



Chief Executive Officer (CEO) to lead Archway Learning Trust

PERMANENT | FULL TIME | ALL YEAR ROUND

Salary £165k to £185k dependent on experience

Plus 21% local government pension scheme (lgps)
employer pension contribution

Support for continuous professional development

To commence in post 1st September 2025



Introduction

As the Chair of Trustees, I am delighted to introduce you to Archway Learning Trust (ALT).

As a trust, we fundamentally believe in ensuring all children, and in particular those who are struggling to be successful, have the best possible education opportunities to realise their potential. We are driven by our values and our mission to be a fully inclusive family of learners that provides an outstanding educational experience to enable everyone to grow and flourish. Our strapline, "working together, transforming lives," truly reflects our purpose.

Let me start by indicating why joining us as our new Chief Executive could be an exciting opportunity for you. We are looking to appoint a person who shares our values and mission and has the personal commitment and drive to improve the lives of all young people through enhancing their educational and life opportunities. We are searching for a leader that will be able to successfully deliver the dual aspects of the CEO's role, providing both educational vision and business acumen. Our new CEO must have a strong awareness of the current educational landscape and the ability to navigate the complexities in the education sector in 2025 and beyond. The Trust Board is committed to providing support to the person appointed to ensure a seamless transition into their role as CEO of Archway Learning Trust.

Our values and mission have been true since our first school was established back in 1706 at St Mary's Church on Nottingham's High Pavement to provide education to the poor children of Nottingham. The name "Archway Learning Trust" comes from the archway in the porch of St Mary's Church in the Lace Market, where the first classes were held.

Our journey as a Church of England Multi-Academy Trust (MAT) started in 2012 with Bluecoat Aspley Academy, led by Sian Hampton, our first and current CEO. Under Sian's leadership, we have grown significantly, welcoming several schools into our trust as we have extended our reach into Derby and Derbyshire. We currently have five additional primary schools at various stages of joining the Trust.



Malcolm Trobe CBE
*Chair of the Board of
Trustees*

When we talk about what makes us unique, when we talk about Christian distinctiveness, having a fully inclusive educational experience for all young people is what we mean. Our schools serve diverse communities, with 45.2% of our students qualifying for the pupil premium and 18.9% receiving SEN support. Additionally, 29.2% of our students have English as an additional language. Four of our schools have a Church of England foundation and we have six schools without a religious character. Our family of schools are however united by a common ethos and a strong desire to provide the best possible foundation for every young person's future. Our commitment to high-quality teaching and learning is informed by research and evidence and we work to develop character and resilience in our students through a wide range of activities and opportunities.

We have a dedicated and effective central team that works collaboratively with our schools' leadership and staff. Our trust board is committed to its responsibilities and provides leadership on key strategic issues. Each academy has its own Academy Advisory Board (AAB) that reports to the Trust Board.

We are proud of the progress we have made under Sian Hampton's strong leadership, and we acknowledge that there will be many challenges and opportunities ahead. We are excited about the next chapter in ALT's journey under the leadership of a new CEO. As our prospective CEO, we welcome your thoughts on the challenges and opportunities you foresee and how your experience, knowledge, and skills will help lead our trust forward. We have high aspirations for the future and are looking for an inspiring and effective CEO to build on what has already been achieved, and confidently lead Archway Learning Trust on the next stage of its journey.



Malcolm Trobe CBE
Chair of the Board of Trustees



Contents

- 4 [Chief Executive Officer - Sian Hampton](#)
- 5 [Our Trust: Mission, Vision and Values](#)
- 6 [Our Ambitions](#)
- 6 [Our Strategic Priorities for 2024 - 2025](#)
- 7 [Governance and Leadership](#)
- 8 [Leading the 'business' of Education](#)
- 9 [Strategic Responsibilities](#)
- 9 [System and Civic Responsibilities](#)
- 10 [Our Offer](#)
- 10 [Recruitment Process and Recruitment Timeline](#)
- 11 [Our Academies and Schools](#)
- 12 [References and Useful Document Links](#)
- 13 [How to Apply](#)



This is a fabulous role; I commend it to you.

It has been the most enormous privilege to lead Archway Learning Trust. Even after all these years I can't quite believe I have been so fortunate to have been chosen to lead this amazing organisation.

I started in a leadership position in 1998 and began my leadership journey here at Archway in 2003. Over that period, I have seen us grow and change and have had the pleasure of working with so many wonderful colleagues. I have enormous pride in what we have achieved together and for the differences, large and small, that we have made to so many of our children's lives.

Retirement from this post however now beckons, and it is therefore time for me to hand on the baton to the next person who will be taking up the mantle to lead this wonderful organisation.

I am excited about what the future holds for Archway and about the prospect of someone new coming in here and working with the many talented, committed and colleagues that I have had the privilege to work over the years. You will have the guidance of an experienced and dedicated Board of Trustees, professional skills and support from an excellent executive leadership team and be inspired by your work with talented Principals and Heads in all of our Academies and Schools.

I look forward to seeing the next chapter of Archway Learning Trust being written and will continue to show a keen interest in all that you will achieve. I am sure I will find one or two things to do in the education sector to ensure I avoid becoming a full-time grandparent and will always be a friend to Archway.



Sian Hampton
Chief Executive Officer



Sian Hampton
Chief Executive Officer





Our Trust

We believe in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies. We have a history of making schools better, serving disadvantaged communities and believe that we have a moral imperative to deliver for every child.



Our Strategic Priorities 2024 to 2025

Our strategy is to guide and enhance a child's educational journey from nursery to age 19. Our motivation is centred on enhancing the life chances of the children we serve. There are both moral and practical factors to note, including our responsibility as a Church trust to support and encourage other church schools. At this stage of our development, we are working hard to extend our impact in the primary sector, and we already have five further primary schools at various stages of their journey to join Archway. Alongside this we want to maximise further growth opportunities through our leadership in the wider education system.

Our Ambitions

Embody Our Culture

Embody the Archway values and behaviours to ensure everything we do is in the best interests of children and facilitates organisational stability

Deliver Academic Rigour

Through a powerful curriculum that builds knowledge and creates intellectual and cultural capital for future success.

Develop Our Talent

Attract, retain and grow our talent through high-quality professional development for all.

Challenge Social Disadvantage

Remove barriers and champion inclusivity for all in pursuit of our mission to challenge social disadvantage.





Governance and Leadership

The Chief Executive Officer (CEO) is appointed by, and accountable to, the Board of Trustees. The CEO has delegated responsibility for the day-to-day strategic and operational leadership and management of all aspects of the Trust's activity.

The CEO, in turn, delegates responsibility for specific aspects of the Trust's operations to members of an effective and strong Executive Leadership Team that comprises of a range of professionals including a Deputy CEO, Chief Finance Officer, Chief Operating Officer, Chief People Officer, Chief Corporate Services Officer, Director of Insights and Technology and Director of Teaching and Learning. The Executive Leadership Team are responsible for their own respective portfolios, and are accountable, via the CEO, to the Board of Trustees.

The CEO delegates responsibility for the day-to-day management of each academy and school to the respective Principal / Headteacher of that academy or school.

The Trust Board has five committees to oversee specific areas:

- Audit and Risk
- Finance and General Purposes
- Curriculum & Standards
- People
- Growth and Development

Leading the 'business' of education

Archway Learning Trust (ALT) is a multi-million-pound business with an annual turnover of £72m and an estates portfolio valued at £186m that comprises of a mixture of PFI, leased and owned properties.

We require an exceptional individual with outstanding leadership skills to take over the leadership of ALT and build on our robust foundations. A talented leader with a passion for education and finely honed business skills who can lead the delivery of the best possible educational outcomes for all of our children and students.

In this complex, multi-faceted and demanding role, the next Archway CEO will need to balance the educational needs and aspirations of the Trust and the children and communities that we serve with running the operational enabling functions and services with adept business acumen and agility.

At all times, our CEO needs to be an exemplar role model of the Trust's vision, mission and values. The outcomes, attainments and development of the character of the children that we serve need to stay central to all decision making. Our CEO will demonstrate consistently high standards of principled and professional conduct, always upholding and demonstrating The Principles of Public Life (Nolan Principles).

The Archway CEO is accountable to Board of Trustees for the day-to-day operation of the Trust and for the achievement of its strategic aims and has clear strategic leadership responsibilities, system and civic leadership responsibilities and being the Accounting Officer.





System and Civic Leadership Responsibilities

- Be a visible, inspiring and approachable local, regional and national figure, regularly canvassing stakeholders to inform policy development, practices and proactively representing the Trust, including in the media as appropriate.
- Protect and further enhance the trust's distinctive Christian identity and ethos, in the context of Archway Learning Trust being a Church of England trust.
- Build relationships with the DfE, ESFA, Ofsted, Diocese of Southwell and Nottingham, and others, ensuring that they are robust, professional and that external views are sought, understood and responded to.
- 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 children.
- Promote and enable ways in which the trust's academies and their local boards engage meaningfully with their communities and are responsive and accountable to them.
- Work with civic partners and stakeholders in the local area, region and/or nationally to contribute to the public good, promoting the value of the child and coherent public service for children and families.

Strategic Leadership Responsibilities

- Establish and sustain the trust's values, culture and strategic direction with the Trust Board, in line with the trust's distinctive Christian character.
- Create a safe, courageously inclusive positive culture across the trust, its academies and schools.
- Provide leadership that enables the trust to achieve its strategic objectives, develop appropriate, deliverable operational objectives that are aligned to securing a sustainable future.
- Ensure appropriate procedures are in place to inform an investment and growth strategy that includes due diligence.

Our Offer

Permanent, full-time, all year-round contract

Competitive salary of c £165k to £185k (dependent on skills/experience)

Plus 21% local government pension scheme (lgps) employer pension contributions

Support for continuous professional development

Recruitment Process for shortlisted candidates includes:

Assessment and final interviews will be held over two days, the 6th and 7th March 2025.

Shortlisted candidates invited through to this stage will be expected to participate in a variety of activities, including completing a psychometric assessment, meeting with some key stakeholders, and attending an evening reception on the 6th March 2025 before attending the final selection panel interview on 7th March 2025.

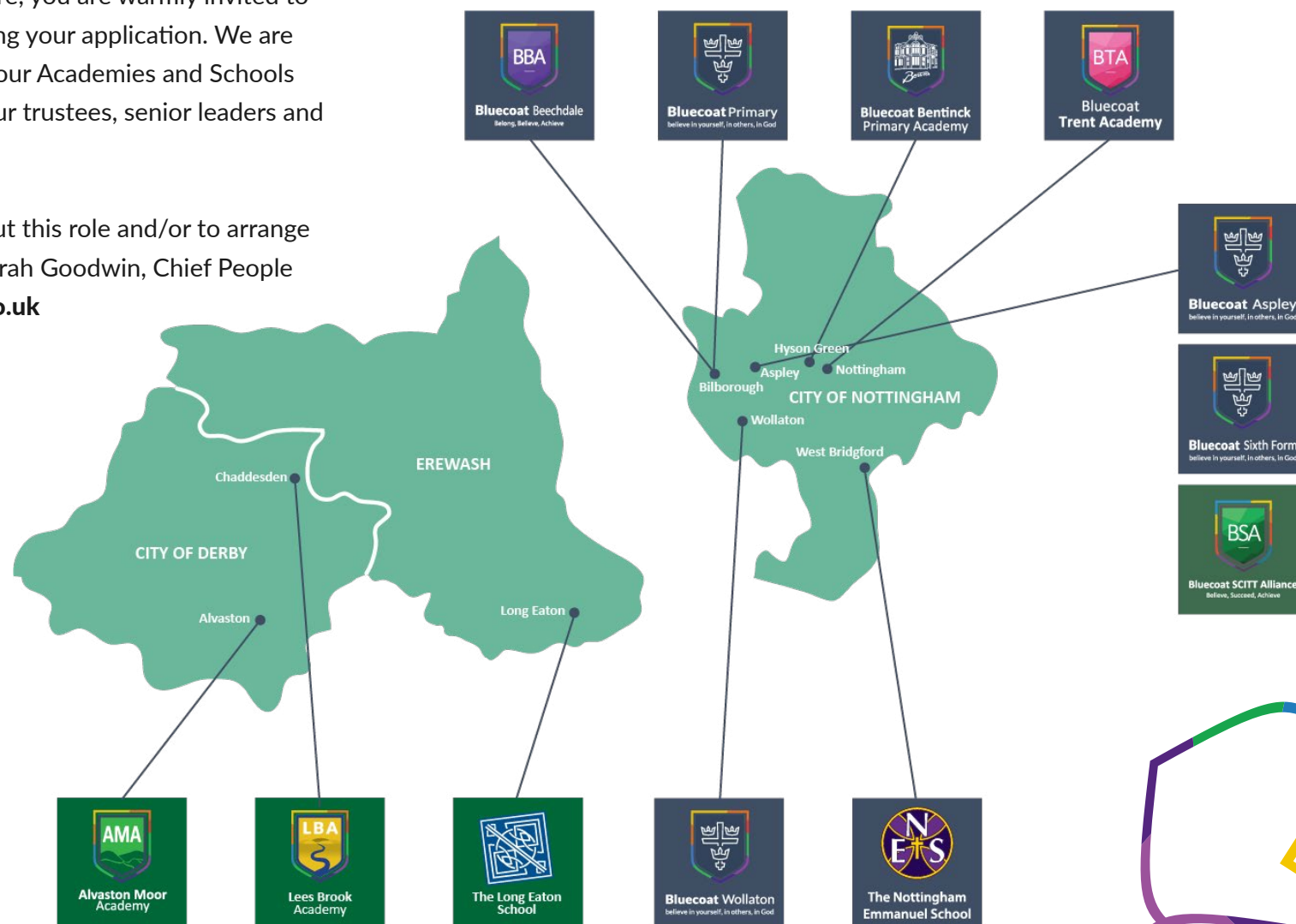
Recruitment Timeline



Come and Visit Us

If you are interested in learning more about Archway, what we do, how we work and who are people are, you are warmly invited to come and visit us ahead of submitting your application. We are happy to arrange a tour to some of our Academies and Schools and for you to meet with some of our trustees, senior leaders and colleagues.

For a confidential conversation about this role and/or to arrange a visit to Archway please contact Sarah Goodwin, Chief People Officer: sgoodwin@archwaytrust.co.uk



References and links to helpful documents and sites

Archway Learning Trust

Alvaston Moor Academy

Bluecoat Aspley Academy

Bluecoat Beechdale Academy

Bluecoat Bentinck Primary Academy

Bluecoat Primary Academy

Bluecoat SCITT

Bluecoat Trent Academy

Bluecoat Wollaton Academy

Lees Brook Academy

Nottingham Emmanuel School

The Long Eaton School

Confederation of School Trusts

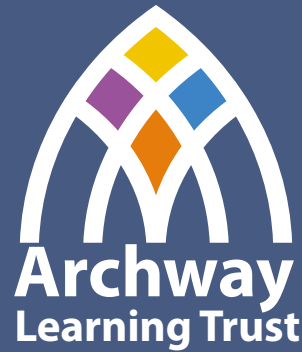
Department for Education

Diocese of Southwell and Nottingham

Education and Schools Funding Agency

Ofsted





How to apply

1. Submit your expression of interest for this role providing details of your relevant skills, experience and how you meet the criteria (x 2 pages of A4 max); and
2. Your cv, that includes your full career history, and send to:
CEOrecruitment@archwaytrust.co.uk

Deadline for applications: midnight 9 February 2025

Please note: Archway Learning Trust is committed to safeguarding and promoting the welfare of all children and young people in our school communities. We expect all staff and volunteers to share this commitment. All posts will be subject to the necessary pre-employment checks including an enhanced check with the Disclosure and Barring Service. Applicants with Qualified Teacher Status will be checked with Teacher Services to confirm qualifications and check for any restrictions or sanctions.