

The logo graphic consists of three overlapping, rounded triangular shapes. The top-left shape is light blue, the top-right is dark blue, and the bottom shape is orange. They overlap in the center, creating darker shades of blue and brown.

**BTC
TRUST**

CEO APPLICANT PACK



INTRODUCTION

Thank you for your interest in joining Bridgwater and Taunton College Trust (BTC Trust) as our Chief Executive Officer (Trust Leader). As a forward-thinking and values-driven organisation, BTC Trust is committed to transforming lives through education. We serve diverse communities across Somerset, providing high-quality learning environments where every child has the opportunity to succeed.

In this recruitment pack, you will find information about our Trust, our mission, and the exciting opportunity this role presents. Leading BTC Trust is not just about overseeing schools—it's about shaping futures, driving innovation, and making a lasting impact on the lives of students, staff, and the wider community. We hope this role inspires you as much as our mission inspires us.



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WELCOME FROM THE CHAIR OF OUR TRUST BOARD

Thank you for your interest in the role of CEO at the BTC Trust. This is an exciting opportunity to lead a values-driven organisation that is deeply committed to delivering exceptional, inclusive education for all students and making a positive impact in the communities we serve.

At BTC Trust, we proudly live our values of Ambition, Collaboration, and Inclusion. These values are at the heart of everything we do, guiding our decisions and actions as we strive to unlock the potential of every learner. With schools spanning rural and diverse communities across Somerset, we are passionate about creating opportunities, tackling educational inequality, and ensuring that every child has the support they need to thrive.

As our CEO, you will have the unique privilege of shaping the future of our Trust and its schools, inspiring and empowering a dedicated team of professionals to deliver life-changing education. You will work closely with our Board of Trustees, staff, students, and communities to uphold our mission and drive innovation, sustainability, and excellence across the Trust - building on the success of our founding Trust Leader.

In this recruitment pack, you will find detailed information about the role, the values and vision that underpin our work, and what makes BTC Trust such a special organisation. We hope it provides you with a clear understanding of the opportunity ahead and the significant impact you could have as our leader.

We are looking for an exceptional individual who shares our passion for education and believes in the transformative power it holds for individuals, families, and communities. If you are ready to lead with purpose, make a difference, and build a legacy of excellence, we would be delighted to hear from you.

Personally, I relish my role as Chair of the Board as it provides me with an opportunity to work with a genuinely unique organisation filled with talented, conscientious and hard-working colleagues.

We look forward to welcoming an inspiring, forward-thinking, and compassionate leader to join us on this journey. Thank you once again for your interest in BTC Trust.

Warm regards,

Andy Berry CBE

Chair of the BTC Trust Board

On behalf of the BTC Trust



ABOUT THE TRUST

The BTC Trust is a dynamic and ambitious multi-academy trust dedicated to transforming lives through education. We are proud to serve diverse and vibrant communities across Somerset, operating a family of schools that provide high-quality education from early years to post-16. At the heart of our work lies an unwavering commitment to ensuring that every child, regardless of their background or circumstances, has the opportunity to achieve their potential and importantly, thrive.

OUR MISSION: EVERY CHILD ACHIEVES

At BTC Trust, our mission is simple yet profound: **Every Child Achieves**. This statement encapsulates our unwavering belief that every learner has the right to a high-quality education and the opportunity to fulfil their potential, regardless of their background. Whether through outstanding teaching, targeted support for those who need it most, or creating an inclusive culture that celebrates individuality, we are dedicated to ensuring that no child is left behind. Every decision we make, every policy we implement, and every action we take is driven by this mission, as we work tirelessly to remove barriers to success and create pathways for achievement for all our students.

OUR VISION AND VALUES

Our vision is clear: to deliver outstanding education that inspires, includes, and equips students for lifelong success. We achieve this through our core values of **Ambition, Collaboration, and Inclusion**. These values guide every decision we make, fostering a culture where students always come first, staff thrive, and communities benefit.

- ▶ **Ambition:** We set high expectations for our students, staff, and schools, striving for excellence in all that we do. We believe in the power of education to change lives and aspire to make a meaningful difference for all our learners.
- ▶ **Collaboration:** We are stronger together. By working in partnership with our schools, staff, students, families, and local communities, we achieve collective success. Sharing best practices and learning from one another ensures that no school or individual is left behind.
- ▶ **Inclusion:** We embrace and celebrate diversity, ensuring that every student and colleague feels valued, supported, and able to succeed. Our commitment to equity drives us to remove barriers to achievement and create opportunities for all.



OUR SCHOOLS AND COMMUNITIES

BTC Trust is made up of a group of schools that reflect the diverse contexts and needs of Somerset's communities. From bustling market towns to rural villages, our schools serve students with a wide range of talents, aspirations, and challenges. This diversity is a strength, enriching the educational experience for all and ensuring that we develop flexible, responsive approaches to meet the needs of every learner.

Our schools are not just places of education but hubs of support and opportunity within their local areas. We work closely with families, businesses, local authorities, and community organisations to provide a holistic education that goes beyond the classroom, empowering students to thrive academically, socially, and emotionally.

A COMMITMENT TO EXCELLENCE

At BTC Trust, we believe that every child deserves an exceptional education. Our dedicated staff are passionate about ensuring that students are nurtured, challenged, and inspired every day. We are proud of our deeply inclusive ethos, which prioritises the needs of disadvantaged and underrepresented learners, including those with SEND, ensuring they have access to the same opportunities as their peers.

Through high-quality teaching, innovative practices, and a focus on continuous improvement, we strive to deliver the best possible outcomes for all our students. We champion creativity, resilience, and critical thinking, equipping young people with the skills they need to succeed in an ever-changing world.

A PARTNER IN THE COMMUNITY

Our Trust is a trusted partner in Somerset's communities, working collaboratively to address challenges such as rural isolation, disadvantage, and access to resources. By fostering partnerships with local employers, civic organisations, and health services, we ensure that our schools are not only centres of learning but also engines for social and economic growth.

LOOKING TO THE FUTURE

BTC Trust is proud of its achievements to date, but we are not complacent. We are committed to further strengthening our schools, developing our staff, and enhancing the life chances of every student we serve. With a focus on sustainability, innovation, and inclusion, we are building a brighter future for our communities.

By joining BTC Trust, you will become part of a team that believes in the power of education to inspire, transform, and uplift. Together, we can create a lasting legacy of success for generations to come.



OUR 3-YEAR PLAN

The BTC Trust's 3-Year Development Plan (2024-2027) is a forward-looking strategy designed to ensure **Every Child Achieves**, underpinned by a commitment to excellence, inclusion, and innovation. The plan focuses on four key strands—Children, Inclusion, People, and Operations—each vital to the Trust's success and its mission to transform lives through education. These are supported by four cross-cutting themes, or “Golden Threads,” that ensure the Trust remains adaptable, forward-thinking, and aligned with its values.

CHILDREN

The plan's core ambition is to deliver outstanding teaching, learning, and assessment that drives excellent outcomes for all students. This strand emphasises creating safe and inclusive school environments where every child feels they belong, and where their potential is nurtured. Literacy is a particular focus, with the Trust striving to ensure all students become confident, fluent readers, a foundational skill for academic success and lifelong learning.

By equipping students to make informed decisions about their future and supporting their development as confident, capable individuals, the Trust is laying the groundwork for their success as citizens and contributors to society. This focus is crucial because it addresses the unique challenges faced by students in disadvantaged and rural communities, ensuring that all children, regardless of background, have the opportunity to succeed.

INCLUSION

The Inclusion strand highlights the Trust's commitment to removing barriers to learning and fostering equity for all students. By addressing obstacles that may hinder progress—whether these stem from socio-economic disadvantage, special educational needs, or other factors—the Trust ensures that every child has access to the same opportunities to thrive.

A focus on equity, equality, and diversity underpins this strand, promoting a culture where every student is valued and supported. This is particularly important as the Trust serves communities with high levels of deprivation and rural isolation, where systemic barriers can prevent children from reaching their potential. Inclusion is not just about removing challenges but also about empowering students to feel seen, understood, and capable of succeeding in a supportive environment.

PEOPLE

The People strand recognises that the success of the Trust's schools depends on the strength of its workforce. By fostering a culture where colleagues feel valued, supported, and part of a united team, the Trust is creating an environment where everyone can do their best work. Talent retention, professional development, and leadership growth are key priorities, ensuring staff at all levels can thrive and progress in their careers.



This strand also focuses on embedding the Trust's values in decision-making and day-to-day operations, ensuring a shared sense of purpose and collaboration. Investing in staff is critical to achieving the Trust's mission because it is the energy, expertise, and passion of colleagues that drive improvement, inspire students, and create the conditions for success.

OPERATIONS

The Operations strand ensures the Trust's schools have the resources, infrastructure, and governance needed to succeed. By maintaining financial resilience and investing in high-quality learning environments, the Trust is creating spaces where both students and staff can thrive. Sustainability is a key focus within this strand, with efforts to decarbonise operations and adopt environmentally responsible practices to secure a sustainable future for the organisation and its communities.

Strong governance systems are also a priority, ensuring transparency, accountability, and effective decision-making at all levels. This strand is essential because operational excellence provides the foundation for everything else the Trust aims to achieve. Without robust systems, financial security, and inspiring facilities, it would be impossible to deliver on its ambitious educational goals.

GOLDEN THREADS

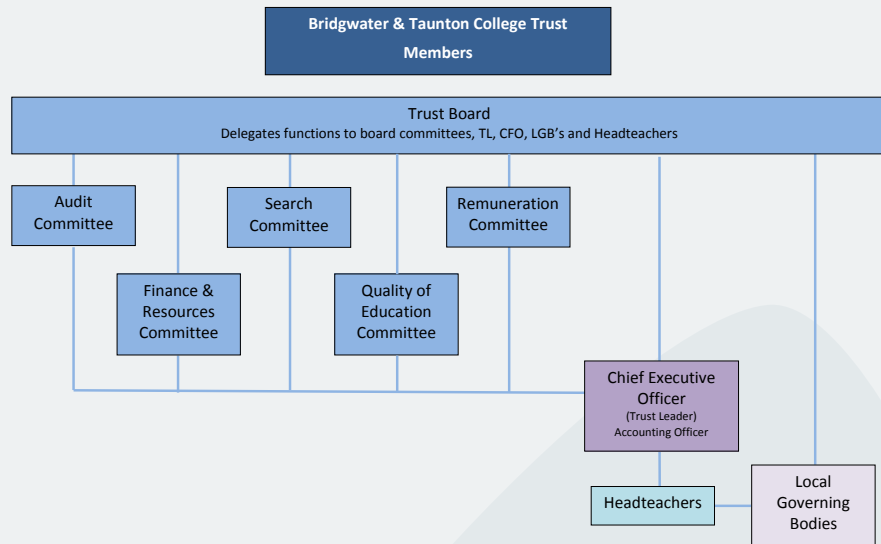
The Trust's four "Golden Threads"—Digital Transformation, Sustainability, Equality, Diversity & Inclusion (ED&I), and Partnerships—are integrated across all areas of its work, ensuring a coherent and future-focused approach.

- ▶ **Digital Transformation** equips students and staff with the tools and skills to thrive in a digital world. By embedding digital literacy in the curriculum and using technology to enhance teaching and decision-making, the Trust ensures it remains at the forefront of educational innovation.
- ▶ **Sustainability** reflects the Trust's commitment to addressing climate challenges, embedding responsible practices, and preparing students to contribute to a greener future. This is especially important for schools to model good citizenship and environmental stewardship.
- ▶ **Equality, Diversity & Inclusion (ED&I)** is vital for creating a culture that celebrates individuality, mitigates the impact of inequality, and promotes fairness and respect for all. This ensures the Trust remains a positive force for social change.
- ▶ **Partnerships** leverage the collective strength of local organisations, businesses, and other trusts, ensuring that schools are integrated into a wider network of support and opportunity. Collaboration is essential to achieving ambitious goals that no organisation can achieve in isolation.



BTC TRUST GOVERNANCE STRUCTURE

The BTC Trust has a robust governance structure designed to ensure strategic direction, accountability, and compliance across its operations. This governance framework supports the Trust's mission to deliver high-quality education and ensures every child achieves their full potential.



GOVERNANCE STRUCTURE

The governance model is tiered, providing both central oversight and local accountability. Key elements include:

Members

Members are the custodians of the Trust's mission and hold the Board of Trustees accountable. They oversee the Trust's performance, ensure compliance with the Articles of Association, and appoint Trustees.

Board of Trustees

The Trustees provide strategic leadership and oversight for the entire Trust. They ensure clarity of vision, oversee financial sustainability, and hold the executive leadership accountable for educational and operational performance. The Board operates through committees to focus on specific areas.

Local Governing Bodies (LGBs)

Each academy is supported by its Local Governing Body, which focuses on the school's performance and ensures alignment with the Trust's vision and values. LGBs monitor educational standards, staff performance, and community engagement, while also ensuring a localised approach to governance.



KEY COMMITTEES

The Board delegates specific functions to its sub-committees, each with a defined remit:

- ▶ **Finance and Resources Committee:** Oversees financial sustainability, risk management, and resource allocation, ensuring compliance with financial regulations.
- ▶ **Audit Committee:** Monitors governance, risk, and internal controls, including Value for Money assessments and audit processes.
- ▶ **Quality of Education Committee:** Focuses on educational outcomes, curriculum quality, and school improvement strategies.
- ▶ **Remuneration Committee:** Reviews pay policies and ensures fair and responsible executive remuneration aligned with performance.
- ▶ **Search Committee:** Manages recruitment and appointment of Trustees and Governors, ensuring balance and representation.

ROLES WITHIN THE STRUCTURE

- ▶ **Chair of Trustees:** Provides leadership to the Board, ensuring effective governance and strategic alignment.
- ▶ **CEO:** Oversees the day-to-day running of the Trust, ensuring alignment with strategic goals and delivering educational excellence. Also holds Accounting Officer responsibilities.
- ▶ **Chief Financial Officer (CFO):** Manages financial operations, compliance, and reporting.
- ▶ **LGB Chairs:** Lead Local Governing Bodies in supporting school leadership and ensuring local accountability.
- ▶ **Trustees:** Volunteer experts who contribute strategic oversight and decision-making expertise.
- ▶ **Governors:** Focus on individual schools, ensuring standards, safeguarding, and local engagement are prioritised.

SCHEME OF DELEGATION

The Scheme of Delegation clearly outlines the roles and responsibilities at each level of governance, ensuring transparency and accountability. It defines decision-making authority for strategic, financial, and operational matters, balancing centralised leadership with localised input.



TRUST LEADERSHIP STRUCTURE

The leadership structure of the BTC Trust is designed to deliver strategic oversight, operational excellence, and inclusive, high-quality education across all its schools. The structure incorporates central leadership, operational teams, and school-based leadership to ensure effective governance and implementation of the Trust's mission.

EXECUTIVE LEADERSHIP TEAM

▶ **Chief Finance Officer (CFO): Nicola Mould**

Nicola Mould leads the financial and business operations of the Trust through the Business Development Team. Her role focuses on ensuring financial sustainability, compliance, and effective resource allocation to support the needs of students and schools.

▶ **Director of Education: Mark Thomas**

Mark Thomas leads the School Improvement Team and oversees educational standards, ensuring schools deliver excellent teaching and learning. He works closely with headteachers and the School Improvement Team to enhance curriculum delivery and student outcomes.

▶ **Director of Inclusion: Ali Biddles**

Ali Biddles leads the Trust Inclusion Team, focusing on inclusive practices across all schools. She oversees specialist services, including educational psychology, counselling, speech and language therapy, safeguarding, behaviour support and three APEX Centres.

▶ **Head of People & OD: Jess Hardie**

Jess Hardie leads the People & OD Team, overseeing all aspects of the employee lifecycle, staff welfare, and development across the Trust. She is responsible for recruiting, retaining, and supporting a workforce aligned with the Trust's values and vision.

CENTRAL TEAMS

BTC Trust operates four central teams to provide support and expertise across all its schools:

- ▶ **School Improvement Team:** This team supports school leaders in curriculum development, teacher training, data analysis, and student careers guidance.
- ▶ **Business Development Team:** Responsible for Finance, IT, premises management, Health and Safety and centralised operational support, this team ensures the operational backbone of the Trust is robust and efficient.
- ▶ **Inclusion Team:** A dedicated team providing services such as educational psychology, safeguarding expertise, counselling, autism support, and behaviour management.
- ▶ **People Team:** The People Team focuses on staff recruitment, retention, professional development and staff wellbeing. They ensure the Trust attracts high-calibre professionals and provides a supportive environment where staff can thrive.



SCHOOL LEADERSHIP

Headteachers work closely with Local Governing Bodies (LGBs) and the central leadership team to ensure alignment with the Trust's strategic goals while retaining the unique identity of their schools.

- ▶ **Stefan McHale:** Brymore Academy
- ▶ **Gregg Mockridge:** Stanchester Academy
- ▶ **Jonathan Black:** Bridgwater College Academy
- ▶ **Zoe Stucki:** West Somerset College
- ▶ **Sarah Hitchings:** Hamp Academy
- ▶ **Claire Luce:** Maiden Beech Primary School and Otterhampton Primary School
- ▶ **Brian Walton:** Brookside Academy.

OUR SCHOOLS

Bridgwater College Academy	An all-through school for students aged 3-16, offering seamless education from early years to GCSEs. The academy serves a diverse urban population and is known for its strong focus on inclusion, pastoral care, and community engagement.
Brookside Academy	A large and inclusive primary school with specialist provision for children with additional needs. Brookside serves a diverse student population and offers a nurturing environment, focusing on high-quality early years education and support for families.
Brymore Academy	A unique state boarding and day school for boys aged 11-16, specialising in agriculture, horticulture, and practical trades. Located in rural Somerset, Brymore provides a hands-on curriculum alongside traditional academic studies, attracting students with a passion for outdoor and vocational learning.
Hamp Academy	Situated in Bridgwater, Hamp is a vibrant junior school serving children aged 7-11. It is known for its community-centred approach and strong focus on wellbeing, ensuring all students feel supported and thrive academically and socially.
Maiden Beech Primary Academy	A growing primary school serving children from Reception to Year 2. Maiden Beech is known for its high academic standards and wide-ranging enrichment opportunities, preparing students for success in the next stage of their education.
Otterhampton Primary School	A small and nurturing primary school serving a close-knit rural community. Otterhampton is valued for its individualised learning approach, small class sizes, and strong emphasis on outdoor education and environmental sustainability.
Stanchester Academy	This 11-16 secondary school serves a semi-rural community, providing a broad and balanced curriculum. Stanchester is known for its strong pastoral care and commitment to developing confident, well-rounded learners.
West Somerset College	A large secondary school and sixth form catering to students aged 13-18. As the only secondary school in the area, it provides a comprehensive curriculum alongside unique opportunities in sports, arts, and outdoor education, serving a predominantly rural community.





APEX CENTRES AT BTC TRUST

The APEX (Alternative to Permanent Exclusion) Centres operated by BTC Trust play a vital role in offering bespoke provision for students requiring additional support. These centres are designed to ensure that all learners, particularly those requiring alternative provision, have the opportunity to thrive academically, socially, and emotionally within an inclusive environment. The APEX Centres are driven by BTC Trust's mission to ensure that **Every Child Achieves**, including those who face barriers to mainstream education. These centres cater to students who benefit from personalised support and intervention due to behavioural, emotional, or other challenges. By creating an alternative, nurturing learning environment, the APEX Centres aim to reintegrate students into mainstream education or prepare them for the next stage of their educational journey.

KEY FEATURES

1. Tailored Curriculum

APEX Centres deliver a tailored curriculum that prioritises core skills such as literacy, numeracy, and personal development. This approach ensures that students gain essential qualifications and the skills needed for their future, while addressing their individual learning needs.

2. Small Group Learning

Students benefit from small group sizes, enabling greater individual attention from skilled staff. This structure fosters a supportive learning environment where students feel valued and understood.



3. Specialist Support

Each centre is staffed with trained professionals, including educators, behaviour specialists, and inclusion experts, who provide targeted interventions to support students' personal and academic development.

4. Focus on Emotional Wellbeing

The APEX Centres place significant emphasis on emotional and mental health. Through counselling services, mentoring, and behaviour support, the centres help students build resilience and confidence.

5. Positive Pathways

Whether reintegration into mainstream education or preparation for vocational training, the centres work collaboratively with families and schools to ensure that students leave with clear, positive pathways for the future.

APEX CENTRES WITHIN BTC TRUST

BTC Trust operates multiple APEX Centres, each serving the specific needs of students within their local communities:

- ▶ **APEX South:** Led by Lindsey Hull, this centre focuses on providing support to students in the southern part of the Trust's region, offering tailored interventions to improve academic and personal outcomes.
- ▶ **APEX West:** Led by Michelle Craig, this centre serves students in the western areas of the Trust. It is particularly focused on fostering an inclusive and supportive environment that enables students to overcome challenges and achieve success.
- ▶ **APEX Meadows:** Led by George Sluman, this centre supports students at a primary school age to compliment the offering of the existing APEX centres. This centre is focused on early intervention and providing a nurturing environment for some of our youngest learners experiencing challenges in education.



BTCT TRADING

BTCT Trading is a subsidiary of the BTC Trust that oversees commercial operations, providing essential support to the Trust and its communities first and foremost while generating additional income to reinvest in education. The trading arm enables the Trust to expand its activities beyond education and contribute to the wider community while maintaining financial sustainability.

CORE ACTIVITIES

BTCT Trading manages a diverse range of operations, including:

- ▶ **Leisure Facilities:** The trading arm offers community access to sports and leisure facilities and gyms across BTC Trust's schools. This includes organising and hosting fitness programmes, sports events, and recreational activities that promote health and wellbeing within the local community. Many of these offerings are discounted for BTC Trust staff as a staff benefit to promote healthy living.
- ▶ **Venue Hire:** Schools and Trust premises are made available for hire to external organisations and local groups for events, meetings, and training sessions. BTCT Trading ensures these facilities are well-managed and accessible, generating valuable revenue while building connections with external stakeholders.
- ▶ **Nursery Provision:** BTCT Trading offers the Trust's nursery provision, offering high-quality early years education to local families for children 0-4 years old in an area with no provision for children 0-2 years old. This not only meets community demand but also provides a foundation for lifelong learning.
- ▶ **Commercial Events and Projects:** The trading arm facilitates commercial partnerships, bespoke projects, and sponsorship opportunities that align with the Trust's vision and values. An example of this being the Holiday Activities sessions running across our schools for children in our communities.

GOVERNANCE AND OVERSIGHT

BTCT Trading operates under the governance of the Trust Board, ensuring its activities align with BTC Trust's strategic priorities. A dedicated team manages its day-to-day operations, with oversight from senior Trust leaders and the Trading Committee. Clear accountability ensures that all income generated is utilised to benefit the Trust's schools and students.



OUR SPONSOR

Bridgwater and Taunton College, the sponsor of the Bridgwater and Taunton College Trust, is a leading provider of further and higher education in the South West of England. Renowned for its commitment to academic excellence, innovation, and student success, the College supports the vision and goals of the Trust. Whilst the Trust and the College are separate legal entities with independent operating and leadership structures, they are united in their mission to deliver education for community benefit in Somerset.

The Principal of Bridgwater and Taunton College is the Chair of the BTC Trust Board and the Bridgwater and Taunton College enacts its role as sponsor by providing strategic leadership, expertise, and resources, the College empowers the Trust to deliver exceptional education across its family of schools.

About the Bridgwater and Taunton College

Bridgwater & Taunton College, located in the heart of Somerset with campuses in Bridgwater, Taunton, and Cannington, is a distinguished provider of further and higher education, renowned both regionally and nationally for its excellence in education and training.

In 2012, Bridgwater & Taunton College extended its commitment to education by sponsoring the Bridgwater College Trust, a Multi Academy Trust supporting several local academies and transforming the educational experience of over 1,500 local pupils.

Bridgwater & Taunton College's vision is to transform lives and communities through innovative learning and partnerships. This vision is reflected in its sponsorship of the Trust, aiming to create and develop a group of exceptional, thriving, and diverse academies that raise the aspirations, achievement, and potential of young people in the community by working together to provide the highest standards of education. This has culminated in the College achieving an Ofsted judgement of Outstanding across all areas in its most recent inspection in November 2024.

The College's commitment to excellence has been recognised through numerous awards, including the Queen's Anniversary Prizes for Higher and Further Education in 2000 and 2015.

These accolades underscore Bridgwater & Taunton College's dedication to providing high-quality education and its pivotal role in supporting the Trust's mission to ensure every child achieves their full potential. Preparing Students for the Future

Bridgwater and Taunton College is at the forefront of developing skills for the future workforce. Its strong links with employers and focus on innovation mean that the Trust's schools are well-placed to prepare students for the challenges of tomorrow. Whether through access to technical expertise, cutting-edge facilities, or tailored careers advice, the partnership between the College and the Trust ensures that every child is equipped for lifelong success.

Together, Bridgwater and Taunton College and the Trust are transforming education in the region, creating a legacy of achievement, inclusion, and opportunity for all.



THE ROLE

The role of CEO at BTC Trust is a truly exceptional opportunity for an inspiring and ambitious leader. As CEO, you will have the chance to make a profound and lasting difference, leading a values-driven organisation dedicated to transforming lives through education. At the heart of our work is a commitment to ensuring **Every Child Achieves**, and as our leader, you will drive this mission across our family of schools, delivering excellence for students, staff, and communities.

WHAT MAKES THIS AN EXCITING OPPORTUNITY?

BTC Trust is at an exciting point in its journey. With a clear vision, strong foundations, and a focus on innovation, the Trust is poised for its next phase of development. As CEO, you will have the unique opportunity to shape the strategic direction of the Trust, driving improvement and fostering collaboration across our schools to ensure every child receives the outstanding education they deserve.

You will also play a pivotal role in addressing some of the most pressing challenges in education today, such as rural isolation, disadvantage, and inclusivity. By building strong partnerships with local communities, employers, and civic organisations, you will ensure the Trust not only delivers educational excellence but also acts as a catalyst for positive change within the region.

This role offers the chance to lead with purpose, working alongside a talented and passionate team of educators and leaders who share your dedication to making a difference. With a focus on sustainability, digital innovation, and student-centred approaches, BTC Trust is a forward-thinking organisation where your ideas, leadership, and drive will flourish.

WHO ARE WE LOOKING FOR?

We are seeking an inspiring, compassionate, and forward-thinking leader who is driven by a deep commitment to education and equity. The ideal candidate will:

- ▶ **Be Visionary:** You will have the ability to think strategically and inspire others with a compelling vision for the future of the Trust.
- ▶ **Be Collaborative:** You understand the value of teamwork and will foster a culture of inclusivity, cooperation, and shared success across our schools and communities.
- ▶ **Be Passionate About Inclusion:** You will champion diversity and equality, ensuring that every learner is given the opportunity to achieve their full potential.
- ▶ **Be Resilient and Adaptable:** With the ability to manage complexity and navigate challenges, you will demonstrate resilience, flexibility, and a proactive approach to problem-solving.
- ▶ **Be an Influential Leader:** You will have the presence and credibility to build strong relationships with a wide range of stakeholders, from trustees and staff to students, families, and community partners.



If you are a leader who shares our passion for education, our belief in the potential of every child, and our commitment to driving excellence and inclusion, we would be delighted to hear from you. This is your chance to make a significant impact as the CEO of BTC Trust, shaping the future of education and creating a lasting legacy for generations to come.

BENEFITS OF JOINING BTC TRUST

At BTC Trust, we prioritise your wellbeing, professional growth, and work-life balance. Our staff enjoy access to an **Employee Assistance Programme**, **BTC TrustEd Rewards** for discounts at thousands of retailers, and **discounted gym memberships** at Bridgwater College Academy, Stanchester Academy, and West Somerset College. Financial benefits include access to the **LGPS** or **TPS pension schemes** with generous a minimum of 23% in employer contributions, **Cycle to Work schemes** and **free on-site parking**.

We offer a **generous annual leave entitlement** for year-round staff, **Occupational Health support**, and **mental health first aiders** at every site. Flexible working opportunities are available from day one, and we provide targeted **training and leadership development programmes** alongside regular chances to share views through **Staff Forums** and surveys.

At BTC Trust, we are committed to supporting you as part of a positive and inclusive team dedicated to transforming lives through education.

WHY SOMERSET IS THE PERFECT PLACE TO LIVE AND WORK

Somerset is a stunning county in the heart of the South West, offering a perfect balance between vibrant towns, picturesque villages, and breathtaking countryside. Famous for its rolling hills, such as the Mendips and Quantocks, as well as the iconic Glastonbury Tor, Somerset is a haven for outdoor enthusiasts. The county boasts a rich cultural heritage, with historic landmarks like Wells Cathedral and Cheddar Gorge, alongside a thriving arts and festival scene, including the world-renowned Glastonbury Festival. Somerset offers excellent transport links, with the M5 providing easy access to Bristol, Exeter, and beyond, while the peaceful surroundings make it ideal for families and those seeking a slower pace of life. With outstanding schools, welcoming communities, and an affordable cost of living compared to neighbouring areas, Somerset is not just a beautiful place to visit—it's an inspiring and rewarding place to call home.



JOB TITLE: CHIEF EXECUTIVE OFFICER

GRADE: OFF SCALE

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

Students come first: First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

We are team players: Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

OUR VALUES

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decision making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.

OUR TRUST SPONSOR

We are proud to be sponsored by Bridgwater & Taunton College. The College is an active partner bringing a wealth of educational experience.

The College supports over 22,000 students a year across all subject sector areas and delivers provision from entry level to full degrees. Its high quality was recognised by Ofsted in December 2024 with the College being graded as 'Outstanding' across all aspects of its activity.

The sponsor has actively supported the Trust from our formation in 2012, lending expertise gained through the delivery of high-quality education and training to our community. In particular we have worked with our sponsor to develop of a culture of continuous improvement, and our values-based student focused approach to education.

The College's sponsorship provides a number of benefits and opportunities, including; curriculum opportunities to utilise state of the art facilities, additional extra-curricular activities for all age groups, joint staff development programmes and strong leadership DNA.



Core Purpose

The CEO of the BTC Trust is the executive leader responsible for driving the Trust's mission of delivering transformative, inclusive education for all learners while promoting community benefit and civic responsibility. Grounded in the Trust's core values of Ambition, Collaboration, and Inclusion, the CEO ensures that every school within the Trust is successful, sustainable, and responsive to the needs of its students and the communities they serve.

The CEO leads BTC Trust's employees and oversees the education of all students across the Trust's schools, ensuring that every child—particularly the disadvantaged and underrepresented—receives the opportunities they need to thrive. As a system leader, the CEO fosters collaboration with local communities, civic partners, and regional stakeholders, ensuring the Trust makes a significant contribution to public good and community cohesion.

Main Responsibilities

STRATEGIC LEADERSHIP – VALUES, CULTURE, AND STRATEGY

- ▶ Establish and sustain the Trust's values, culture and strategic direction in partnership with the Trust Board; championing and embedding inclusivity at the heart of every endeavour and fostering a culture that prioritises equity and access to high-quality education for all.
- ▶ Drive the Trust's long-term strategy to ensure the Trust's long-term sustainability while enabling each school to meet the specific needs of its students and local community.
- ▶ Establish and sustain a safe, inclusive, and aspirational culture that promotes well-being, belonging, and high-expectations across all levels of the organisation.
- ▶ Develop and deliver operational strategies that respond to the unique and often complex socio-economic challenges of rural and diverse communities, ensuring all students have equitable opportunities to succeed.
- ▶ Enable the Trust's organisational design and operational systems to meet its current and future requirements and manage change effectively.
- ▶ Enhance and sustain operational and strategic links with the Trust sponsor, ensuring that best practice and expertise are shared and shared efficiencies explored wherever practicable.

QUALITY OF EDUCATION

- ▶ Lead the Trust in tackling educational inequality, closing achievement gaps and removing barriers to learning; ensuring every child—regardless of background, ability, or location—has access to high-quality teaching and a safe, supportive learning environment.
- ▶ Promote the development of a broad, rich, and inclusive curriculum that reflects the diverse needs of learners and celebrates their achievements.
- ▶ Ensure that the data captured is consistent with the trust's view of success, relevant, timely, triangulated and used formatively and actively to inform ongoing improvement both in individual schools and across the trust.



Main Responsibilities cont...

- ▶ Strengthen provision for SEND learners, the most disadvantaged students, and those from rural or isolated communities, ensuring their individual needs are met.
- ▶ Foster a culture of continuous improvement by implementing evidence-based teaching practices, enabling high standards of achievement across all schools.
- ▶ Lead and drive school improvement, through both central and school based teams
- ▶ Actively listen to and involve students, parents, and local communities in shaping the educational offer to ensure it reflects their aspirations and needs.

SUPPORTING LOCAL COMMUNITIES AND CIVIC RESPONSIBILITY

- ▶ Champion the Trust's civic mission, ensuring its schools become hubs of community pride, collaboration and opportunity whilst promoting the Trust's civic role as a leader in improving educational outcomes.
- ▶ Promote and enable ways for the Trust's schools to engage meaningfully with their local communities, ensuring that each school is a hub of support, connection, and opportunity for families and residents.
- ▶ Foster partnerships with local authorities, employers, health services, and community organisations to address systemic challenges affecting children and families, including disadvantage, rural isolation, and lack of infrastructure.
- ▶ Advocate for the public good, ensuring that schools contribute positively to their local contexts while empowering communities through education, training, and outreach initiatives.
- ▶ Drive community based initiatives to support family engagement in education, particularly for vulnerable groups, ensuring parents and carers are empowered as partners in their child's education and success.
- ▶ Advocate for the Trust as a regional leader in education, representing its values and priorities in local, national and international forums; working with stakeholders to tackle local challenges and improve outcomes for children and families.

FINANCE, SUSTAINABILITY, AND COMPLIANCE

- ▶ Ensure financial resources are allocated strategically to address community-specific priorities and that the Trust's long term sustainability is protected, achieving value for money while maximising benefit to students and their families.
- ▶ Lead efforts to integrate sustainability practices, ensuring that the Trust's operations align with its commitment to serving communities responsibly and with environmental stewardship.
- ▶ Manage risk proactively and effectively through rigorous systems for safeguarding, compliance, and health and safety, ensuring the well-being of students, staff, and the wider community.
- ▶ 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.



Main Responsibilities cont...

PEOPLE STRATEGY

- ▶ Lead and effectively manage the activities and performance of the Trust's Executive Team and Headteachers.
- ▶ Build an inclusive culture for staff that reflects the Trust's commitment to diversity and well-being, enabling all employees to thrive and feel valued.
- ▶ Build and sustain an ethos centred around our staff as the heartbeat of the Trust, ensuring that their efforts are recognised and appreciated.
- ▶ Ensure recruitment and retention practices are ethical and prioritise equity, creating a workforce that reflects and understands the communities it serves.
- ▶ Provide high-quality professional development opportunities for all staff, aligning their growth to the needs of learners and the Trust's strategic goals and creating opportunities for leadership at all levels.
- ▶ Encourage a culture of collaboration and professionalism across schools to share best practices, resources, and expertise, ensuring that all schools—regardless of size or context—benefit from the collective strength of the Trust.
- ▶ Foster a culture of innovation, where staff are empowered to engage in external and/or internal research and development activity that furthers the trust's vision and strategy.
- ▶ Confidently and sensitively address underperformance, upholding the Trust's values and maintaining high standards across all teams.

GOVERNANCE AND ACCOUNTABILITY

- ▶ Foster a culture of transparency and shared accountability, ensuring stakeholders are engaged and have confidence in the Trust's leadership and impact.
- ▶ Work with the Trust Board to develop governance structures that reflect the diverse voices of local communities and ensure schools remain responsive to their needs
- ▶ Develop and maintain effective relationships with the Trust Board, recognising their role in holding the CEO and Trust Executive Team to account
- ▶ Understand the role of relevant regulatory bodies and ensure the Trust and its schools respond to their requirements
- ▶ Work with the Trust Board and Quality of Education subcommittee to ensure highly effective school improvement positively supports the best possible student experience and outcomes
- ▶ Provide the Trust Board with high-quality information and advice to enable informed decision-making and uphold its legal and statutory responsibilities.

SYSTEM LEADERSHIP AND INCLUSIVE COLLABORATION

- ▶ Build collaborative relationships with other education providers, charities, and civic organisations to improve education outcomes and increase opportunities for students and communities.
- ▶ Act as an advocate for system-wide improvement, engaging with national and regional leaders to promote strategies for tackling disadvantage and delivering inclusive education.



Main Responsibilities cont...

SYSTEM LEADERSHIP AND INCLUSIVE COLLABORATION CONT...

- ▶ Represent the Trust in local and regional forums, ensuring that the voices of rural and underrepresented communities are heard in broader policy discussions.
- ▶ Ensure positive communications that promote the Trust and its work, and present the Trust effectively when dealing with the media
- ▶ 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
- ▶ Give public assurance of high standards of probity

DIGITAL TRANSFORMATION AND INNOVATION

- ▶ Lead efforts to integrate digital tools and technologies to support inclusive teaching practices, widen access to resources, and improve engagement for disadvantaged learners.
- ▶ Champion the use of digital technologies to improve teaching and learning and ensure operational efficiency through digital innovation; streamlining administrative systems to free up resources for educational impact.

ACCOUNTING OFFICER RESPONSIBILITIES

- ▶ Provide assurance to Parliament and the public on value for money and proper use of public funds in line with Trust priorities.
- ▶ Maintain oversight of financial transactions, compliance and management, ensuring transparency and adherence to regulations.
- ▶ Notify the ESFA of any breach of statutory or governance requirements, upholding accountability to the Trust Board and regulators.

Other Duties

- ▶ Attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses
- ▶ Promote and celebrate an approach of equity, diversity and inclusion for all colleagues, students and external stakeholders.
- ▶ Responsible for the health and safety of themselves and others
- ▶ Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues
- ▶ Be a team player and contribute towards the vision, culture and ethos of the Trust
- ▶ From time to time, you may be required to carry out other duties commensurate with the role.



PERSON SPECIFICATION

Area to be assessed	Essential criteria	Desirable criteria
Safeguarding	<p>Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.</p> <p>Proven ability to champion safeguarding and child welfare, ensuring robust systems are in place to protect all children.</p>	<p>Advanced Safeguarding Experience/Qualification</p>
Qualifications/ Experience	<p>Sustained period of successful leadership in an education setting.</p> <p>Demonstrable experience of Education Sector finance and compliance.</p> <p>Tangible and successful leadership of large / complex organisation.</p> <p>Demonstrable experience in working with schools/educational institutes in rural and diverse communities.</p> <p>Sustained leadership in multi-site or complex organisations, with a focus on inclusion and equity.</p> <p>Proven track record of addressing educational inequality and improving outcomes for disadvantaged groups.</p> <p>Demonstrable experience of community engagement and working in partnership with local stakeholders to deliver benefits beyond the classroom.</p> <p>Experience leading in rural and diverse communities, tackling unique challenges related to infrastructure and isolation</p>	<p>Masters' Level Degree or above.</p> <p>NPQH, NPQEL or equivalent</p> <p>Experience of working across 0-19 age range</p> <p>Experience of being a Trustee of a MAT or wider education sector.</p> <p>Sustained period of successful Headship or equivalent role in an education setting.</p> <p>Demonstrated success in working with SEND provision or Specialist Education settings.</p>



Area to be assessed	Essential criteria	Desirable criteria
Knowledge/ Skills	<p>Strategic vision and the ability to inspire teams, build strong relationships, and collaborate with diverse stakeholders.</p> <p>Proven expertise in creating inclusive learning environments that reflect the voices of students, parents, and communities.</p> <p>Strong written and verbal communication skills, with a calm, approachable, and adaptable manner.</p> <p>Deep commitment to social justice, equity, and inclusion, ensuring all learners are supported.</p> <p>Knowledge of risk management and experience in implementing change effectively.</p> <p>A proactive and flexible approach to professional development and problem-solving.</p> <p>Strong organisational skills, with the ability to prioritise tasks and perform under pressure.</p> <p>Understanding of challenges in rural settings and the ability to overcome barriers to support every school.</p> <p>Proven ability to design and implement programs that build leadership capacity across all staff levels, fostering future leaders who can address strategic challenges and promote inclusivity, sustainability, and school improvement.</p> <p>Demonstrable understanding of the financial operations of multi-academy trusts, including budget setting, resource allocation, financial risk management, and ensuring compliance with regulatory and funding requirements. Proven ability to oversee financial sustainability and achieve value for money in an educational context.</p>	<p>Understanding the SEN Code of Practice and experience of working in a Specialist Provision.</p>