

Chief Executive Officer Information Pack 2024



Opportunity.
Work Together.
Nurture.

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Letter from the Chair of Trustees

To our prospective CEO candidates,

2024 and a new year bring a fresh round of challenges in education, but OWN Trust is in a wonderful position with its schools all inspected within a 2-week window at the end of summer term 2023 and outcomes securely 'Good' in the eyes of OFSTED. The challenge for OWN Trust will be in replacing our CEO ready for a September 2024 start.

Our current CEO, Stuart Mansell, has chosen to retire, having steered our schools from being founder members of our Trust, to being schools that have fresh identities and new headteachers, building on the legacies of their very successful predecessors and securing essential positive inspection outcomes.

Did our headteachers move on willingly, or were they pushed, prospective candidates will ask. The good news is that one retired, one moved on to a senior strategic role within a different trust, and Stuart moved to be full-time CEO of OWN Trust.

Replacing Stuart will not be easy. He is highly respected within the city of Peterborough and beyond because over the years he has contributed extensively to leadership of all city schools and worked in close partnership with the local authority.

Our new CEO has very big shoes to fill.

To be honest, we are not seeking a clone of Stuart. Why not? Well, often, organisations seek to replace like with like, but we understand that change and growth can only come with a CEO who has a different skill set and experience to Stuart. OWN has gone through a consolidation and embedment phase since we became an academy trust, but it is time for fresh energy and vision to drive us forwards to growth. After all, very small academy trusts are unlikely to survive. We are realists.

Apart from wanting OWN schools to be the very best they can be, we are also heavily involved in supporting several Peterborough local authority and trust schools within the city. We have established systems and structures that provide us with the capacity to be very successful in this role. OWN has not been constrained by conventional staffing structures because we invested heavily in emancipating our staff so they can take on new roles.

From your own research, you will know we are a 3-school Trust with 3 very different schools.

Our new CEO will further develop our staffing structure in innovative

ways since we see our school improvement role to be pivotal in the success of OWN Trust. We look outwards rather than focussing only on ourselves. As a prospective CEO, you will also be able to show us how you have looked within and outside education for the best possible practice to grow an academy trust. Our governance committees are strong, knowledgeable, and challenging – not to mention having a real sense of responsibility for their schools.

Our trustees are relentless in leaving no stone unturned as we call our CEO and school leaders to account.

Of course, to understand all that this entails, you will need to talk to myself or Stuart prior to your application. We are both happy to meet with you, tour our schools and talk frankly about what your role will entail.

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

-- John Quincy Adams

Yours sincerely,

Mary Foreman

Chair of Trustees

Our Values and Vision

Our Values

Our values drive everything that we do and represent a golden thread running through the OWN Trust community.



Opportunity

Our key driver is the focus on continuous improvement. We develop learners, both staff and children, to do this. This aspiration to achieve excellence underpins all that we do.



Work Together

Members of OWN Trust share a commitment to working together and making the best use of the collective expertise that we have.

All our schools, as well as partners outside of OWN Trust, work together to accomplish things that would not be possible alone while maintaining each school's distinctive character.

We work together with parents, children, pupils, staff, and the wider OWN Trust community, to put learners at the heart of everything we do.



Nurture

We are passionate about nurturing a love of learning so that our children, staff, and families have the best opportunity to thrive.

Our core moral leadership recognises, values, and enhances the experiences of our learners.

We want to excite and motivate those who work with us and create real joy around learning.

Our Vision

Our vision is to have transformed aspirations, changed attitudes and raised achievements for our community through our passionate belief in the power of education.

We focus our vision into four strategic areas:



1. Our Passion

Building a shared culture for improvement.

Ensuring shared OWNership of the Trust's vision by empowering the entire school workforce to use their combined abilities to give all our children and young people the greatest possible education, within the best possible working environment.



2. Our Family

Nurturing our staff so that they can do great things.

Finding the best people and giving them the support they need to inspire others. Ensuring their wellbeing remains central to what we do as we deploy them to the very best effect in driving improvement in our schools.



3. Our Purpose

An excellent education, in all our schools, for all our children and young people.

Continuously improving the quality of education provided for all our children and young people, so that it meets the needs of all individuals, in all classrooms, in all of our schools.



4. Our Future

Opportunity to refresh, renew and grow.

Working together following the Seven Nolan Principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership to ensure OWN Trust is financially secure and robust in its plans for growth and development.

Our Strategic Goals

The four key areas from our [5-year strategy](#) are actionable through our Trust Improvement Plan, a working document that breathes life into our values and vision. The key priorities are given below.

1. Our Passion

Clarity of purpose & understanding of needs.

Becky Ford leads our Headteachers in ensuring that the Trust vision and values are embedded within our schools. To ensure readiness for growth the goal is to capitalise on the work currently undertaken with partner schools so that the demonstrated values make joining OWN Trust the most attractive option.

2. Our Family

Recruiting, developing, and retaining talent to build capacity for improvement.

Nick File is responsible for the Trust People Strategy. The priority is to ensure that we remain the 'employer of choice' for current employees and to establish new opportunities that attract applicants, such as our Director of Learning roles and ECT programme.



3. Our Purpose

Consistent pedagogy, excellent Teaching and curriculum and effective assessment.

Sarah Levy works closely with the Leadership Executive to ensure quality assurance systems support the outcomes identified in all 3 school Ofsted inspections. The goal is to make sure the Trust school improvement offer is robust and can support the onboarding of new schools in ensuring high outcomes.

4. Our Future

Capability to refresh and renew the MAT through its central operations, governance structures and marketing strategy.

The highest priority is the growth of the Trust as outlined in the Marketing Strategy for Growth and Trust Growth Plan. A core group of key staff currently work on varying aspects (finance, governance, school improvement, IT) with a view to adding new schools and accessing ESFA funding.

Our Schools

OWN prides itself on being a family of 'good' schools who work together to learn and deliver the best opportunities and outcomes for our children. Own Trust currently comprises of Nene Valley Primary School, Woodston Primary School, and Orton Wistow Primary School.



Nene Valley Primary School

Nene Valley is a founding member of OWN Trust and is a 1.5 form entry primary school in Peterborough. The school is made up of 315 children, 51 staff and is led by Headteacher Neil Reilly, who has been Headteacher at the school since September 2022.

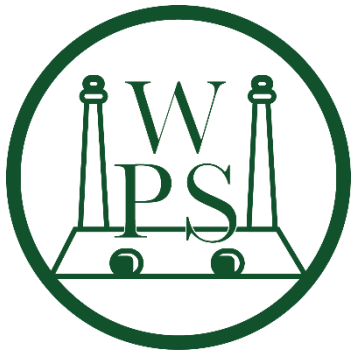


As a school we are innovative and strive for excellence in all that we do, with the aim of providing our children with the best life choices available to them. Our core values sit at the heart of our decision making: respect, community, responsibility, enthusiasm, and teamwork.

"OWN Trust works closely with the 3 schools in the Trust, sharing the same values as we strive for excellence for all children across the 3 schools. The Trust is superbly lead by our current CEO and offers each school the perfect level of support and challenge. Although the Trust shares the same values as we do, it is built on earned autonomy within the 3 individual schools.

As Headteacher I am able to shape my school, making a significant impact with the support of the CEO. The Trust is supported well by a strong board of trustees, who share in the CEO's vision of continually driving the Trust forward."

Neil Reilly, Headteacher at [Nene Valley Primary School](#)



Woodston Primary School

Woodston Primary School

Woodston is a larger than average Primary School serving a diverse community, only 8 minutes' drive from Peterborough City Centre. There are 555 pupils currently on roll organised over 19 classes, and an additional SEND unit, which offers personalised provision for 6 pupils.



Woodston currently offers 'in-house' wraparound care in the form of a breakfast and after school club, both of which are well attended. The school has recently been judged 'good' by Ofsted and a new headteacher, Mrs Becky Ford, took up post in September 2023, following the retirement of the previous head.

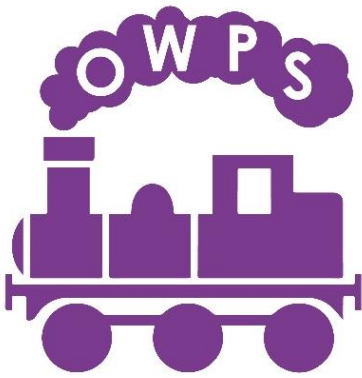
The school currently employs around 80 staff including its own pastoral, catering and SEND support team. Staff are highly positive about working at the school and value being part of a supportive and nurturing community which provides a wealth of opportunities for them to develop, particularly through OWN Trust collaborative working.

Despite being a large school, Woodston has created a strong family feel, where every individual is known and valued. Our approach reflects the culture of OWN Trust to provide opportunity, work together and nurture for the people we serve.

"OWN Trust has provided staff with access to high quality CPD through training days and network groups such as the Pupil Premium Grant and subject leader groups. It has also created opportunities for staff to work with champions in specific areas, such as Maths and Phonics. This has had a highly positive impact on staff confidence and skill, as well as the quality of education for pupils.

The subject leader network groups are starting to gain momentum and OWN Trust are recruiting further champions, so staff are feeling very excited about future developments and opportunities."

Becky Ford, Headteacher at [Woodston Primary School](#)



Orton Wistow Primary School

Orton Wistow Primary School is situated a few miles west of the city centre, next to Ferry Meadows. It is a two-form entry school and currently has around four hundred children on roll. In 2022, Colin Marks became the Headteacher after being the Deputy Headteacher for a number of years.



At Orton Wistow Primary School, our PRIDE Code runs through everything we do, like the letters in a stick of rock. All members of our school community know that our values are to be Polite, Respectful, Independent, Do your best and that Everybody matters.

These values underpin all we do and can be seen in the way we treat each other, the curriculum we provide, our relationship with parents and our determination to be the best that we can be. We have a beautiful school, inside and out, and like to embrace new challenges and opportunities.

“Orton Wistow is one of the three founding schools of OWN Trust. Although the three schools have maintained their own identities and what makes them unique, they see the Trust as one organisation with a shared vision and plan for the future. As Headteacher of one of these schools, I have the freedom to lead my school and make decisions that are best for the community we serve, whilst at the same time, we benefit from the support and expertise that exists across the Trust.

Naturally, some things have aligned as we work together to improve outcomes for the young people within each school and we receive invaluable support via the central roles that exist in the Trust. Strong collaborations continue to grow across job groups, focussing on the three core values of Opportunity, Working Together and Nurture, identifying areas in need of improvement that are Trust wide or opportunities for schools to support each other.”

Colin Marks, Headteacher at [Orton Wistow Primary School](#)

Our Community

The community within OWN Trust is inclusive, welcoming, empathetic, and motivated.

We have a vibrant community in which everyone is working together to put learners at the heart of everything we do.

"People centred leadership is modelled clearly and shows itself in the family feel within the schools and the Trust and also within policies and procedures. Whilst in the business of everyday life in large schools it can be hard to ensure people are seen and heard, this is strived for across the Trust. Integrity and realism are valued and evident. When staff gather within schools and across the Trust, friendliness and respect are clearly evident.

We are a diverse community. The schools may be all in the same side of the city, but they serve very different communities. This diversity is a strength as there is always someone to ask, share experiences and discuss ideas with. It's great to feel part of such a supportive community, who work on things together."

Ali Carroll, EYFS and Year 1 Lead at Woodston Primary School

"Nene Valley was recommended to me by a friend who said that the ethos of the school would be a good match for me, and it really is.

I particularly enjoy OWN Trust's focus on nurturing a lifelong love of learning and creating opportunities for children to thrive. I also value the emphasis the Trust places on the well-being of both children and staff."

Farzana Haq, Phase 3/4 Teacher, Geography Lead and Volunteers/placement Co-ordinator at Nene Valley Primary School

"Communication is an invaluable commodity. Within the few years we have been part of OWN Trust, I have benefited greatly from a range of experiences: meeting with other Year Six leaders to support with SATs and moderations; meeting with the other fantastic maths leads to learn from them and share knowledge and now meeting with other Directors of Learning to learn and understand how we can continue to develop in our new role."

Aaron Shang, Director of Learning, Year 5/6 Class Teacher and Maths Lead at Nene Valley

"I feel so lucky to be working alongside such experienced practitioners. As an Early Career Teacher, observing expert colleagues has provided me with invaluable advice and ideas to utilise in my teaching.

Starting this journey with other ECTs within the Trust has been beneficial as we can draw on each other for support and celebrate our successes.

It is great to be able to share ideas with colleagues in a similar role. I have found working with the Trust has provided me with a fantastic support network!"

Enya Carters, an Early Career Teacher working as a Class Teacher in Year Two at Orton Wistow Primary School

Our Location

OWN Trust and its schools are located in the Cathedral City of Peterborough; one of the fastest growing cities in the UK. It's a great place to live and bring up a family too, boasting one of the highest ratios of green space per person in the UK. You can enjoy the hustle and bustle of the city centre and reach the stunning Ferry Meadows in just five minutes.

Peterborough has a vibrant leisure and culture scene with access to theatre, arts, dining out, heritage and music. On top of this, it is the UK's number one city for housing growth with a

range of new developments to suit everyone. It is an affordable location with a good selection of family-oriented neighbourhoods to live in.

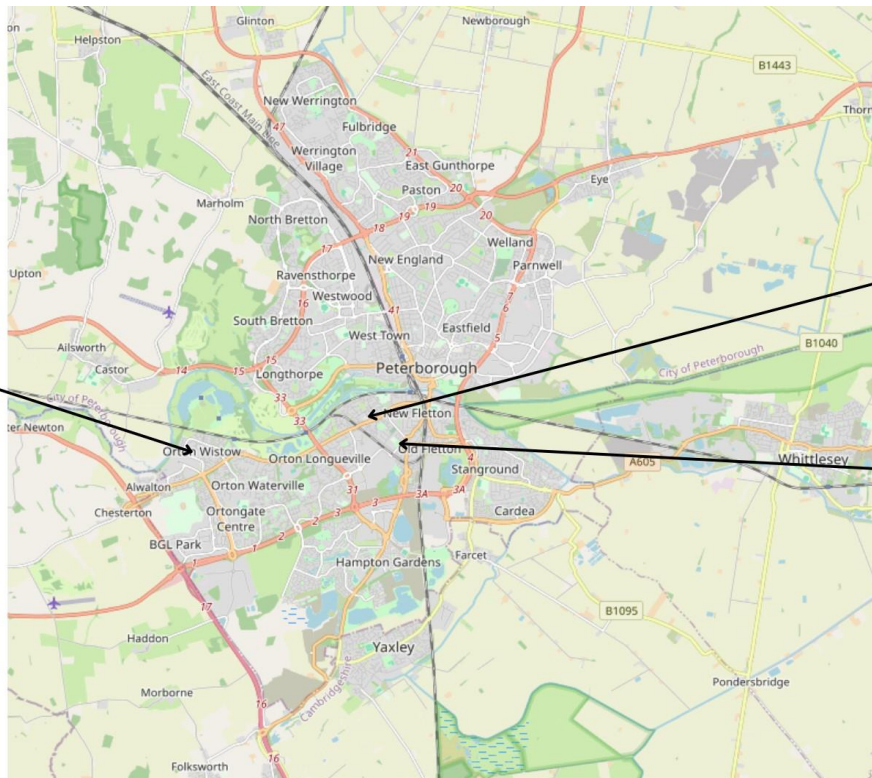
But Peterborough is by no means a built-up area; it has many spaces for you to enjoy your leisure time and relax and unwind. Ferry Meadows at Nene Park and Thorpe Meadows are real jewels in the Peterborough crown with a water sports centre, fishing facilities, a nature reserve and an 18-hole golf course.

The city has a rich history, with the famous Norman Cathedral being one of Peterborough's

biggest tourist attractions. It is also the original burial place of Katherine of Aragon. Nearby, Flag Fen Archaeological Park is built on the site of a Bronze Age settlement and just 15 minutes from the city stands Burghley House – one of Britain's greatest Elizabethan houses.

Around Peterborough you can access a series of leisure route guides which highlight scenic cycle routes that explore some of Peterborough's wonderful countryside.

OWN Trust central office is currently housed in Woodston Primary School, close to the centre of the city.



Our Future CEO

Trustees believe OWN Trust is unique amongst trusts. Our new CEO will have the opportunity to not just follow in the footsteps of our incredibly successful current CEO but will create their own path.

Our new CEO will have experience of working within or for an academy trust and, very importantly, have been a serving headteacher.

To apply for this role, you will need to show evidence of:

- Supporting the professional development of your teams e.g. supporting them to senior leader/headship roles in other schools/trusts.
- Having had recent Ofsted inspection experience for your school/trust or others you have supported that have produced positive outcomes. If the outcomes have not been positive, you can provide evidence of how much you have supported that school/trust to improve.
- Demonstrating significant school/trust improvement knowledge and impact for what you have achieved.
- Understanding how to improve and sustain standards for all pupils.
- Understanding the importance of central staff teams such as Finance, HR, Estates and I.T. in successfully supporting a whole trust.
- A depth of understanding of current research into outcomes for academy trusts.
- A wide range of links to other local authorities/academy trusts.
- A deep understanding of the political scenario academies/trusts face in 2024 – 25.
- An ambition for and knowledge of schools that you will lead.
- Demonstrating concrete links to bodies related to academy expansion.
- Being confident to answer all the challenges trustees will throw at you.

The Selection Process

To apply for this role, please download, save and complete the application form. Email a copy of your completed application form with a covering letter of no more than 2 sides A4, setting out why your skills and experiences make you a suitable candidate for this position, with direct reference to the Person Specification.

We actively encourage all candidates to spend a day with the Trust prior to interview. Please note that all visits will be informal; they will not be part of the selection process and will not have any bearing on our shortlisting, interview, selection and recruitment process.

To discuss this exciting opportunity further and to arrange a visit, please contact Fiona Schneider in the Trust office on 01733 259862 or email marketing-communications@own-trust.education.

The Trust is committed to diversity and inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to pre-employment checks, including an enhanced check with the Disclosure & Barring service (DBS), as well as social media checks.

Completed applications should be returned to:

Fiona Schneider by emailing marketing-communications@own-trust.education

Closing date for applications:

9.00 a.m. Friday 23rd February 2024

Shortlisted candidates notified on:

Monday 26th February 2024

Interview days:

Monday 4th and Tuesday 5th March 2024

Job Description – Chief Executive Officer

Post Title:	Chief Executive Officer
Reporting to:	The Board of Trustees OWN Trust
Contract:	Full Time/Permanent
Start Date:	September 2024
Line Management of:	Headteachers of member schools, Chief Financial Officer, Governance & Compliance Manager, Estates Manager, IT Manager and Marketing & Communications Officer
Location:	The post-holder will be based in Peterborough and will be expected to travel between the Trust's member schools. Therefore, a driving licence and use of a car are required.
Remuneration:	The post has been designated a leadership salary scale of L33-L39, using the methodology within the School Teachers Pay & Conditions Document (STPCD) for a Chief Executive Officer of a group of schools with total pupil numbers equivalent to a group 6 school.

Purpose:

- Provide strong and effective leadership of OWN Trust to ensure the efficient, effective and compliant delivery of the Trust's strategic plan in a manner consistent with the agreed vision, ethos and values to drive forwards future development.
- Work with Trustees, headteachers, senior leaders and Central Team to provide all children with strong opportunities to thrive in all aspects of their lives.
- Build on existing strong relationships and partnerships to sustain and develop OWN Trust.

Key Accountabilities:

As specifically defined in OWN Trust's Scheme of Delegation, the CEO role is subject to the following:

1. Strategic leadership and development of the Trust

- Working with the Trust Board, establish and sustain the Trust's values, culture, and strategic direction to achieve the highest levels of performance and continuous development.
- Support OWN Trust Board in the formulation and development of strategic aims and ensure all decisions made by the Board are recorded and implemented.
- Articulate and communicate a clear narrative for the growth and development of the Trust and ensure the organisational design and operational systems meet current and future requirements.
- Develop operational objectives that are deliverable and aligned to the Trust's strategic imperatives.
- Manage OWN's strategic operations and delivery of key objectives, taking direction from and with accountability for reporting to the Board.
- Develop Trust strategy for improving schools including rigorous self-evaluation.
- Balance central strategies with each Trust school's individual identity and improvement needs.
- Promote inclusivity and collaboration across the Trust.
- Further develop positive relationships with key stakeholders including Regional Director, Department for Education, Local Authorities (Primarily Peterborough), local community and other schools, including those already in academy trusts and local academy trusts.
- Ensure the Trust has a strong local, regional, and national reputation for excellence and is seen as a leading practitioner for inclusion and educational good practice.
- Present an accurate account of the Trust's performance to Trustees and Members, Ofsted, local community, and others concerned.
- Recruit and retain excellent staff in all areas, including central team.
- Have a strong succession planning model that includes supporting all future leaders within the Trust.
- Across the Trust, embed a culture of personal responsibility that recognises excellence as well as providing positive support that addresses underperformance in a Trust-wide effective system of performance management.
- Take responsibility for the safety, health and environmental performance of all schools and offices under direction of OWN Trust.
- Ensure all relevant safeguarding regulations and advice are in place, including an abundance of qualified safeguarding staff in every school, and that safeguarding policy and practice is exemplary and beyond reproach.

2. Accountability and Governance

- Be OWN's Accounting Officer ensuring effective systems for the management and monitoring of Trust and Academy's budgets to ensure financial returns are made in accordance with the requirements of the Academies Financial Handbook, Governance Handbook, Education and Skills Funding Agency funding agreement and Companies House.
- Have an open, transparent, and honest relationship with the Chair of Trustees, Trust Board and academy local governing bodies. Report to and attend all meetings of the Board of Trustees.
- Support the Trust board to meet their duties as company directors and trustees of a charitable body to ensure operational compliance and fulfilment of all statutory responsibilities.
- Ensure the Trust Board receives quality information in the level of detail needed to make informed decisions and fulfil its functions and legal obligations.
- Actively work to enhance the reputation of OWN Trust through participation in initiatives such as the School Partnership Programme and the Peterborough Primary Headteachers' Group.
- In partnership with the Chair, Trust Board and Headteachers, ensure an effective internal and external communications strategy is in place.
- Lead conversions for schools joining the Trust including working with school leaders and governing bodies.
- Represent OWN Trust effectively to key external partners, the media and public on a local, regional and national platform.

3. Quality of Education and Outcomes for Pupils

- Ensure delivery of excellent teaching and learning for all pupils in each Trust school through insisting on the highest of professional standards, rigorous monitoring and evaluation of teaching quality and pupil achievement.
- Guarantee a broad, rich, and coherent curriculum provision in every subject area, supported by effective curriculum leadership, that meets the needs of all pupils, regardless of their background and status.
- Ensure the Trust has high quality, expert teaching in all our schools, built on evidence-informed understanding of effective teaching and how pupils learn.
- Ensure priority areas for improvement are identified and enable engagement with appropriate evidence-based strategies to deliver these improvements.
- Ensure the provision of further support for disadvantaged pupils, and those with additional and special educational needs and disabilities.
- Ensure every child in each Trust school is viewed as an individual and not a number or part of a data set so they fulfil their potential - the academic, social, and emotional aspects of their lives at the end of their time in our schools.
- Establish and sustain Trust policies and procedures on safeguarding and child protection.
- Keep up to date with all developments within the education sector.

4. Workforce Development

- Sustain and further build a skilled and experienced team at every level of the organisation to ensure excellence in every area from cleaner, cook, site manager, teacher and headteacher.
- Ensure staff have access to high quality professional development, aligned to balance organisational and individual needs.
- Address all aspects of underperformance from staff that are inconsistent or act as barriers to excellent outcomes for our pupils.
- Identify talent, develop, and support it so OWN Trust sustains a culture of high professionalism and staff well-being and is the employer of choice for all employees.
- Ensure the Trust has a strong talent management and succession planning programme across all areas of the organisation's work.

5. Safeguarding, Compliance and Sustainability

- Discharge financial responsibilities as accounting officer to ensure compliance, with robust checks and balances and a commitment to secure value for money and financial probity always.
- Understand issues of sustainability, best investment of resources, cost reduction and securing good quality.
- Further build relationships with other Multi Academy Trusts to share knowledge, staff, expertise, resources, and procurement.
- Ensure appropriate performance management and wider administrative and governance arrangements are in place to effectively implement the Trust's strategic plans.
- Ensure OWN Trust reflects a vibrant and inclusive ethos which actively values and promotes diversity, unity, and community cohesion, and supports pupils to become integrated citizens.
- Ensure rigorous approaches to identifying, managing, and mitigating risk.
- Ensure the long-term sustainability of the Trust and its schools through effective estates management.
- Ensure the Trust complies with all statutory and legal requirements including safeguarding and health and safety.
- Embed all risk management and compliance systems are in place so OWN Trust can anticipate and plan for all risks and fulfil statutory duties and responsibilities.
- Ensure confidentiality is maintained in line with OWN Trust policies and protocols.
- Work alongside the Trust's Data Protection Officer to ensure compliance to the General Data Protection Regulations and UK Data Protection Act 2018.

6. System Leadership and Civic Responsibility

- Work with partners and stakeholders in the local area, region and/or nationally to contribute to ensuring the value of the child and coherent public service for children and families.
- 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 pupils.
- Exert external influence on behalf of the Trust by active engagement with sector organisations, regulators, policy makers, local and national government, industry, and partners.
- Give public assurance of high standards of probity.

7. Developing OWN Trust

- Add additional schools to OWN Trust.
- Raise the public profile of OWN Trust in a positive way.
- Further develop positive relationships with key partners and stakeholders such as DfE, Regional Director, EFA, Local Authority, local politicians such as MP.
- Further develop support for, and partnership with, other schools.

This job description is not exhaustive, and duties and practices may alter over time. The CEO is expected to be proactive in using their professional judgement to ensure their role evolves and develops over time in line with OWN Trust's expectations of change.



Person Specification - Chief Executive Officer

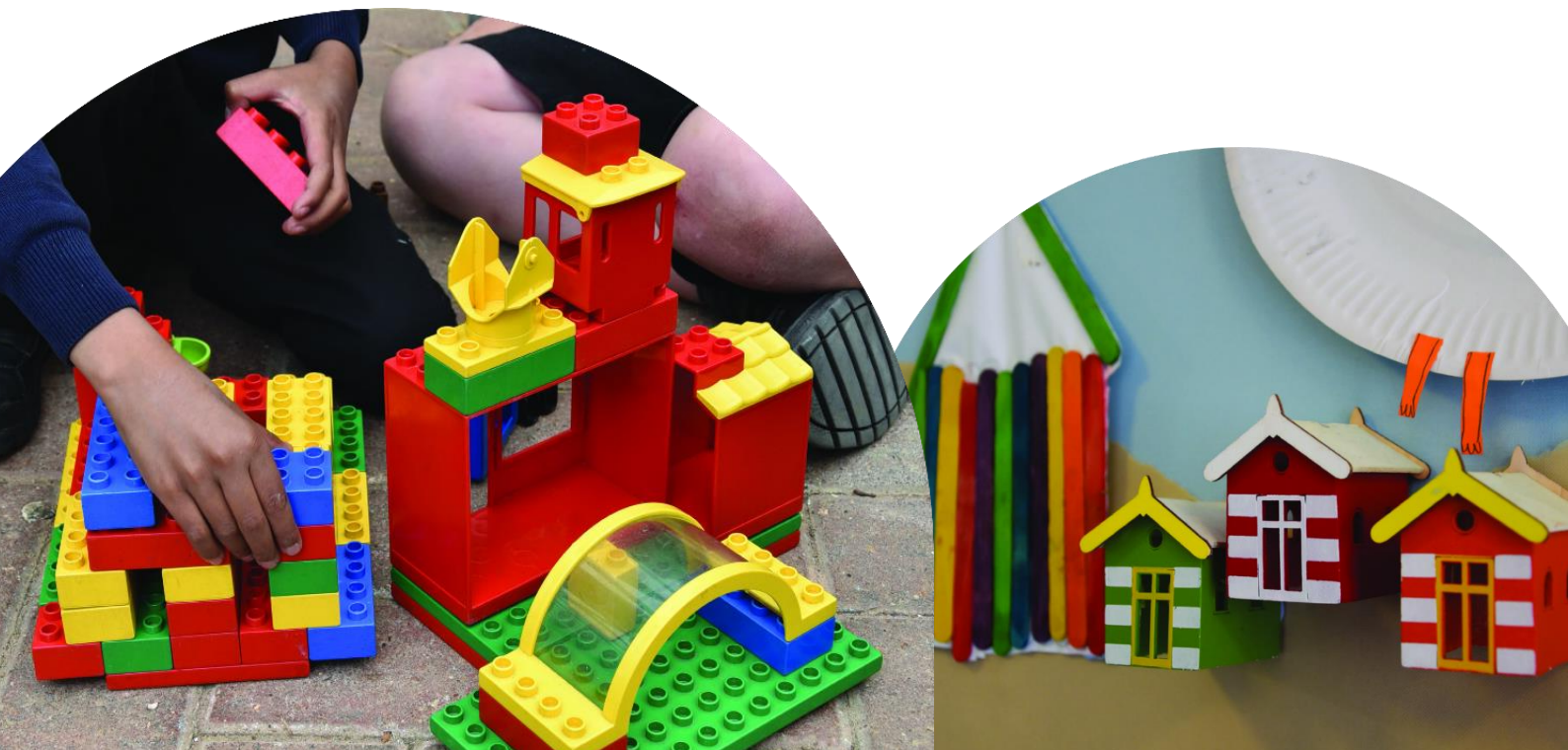
Qualifications	Essential/ Desirable	Assessment Method
Educated to honours degree level	E	A
Teaching or school leadership qualification	E	A
Evidence of further professional development e.g. Masters, NPQH, NPQ-CEO	D	A

Experience	Essential/ Desirable	Assessment Method
Significant and positive track record of leading schools/academies	E	A / I
Evidence of motivating and developing staff to promotion as well as identifying and supporting underachieving staff to improvement through performance management	E	A / I
Strong record of improving organisational performance at a strategic level	E	A / I
Leading high-performance teams	E	A / I
Evidence of creating and setting the strategic vision for an organisation and providing outcomes and impact that produced change	E	P
Prioritisation and delegation of a series of mutually dependent priorities/plans and areas of work	E	P
Evidence of impacting positively on community engagement and working successfully with a range of different stakeholders for the benefit of pupils	E	A / I
Experience of innovative approaches to the use of technology in education	D	A/I

Knowledge	Essential/ Desirable	Assessment Method
Understanding and experience of school improvement strategies that establish a culture of 'outstanding' schools	D	I /
Experience of successful curriculum design and implementation	E	P
Up to date knowledge of the current educational landscape including issues specific to academy trusts	E	P
Experience and understanding of the current school inspection framework	E	A / I
Business acumen and a knowledge of best value principles	E	I
Knowledge of public financial standards and ability to present financial statistics and information	D	I
Knowledge of public sector employment legislation and standards	D	I

Skills, abilities and personal qualities	Essential/ Desirable	Assessment Method
Highly effective and credible leader who inspires respect, support and confidence of others	E	A/I
Confidence in public speaking and presentation skills to different audiences at local and area level	E	A/ I/ P
Unwavering belief that all pupils have an entitlement to an excellent education and can achieve outstanding outcomes	E	I/ P
Ability to communicate highly effectively with Regional Directors, DfE Policy Makers and Politicians	D	P
Ability to sustain and build on a positive organisational culture within OWN Trust that promotes leadership at all levels	E	I
Credibility with senior leaders, their staff, governors as well as Trustees and Members	E	I/ P
An open, approachable, calm and empowering personal style	E	I/ P

(Key: A = Application Form; I = Interview; P=Presentation)



Governance and Leadership Structure



Central Office and Schools Structure

