Someone who is fun."

Skylar, Year 5 - Rosebrook Primary School.

"Someone who comes into school to see us."

Harry, Year 5 - Rosebrook Primary School.

"Someone with good intentions."

Arthur, Year 5 - Rosebrook Primary School.

"Someone who helps."

Paisley, Year 3 - Rosebrook Primary School.

"Someone who checks on staff and children."

Dakota, Year 4 - Rosebrook Primary School.

"Someone who is bossy."

Maddie, Hub - Rosebrook Primary School.

"Someone who is funny, likes children, and who
is respectful."

Martha, Year 5 - West Park Primary School

"Someone who is kind and helpful."

Arlo, Year 5 - West Park Primary School

"Someone that is kind and helpful to the children
and adults in school."

Conrad, Year 3 - West Park Primary School

"Someone that spreads love."

Cassie, Year 3 - West Park Primary School

"Someone who is focused and ready to listen."

Coben, Year 6 - Barnard Grove Primary School

"Someone who is kind-hearted, but can be firm."

Jacob, Year 5 - Barnard Grove Primary School

"Someone who can accept opinions."

Ella-Mae, Year 6 - Barnard Grove Primary School

"Someone who is fair across all of the Trust schools."

Eve, Year 6 - Barnard Grove Primary School

"A smart, creative and supportive leader who
wants to help."

Daisy, Year 5 - Crooksbar Primary School

"Someone who is supportive to others and is kind
and caring."

Arabella, Year 5 - Crooksbar Primary School

"Someone who wants to help the teachers and the
children be the best they can."

Molly, Year 5 - Crooksbar Primary School

"I think the next CEO will need to have a good
working background and lots of skills. Also, they
can't have a criminal record."

Hudson, Year 5 - Kelloe Primary School

"The next CEO needs to be confident and good
at working with children."

Jared, Year 5 - Kelloe Primary School

"We need someone who really understands children
and their needs. They have to want the best for all
of the children."

Poppy, Year 5 - Kelloe Primary School

"To be a good CEO you need to be smart and funny but
a bit strict and loud."

Johny, Year 5 - Deaf Hill Primary School

"To be a good CEO you need to have good ideas to
make the school a safe place for children and adults
and to help people when they need help."

Lincoln, Year 4 - Deaf Hill Primary School

"To be a good CEO you need to be very kind but strict because
sometimes children are good but sometimes they are silly."

Jenson, Year 4 - Deaf Hill Primary School



CHIEF EXECUTIVE OFFICER

*Salary Range £129,733 - £148,829
to commence 1st September 2027.*

Ad Astra is an Academy Trust made up of 10 diverse primary schools across the Tees Valley and County Durham. As the current Chief Executive Officer retires, the Trust Board now seeks to appoint a talented individual to lead the Trust forward.

The ideal candidate will be someone with significant experience within the Education Sector, with successful, demonstrable recent experience and achievement.

The Trust are seeking a strategic leader, who has the ability to maintain focus on the long-term issues by developing and holding a vision and strategic view.

A leader who can harness the skills and enthusiasm of 500 employees and 3,000 pupils.

Ad Astra has a strong reputation for school improvement, developing staff and providing an increasingly personalised offer for the pupils who attend our schools,

the Trust works hard to ensure that the children who attend our schools love learning and do well.

The key to Ad Astra is the core principles of excellence in teaching and learning, inclusion and developing a love of learning. This is a rare opportunity, with a chance to shape lives, and lead meaningful change.

Candidates are asked to demonstrate their skills and experience that they will bring to the post.

*Please take a moment to view our short promotional video of the role **here**.*

Informal discussions regarding this post are warmly encouraged. To request a confidential, informal conversation, please contact Tilly Greer, HR Business Partner on 07458 139127 or via AATTilly.Greer@adastraacademytrust.com

Ad Astra Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As such the successful candidate will be required to undergo an enhanced DBS check.

This post is exempt under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020).

The closing date for applications: 9am, Monday 2nd November 2026.

The selection process will be held on both Wednesday 11th and Thursday 12th November.

REQUESTING AN APPLICATION FORM

Application forms and further details are available via the Ad Astra website site (www.adastraschools.org/careers) or by contacting Tilly Greer directly on **07458 139127** or via AATTilly.Greer@adastraacademytrust.com

Completed application forms to be emailed to recruitment@adastraacademytrust.com

Candidates must only apply using the application form provided; CV's will not be accepted.

KEY INFORMATION

2nd NOVEMBER

SHORTLISTING
(Post closes)

11th NOVEMBER

ASSESSMENT CENTRE
(Day 1 Selection Process - Tasks)

12th NOVEMBER

INTERVIEW & DECISION

*Please do keep an eye on our website whilst the advert is live as the HR Team will be updating a Frequently Asked Question page
adastraschools.org/careers/*

WORKING TOGETHER
FOR CHILDREN

JOB DESCRIPTION

CHIEF EXECUTIVE OFFICER

RESPONSIBLE TO

Ad Astra Academy Trust Board (Chair of the Trust Board)

GRADE

Ad Astra Chief Executive Officer Grade

JOB PURPOSE

The Chief Executive is the lead strategic professional for the Trust. The post is the accounting officer and will lead the Executive Leadership Team. The Chief Executive Officer is a member of the Trust Board.

The purpose of the role is to provide overall leadership and direction for the Trust and work with the Trust Board to deliver its vision. The Chief Executive Officer will inspire, lead and manage a team of highly qualified professionals who are responsible for ensuring that all aspects of the Trust's work support this purpose as the Trust strives for continuous improvement, efficiency and effectiveness. The Chief Executive Officer will be ambitious in ensuring the success over time of the Trust in a sustainable way.

The Chief Executive Officer is responsible for the education of all the young people in the Trust's schools. They will ensure that the Trust provides high quality education for all its pupils, including disadvantaged children and those with SEND, through the effective and efficient use of resources.

The Chief Executive Officer is accountable for the central function of the Trust.

As a system leader, the Chief Executive Officer will represent the Trust with a wide range of stakeholders and partners and will enable the Trust to fulfil its civic responsibilities. The Chief Executive Officer will always uphold and demonstrate The Principles of Public Life (The Nolan Principles) and is responsible for upholding the Trust's ethos and values.

The Chief Executive Officer is the Accounting Officer for the Trust, responsible for ensuring the Trust meets its statutory, regulatory and legal requirements.

The Chief Executive Officer will take the key role in supporting Trustees to fulfil all of their safeguarding responsibilities. The Chief Executive Officer is the strategic lead for Safeguarding and ensuring operational compliance and best practice.



CORE RESPONSIBILITIES

There are six interlinked areas of the Chief Executive Officer's core responsibilities:

- Leadership and Organisational Development
- Quality of Education
- Strategic Governance
- Finance and Operations
- Workforce and Talent Development
- Public Benefit and Civic Duty

The main responsibilities of the role and the detail of the six interlinked areas become the CEO Standards of the Trust, and these can be found in a separate document titled "Ad Astra Academy Trust Chief Executive Officer Standards" and this document contains the detail in which the CEO Appraisal process will be linked to.

TRUST ETHOS

- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the Trust.
- Develop constructive relationships and communicate with other agencies/ professionals where appropriate to the role.
- Share expertise and skills with others.
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Demonstrate and promote commitment to equal opportunities and to the elimination of behaviour and practices that could be discriminatory.
- Within a responsibility of a duty of care, comply with all policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.

This job description outlines the overall activities of the post. It is not meant to be, nor is it, an exhaustive or exclusive list of specific duties and activities. The post holder will be expected to undertake any duties, which could reasonably be construed as being within the remit of the post.

DEVELOPMENTS

The work of the Trust changes and develops continuously which in turn requires post holder to adapt and adjust. The functions/responsibilities above should not therefore be regarded as permanent but may change as appropriate to the grading of the post. Any major changes will involve discussion and consultation which the post holder and where necessary, with a trade union representative.

Ad Astra Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to safer recruitment measures including an enhanced Disclosure and Barring Service (DBS) check.



CHIEF EXECUTIVE OFFICER STANDARDS



Main responsibilities of the Chief Executive Officer role:

To work as the senior leader of the Trust, to develop, implement and evaluate Trust policies and practices, promoting collective responsibility for implementation.

Provide overall professional leadership to improve and develop the Trust, which includes the detail of the six interlinked areas outlined in the Chief Executive Officer's Job Description:-

1. LEADERSHIP AND ORGANISATIONAL DEVELOPMENT

- Establish and sustain the Trust's values, culture, and strategic direction in partnership with the Trust Board.
- Provide leadership that enables the Trust to achieve its strategic objectives and secure its future sustainability.
- Ensure the overall trust strategy is anchored in its context and translated into outcomes and resource allocation.
- Develop a compelling vision and mission for the Trust that drives performance and inspires pupils, employees and other stakeholders.
- Create a safe, inclusive and positive culture across the Trust and its schools.
- Develop operational objectives that are appropriate, deliverable and aligned to securing a sustainable future through the Trust's strategic direction.
- Enable the Trust's organisational design and operational systems to meet its current and future requirements and manage change effectively.
- Develop a talent strategy to identify, retain, and develop talent required to deliver the trust's vision and strategy.
- Lead and effectively manage the activities and performance of the Trust's executive team.
- Market and grow the Trust, in accordance with the strategic direction of the Trust.

2. QUALITY OF EDUCATION

- Enable the Trust to establish and sustain a broad, rich and coherent curriculum entitlement for all pupils, supported by effective curricular leadership and delivered through high quality teaching in all its schools.
- Uphold and secure ambitious educational and behavioural standards for all pupils.
- Set and maintain a culture of high behavioural expectations for all pupils, and ensuring pupils are proactively supported to meet those expectations.
- Ensure the Trust has high quality, expert teaching in all the Trust's schools, built on an evidence-informed understanding of effective teaching and how pupils learn.
- Enable the Trust and its schools to engage with appropriate evidence-based strategies for improvement and ensure their effective implementation.
- Evaluate the quality of education across the trust.
- Ensure that priority areas for school improvement are identified.
- Promote further support for the most disadvantaged and those with additional and special educational needs and disabilities within a safe and secure environment.
- Ensure pupils with SEND experience success in line with their peers.
- Lead on Trust Ofsted inspections and be a support mechanism for Headteachers within the Trust where required with individual school Ofsted inspections.

3. STRATEGIC GOVERNANCE

- Develop and maintain effective relationships with the Trust Board recognising their key role in holding the CEO and Executive Leadership Team to account.
- Undertake effective Trust governance, upholding the obligation to give account and recognising that Trust Boards are ultimately responsible and accountable for the Trust's work.
- Ensure the Trust Board receives quality information in the level of detail needed to make informed decisions and fulfil its functions and legal obligations, with the benefit of robust, timely and transparent information.
- Promote a culture of accountability that is recognised and accepted as an essential element of improvement at all levels and across all aspects of the Trust's work.
- Ensure positive communications that promote the Trust and its work, and present the Trust effectively when dealing with the media.

4. FINANCE AND OPERATIONS

- As the Accounting Officer ensure that sound financial management systems are in place.
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- Ensure the organisation's finances comply with all statutory and legal requirements, which included the production of company annual accounts for publication, filing or submission, as laid out in the guidance in the Academies Accounts Direction, Academy Trust Handbook, Charity accounts and Company accounts.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Secure the long-term sustainability of the Trust and its schools through effective financial and estates management.
- Direct the Trust's activities to achieve the most efficient, effective and sustainable provision of education to the highest quality, prioritising and making the most effective use of the resources available.
- Ensure the organisation complies with all statutory and legal requirements including safeguarding and health and safety.
- Safeguard the long-term viability and sustainability of the trust's facilities and its schools through effective financial and estates management.
- Ensure that the trust has effective and efficient HR Services.
- Ensure that the trust has an IT plan and resources to keep updating its IT network and devices.



WORKING TOGETHER
FOR CHILDREN



CHIEF EXECUTIVE OFFICER STANDARDS

Continued...

5. WORKFORCE AND TALENT DEVELOPMENT

- Enable a people strategy that identifies talent, supports and develops all staff and sustains a culture of staff well-being and high staff professionalism.
- Ensure the Trust has high quality, and best practice employment practices that promote equality, diversity and inclusion, including ethical practices of recruitment and retention of staff.
- Enable staff to have access to high quality professional development, aligned to balance organisational and individual needs.
- Develop staffing structures that are efficient, support progression and retention and enable expertise and professional development.
- Secure a strong talent management and succession planning programmes across all areas of the Trust's work.
- Establish a motivating, coherent and professional trust culture.
- Support equality, diversity, and inclusion across the workforce.

6. PUBLIC BENEFIT AND CIVIC DUTY

- Ensure that public benefit is embedded in the strategic direction and culture of the trust.
- Promote a culture of accountability that is recognised and accepted as an essential element of improvement at all levels and across all aspects of the Trust's work.
- Understand the role of relevant regulatory bodies and ensure the Trust and its schools respond to their requirements.
- Promote and enable ways in which the Trust's schools and their Local Academy Committee's engage meaningfully with their communities and are responsive and accountable to them
- In line with the Trust's civic role, work with civic partners and stakeholders in the local area, region and/or nationally to contribute to the Public Good, ensuring the value of the child and coherent public service for children and families.
- Foster and engage in the collective leadership of the sector building strong local systems to address disadvantage and improve the quality of education for all pupils.
- Exert external influence on behalf of the Trust by active engagement with sector organisations, regulators, policy makers, local and national government, industry and other partners.
- Provide public assurance of high standards of probity.



PERSON SPECIFICATION

CHIEF EXECUTIVE OFFICER

CATEGORY	ESSENTIAL	DESIRABLE	IDENTIFIED
Qualification	• Relevant Professional Qualification to the Education Sector. • Relevant Degree to the Education Sector	• Qualified Teacher Status • Evidence of gaining or working towards NPQEL or other post-graduate educational/leadership, management qualification or accreditation in school improvement	• Application
Professional Development	• Evidence of relevant CPD which includes leadership and management development.	• Evidence of relevant CPD such as strategic leadership, which also includes financial, governance, estates and HR within the last 2 years.	• Application
Experience	• Successful, significant and demonstrable recent experience and achievement as a Senior Leader within the Education sector. • An excellent and developed understanding of the education sector, being fully aware of Government policy. • Demonstrable success of leading and achieving rapid and sustained organisational improvement, using data and other contextual information insightfully. Leading to organisational growth and change. • Proven experience of strategic financial management, including budget formulation, medium-term financial planning, monitoring and control and strong business acumen. • Experience of utilising an appraisal culture to drive continuous improvement.	• Evidence of leading and implementing successful organisation change and processes within relevant sectors. • Experience of facilitating organisations including Trust wide/Local Authority/ Regional improvement in partnership with central Trust teams/cross sector	• Application / references / interview

CATEGORY	ESSENTIAL	DESIRABLE	IDENTIFIED
Experience (Continued...)	• Proven success in building effective teams, partnerships and links across the sector to maximise networks and opportunities. • Successful experience of working effectively with an accountable body to create a vision and formulate the strategic direction of an organisation. • Experience of the successful organisation management which ensures, change management, risk management, best practice safeguarding procedures and resulted in raising standards.		
Skills and Knowledge	• A strategic thinker and leader who has the ability to maintain focus on the long-term issues by developing and holding a vision and strategic view with an awareness of the organisation's capacity. • Skilled in effective delegation and committed to distributed leadership. • Skilled in inspirational communication, comfortable with public speaking; together with the analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for the Trust. • Skilled in motivating and leading effective teams and delivering projects within a multi skilled environment. • Effective leadership skills, with the ability to build a positive organisational culture, encourage reflection, build teams, strive for continuous improvement and inspire staff to achieve their full potential. • Strong influencing, negotiation and advocacy skills.		• Application/ references/ interview

CATEGORY	ESSENTIAL	DESIRABLE	IDENTIFIED
Skills and Knowledge (Continued...)	- Ability to analyse and process complex information and data quickly and rigorously in order to make the best of opportunities, for all the young people within the Trust. - Clearly understands the current accountability framework.		
Personal Attributes	- Highly effective, adaptive and credible leader, who inspires the respect and support of others and is a strong visible presence for the Trust. - Committed to the highest standards in all areas of school life, including behaviour, academic performance, safeguarding and enrichment. - Committed to maintaining, developing and enhancing the ethos of the Ad Astra Academy Trust with empathy and an understanding of how to maintain individual academy ethos. - Ability to build and sustain effective working relationships and partnerships with staff, trust board members, local academy council members, parents/carers and the wider community and demonstrate enthusiasm and sensitivity while working with others. - Ability and commitment to working flexibly and collaboratively as part of a team, whilst taking a leading role when required. This includes a willingness to work flexible hours.		Application/ references/ interview

We are committed to safeguarding and promoting the welfare of children. The person appointed must be suitable to work with children and this will be explored and assessed as part of the selection process.

Please note all appointments within the Trust are subject to a declaration of medical fitness by the Trust’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.

July 2026





WORKING TOGETHER
FOR CHILDREN