

Chief Executive Officer Recruitment Pack





Welcome from the Chair of the Board

Dear Applicant

We are delighted that you are considering applying for the post of CEO of Equals Trust.

Equals Trust was established in September 2016 with seven initial member schools and has grown organically since then. By the summer of 2025, the Trust will have nineteen members. Throughout its life, the Trust has been committed to harnessing the benefits of collaborative working and inclusivity so that all our schools provide a high-quality educational experience for all our children. This underpinning ethos is shared at all levels of the Trust, and it is a matter of pride that our growth has been the result of schools approaching us as they share our values.

We recognise and celebrate the differences between our schools and the communities they serve and encourage Head Teachers and Governors to respond to local circumstances in the most appropriate way. At the same time, we work together to harness the benefits that come from collaborative working and sharing good practice at all organisational levels across the Trust.

This is an exciting opportunity to lead a successful, ambitious, and inclusive Trust that is deeply committed to providing an excellent education and nurturing the academic, personal, and spiritual growth of each child. In joining us as CEO, you will have the opportunity to shape strategy, foster innovation, and lead the Trust towards continued success.

You will continue to build upon the Trust's current strong foundations with the support of an active and dedicated Board of Trustees, an outstanding group of Head Teachers, strong Local Governing Bodies and a talented and committed Executive Team. We wish to see the Trust continuing to grow and develop in a sustainable way, protecting what we have already achieved but also looking for ways to further improve our offering.



If you feel ready to take on this exciting role and lead Equals Trust's continuing development, building on the work of the last 8 years, we hope you will apply.

Thank you again for your interest.

Yours sincerely

A handwritten signature in dark ink that reads "Peter Foale".

Peter Foale

Chair of the Board of Trustees





About Equals Trust

Founded in 2016 Equals Trust is a primary multi-academy trust based on the principle of **equality** and **collaboration** allowing member schools to maintain their ethos and unique identities within a tight local network. Since 2016, the Trust has grown from the original seven founder schools and will shortly have nineteen members.

Each of our schools has its own unique identity rooted in its local community but we have a strong, shared belief that collaborative working raises educational standards, improves life chances for our children and supports our staff.

As schools have joined our trust the knowledge, skills and experience they have brought have enhanced our offer across all schools. We are passionate that all of our member schools receive the best central support and share their own expertise to benefit the collective.

Equals Trust schools have a shared direction and purpose where:

- Teaching and learning is at the centre of all we do
- Children enjoy and are engaged in a curriculum that excites and challenges them
- We develop responsible citizens and value diversity
- We ensure a culture of high expectations amongst our children and staff
- Children value themselves and each other, developing self-confidence and resilience to future challenges
- Staff are valued and supported with development opportunities and with their wellbeing. We aim to be the local employer of choice for school staff
- Staff work in a culture where they are valued and able to flourish



The Trustees work closely with schools and their governors, establishing a connected way of working, which helps bind schools together to achieve more. We aim to be greater than the sum of our parts, working together, pooling our knowledge, and sharing our expertise for the greater good of all children in our schools.

Our school leaders are key players in the success of the Trust's ambitions, working with all our staff, parents and local communities to develop the successful young men and women of the future.

Our Aim

To foster a culture that celebrates innovation, continuous improvement, and the pursuit of excellence.

We want to nurture each school's individuality while harnessing the collective strength of the Trust to enhance outcomes for all children and staff.



Our Schools



Abbey Road Primary School

We are a happy school, and we work hard to make sure our children feel valued, safe, secure, and aware of the needs of others. At the heart of this lies the strength of relationships between both pupils and staff. A warm, supportive atmosphere permeates our school, and this is evident in the outstanding behaviour of our children. All are encouraged to 'take care and be proud' – of each other as well as themselves; of the work they do and the school environment – and our dedicated staff team make the time to get the best from each child, ensuring individuality is nourished and nurtured.

Tewksberry Close, West Bridgford, Nottingham, NG2 5ND

[Abbey Road Primary School](#)



Brookside Primary School

Brookside Primary School is a welcoming and caring community of children, parents, staff, and governors. Together, we continually strive to provide a happy and supportive environment in which the unique potential in every child is realised. Our vision is that within a rich curriculum experience we will enable each child to share the responsibility for becoming independent and confident achievers in a continually changing world.

School Green, East Leake, Leicestershire, LE12 6LG

[Brookside Primary School](#)





Burton Joyce Primary School

At Burton Joyce Primary School we see the development of your child as a partnership between us, where we work together and learn together so our pupils achieve personal greatness and are valued as an individual. We aim to provide a wide range of learning experiences where children will gain a positive self-image to help them on their path as successful and happy, life-long learners.

Padleys Lane, Burton Joyce, Nottingham, NG14 5EB

[Burton Joyce Primary School](#)



Cropwell Bishop Primary School

We are a successful school set in the heart of the community. Our school values of pride, perseverance, kindness, and respect are at the centre of all we do. We nurture our young people to reflect these values by promoting cooperation and support for everyone in our community and developing respect and awareness of others and their needs.

Stockwell Lane, Cropwell Bishop, Nottingham, NG12 3BX

[Cropwell Bishop Primary School](#)



Crossdale Primary School

At Crossdale we greatly value the notion of the 'Crossdale Family' whereby all members of the school community are valued, supported, and encouraged. We want parents and carers to feel involved in school life and children to feel happy, secure, and safe.

Crossdale Drive, Keyworth, Nottingham, NG12 5HP

[Crossdale Primary School](#)





Flintham Primary School

We aim to deliver an ever-evolving education where teaching and learning is engaging, challenging and creative within a safe, nurturing environment.

Inholms Road, Flintham, Nottinghamshire, NG23 5LF
[Flintham Primary School](#)



Heymann Primary and Nursery School

We are a happy, high-achieving school on the outskirts of Nottingham. We put our success down to teamwork – children, parents, staff, and governors working together to make sure that our school remains a happy place to be. At Heymann, we pride ourselves on our friendly, lively, and caring atmosphere where children grow and develop emotionally, socially, and intellectually. We hope to develop a deep passion for learning in our children that will continue throughout their lives.

Swithland Drive, West Bridgford, Nottingham, NG2 7UN
[Heymann Primary and Nursery School](#)



Keyworth Primary and Nursery School

Our school is vibrant, busy and there is always something exciting happening here! We want parents and carers to feel involved in school life and children to feel happy, secure, and safe. We strive to ensure that all children achieve the fullest of their potential, gain a passion for learning and leave us with the skills they need to be successful in every aspect of their lives.

Nottingham Road, Keyworth, Nottingham, NG12 5FB
[Keyworth Primary and Nursery School](#)





Normanton on Soar Primary School

Normanton is a happy, friendly, safe and encouraging place where everyone feels welcomed and valued; a place where achievement is expected and celebrated; a place where all members of the school community care about each other and are kind to each other; a place where behaviour is good and where success of all kinds is noticed so we can take pride in all the work we are doing.

Main Street, Normanton on Soar, Leicestershire, LE12 5HB

[Normanton on Soar Primary School](#)



Netherfield Primary School

Our mission is simply, for pupils to reach their academic potential and develop the qualities they need for success and happiness in life.

Chandos Street, Netherfield, Nottingham, NG4 2LR

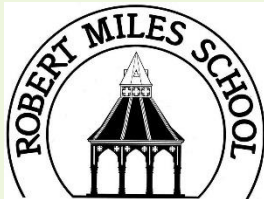
[Netherfield Primary School](#)



Richard Bonington Primary and Nursery School

Our school prides itself on its friendly and caring atmosphere. Our aim is for our children to be happy, confident, motivated, and independent learners and we support them in every way to be the best they can be. We want our children to have high aspirations and discover new talents. The school offers a curriculum which is creative and allows for excitement to run alongside enrichment. We have an inclusive approach and strive to achieve the highest possible standards for all our children.

Calverton Road, Arnold, Nottingham, NG5 8FQ
[Richard Bonington Primary and Nursery School](#)



Robert Miles Junior School

Our ambition is for children to leave our school academically successful and as positive, happy individuals who embody our core REACH values. Developing the whole child and equipping them with positive learning behaviours, attitudes and values are central to our approach. These are defined in our five school values: Responsibility, Equality, Achievement, Consideration and Honesty.

Market Square, Bingham, Nottingham, NG13 8AP

[Robert Miles Junior School](#)



Sutton Bonnington Primary School

We pride ourselves on providing all children with a secure and stimulating environment in which they can learn, develop, and achieve. Our ethos places a strong emphasis on inclusion and staff and parents working in partnership to help all children to become happy and successful learners. Staff, as well as children, are constantly learning new skills and striving for high standards in all that we do. We believe that whilst knowledge is forever changing and developing in our world, we best provide for children by giving them the core skills they need as learners, the enthusiasm to enjoy learning and an enquiring mind and thirst for knowledge.

Park Lane, Sutton Bonnington
[Sutton Bonnington Primary School](#)



Tollerton Primary School

Our school motto is 'Learning Together for Life.' We want children to be happy, confident, and motivated learners who leave Tollerton Primary School fully equipped academically, socially, and emotionally for the next steps on their educational journey. We pride ourselves on high standards and expectations in all areas of school. A drive for consistently high academic standards is complemented by a significant amount of enrichment opportunities through sports, creative arts, outdoor learning, educational visits, and residential trips.

Burnside Grove, Tollerton, Nottinghamshire, NG12 4ET
[Tollerton Primary School](#)



Willow Farm Primary School

Willow Farm is an exciting school in which to learn, both in the classroom and through all the extra-curricular activities we offer. The Willow Farm team is committed to delivering the best education for every child in our school. We know that having high expectations, working in partnership with parents and nurturing an individual's talent will result in a great educational experience for your child.

Willow Lane, Gedling, Nottingham, NG4 4BN
[Willow Farm Primary School](#)

Schools in the process of joining Equals Trust



Kinoulton Primary School



Round Hill Primary School

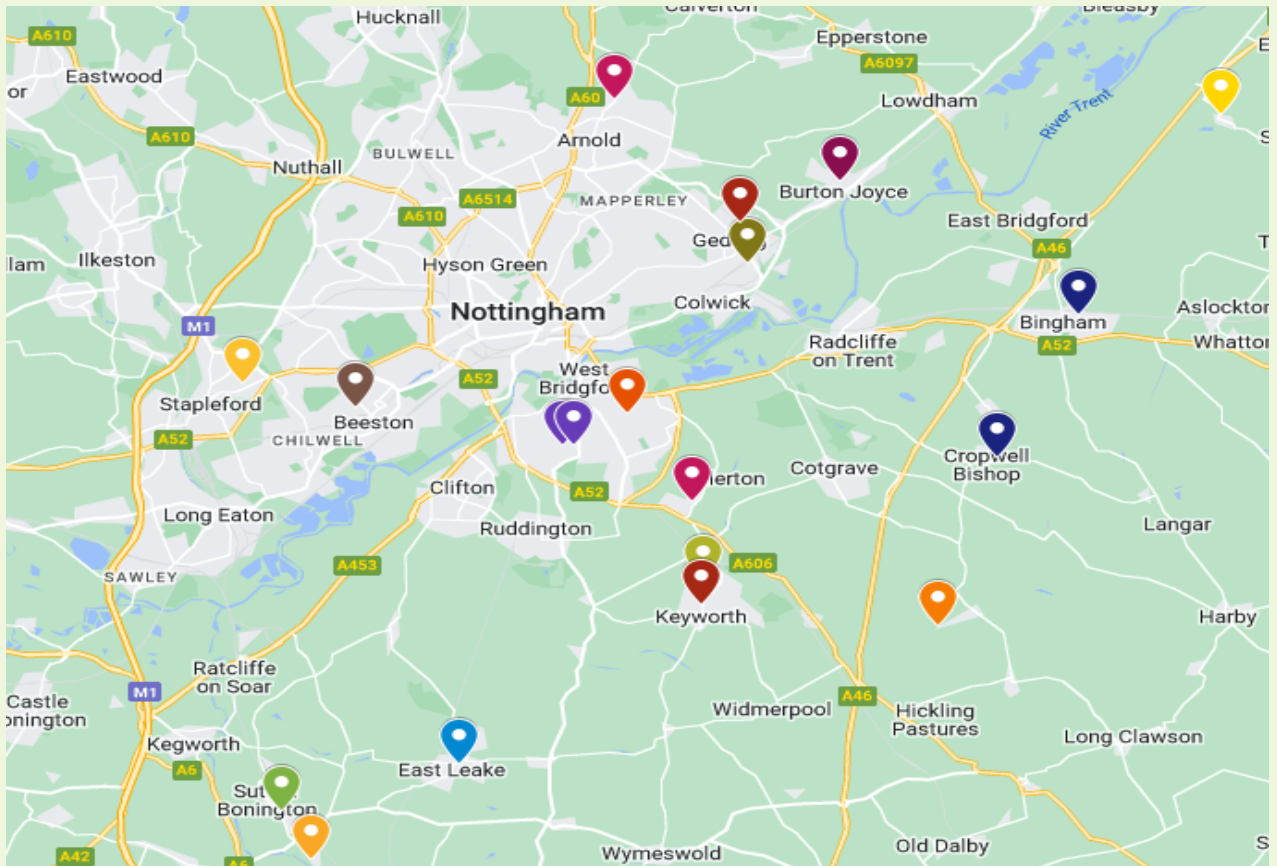


Wadsworth Fields Primary School






















Orston Primary School

Locations of EQT Member Schools

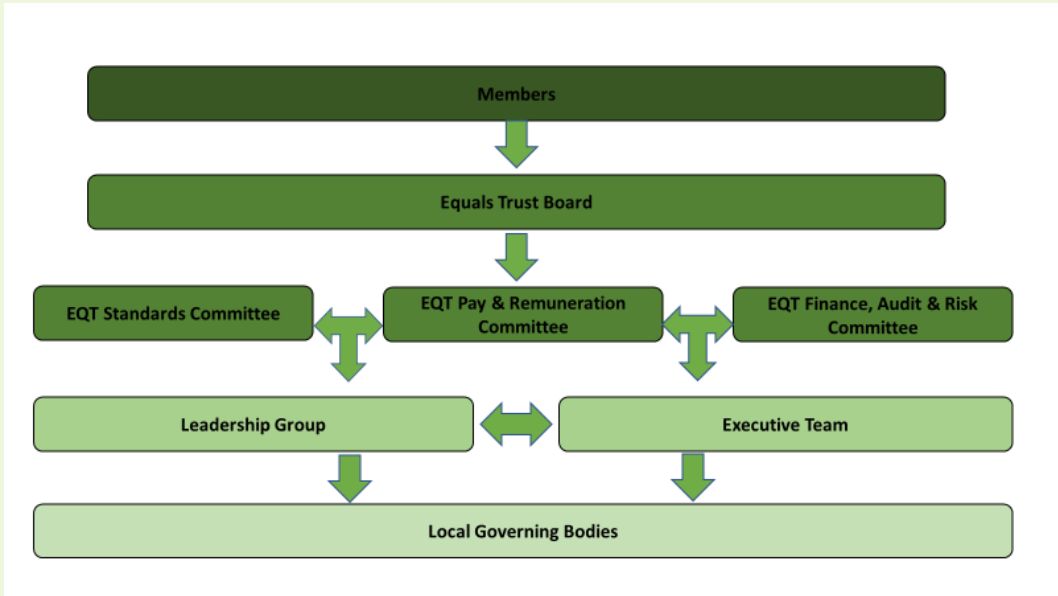


Our Schools

-  Abbey Road Primary School
-  Brookside Primary School
-  Burton Joyce Primary School
-  Cropwell Bishop Primary School
-  Crossdale Drive Primary School
-  Flintham Primary School
-  Heymann Primary & Nursery School (KS2 Site)
-  Heymann Primary & Nursery School (KS1 Site)
-  Keyworth Primary & Nursery School
-  Kinoulton Primary School
-  Netherfield Primary School
-  Normanton On Soar Primary School
-  Richard Bonington Primary & Nursery School
-  Robert Miles Junior School
-  Round Hill Primary School
-  Sutton Bonington Primary School
-  Tollerton Primary School
-  Wadsworth Fields Primary School
-  Willow Farm Primary School

Click [here](#) for further details of where each school is located

Governance in Equals Trust



Executive Team and Central Services



Chief Executive Officer at Equals Trust

The Role

This role is for someone who is visionary, and values driven. Someone who can lead our Trust into its next phase of growth and success. This is a unique opportunity for a passionate leader who believes in the power of collaboration, community engagement, and the importance of putting children at the heart of every decision. As CEO, you will embody the Trust's vision and values, ensuring that every school thrives and that our shared purpose is upheld across all areas of leadership and operation.

We are looking for an individual with a total commitment to educational excellence, who can provide strategic vision and operational expertise. The ideal candidate will have experience of being a highly successful headteacher, with a proven ability to foster a culture of continuous improvement, innovation, and inclusivity across a range of schools in a primary setting.

You will be responsible for the operational effectiveness of the Trust. Alongside the Headteachers and the School Improvement Team you will be responsible for the educational success of our schools. You will be an excellent people manager and lead the Trust Executive Team, including line management of the CFO, Head of HR, School Improvement Lead, Inclusion Lead and Trust Executive Officer.

The Key Responsibilities

- **Visionary Leadership:** Lead the Trust with a clear and compelling vision that aligns with our core values of collaboration, inclusivity, and excellence.
- **Strategic Partnership:** Work in close partnership with the Board of Trustees and Members to develop and deliver the Trust's strategic goals.
- **Collaboration and Culture:** Nurture a culture of shared purpose and collaboration across all nineteen schools, ensuring the Trust's vision is consistently reflected in practice.
- **Educational Excellence:** Uphold and enhance high educational standards placing children's success and wellbeing at the centre of all decisions.
- **Financial Stewardship:** Oversee financial management to ensure the sustainability and long-term success of the Trust, balancing innovation with value for money.
- **Community Engagement:** Build and sustain strong, positive relationships with local communities ensuring that the Trust remains rooted in its values.
- **Innovation and Best Practice:** Champion innovative practices and collaboration that empower staff and foster excellence across the whole Trust
- **Team Leadership:** Lead a multi-disciplinary central executive team, ensuring cohesiveness and impactful support for all schools.

- **External Partners:** Positively engage with a diverse range of external stakeholders, including the Local Authority, Regional Director, the DfE and ESFA. Act as the face of the Trust, fostering strong, positive relationships that enhance our reputation and impact. Play the lead role in developing relationships with prospective schools, inspiring confidence in our vision, and supporting their successful integration into the Trust.

About You

We are looking for a leader who:

- Has a proven ability to lead with vision, empathy and inspire a shared sense of purpose across multiple schools and within the central executive team
- Demonstrates a deep and evidenced commitment to the values of inclusivity, collaboration, and community engagement
- Possesses strong financial acumen with experience in managing multiple budgets and ensuring value for money
- Is experienced as a Head Teacher, with substantial experience of school leadership and a strong track record in improving educational outcomes across a range of schools in a primary setting
- Exhibits outstanding, proven communication and relationship-building skills, with the ability to connect and build positive relationships with a wide range of internal and external stakeholders
- Is driven by a passion for making a positive difference in the lives of children, with a focus on inclusivity, diversity, and the wellbeing of every pupil



Chief Executive Officer of Equals Trust

Why Join Us?

This is a fantastic opportunity to lead a thriving and exciting Trust with a brilliant and dynamic team of people. You will shape our vision and lead and inspire our skilled educators. We also offer:

- Comprehensive Employee Assistance Programme
- Membership of the Teachers' Pension Scheme
- Benefits Platform
- A Trust that values wellbeing and work-life balance

How to Apply

To apply please complete your application [here](#).

For an informal chat with the current CEO, Phil Palmer email ceo@equalstrust.org
If you would like further information, a conversation with the Chair of the Board or to arrange to visit any of our schools please e mail Peter Foale at chair@equalstrust.org Further information can also be obtained from Tara Cook, Head of HR at tara.cook@equalstrust.org

Key Dates

- Application deadline 24th January 2025
- Interviews: 26th and 27th February 2025
- Start date: 1st September 2025



Job Description: Chief Executive Officer

Purpose of the Role

The Chief Executive Officer (CEO) of Equals Trust will lead the Trust into its next phase of strategic growth and development, ensuring excellence and sustainability across all areas. As the lead executive officer, you will work collaboratively with the Board of Trustees, Members and the central executive team and Head Teachers to implement strategic goals and will be responsible for ensuring that the Trust provides excellent educational outcomes for all pupils. You will embody and drive our core values of collaboration, inclusivity, and excellence while managing the operational and financial well-being of the Trust.

Key Responsibilities

1. Strategic Leadership and Vision

- Lead the Trust with a clear and compelling vision that aligns with our core values of collaboration, inclusivity, and excellence
- Develop and deliver a compelling, dynamic vision for the Trust, aligned with the values of collaboration, inclusivity, and excellence, and ensure this is translated into actionable strategic goals.
- Foster a culture of high aspiration, innovation, and continuous improvement across all Trust schools by inspiring and motivating staff.
- Ensure compliance with all statutory requirements, governance frameworks, and regulations set by the Education and Skills Funding Agency (ESFA) and the Department for Education (DfE).
- Safeguard and promote the welfare of all children across the Trust
- Be proactive in recognising and addressing the priorities of the Trust and lead on the strategic plan.
- Develop and deliver key trust strategic plans.
- Carry out all duties with full regard to the public sector equality duty and the Nolan principles

2. Educational Standards and Quality Assurance

- Uphold and enhance high educational standards placing children's success and wellbeing at the centre of all decisions
- Maintain and raise standards of educational achievement across all Trust schools, ensuring accountability for performance.
- Use robust data analysis and evidence-based approaches to drive school improvement and pupil outcomes.
- Champion innovative practices and collaboration that empower staff and foster excellence across the whole Trust

3. Partnership and Stakeholder Engagement

- Work in close partnership with the Board of Trustees and Members to develop and deliver the Trust's strategic goals, ensuring transparent communication and supporting informed governance and strategic oversight.
- Build strong, productive relationships with headteachers, school leaders, and the central executive team to promote a shared purpose.
- Engage and work collaboratively with local communities, parents, the Local Authority and other external partners to enhance the Trust's reputation and impact.
- Act as an ambassador in developing partnerships and collaborations with stakeholders that promotes a positive profile of the Trust.
- Positively engage with a diverse range of external stakeholders, including the Regional Director, the LA, the DfE and ESFA. Act as the face of the Trust, fostering strong, positive relationships that enhance our reputation and impact. Play the lead role in developing relationships with prospective schools, inspiring confidence in our vision, and supporting their successful integration into the Trust.

4. Financial and Operational Management

- Oversee financial management to ensure the sustainability and long-term success of the Trust, balancing innovation, efficient use of resources with value for money to ensure alignment with the Trust's strategic priorities.
- Develop and manage budgets, ensuring robust financial controls, risk management, and compliance with ESFA regulations and DfE guidance.
- Lead and manage the central executive team, ensuring effective operational support for all schools and a clear focus on adding value to education outcomes.
- Ensure compliance with the requirements of the master funding agreement and supplemental funding agreements for the Trust.

5. Governance and Compliance

- Ensure that the Trust operates within a robust governance framework, adhering to policies, standards, and regulations required by the DfE and ESFA.
- Provide timely and accurate information to the Board, facilitating effective decision-making.
- Ensure the Trust's policies, particularly those related to safeguarding and inclusion, are implemented consistently across all schools.
- Be accountable for all aspects of standards and governance across the Trust and act as principal advisor to the Board on all areas of provision.

6. People and Culture

- Nurture a culture of shared purpose and collaboration across all trust schools and Head Teachers, ensuring the Trust's vision and ethos of collaboration and support is consistently reflected in practice
- Model a collaborative leadership style encouraging open communication and respect for diverse perspectives.
- Empower people at all levels, recognise and celebrate staff success, enhance their skills and reinforce a culture of appreciation.
- Lead a multi-disciplinary central executive team, ensuring cohesiveness and impactful support for all schools.
- Lead on professional development for staff, promoting an environment where talent is nurtured, and individuals are empowered to excel.
- Cultivate a culture of collaboration and mutual support across schools, fostering a collective approach to shared challenges and successes.
- Promote diversity and inclusion across the Trust, ensuring that all voices are heard and valued.

7. Safeguarding

The Chief Executive holds ultimate accountability for safeguarding and child protection across all schools within the Trust. This critical responsibility involves ensuring that safeguarding practices are robust, effective, and meet statutory requirements to protect all children and young people within the Trust's care.

- Establish and promote a culture of safeguarding excellence across the Trust, ensuring the safety and wellbeing of all pupils is central to the Trust's vision and values.
- Ensure that safeguarding and child protection policies, procedures, and practices are consistently implemented, regularly reviewed, and compliant with current legislation and guidance, including *Keeping Children Safe in Education* and *Working Together to Safeguard Children*.
- Provide strategic oversight and guidance to ensure that schools within the Trust meet their safeguarding obligations effectively.

The CEO must embody and model the highest standards of professional conduct and personal integrity in all safeguarding matters, ensuring that every child is provided with a safe, inclusive, and nurturing environment.

Safeguarding is everyone's responsibility. The CEO is expected to lead by example and work collaboratively with all staff, schools, and stakeholders to uphold this commitment.

Person Specification

Qualifications and Experience

- **Education:** Qualified Teacher Status (QTS) and evidence of continuous professional development relevant to senior leadership.
- **Experience:** Proven experience as a successful Head Teacher with a track record of strategic leadership over a range of schools in a primary setting.
- **Sector Knowledge:** Extensive understanding of the education sector, including governance, funding, and regulatory frameworks relevant to multi-academy trusts.
- **MAT:** Experience of senior leadership in a large multi-academy trust would be an advantage.

Skills and Abilities

- **Strategic Thinking:** Ability to develop and implement a strategic vision, translating long-term goals into operational plans; inspire and motivate people to bring them with you to realise this vision.
- **Leadership and Inspiration:** Proven capacity to inspire and motivate diverse teams, driving a culture of high performance and collaboration where you can take people with you on the journey.
- **Financial Acumen:** Strong financial management skills, including experience in overseeing complex budgets, ensuring value for money, and adhering to financial regulations.
- **Data-Driven Decision Making:** Ability to analyse data rigorously and use it to drive decision-making and school improvement strategies.
- **Communication:** Exceptional communication and people skills, with the ability to engage effectively with a wide range of stakeholders, including staff, parents, communities, and external partners.
- **Problem Solving:** Proven ability to address complex issues proactively and creatively, ensuring positive outcomes.

Personal Qualities and Values

- **Passionate Advocate:** Deep commitment to educational excellence and the desire to showcase the Trust as a bastion of excellence for the safeguarding and welfare of all children with a focus on equity and inclusion.
- **Approachability:** An emotionally intelligent, empathetic leader with a flexible approach who understands the needs of each school and can make each one feel valued and part of the 'whole'.
- **Integrity and Accountability:** Operates with a high level of personal integrity, demonstrating transparency, resilience, and ethical leadership.
- **Collaborative Leader:** Values teamwork and builds trusted relationships, fostering a culture of shared purpose and collective impact.

- **Innovative Thinker:** Embraces change and innovation, always seeking to improve and evolve practices for the benefit of pupils and staff.
 - **Community-Oriented:** Understands the importance of community engagement and the role of schools as central hubs in local areas.
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Additional Requirements

- **Safeguarding:** Must be willing to undergo a full Enhanced Disclosure and Barring Service (DBS) check as well as other safer recruitment checks including a social media check.
- **Flexibility:** Willingness to travel across all Trust schools and work flexible hours as required for the role.
- **Compliance:** Adherence to statutory and regulatory guidance, ensuring the Trust remains compliant with ESFA, DfE, and other relevant bodies.
- **Remote working:** This role is not suitable for full-time remote working and will require the CEO to be based within a reasonable distance of our schools.





We asked our **Leadership Group** what they are looking for in our new leader

