



**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 Chief Executive Officer (CEO) of the Bridgwater and Taunton College Trust (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.
- 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.

### **People Strategy**

- Lead and effectively manage the activities and performance of the Trust's Executive Team.
- 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.
- 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
<b>Safeguarding</b>	<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>
<b>Qualifications/ Experience</b>	<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 schools 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>
<b>Knowledge/ Skills</b>	<p>Strategic vision and the ability to inspire teams, build strong relationships, and collaborate with diverse stakeholders.</p>	<p>Understanding the SEN Code of Practice and experience of working in a Specialist Provision.</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>	
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