

# Kernow Learning



**Information for Candidates**  
**Chief Executive Officer**



## Welcome

Thank you to getting to this point and for your interest in this post. We have collected the information we think you will need to make an informed decision about us but we are very open to you asking us questions or seeking more information.

The post arises from the retirement of Jennie Walker after many years of service to the Cornwall education community as a headteacher and adviser, and more latterly as CEO of this Trust and its predecessor. She leaves the Trust in a very good place; strong senior leadership, thriving schools, growth in numbers including a new free school in conjunction with the Eden Project, and a regional reputation as an outstanding primary trust with a strong school improvement model.

Trustees are very clear that we are looking for as diverse a range of candidates as possible. Cornwall is a remote, peripheral, beautiful but somewhat isolated part of the United Kingdom and we need leadership that can ensure we can build links with an increasingly diverse UK and world. The Board of Trustees is made up of people who are both locally based and those who work beyond Cornwall but who have an interest in our locality and the level of experience covers educational, commercial, HE, research, HR and financial areas.

They are a coherent, focused, highly experienced and very effective Board that will want to offer every support to the new CEO.

There are currently 19 primary schools in the Trust which range in size and nature from small and village based to large and town based, largely around central Cornwall. We open Sky Academy, an

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eco-school near St Austell, in September 2022 and have a number of schools actively seeking to work with us. Our growth strategy is based on three principles: existing links where possible with a school through our outreach work so we know it well, geographical proximity to current schools and our capacity and expertise to make a difference to that school. Our schools are grouped into geographically proximate hubs of 4-6 with a Hub Lead who is also a head of one of those schools. Each school has a Local Advisory Board who also work collaboratively with other LABs in that hub.

Our moral purpose is based on supporting primary aged children in Cornwall to have the best possible education whether that is directly in our Trust or through the outreach and support work we can offer. The Trust hosts the Teaching School Hub for Cornwall West and the Isles of Scilly, and in collaboration with the Teaching School Hub for Cornwall that operates the OneCornwall Teaching School Hub Partnership. The Trust is also the home of the county's English hub and also the educational research hub.

This trust is about children; we want our children to thrive, to be safe, to learn, and to be able to work anywhere in the world - although most will choose to stay! That is the focus of the Trustees and of the senior team - every day, every week.

We can arrange informal visits to the Trust and if you have questions please do get in touch with Jane King, our HR Lead or me. Our email addresses are below.

I hope that you can sense the potential in this post to be part of a highly effective Trust, but one that is still developing, still exploring new ways of working, still ambitious for the future. It is an opportunity to make a difference and to do so in a lovely part of the UK.

David Parker  
Chair of Trustees

[HR@kernowlearning.co.uk](mailto:HR@kernowlearning.co.uk)  
[dparker@kernowlearning.co.uk](mailto:dparker@kernowlearning.co.uk)

# What it means to be part of Kernow Learning

To work collaboratively to develop and improve teaching, learning and social and emotional development. Our primary concern is to develop independent and confident citizens of the future.

To reinforce a culture of excellent behaviour and commitment to learning through building positive relationships between pupils and staff and parents. In each area of our schools, we ensure that all pupils, and their families, are well known to the school so no child will go unnoticed.

All staff have a responsibility to be positive and supportive of each other. Our commitment is for positivity to resonate throughout our schools, creating a climate for educational success.

To have a commitment to training and professional development. We hold regular joint staff training days and have a rigorous programme of induction for all new staff. We expect all members of staff to be active learners.

We set exceptionally high expectations for our pupils and do whatever it takes to achieve these. We set equally high expectations of our staff and have a rigorous performance management process in place to ensure that staff are supported, developed and challenged.

We recognise our place in our local and wider communities. We encourage schools to embrace their position in the heart of their community to ensure they respond to the needs of stakeholders within the locality.



“The Trust’s school improvement plan is dynamic and is personalised to the needs of the academy. There is school to school support where everyone is a giver and receiver which has really helped to share expertise and strength leading to improvement.”

Headteacher

“The regular leadership meetings, cross Trust and wider school links for moderation and training are really effective.”

Headteacher

# About Kernow Learning

Kernow Learning is an innovative primary Academy Trust in Cornwall, with 19 schools throughout the county. Our family of schools work closely together in a collaborative way to share, learn from, and support each other for the benefit of all.

The Trust, through Trenance Learning Academy, runs the Kernow English Hub providing outreach support to schools across the region. Additionally, Kernow Learning is a lead partner in the OneCornwall Teaching School Hub Partnership, operating the Teaching School Hub for the Cornwall West and the Isles of Scilly region.

Our aim of the trust is to provide both rigorous and effective school improvement and financial stability to ensure all of our schools continue to provide the very best education in the communities that they serve.

Our vision is summed up in the statement...

**'Building Excellent Schools Together'**



This vision signals our collaborative, partnership approach involves every employee of our Trust and extends to our children, and their families.

Our inspiring team of leaders at strategic, school improvement, and governance levels are what sets this Trust apart from the rest.

Our hubs of schools work collaboratively to support improvement and to promote a range of opportunities for pupils. Pupils are able to access enhanced experiences and opportunities provided through the Trust's community focused hubs and its pan-Cornwall position.



# The Journey so far

Kernow Learning developed out of a partnership between two Academy Trusts in Cornwall. Having previously worked together for a number of years, initially under the umbrella of Kernow Collaborative Trust, and then as partners in the Kernow Teaching School Alliance, the two Trusts formally merged in September 2019. The Trust was joined by two additional primary schools in September 2020. Collectively, our schools serve vibrant and diverse communities across Cornwall and fully embrace the vision and values of the Trust.

From the outset, Kernow Learning has sought to enable steady and sustainable growth, creating structures that are agile in order to serve the needs of existing schools as well as providing support to potential new partners.

Our hub structure has been pivotal in allowing schools to remain local whilst enjoying the benefits of being a member of a larger collaborative group. This has been underpinned through research undertaken by Marjon University Plymouth and the University of Plymouth.

Kernow Learning's track record of school improvement is strong and the Trust has, at times, been approached by the Department for Education to support vulnerable schools. The Trust has welcomed maintained schools and other academies into its collaborative school improvement package.

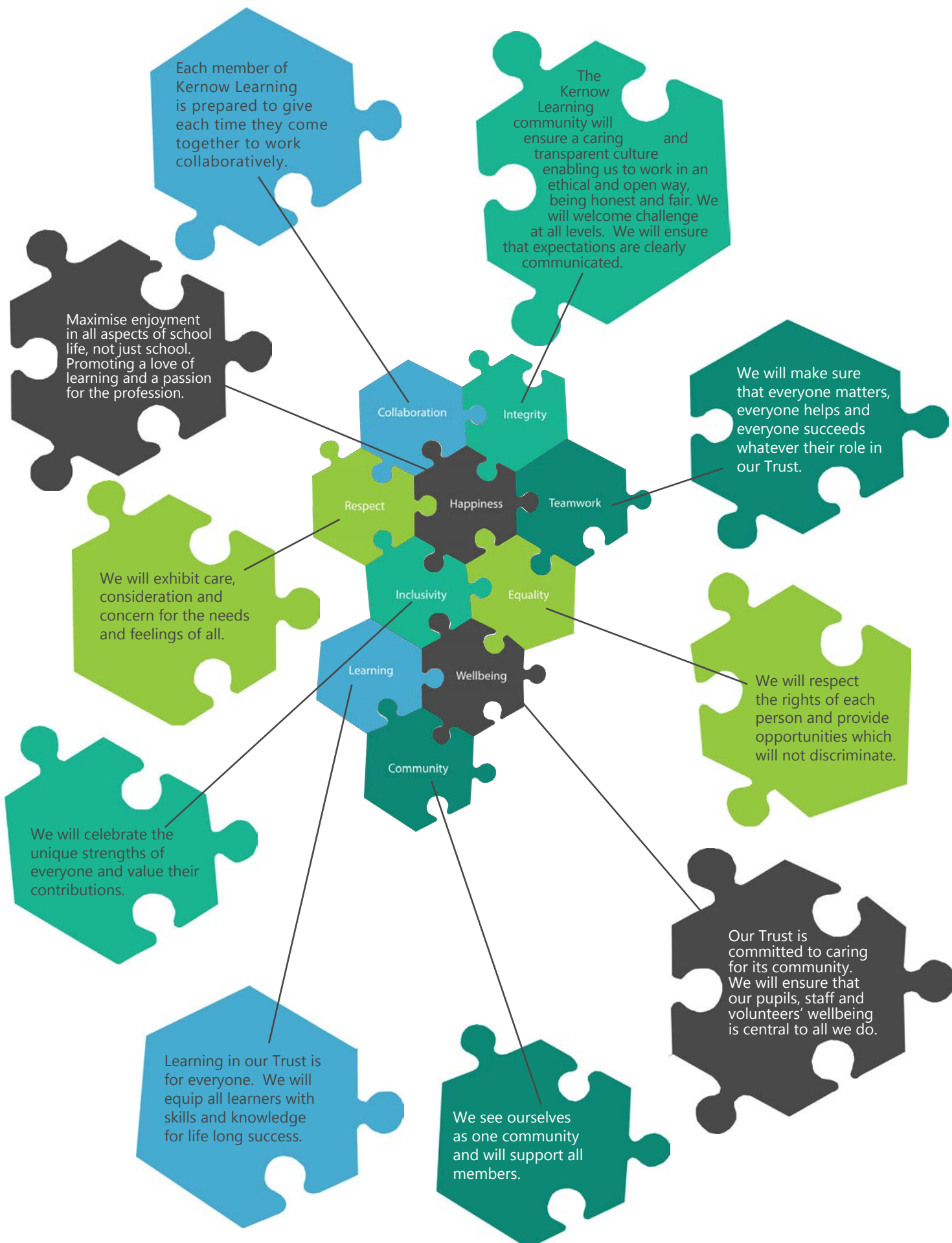


## The Future

Having laid strong foundations and established a positive reputation in the sector, Kernow Learning is well equipped to face the challenges ahead. We are committed to;

- Supporting our schools as they continue to manage the COVID-19 pandemic
- Ensuring that Kernow Learning actively promotes diversity and inclusion to make sure that our pupils are well equipped as future global citizens.
- Over-hauling our I.T. systems and infrastructure equipping our staff and pupils with the best technologies to help them succeed.
- Maintaining high levels of staff and pupil wellbeing leading to Kernow Learning becoming the employer of choice whilst retaining outstanding staff by investing in their personal and professional development.
- Nurturing our relationship with the Eden Project to realise the ambition to provide innovative, outstanding nature based learning through our new school, Sky Primary.

# Kernow Learning Values



## Central Team

Our Central Support Team are based in our offices in Newquay. This team offers a comprehensive business and finance service to the Trust and its schools, covering the areas of finance, HR, estates, marketing, procurement, compliance and safeguarding.

The Trust has worked hard to ensure that, as much as possible, these areas have been centralised. This enables our Headteachers and school staff to focus on teaching and learning whilst specialist central staff carry out these core functions.

Other core services, such as, I.T. support and cleaning have been outsourced to high quality third party providers to ensure that the Trust as a whole benefits from expert advice and management in these areas. The Central Support Team monitor these contracts on behalf of the schools.

## Leadership Team

The Executive Leadership Team is made up of Senior Leaders from across the academic and business aspects of the Trust. This team sets the strategic direction and aims of the Trust.

The Trust Leadership Team includes the Executive Leadership Team as well as Heads and Co-Heads from all schools. This team works both as a whole and at hub level to ensure that the Trusts vision, values and aims are embedded and actioned in each school.



## Governance

Kernow Learning Trustees are committed to strong and purposeful governance. Each of our schools has a Local Advisory Board which provides both support and challenge to middle and senior leaders. We believe that local governance is vital to ensuring that our schools remain focused on meeting the needs of their local communities.

Both our Members' Board and Board of Trustees feel passionately about the vision and values of the Trust. Members of both these boards represent a rich and diverse background. The Diocese of Truro has representation at both Member and Trustee level, with Askel Veur (The Umbrella Trust for the Diocese of Truro) being a Corporate Member.

Our Trustees have varied skills and experiences which adds to the high quality governance of the Trust, and sets a standard for governance at all levels.

Our Local Advisory Boards benefit from a robust programme of induction and ongoing training, development and support. The Trust has two 'Super Chairs': these are two highly experienced Chairs of Governors who, together, co-ordinate a support and advisory network for Chairs and their Boards.

The Kernow School Improvement Package, which is run by Kernow Learning, provides an annual Governor conference for local Governors and Trustees across the Trust as well as other local academies and maintained schools.



# Our Schools

Kernow Learning schools are dotted throughout Cornwall. Our schools range from small rural schools to larger schools within Cornwall's main towns. Our smallest schools, with a capacity for 84 pupils, through to our largest school with a capacity for 630 pupils, are all unique and reflective of the local communities that they serve.

Some of our schools operate nursery and pre-school classes and two of our schools have an area resource base attached to them. Trenance Learning Academy is designated as an English Hub and is also the lead school for the Teaching School Hub for the Cornwall West and Isles of Scilly region. Beacon ACE Academy has recently been designated as a training school for 'Talk for Writing.'

We are proud of each school's unique character and believe that retaining this is essential so that schools remain at the heart of their community. But we are also pleased that our schools are proud to be part of Kernow Learning and fully embrace, share, and live our shared vision and values.

# Our location

We are fortunate to be located in one of the most beautiful parts of the UK. From world class surfing beaches to tranquil secluded coves, Cornwall's coastline is world renowned for its natural beauty.

Our central team offices are based in Newquay, home to the annual Boardmasters surfing competition. Cornwall boasts a multitude of food, music, arts, and heritage festivals throughout the year which celebrate the very best of local, national and international culture.

Although Cornwall is remote, we are well connected through high speed internet, mainline trains, upgraded main roads and direct flights to many major UK cities from Cornwall Airport Newquay, which is destined to become a Spaceport with the first horizontal flight scheduled to take off in February this year.

Like Kernow Learning, Cornwall represents a pioneer and forward looking location for many innovative businesses and attractions. From software development companies to geothermal energy organisations, Cornwall is attracting exciting and new businesses. The world famous Eden Project is located in a former quarry in Cornwall, and from here now has plans to expand globally. We are pleased to have the Eden Project as a strategic partner.



# Terms and Conditions of CEO Role

**Salary:**

Total maximum package £150k (including employer pension contributions + 10% non-consolidated performance related bonus).

**Holiday:**

35 days' holiday entitlement (rising to 40 days after 5 years' service)

**Probation:**

9 months probationary period (with the ability to extend to 12 months if necessary). Notice period during probationary period of 1 month

**Notice period:**

6 months' notice period from both parties.

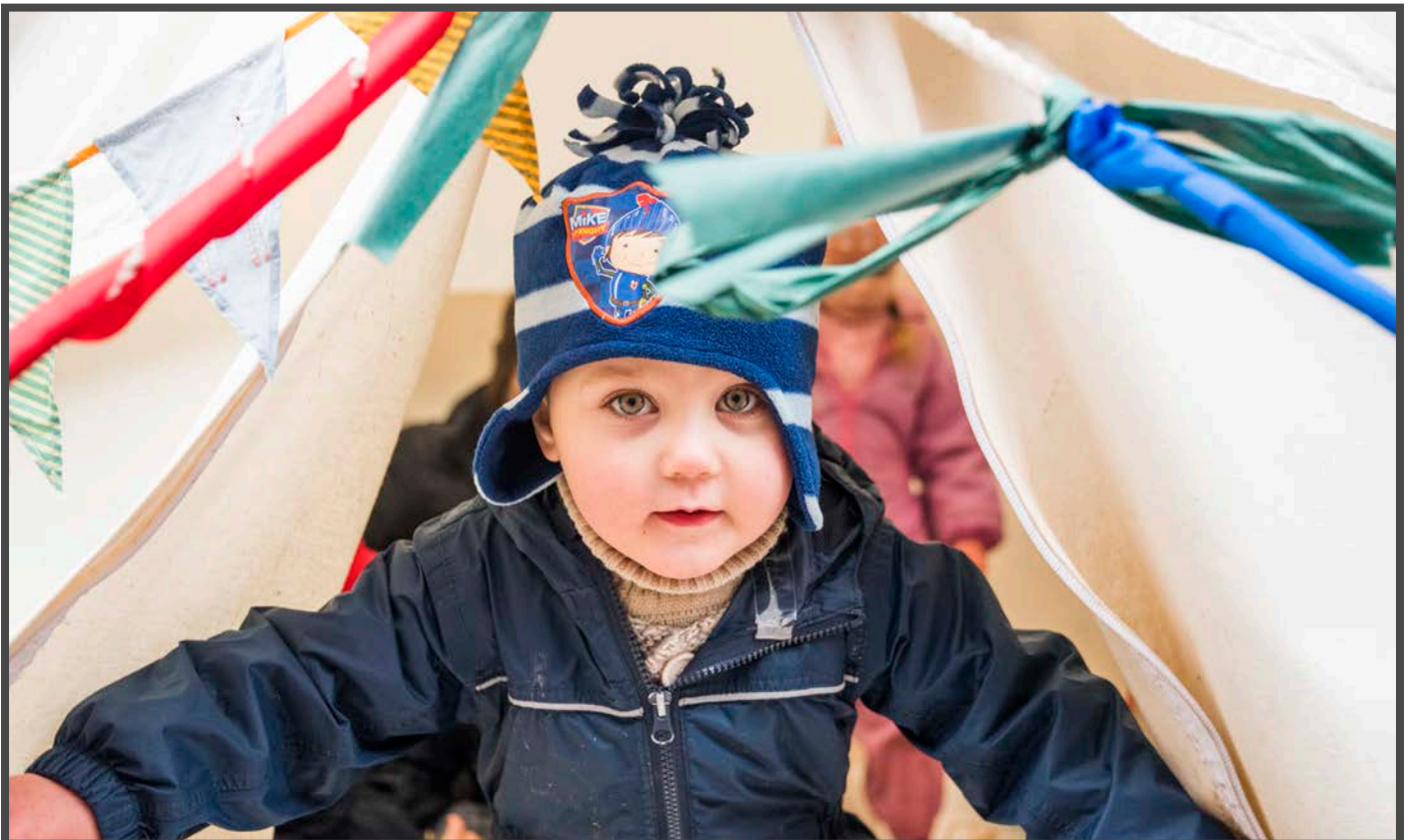
**Relocation:**

Contribution to relocation costs will be paid where appropriate.

**Closing date: 5pm on Wednesday 9th February**

**Shortlisting: Applications will be reviewed the week commencing 14th February**

**Interview dates: Monday 28th February and Tuesday 1st March**





# Application Procedure

## Safer recruitment:

Kernow Learning is committed to safeguarding the welfare of children and follows the Safer Recruitment process; the successful applicant will be expected to share this commitment and will be subject to checks including an enhanced DBS and prohibition checks.

We are an equal opportunities employer and welcome applications from all.

## Application form:

Please download the application form from the Trust website - [www.kernowlearning.co.uk](http://www.kernowlearning.co.uk)

Please send completed applications to the HR Manager, Jane King, at [hr@kernowlearning.co.uk](mailto:hr@kernowlearning.co.uk).

## Interviews:

It is anticipated that these will be in person. Due to the nature and importance of this role we will not ordinarily conduct interviews via video conference.

There will be an opportunity to tour some of our schools at a date to be arranged (subject to COVID-19 restrictions).

If you require any further information or would like a printed copy of this brochure, please contact our Trust HR Manager, Jane King, on 01637 303106 or email [HR@kernowlearning.co.uk](mailto:HR@kernowlearning.co.uk). Our CEO, Jennie Walker, is happy to have an informal conversation with potential candidates prior to applying. If you would like to arrange a conversation, please contact Jennie's PA (Bernie Blacklaw) on 01637 303106 to arrange.



# Job Description

<b>Job Title:</b>	Chief Executive Officer
<b>Location:</b>	Based at our Trust offices in Newquay, with travel to all school sites across Cornwall as required.
<b>Responsible to:</b>	Board of Trustees
<b>Responsible for:</b>	Deputy Chief Executive Officer Chief Operating Officer Strategic Executive Safeguarding Lead Strategic IT Pedagogical Lead

## **Job Purpose**

The Chief Executive Officer (CEO) is the accounting officer of the Trust. They have responsibility for informing and supporting the work of the board – including the board's setting of the Trust's vision and strategy. The CEO is responsible for delivering the agreed strategy; overseeing all operations of the Trust – including enabling educational and organisational improvement at scale; ensuring sustainability, compliance, and the mitigation of risk; and building strategic partnerships with a range of stakeholders to ensure both strong educational outcomes for pupils and the sustainable development of the Trust.

The CEO will implement the vision of the Trustees and provide effective leadership for all the academies in the Trust, inspiring and motivating those engaged in the activities of teaching and learning. They will create a learning environment in which the resources of each academy are effectively managed to secure the achievement of both students and staff.

The CEO is accountable for both the educational and financial performance of the Trust.

## **Key Responsibility Areas:**

- Strategic leadership and management of the curriculum, pupils' attainment and progress
- Strategic leadership and management of staff
- Oversight of effective and efficient management of finances, resources and premises
- Strategic leadership and management of the Trust and constituent schools within its communities

## **Duties and Responsibilities**

### Strategic Direction and Development

- Support the Trust board in the formulation, development and implementation of its strategy, including taking responsibility for key documents such as the business plan, long-term strategic plan, and self-evaluation and improvement plans
- Develop and maintain effective relationships with key partners and stakeholders including the Regional Schools Commissioner, the Department for Education (DfE), the Education



- Provide strategic leadership for the Trust to realise its vision and oversee the strategic, educational and the operational running of the Trust
- Lead, develop and communicate a clear strategic vision of the Trust, ensuring that the guiding principles, ethos and objectives are upheld, revisited and reinforced.
- Translate the vision into agreed objectives and operational plans
- Secure accountability across the Trust
- Drive a continuous and consistent Trust-wide focus on raising achievement and improving pupil outcomes
- Work with senior educational leaders within the Trust to ensure sustainability is integrated across all curriculum levels using as many of the schools' resources as possible
- Work with the Board of Trustees to develop and communicate a clear strategic vision for the successful development of each school
- Motivate and empower others to carry this vision forward
- Model the values and vision of the Trust adhering to and embodying the Framework for Ethical Leadership in Education and the Seven Principles of Public Life (The Nolan Principles)
- Work with senior leaders within the Trust to ensure the effective management, development and resourcing policies of each school
- Work with senior leaders within the Trust to ensure statutory requirements, the decisions of the Board of Trustees and the needs of the pupils, their parents and the community are met
- Manage a large and complex organisation effectively and ensure the successful implementation of effective change
- Work in harmony with Trustees, Local Advisory Board members, local schools, academy trusts and other partners as appropriate to ensure each school provides and receives the support and services needed
- Maintain an outward-facing role on behalf of the Trust and its academies to support future growth and development
- Undertake regular and meaningful engagement with staff (at all levels), stakeholders and end-users to both share the narrative and to inform and refine it where appropriate.
- Identify opportunities to communicate the leadership narrative – externally and internally – through speeches, blogs, media (including social media), external meetings and otherwise
- Ensure a healthy balance between central strategy and accountability, and the ability of each school to develop a sufficient sense of individuality and ability to respond to local needs
- Take responsibility for the business plan and key documents, such as the Trust's long-term strategic plan, self-evaluation and improvement plans of the schools
- Together with the Trust Board and COO, ensure proactive, robust and appropriate risk mitigation and management for the Trust and that the risk strategy is aligned to local school risk strategies
- As Accounting Officer for the Trust, provide holistic and strategic vision, underpinned by good financial planning, effective use of resources and planning for generating additional income streams.
- Be active in advising the staff and Trustees on developments in educational thinking and national initiatives that might affect the future direction of the Trust.

#### Teaching, Learning and Pupils

- Work with senior educational leaders within the Trust to ensure teaching and learning is well led and managed across all schools.



- Carry out 'teaching work' in accordance with the definition of, and as per, the Teachers' Disciplinary (England) Regulations 2012, Regulation 3.
- Promote the safety and well-being of pupils and staff.
- Work with senior educational leaders within the Trust to ensure a broad and relevant curriculum is provided in all schools and that the curriculum delivered matches the needs of all pupils through monitoring
- Work with senior educational leaders within the Trust to develop innovative and relevant approaches to meet the needs of pupils who enter each school with a low skill-base as well as those who are more able
- Work with senior educational leaders within the Trust to achieve a sense of harmony, through the effective management of pupil behaviour and expectations, raised aspirations, increased self-belief and a complete compatibility with all staff in each school.
- Work with senior educational leaders within the Trust to ensure pupils are involved appropriately in the decision-making processes in the school and by developing policies and practices that treat pupils as partners in the learning process
- Work with senior educational leaders within the Trust to develop comprehensive pastoral care systems and behaviours to assure optimum levels of positive pupil welfare and a shared zero tolerance of bullying and other anti-social activity
- Work with senior educational leaders within the Trust to monitor the success of effective assessment, recording and reporting systems of pupil progress
- Work with senior educational leaders within the Trust to ensure that high expectations are maintained and aspirations raised, mindful of some lower than average starting points in contexts of particular social deprivation
- Work with senior educational leaders within the Trust to monitor and evaluate the curriculum for both quality and value for money
- Provide quality assurance and accountability through a rigorous and robust system of target setting
- Provide strategic direction and leadership for teaching and learning across the Trust, especially in response to sector changes or changes to government policy
- Provide a compelling narrative around improvement priorities and what is valued or considered to be success aligned with the Trust's vision and the CEO's leadership narrative
- Foster a culture of 'collective commitment' to all the Trust's schools among senior team members and more broadly across the Trust's headteachers, leaders, and staff.
- Support school leaders in leading a consistent approach to teaching and learning whilst ensuring that each academy retains its individual character and ethos
- Foster a culture of disciplined innovation, where staff are empowered to engage in external and/or internal research and development activity that furthers the organisation's vision and strategy and ensures that specialist staff stay at 'the cutting edge'
- Ensure a deep commitment to safeguarding and compliance with safeguarding responsibilities across the Trust, through effective leadership, training, systems and monitoring both centrally and in all schools
- Develop and lead a Trust-wide improvement service committed to working with individual school leaders and support them in ensuring that the requirements of each school's performance are identified and analysed, appropriately costed and prioritised and actions are developed and secured. This includes the commissioning of internal resources through school-to-school support, Hub Leader support, and/or external support from a range of quality assured providers or individuals

#### Leading and Managing Staff

- Insist upon and assure the highest professional standards at all times
- Demand the sharing of best practice and require professional updating as a norm



- Maintain relationships with organisations representing teachers and other members of the school's workforce
- Be involved in the recruitment and selection of teaching and support staff at an appropriate level
- Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels
- Work with senior leaders within the Trust to maximise the contribution of all staff to improve the quality of education provided and standards achieved
- Work with senior leaders within the Trust to manage the effective deployment and performance of all staff by ensuring their professional development
- Create and maintain good working relationships among all members of the Trust community
- Sustain motivate and be aware of, through constructive appraisal, how best to apply a bespoke development plan for all
- Promote the Trust ethos in which the highest achievements are expected from all members of the Trust community
- Establish an 'employer of choice' culture, with a strong sense of purpose, commitment to talent management and development, sustainable workload, flexibility, and other key employment benefits. The CEO should model a positive and sustainable workplace culture
- Confidently and sensitively address under performance or behaviours that are inconsistent with the values and culture the organisation stands for
- Demonstrate a commitment to developing leaders and ensure a succession planning strategy is in place both across the senior executive team and for headteachers and key specialist leaders across the Trust
- Foster a cultural and operational commitment to equality, diversity and inclusion in order to thrive; setting an example from the top down and acting as a catalyst for achieving inclusion at all levels
- Bring about organisational change and improvement through a careful approach to engaging and involving staff, ensuring a 'done with' rather than 'done to' model where possible

#### Efficient and Effective use of Resource

- Advise the Board of Trustees on the formulation of the annual budget in order that each school, and the Trust as a whole, secures its objectives
- Work with Trustees and colleagues to recruit and retain staff of the highest quality
- Work with colleagues to deploy all staff effectively in order to improve the quality of education provided
- Work with senior leaders within the Trust to plan, manage and monitor the curriculum within the agreed budget, setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control
- Work with senior leaders within the Trust to ensure the regular monitoring of the budget and the oversee of the use of resources to ensure they are efficient and effective
- Work with senior leaders within the Trust to manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum, health and safety and other legal requirements
- Work with senior leaders within the Trust to ensure that the allocation and use of accommodation provides a positive learning environment that promotes the highest achievement for all.
- Manage the strategic deployment of staff across the Trust. Ensure staff development across the Trust through the sharing of good practice and distribution of leadership roles.
- Monitor and evaluate overall provision for value for money



- Work with senior leaders within the Trust to seek to ensure adequate resources for the Trust
- Work with the COO and CFO to implement a 'pooled funding' model of budgeting.

### Governance and Accountability

- Lead the Trust in its operation and governance, coordinating the work of the Executive in order to provide advice and guidance to the Board
- Ensure that the Trust operates in accordance with the Articles of Association and its charitable objects and in cooperation with its members, and the Diocese.
- Ensure compliance with the requirements of the Master Funding Agreement and Supplemental Funding Agreements for the Trust
- Develop and advise the Board on the development of governance structures which best meet the needs of the Trust and all schools within the Trust
- Support and lead, on behalf of the Board, the recruitment and induction of new Trustees and Local members to Local Committees in accordance with the governance structure
- Advise and support the Board on the development of the Trust Scheme of Delegation and Compliance with this
- Lead on key plans and documents such as the Trust's long term strategic plan and related documentation e.g. Educational Improvement Plan, self-evaluation and improvement plans of each academy.
- Be responsible for devising and ensuring implementation of all policies across the Trust
- Be responsible for meeting the demands of changing legislation, new initiatives and changing practice
- Hold Local Advisory Board members and school leaders to account for maintaining and further developing the vision and values of their schools and their own individual ethos
- Support the need for effective communication, both internal and external to the Trust, including liaising with the local and national media
- Represent the Trust at the Department for Education and with the Regional School's Commissioner
- Invest sufficient time in developing relationships with the Board; including regularly meeting with the Chair and keeping them informed of key developments, successes and risks
- Work closely with the Chair of the Board of Trustees, and those of subcommittees as appropriate, and secure a positive working relationship with the Board of Trustees
- Embrace the support and advice of the Board, recognising the value of good governance
- Ensure they and the executive team have developed clear and appropriate reporting mechanisms that contribute to efficient governance of the Trust
- Provide information, objective advice and support to the Board of Trustees to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement, and for achieving efficiency and value for money
- Report to the Board on aspect of teaching work, as defined in the Education (Specified Work) (England) Regulations 2012, including the assessment, development, progress and attainment of pupils
- Recognise that the Board of Trustees is accountable for the success of the Trust and support them to meet their duties as company directors and as trustees of a charitable body, working with the Board to ensure operational compliance and fulfilment of all statutory responsibilities
- Ensure there is no overlap in the work and responsibilities of the executive team, and those of committees and Local Advisory Boards; ensuring awareness of and adherence to the scheme of delegation



- Support the Super Chairs in their strategic role of leading and supporting the Local Advisory Board Chairs.
- Support the Company Secretary and Professional Clerk in their strategic role of leading and supporting the Local Advisory Board Clerks
- Create and develop an organisation in which staff recognise that they are accountable for the success of the Trust and manage performance effectively
- Ensure that a good information flow is maintained within the Trust
- Present a coherent and accurate account of the Academy Trust's performance in a form appropriate to a range of audiences
- Ensure that parents and pupils are well informed about curriculum attainment and progress and are able to understand targets for improvement
- Develop and encourage good relations between the Trust and the local community
- Work effectively with other schools and agencies
- Work with senior educational leaders within the Trust to develop the quality of teaching and learning and maintaining standards
- Coach and mentor in sponsored schools

#### Organisational sustainability and compliance

- Work with the Chief Operating Officer to ensure that the Trust's strategy is supported by effective, responsive and integrated central services, as well as high-quality operational delivery across all schools
- Engage the board on sustainability issues, including strategic discussions and decisions as to how to invest resources to best serve the Trust's medium to long-term needs and ensure value for money over time
- Seek economies of scale, not simply through scaled procurement, but also through a culture where internal talent is maximised, and resources are deployed strategically – saving on external costs and building internal capacity in doing so
- Build relationships with other local and regional Trusts to share expertise, resources and to embark on shared procurement where appropriate
- Ensure that risk management systems and compliance monitoring systems are in place so that the organisation can anticipate and plan for risks and fulfil all its statutory duties and responsibilities
- The Chief Executive Officer is the accounting officer of the academy trust. The responsibilities and duties of the accounting officer are currently (November 2021) set out in sections 1.37 – 1.44 of the Academy Trust Handbook 2021.

#### General

- To maintain at all times the utmost confidentiality with regard to all financial reports, records, personal data relating to staff and other information of a sensitive or confidential nature
- To be aware of and work in accordance with the Trust's' child protection policies and procedures in order to safeguard and promote the welfare of children and to raise any concerns relating to such procedures which may be noted during the course of duty
- To be aware of and adhere to applicable rules, regulations, legislation and procedures including the Trust's Equal Opportunities Policy and Code of Conduct, national legislation (including Health and Safety, Data Protection)
- The post holder is responsible for his/her own self-development on a continuous basis
- To undertake other duties appropriate to the grading of the post as required.

#### In addition the following 'Code of Conduct' areas:

- Operate at all times within the stated policies and practices of the Trust

- Aim for the agreed vision of the Trust
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Take responsibility for 'safeguarding' our children
- Create a stimulating, lively environment for our children within which they feel safe, happy and secure
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the Trust
- Take responsibility for their own training, development and duties in relation to Trust policies and practices
- Liaise effectively with parents and governors.

#### Wellbeing

- Kernow Learning Trustees expect all staff to promote a culture of wellbeing. They are committed to the integration of its Wellbeing Strategy in all work activities, policies and practices, so that a positive environment can be created that is compatible with promoting staff engagement, performance and achievement.

**Post holder:**

**Signed by post holder as correct:**

**Date:**

**Signed by Line Manager:**

**Date:**



# Person Specification

**Job Title:** Chief Executive Officer (CEO)

Kernow Learning is dedicated to appointing the best possible candidate for the position of CEO.

The successful candidate will have the ability to motivate and inspire those that they work with, break through the barriers of expectations, and harness all opportunities to create a climate of success and achievement for all.

Our CEO will want to make a difference. They will be ready for a challenge and will bring a wealth of innovative and outstanding ideas to engage all stakeholders. Our CEO will be approachable and consistent; they will give and earn respect from our pupils, staff, parents and carers.

	Essential	Desirable	Evidenced in
<b>Education and Qualifications</b>			
Education to degree level	✓		Application
Hold Qualified Teacher Status	✓		Application
Hold relevant leadership qualifications (eg NPQH, MBA etc.)	✓		Application
National Leader of Education		✓	Application
Evidence of continuous professional development	✓		Application Interview
<b>Experience</b>			
Proven ability as an excellent education practitioner	✓		Application Interview References
School leadership experience at more than one school		✓	Application Interview
Senior Trust-wide leadership experience	✓		Application Interview References
Experience of leading Trust-wide development strategies	✓		Application Interview
Experience of working as an Ofsted Inspector or School Improvement Partner		✓	Application Interview
A proven track record of successful organisational leadership preferably across a range of senior operational and management positions.	✓		Application Interview References
Experience of managing through periods of change and growth	✓		Application Interview References

Demonstrable success in achieving rapid and sustainable school improvement, working with stakeholders to achieve this.	✓		Application Interview References
A strong track record in human and financial resource management in the delivery of complex projects.	✓		Application Interview
Evidence of effective strategic planning, financial and budget management and working successfully within governance structures of an organisation.	✓		Application Interview
Experience of overseeing successful communications and marketing strategies.		✓	Application Interview
Experience of building relationships and working effectively in teams to achieve the optimum outcomes for pupils.	✓		Application Interview References
Experience of working within a strong collaborative school to school and/or hub support model.		✓	Application Interview References
Experience of building successful partnerships with a wide range of stakeholders	✓		Application Interview
<b>Knowledge and Skills</b>			
Professional knowledge of what constitutes high quality and standards in teaching and learning	✓		Application Interview
Comprehensive understanding of the Trust's compliance and safeguarding responsibilities in line with relevant regulations	✓		Application Interview References
Ability to write reports, keep accurate records and communicate effectively	✓		Application Interview
Effective organisational skills	✓		Application Interview
Ability to work well with a range of audiences, including parents/carers and other professionals	✓		Application Interview
Confident and competent in the use of ICT	✓		Application Interview
Demonstrable understanding of curriculum and assessment of pupil progress	✓		Application Interview
Exceptional communication skills, including the ability to bring clarity to complex issues, to listen and to negotiate and influence.	✓		Application Interview References
Ability to develop a high profile and be a strong visible presence for the Trust.	✓		Application Interview
Outstanding ability in leadership and management of people including advocacy, facilitation and negotiation skills.	✓		Application Interview
Experience in responding to the decisions of a high level Board and its Chair, and the ability to implement them across a wide and expanding network.	✓		Application Interview References



Ability to provide motivational leadership and direction.	✓		Application Interview References
Collaborative leadership style – a team player.	✓		Application Interview References
Ability to empower senior leaders within the Trust through appropriate delegation of authority, supporting skills development and encouraging cross-Trust working.	✓		Application Interview References
Ability to critically evaluate situations and take a pragmatic approach to solving problems.	✓		Application Interview
Ability to embed across the Trust clear quality assurance systems that drive consistency and improvement in performance.	✓		Application Interview
<b>Personal Attributes</b>			
Committed to safeguarding and promoting the welfare of children and young people	✓		Application Interview References
Passionate about teaching and learning	✓		Application Interview
Flexible and resilient attitude with an ability to embrace change and spot opportunities	✓		Application Interview
Committed to wider system leadership, engaging with and supporting external partners	✓		Application Interview
Flexible, positive, energetic, entrepreneurial and resilient.	✓		Application Interview
Reflective, self-aware and ready to learn.	✓		Application Interview References
Keen to gain and promote international links.		✓	Application Interview
Creative, with the ability to innovate and build.	✓		Application Interview
Ability to make and justify difficult decisions	✓		Application Interview
Committed to equality and diversity.	✓		Application Interview
Drive and determination.	✓		Application Interview References
Ability to establish rapport and respectful and trusting relationships with children, their families, carers and other adults	✓		Application Interview References
Open-minded, self-evaluative and adaptable to changing circumstances and new ideas	✓		Application Interview References

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# Kernow Learning

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