



Acer Trust

Appointment of Chief Executive Officer

Candidate Brochure - May 2022

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Contents

Executive summary	2
About us	3
Our schools	4
Our Charter	6
The context for this appointment	7
Trust structure	8
Job description	9
Person specification	11
Appointment process and how to apply	12

Executive Summary

Acer Trust is a collaborative and ambitious family of schools in Oxfordshire. We are currently a family of seven academies (three secondary schools and four primary schools) educating more than 4,000 students supported by 490 staff. Our students are at the heart of everything we do, and we have exciting growth opportunities to pursue as we build on the successes of our Trust to date.

We seek a strategic and inspirational leader to grow and further develop our Trust. Working with a committed Trust Board, COO and CFO, and a high performing team of Headteachers, the appointee will lead our new five-year strategic plan and enhance our ways of working, enabling us to achieve our educational and organisational goals together.

We seek candidates with high levels of personal integrity and exceptional interpersonal and communication skills. You should offer a record of success as a Trust CEO / Deputy CEO / Executive Headteacher or Education Director, with the strategic abilities, people leadership and commercial skills to shape an exciting future for our Trust. Prior experience in education is essential.

About Us

Our History

Our Trust began with the academisation of Matthew Arnold School in 2015. In 2017, Acer Trust was formed, initially comprising four schools: Matthew Arnold School, Icknield Community College, Chalgrove Community Primary School, and Wood Green School. In 2019 two further primary schools joined Acer Trust - Stadhampton Primary School and Watlington Primary School and in the same year the Trust gained sponsor status. In 2020, the Trust added a seventh school, Botley School. All seven Trust schools are academies.

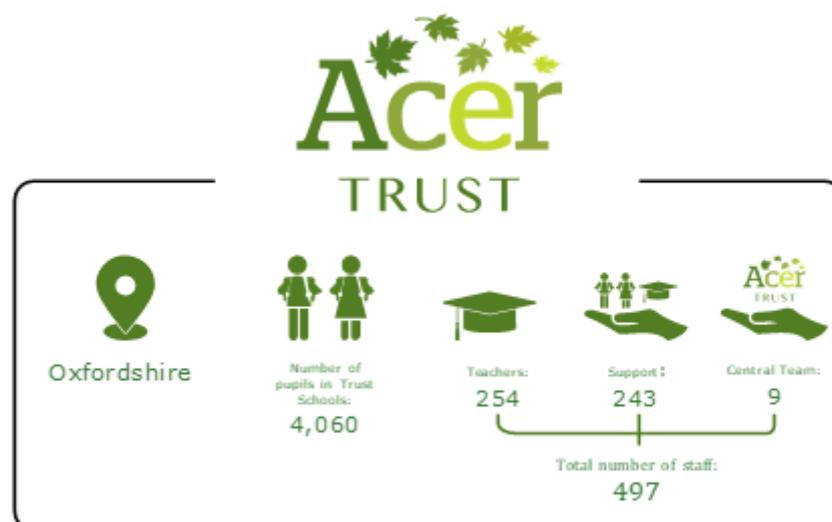
Our Values

The values of the Acer Trust underpin everything we do. We are a learning organisation and the values are for all learners in the Trust: pupils and students; staff; governors and trustees; parents and carers.

Trust: schools and individuals collaborate in an open and honest manner, and act in the best interests of all children educated in the partner schools.

Collaboration: all partners have a contribution to make to the Trust, as well as a collective responsibility for the success of the Trust. All partners play an active role in ensuring the success of all learners in the Trust.

Opportunity: all learners, both students and adults, benefit from the range of opportunities provided by being a part of the Acer Trust.



Our Schools



Botley School

Botley School is just outside Oxford City and serves the diverse community of Botley, West Oxfordshire. We welcome pupils from the ages of 3 to 11.

Size of school (pupils/ students): 298

Size of school (teachers & support staff): Teachers: 17, Support: 36.



Chalgrove Community Primary School

Chalgrove Community Primary School is a thriving local school set in beautiful countryside in rural Oxfordshire. We welcome children from the ages of 3 to 11.

Size of school (pupils/ students): 183

Size of school (teachers & support staff): Teachers: 13, Support: 21.



Icknield Community College

Icknield Community College is an 11-16 comprehensive school serving a wide rural area of South East Oxfordshire.

Size of school (pupils/ students): 746

Size of school (teachers and support staff) : Teachers: 48, Support: 37.



Matthew Arnold School

Matthew Arnold School is an 11-18 comprehensive school serving a mix of urban and rural communities including West Oxford, Botley and Kennington as well as villages to the south west of the school as far as Southmoor.

Size of school (pupils/ students): 1,325

Size of school (teachers and support staff): Teachers: 87, Support: 57.



Stadhampton Primary School

Set in the small picturesque village of Stadhampton, we welcome 4-11 year olds in mixed classes, from Stadhampton and the surrounding villages.

Size of school (pupils/ students): 86

Size of school (teachers and support staff): **Teachers: 6, Support: 10.**



Watlington Primary School

4-11 and includes a pre school nursery for 3 year olds. The school serves the small town of Watlington and surrounding villages. The school is mixed form entry with a typical cohort of 35.

Size of school (pupils/ students): 209

Size of school (teachers and support staff): **Teachers: 12, Support: 18.**



Wood Green School

Wood Green School is an 11-18 comprehensive school serving the communities of Witney, West Oxfordshire and surrounding villages.

Size of school (pupils/ students): 1,213

Size of school (teachers and support staff): **Teachers: 71, Support: 64.**

Our Charter

The Acer Trust Charter - Working together to create great places to learn and work.

All the schools in the Trust share the same vision and values as defined in our Charter, which is a statement of our vision, principles and values, ensuring that the Trust remains true to the founding principles of our collaborative partnership as it grows over time. By working together with a common purpose of improving learning for all, we can ensure an excellent education for all the learners in our Trust. We believe that the best schools broaden horizons and open doors for children into the futures and opportunities of their dreams.

We hold children at the centre of our thinking

- The Trust's overriding purpose is to focus on securing the well-being and success of all pupils and students in its Trust schools by providing an excellent education with a focus on the development of the individual as well as on improving educational outcomes for every child, preparing them for a successful progression for the next step in their life, ultimately becoming active, engaged citizens.

We base our Trust on trust

- The Acer Trust is based on trust with open, honest relationships between each of our partners supporting a developmental culture which complements individual school self-evaluation to enable rapid improvements in all the partner schools.
- We work together to strengthen already high-quality teaching and learning by creating opportunities to share practice; to improve progress and outcomes for all children in our schools; and to support other schools within and beyond the Trust in the spirit of partnership.

We look outwards as well as inwards

- We actively seek to work with external organisations to share and further improve our practice and the opportunities we offer to our children.
- We work with local and national networks or organisations in order to ensure that we are informed by best practice and are continually improving. Working with other professional partners encourages innovation; challenges our thinking; enables practitioners to develop by learning with and from the best; and ensures that we are providing the best possible education for every student.

The Context for this Appointment

This is an exciting time to join Acer Trust. At the end of January 2021, the Trust Board and the Trust Executive Group collectively decided that it was the right time for Acer Trust to evolve the leadership of the Trust and for the CEO role to expand from a part-time to a full-time position.

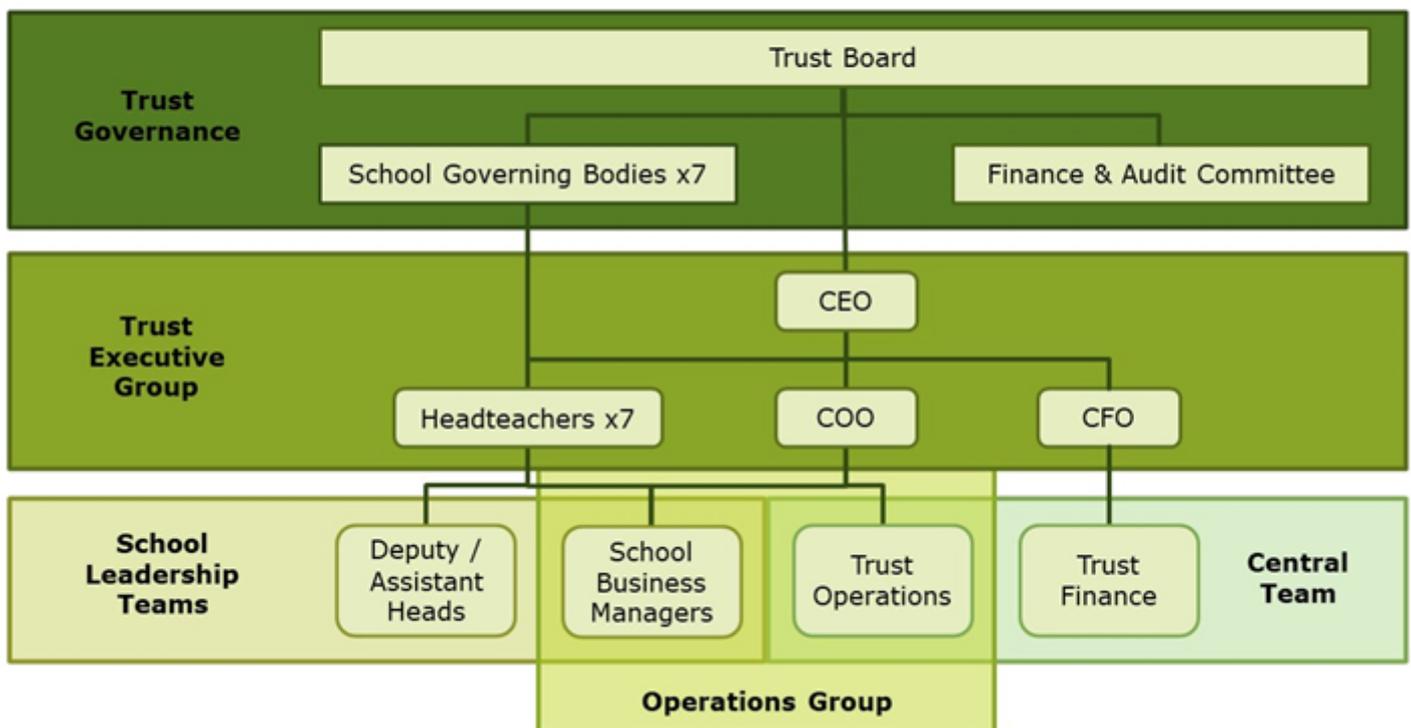
A full-time CEO is imperative in supporting the Trust's continuing growth and ability to successfully move forward in delivering Acer Trust's long- and short-term strategic objectives. Since Acer Trust was set up, the role of CEO has been fulfilled by Katherine Ryan MBE; initially this was part time alongside her role as Headteacher at Matthew Arnold School, and full time since July 2021. Following the announcement of her retirement, the Trust now seeks new leadership in order to drive forward the following imperatives:

- To lead and develop a new five-year strategic plan
- To grow the Trust locally and sustainably, building on conversations currently underway with potential partners and creating new opportunities for exploration
- To further build and strengthen the Trust Executive Team, ensuring development opportunities for all colleagues
- To enhance governance at all levels
- To enhance ways of working and systems bringing commercial thinking to the effective running of the Trust

The appointee will inherit a strong platform of success on which to build and support the growing scale and complexity of our organisation.

Trust Structure

Acer Trust Structure



Job Description

We seek a dynamic Chief Executive Officer to lead our Trust through a period of further growth and development. The appointee will ensure that all young people in our care secure the best possible outcomes in a nurturing and inspirational setting and that all colleagues fully embrace our values and our charter.

More specifically, the core responsibilities of our CEO can be described as follows:

Strategic leadership

- To further embed and sustain the Trust's values, charter and inclusive culture in partnership with Trustees and the Trust Executive Group.
- To lead and develop a new five-year strategic plan for the Trust, and to translate this into operational plans that are clear, measurable and timebound.
- To pursue sustainable growth in the Oxfordshire area, continuing conversations already underway with potential partners and creating new opportunities.

Educational Quality

- To enhance the existing culture of excellence, collaboration and continuous improvement, enabling the Trust and its schools to engage with appropriate evidence-based strategies for improvement and ensure their effective implementation.
- To maintain and further develop ambitious educational standards for all students.
- To ensure that Acer Trust's systems give real-time understanding of performance, provide assurance on outcomes and the quality and consistency of practice and allow for rapid and targeted response to emerging concerns.

People leadership

- To provide inspiring leadership to the Trust Executive Team, ensuring that all colleagues have development opportunities, and are empowered to deliver in their roles.
- To ensure collaborative working practices which celebrate both the differences in the Trust's schools, but also the benefits to be gained from close partnership working.
- To ensure effective succession planning and high-quality employment practices that promote equality, diversity and inclusion.
- To support the Trust Board in discharging its duties, recognising the Board's key role in holding the CEO and Executive Team to account.

Commercial leadership and external relations

- To ensure that sound and sustainable financial management systems are in place and that the Trust adopts a rigorous approach to identifying, managing, and mitigating risk.
- To direct the Trust's commercial 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.
- To ensure the Trust complies with all statutory and legal requirements and anticipates the requirements of all relevant regulatory bodies.
- To maintain and further develop excellent relationships with the Regional Schools Commissioner, the Department for Education, the Education Schools Funding Agency and Ofsted, other MATs and local communities.
- 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 students.

Person Specification

We seek candidates with a proven track record of success gained as a school trust CEO, Deputy CEO, Executive Headteacher or Education Director. The successful candidate will demonstrate the following qualifications, experience, skills, knowledge, and personal attributes.

Qualifications

- A good first degree.
- A recognised postgraduate qualification (desirable, not essential).
- A demonstrable record of continuous professional development.

Experience

- A proven record of successful strategic leadership experience.
- A proven track record of strong collaboration and working to successfully balance the competing needs of various senior leaders.
- Experience of leading people and retaining talent successfully through periods of growth and development.
- Experience of enhancing ways of working and building on excellence.
- A proven record of working closely with trustee boards to develop and deliver both long term strategies and short to medium term performance objectives.
- A successful track record of robust financial management and budgetary control.

Knowledge and skills

- A clear strategic thinker with commercial acumen and the ability to grow an organisation sustainably.
- Outstanding ability in the leadership and management of people including advocacy, facilitation and negotiation skills.
- Exceptional interpersonal and communication skills, including the ability to bring clarity to complex issues and set pace.
- A well-developed understanding of the issues, challenges and opportunities surrounding the development of educational provision in the UK.

Personal attributes

- Warm, engaging, empathetic and a good listener.
- Positive, decisive and resilient.
- Commercial and entrepreneurial.
- Reflective, self-aware, and ready to learn.
- A profound commitment to equality, diversity and inclusion.
- The highest standards of professional and personal integrity.
- A deep commitment to improving educational outcomes for young people.

Appointment Process and How to Apply

Acer Trust is partnering with Perrett Laver and an executive search exercise is being undertaken alongside the public advertisement of this post. Perrett Laver will support Acer Trust in identifying a wide and diverse field of suitable candidates and will assist in the assessment of candidates against the requirements for the role.

Candidates should submit a full application form and covering letter addressed to the Chair of Trustees, Jill Cottee, which fully addresses the competencies outlined in the job description and person specification.

Completed applications should be uploaded at:

<https://candidates.perrettlaver.com/vacancies/> quoting reference number 5860. The closing date for applications is 08:30 BST on Thursday 16 June 2022.

The longlist of candidates will be determined in the week commencing 20 June 2022. Longlisted candidates will be invited to interview with Perrett Laver in the week commencing 27 June 2022.

The shortlist of candidates will be selected in the week commencing 4 July 2022. Shortlisted candidates will be invited to attend first-round interviews at Acer Trust on Wednesday 13 and Thursday 14 July 2022 and successful candidates will be invited to attend the final interview at Acer Trust on Tuesday 19 July 2022.

Safeguarding commitment

Acer Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful for this position, you will be expected to apply for an enhanced disclosure from the Disclosure and Barring Service before appointment is confirmed. As part of Safer Recruitment practices, references will be sought on shortlisted candidates before interview.

Your data

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>