



THE BISHOP
FRASER TRUST
A CHURCH OF ENGLAND MULTIACADEMY TRUST



CHIEF EXECUTIVE OFFICER Application Pack



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LETTER FROM CHAIR OF TRUSTEES

Dear Applicant

Thank you for showing interest in The Bishop Fraser Trust.



As part of the planned retirement of our highly respected co-founder and CEO, the Board of Trustees are seeking to appoint an inspirational, strategic thinker with a proven track record of improving the life chances of young people and developing talented teaching and support staff.

Our Trust has a strong vision for school improvement, enabling all of our young people and staff to be the best they can be through a comprehensive education model and excellent school improvement strategy.

We are a Church of England MAT, but are inclusive as trustees and have recently approved a mixed MAT model. Our mission and culture of ensuring we give all of our young people the tools and experiences to have **'life in all its fullness'** is central to providing an excellent education which allows everyone to grow both academically, socially and spiritually.

We currently have 5500 pupils and 650 staff within our Trust with a growth plan which aims for the creation of a strong primary collective, as well as further developing the secondary sector.

We are an outward facing Trust and our Train Teach Lead Partnership (TTLP) supports leadership training, ITT and school to school support, not only in our Trust, but within the local regions. We also engage with the Greater Manchester Learning Partnership, Bolton and Bury LAs, various MAT groups and organisations such as CST. We are always striving to learn from others, but also share our own knowledge and research.

The successful candidate will demonstrate an affinity with our Christian foundation and values, as well as having the skills, knowledge and experience to lead the Trust through the next phase of successful learning outcomes and growth.

The trustees thank you for your interest and hope that after reading this document, you will feel encouraged to apply for this fantastic opportunity.



Lesley Durosomo
Chair of Trustees

ABOUT OUR TRUST

Welcome to The Bishop Fraser Trust which was established in December 2017. We are currently **five distinctively different Church of England schools based in Bolton and Bury;**

- Bolton St Catherine's Academy (3 to 18)
- St James's CE High School (11 to 16)
- Canon Slade School (11 to 18)
- Bury CE High School (11 to 16)
- St Catherine's COE Primary (3 to 11)



We came together to support one another and enhance our schools' communities to enable all of our young people to experience '**Life in all its fullness**' through an excellent education based on our Christian values.

We are dedicated to the Bolton and Bury areas. All our schools can be reached within 20 mins from our Central Office, which is based at Bolton St Catherine's Academy.

Our strategic growth plan aims to expand our primary sector to around 4 / 5 schools in the next few years and establish the primary trust offer. We would also consider further growth in our secondary sector.

Our vision is: allow all young people to experience '**life in all its fullness**' (John 10:10), no matter what their starting point. Our Trustees' work focuses on how we operate as a Christian Trust through our four values of:

Wisdom

Community

Hope

Dignity

These values are the basis of all decision making. These four values are woven through each of the schools' core values. We work collaboratively at all levels; Strategic Leadership Group, Senior Leader Teams, Departmental Hubs and with our large body of associate support staff. What is clear is that together we are stronger. Our teams now share best practice at all levels, benefitting our young people's education, both academically, spiritually and culturally and their own professional development.

Developing our workforce is so important to us. We have a legacy teaching school which we have retained, the Train Teach Lead Partnership (TTLP), a standalone centre based at St James's CE High School with a Director and Manager to oversee all aspects. Our Secondary School Improvement Director works closely with TTLP. Please note that when we onboard the next two primary schools in March 2024, we will look to appoint a Primary School Improvement Director. Through TTLP, we support the Trust with:

- Support the training and development of new teachers through our School Direct Programme and will continue once School Direct end next year with local universities. The Trust successfully appoints Schools Direct candidates, who have completed their training through the TTLP.
- NPQs & Apprenticeships
- SLT, Trustee, Governor, Middle Leader & Support Staff Training
- School to school support both in the Trust and the local area, we have 50+ SLEs registered.

We are approved by the Department of Education as an academy sponsor and are seeking to continue to grow our Trust further. Two strong primary schools will be joining the Trust in March 2024 which will add to the capacity of our current two primaries. We are looking forward to working with new schools and partners to support where needed.

OUR VISION

To allow all young people to experience **'life in all its fullness'**, no matter what their starting point. We will do this by:

- Offering a high quality, inclusive and distinctive education
- A caring and nurturing environment based on our Christian values
- Recognising the unique nature of each child.

The formation of our Trust back in 2017 with three schools, all very different in context, was a natural progression in the belief that through formalised strong partnerships that more young people could receive an exceptional education, rooted in our Christian values.

We recognise that quality first teaching is key to drive forward success. Effective recruitment and the development of teaching and learning policies and practice, together with a research-based philosophy, has brought shared capacity of expertise that has significantly impacted on outcomes.

There are high levels of trust between schools and there is a commitment to work together. This is due to the fact that we are a listening Trust and take feedback and review accordingly. We are also not a 'one size fits all' Trust and school improvement is based on expert collaborative working to ensure we have the best practice in each of our schools which takes into account context.

We have an excellent professional Central Team based at Bolton St Catherine's Academy. This allows our Headteachers to focus on teaching and learning. We have centralised Finance, HR and IT. We provide many services within these areas from payroll to estates services.

Strong governance is at the heart of our Trust. We are currently waiting a commissioned NGA review which will lead to a strategic plan for governance for the next stage of our journey. We have local boards in all schools, a clear Scheme of Delegation (currently being reviewed for July 2023) and a Board of Trustees. The Board of Trustees operates several committees; Finance and Audit, Education and Standards, and full board meetings that meet four times a year. There is also a training package for governance.

We engage with parents and community members at all levels and have strong links with local clergy and Manchester Diocese.

Our Strategic Aims

The Vision

To ensure all young people experience '**life in all its fullness**' (John 10:10), educating the whole person, uniting the physical and intellectual development with spiritual, moral, social and cultural development.

The schools of The Bishop Fraser Trust form a group of varied educational communities founded by the Church of England. At their heart are the values expressed in the Church's Vision for Education;

- Wisdom
- Hope and Aspiration
- Community & Living Well Together
- Dignity & Respect

Our Mission

To create a first class, faith-based education for all our young people using the above values to underpin and thread everything we do, why we do it and how we do it. They frame the carrying out of our strategic objectives.

The Trust has four strategic objectives:

SO1	Strong Ethos, Communities and Partnerships
SO2	Inspired Learners Achieving their Potential
SO3	Outstanding Professionals
SO4	High Performing Infrastructure.



Our Trust Strategic Plan can be found at:

<https://www.thebishopfrasertrust.co.uk/Trust/Trust-Strategic-Plan/>

Please note the growth plan is currently being reviewed and will include a mixed MAT model going forward.

Key Information

Status	Multi Academy Trust
Year Trust was Established	2017
Number of Schools in the Trust	5 (two more due March 2024)
Type of Schools	Primary, Secondary, 1 all through & 1 6th Form
Date of Last Ofsted Inspections	• Bolton St Catherine's Academy (all through), October 2022 – RI • Bury Church of England High School, February 2020 – Good • Canon Slade (with 6th Form), November 2022 – RI • St Catherine's Primary, March 2022 - Good • St James's High School, November 2022 – Good with outstanding features in all categories except QoE.
Forms of Entry (range across the Trust)	1 to 10
Number of Students on Roll	5500
% of SEND Students (Trust %)	16.1%
% of EAL Students (Trust %)	12.5%
% FSM Students (Trust %)	23.1%
% of Pupil Premium Students (Trust %)	24.1%
Trust Website	www.thebishopfrasertrust.co.uk

JOB DESCRIPTION

Job Title:	Chief Executive Officer	Department / Group:	Leadership / Teaching
Level / Salary Range:	Competitive (available on request)	Reporting to:	Chair of Trustees
Contract Term:	All Year Round		

Vision Statement:

“To allow all young people to experience ‘life in all its fullness’, no matter what their starting point” by:

- Offering a high quality, inclusive and distinctive education
- A caring and nurturing environment based on our Christian values
- Recognising the unique nature of each child.

Main Objectives of Role:

The Trust CEO is responsible for the holistic educational experience of all the young people in the Trust; leading the Executive Team, ensuring the Trust and all its schools are successful over time in a sustainable way.

The CEO provides strategic leadership and management across all aspects of the Trust’s activities and ensures that the Trust provides high quality education for all its young people through the effective and efficient use of resources and people.

The CEO represents the Trust with a wide range of stakeholders and partners and enables the Trust to fulfil its civic responsibilities. The CEO is the Accounting Officer for the Trust, responsible for ensuring the Trust meets its statutory and legal requirements.

Job Description:

Strategic Leadership & Development of the Trust

The CEO will be accountable for providing strategic leadership and direction for the Trust and its schools towards the vision and aims set by the Trust Board, in line with the Trust’s values.

The CEO will:

- Articulate a clear narrative for the growth and development of the Trust based on the vision, through a strong communication strategy.
- Engage in professional development where appropriate and engage with local, regional and national stakeholders.
- Ensure a healthy balance between the central strategy and accountability and the ability of each school to develop a sufficient sense of individuality to respond to local need.
- Adhere to the Seven Principles of Public Life, acting as a role model for all stakeholders.
- Foster a culture of collective commitment to the Trust’s schools amongst senior team members and more broadly across the Trust staff.
- Develop and maintain effective relationships with key partners and stakeholders including the Regional Schools Commissioner, the Department for Education (DfE), the Education and Skills Funding Agency, Local Authorities, the wider local community, Diocese and other local schools.
- Work with the Trust Board and other senior leaders to ensure proactive, robust and appropriate risk management for the Trust and its schools.
- Lead the growth and development of the Trust, including due diligence and supporting converting schools.

- Maintain an outward-facing role on behalf of the Trust and its schools to support future growth and development.
- To act in line with and promote the Christian character and ethos of the Trust, supporting this as the 'golden thread', throughout all operational and strategic aspects.

Interaction with Trustee Board

- Create an open, transparent and effective relationship with board members and school committees, ensuring clear processes which endorse the Trust strategy. '
- 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, Trust goals and self-evaluation and improvement plans.
- Supporting the board 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.
- Ensuring there is no overlap in the work and responsibilities of the executive team, and those of committees and local governing bodies; ensuring awareness of and adherence to the Scheme of Delegation.

Leadership & Management

The CEO will be accountable for the management of all Trust operations, both directly and through the management of the agreed Trust structure.

- To line manage the headteachers, school improvement directors and executive team to support the efficient and effective operation of the Trust and the schools.
- Demonstrating a commitment to developing leaders and ensuring a succession plan is in place both across the senior executive team and for headteachers and key specialist leaders across the Trust.
- Fostering 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.
- Bringing about Trust change and improvement through a careful approach to engaging and involving staff, ensuring a 'done with', rather than 'done to' model where possible.

The CEO will:

- Provide dynamic, motivational and inspirational leadership at all levels of the Trust.
- Model the Trust's commitment to continuous improvement and high achievement across all areas of its work
- Develop, implement and review Trust-level policies to ensure the achievement of the Trust's aims.
- Ensure the Trust's structures, and operational models, are fit for purpose and facilitate continuous improvement.
- Facilitate effective communication at all levels through leading on strategic leadership group meetings, and associated hub and school improvement committees.
- Develop and effectively manage the Trust's resources and facilities, including overseeing major capital projects.
- Ensure the Trust effectively manages its talent through appropriate and effective CPD and succession planning, including developing and empowering senior staff, appointing consultants where appropriate, and supporting recruitment and CPD at school-level.
- Take responsibility for guiding the Trust through changes to education sector initiatives and practice, such as curriculum changes or changes to Ofsted and accountability frameworks.

Quality of Education & Young People Outcomes

The CEO will be accountable for all aspects of teaching and learning across the Trust, upholding high standards for academic and non-academic outcomes and ensuring achievement of the Trust's educational vision.

The CEO will:

- Ensure quality curriculum, teaching and assessment across the Trust both through central systems and the clear setting of standards and expectations across all schools.
- Ensure that the data captured is consistent with the Trusts view of success, relevant, timely, triangulated and used formatively and actively to inform ongoing improvement both across the wider Trust and in individual schools.
- Foster a culture of disciplined innovation, where staff are empowered to engage in external and/or internal research and development activity that furthers the vision and strategy and ensures that specialist staff at the cutting edge.
- Develop and lead the Trust's improvement processes, including identifying and analysing school improvement needs, prioritising appropriately-resourced solutions and evaluating the impact of improvement strategies.
- 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.
- Oversee school-to-school support across the Trust.
- Commission external support for Trust and school improvement, and assess the effectiveness and impact of the support provided.
- To ensure a quality personal development and pastoral system of support for our young people is implemented, and assessed across all our schools, demonstrating a measured and balanced focus on non-academic outcomes and standards.

Safeguarding & Compliance

The CEO will be accountable for the Trust, and its schools, meeting its legal and statutory responsibilities.

The CEO will:

- Ensure that the Trust, and each school within the Trust, meets its safeguarding responsibilities in line with current legislation.
- Ensure that the Trust meets requirements related to health and safety and data protection.
- Ensure the Trust meets requirements set out by Companies House, the Charity Commission, the Department for Education (DfE), and the Education and Skills Funding Agency
- Embed Trust-wide accountability and quality assurance procedures to achieve compliance.
- Act as a designated safeguarding lead (DSL) for the Trust.

People Strategy

- Enable a people strategy that identifies talent, supports and develops all staff and sustains a culture of staff well-being and high staff professionalism.
- Ensure the Trust has high quality employment practices that promote equality, diversity and inclusion, including ethical practices of recruitment and retention of staff.
- Ensure staff have access to high quality professional development, aligned to balance Trust and individual needs.
- Ensure the Trust has strong talent management and succession planning programmes across all areas of the Trust's work

Finance & Procurement

The CEO will be accountable for the financial propriety and sustainability of the Trust.

The CEO will:

- Act as accounting officer for the Trust, ensuring that it works to the standards set out in the Academy Trust Handbook.
- Work closely with the Chief Finance Officer and Human Resources Director to establish and oversee effective financial monitoring systems, take appropriate action to address financial risks, problems and irregularities, and present Trustees with accurate and timely financial reports and build the team as appropriate in line with the growth strategy.
- Develop and oversee the Trust's income generation strategies, including grant applications and other fundraising.
- 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.
- Ensure that risk management systems and compliance monitoring systems are in place so that the Trust can anticipate and plan for risks and fulfil all its statutory duties and responsibilities.
- Oversee resource allocation and budget-setting and approval for the Trust and its schools, and ensure budgetary targets are met
- Work closely with the Trust's Chief Finance Officer to establish effective procurement procedures in order to achieve financial efficiencies.

Safer Recruitment Statement:

The Bishop Fraser Trust is committed to safeguarding and promoting the welfare of young people and young people and expects all staff and volunteers to share this commitment.

All staff employed by the Bishop Fraser Trust are expected to:

- Uphold and promote the Trust's vision.
- Uphold and promote the Christian ethos of all schools in the Trust.
- Support and contribute to the achievement of all students academically and pastorally.
- Support and contribute to the Trust's responsibility for safeguarding all students.
- Undertake professional training to enhance personal development and job performance.
- Comply with all Trust and individual school policies and procedures including safeguarding, child protection, health, safety and security, confidentiality and data protection.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive relationships with all pupils, parents/carers, colleagues, governors, Trustees and members; treating everyone with dignity and respect.
- Share best practice, expertise and skills with others.
- Seek to be positive and build up the common good through their own individual contribution to the life of their school.
- Offer ideas and suggestions for making things better.
- Engage actively in the appraisal and performance review process.
- Seek to develop a better work / life balance.
- Appreciate that whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified in this job description.
- Work within the Trust and individual school's Health & Safety Policies to ensure a safe working environment for all staff and pupils.



- Follow any reasonable request from the Chair of Trustees to undertake work of a similar level that is not specified in this job description.
- Be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- Promote equality and celebrate diversity, seeking to reduce disadvantage, and to encourage aspirations and participation from people who might not otherwise join in.

This Job Description is current at the date shown, but following consultation with you, may be changed by the Chair of Trustees to reflect or anticipate changes in the job which are commensurate with the salary and job title.

It allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out.

The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions of employment.

Last Updated:

June 2023

Person Specification

CRITERIA	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED
	E	D	
EDUCATION QUALIFICATIONS AND TRAINING			
Honours Degree	x		A, C
Practicing Christian		x	
To act in line with Christian Ethos & Values	x		
Qualified Teacher Status (QTS)	x		A
Relevant Higher Degree and / or NPQH and / or NPQEL		x	A, C
Post Graduate Qualification in Education or Business		x	A
Evidence of recent continuing professional development at Headteacher or above	x		A
CEO Development Programme		x	A
Project Management		x	A
PROFESSIONAL EXPERIENCE			
Extensive Experience of Successful Headship	x		A, I, R
Extensive experience of leading school improvement including leading schools out of Ofsted Category		x	A, I, R
Leading a school to an Outstanding Ofsted judgement		x	A, I
Experience of working at a regional or national level in the education sector		x	A, I

Experience of Senior Leadership in a Multi-Academy Trust	x		A, I
Experience as a National Leader of Education (past) or undergoing the new NLE cohort training		x	A, I
Experience of leadership development such as tutoring, mentoring or assessing the NPQ's or work with Teaching Schools or Subject Hubs	x		A, I, R
Experience of research-based improvements		x	A, I

CRITERIA	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED
	E	D	
Experience of managing school budgets and an understanding of the financial and auditing requirements of a Multi-Academy Trust	x		A, I
Adept at producing and presenting complex reports for a range of audiences	x		A, I
Experience of Governance in a Multi-Academy Trust		x	A, I
PROFESSIONAL KNOWLEDGE			
Knowledge of legislation affecting Multi-Academy Trusts including the ESFA Handbook	x		A
Good understanding of the MAT dividend	x		A, I
Knowledge of the key partnerships such as Teaching Schools or regional DfE	x		A, I
Demonstrate an understanding of research-based approaches to education improvement	x		A, I
Understanding of the National MAT Assurance Framework	x		A, I

PROFESSIONAL SKILLS & ATTRIBUTES			
Excellent management, leadership and planning skills	x		I, R
High level analytical, strategic planning and organisational skills	x		I, R
Outstanding communication skills – orally and in writing	x		I
High level ability to direct and co-ordinate the work of others; team building skills	x		A, I
An ability to demonstrate a professional commitment to the Nolan Principles	x		I
Ability to demonstrate an understanding of the business and commercial aspects of running a Multi-Academy Trust working in the public sector with not-for-profit primary objectives	x		A, I

CRITERIA	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED
	E	D	
Innovative leader with a clear understanding of how to support a distributed team to deliver the desired outcomes of an education Trust	x		A, I
Think creatively to solve problems and identify opportunities	x		I, R
PERSONAL QUALITIES			
Commitment to keeping young people Safe in Education and highly effective educational development of young people	x		I, R
Dynamic, articulate, insightful, financially astute and influential leader with the ability to operate at both strategic and operational levels	x		I

A team player and team builder with excellent communication skills and a robust focussed approach to the delivery of key strategic imperatives	x		I, R
Work under pressure and to deadlines; prioritise and manage own time effectively	x		I, R
High integrity and openness combined with a commitment to effective governance	x		I, R
Achieve challenging professional goals; ability to be reflective and self-critical	x		I, R
Ability to drive forward change in challenging circumstances	x		A, I, R
Energy, vigour and perseverance; an enthusiastic leader with strong morale building skills	x		I, R
Resilient and determined but able to provide support, demonstrate empathy and deal with staff and situations in a sensitive and considerate manner	x		A, I, R
Work Related Circumstances – Professional Values & Practices of The Bishop Fraser Trust			
Committed to the CofE Ethos of the Trust	x		A, I, R
Ability to relate well to young people and adults	x		A, I, R
Able to work under pressure and meet competing deadlines	x		A, I, R
Personal Resilience	x		A, I, R
Professional and respectful approach	x		A, I, R
Confident and assertive	x		A, I, R
Able to maintain confidentiality in line with GDPR requirements	x		A, I, R
Able to work on own initiative as well as part of a team	x		A, I, R
Flexible approach to work	x		A, I, R



Willing to participate in training and development	x		A, I, R
Able to motivate self and others	x		A, I, R
Equality, Diversity & Inclusion			
Committed to the Principles of Equality and Diversity	x		A, I, R
Commitment to safeguarding and promoting the welfare of young people and young people	x		A, I, R
Further Specifics			
Enhanced DBS Clearance	x		I
Ability to attend meeting outside of office hours as the post requires	x		I
Can meet the travel requirements of the post (multi-site visit)	x		I
Driving Licence		x	I

Key: A = Application C = Certificates I = Interview R = References

Living and Working in Bolton & Bury



Bolton and Bury are great places to work!

Affordable cost of living: compared to some of the bigger cities in the UK, the cost of living in Bolton and Bury is relatively affordable.

Convenient transportation: Bolton and Bury have transportation links, with easy access to the M60, M61 and M62 motorways and regular train services into Manchester City Centre. Bury has an excellent tram link to Manchester central and two major train stations.

Beautiful green spaces: Bolton and Bury have a range of beautiful parks and green spaces, such as Heaton Park, Jumbles Country Park and Rivington and Moses Gate Country Park. These offer an opportunity to escape from the hustle and bustle of daily life, and enjoy nature walks, picnics, or outdoor activities. The local moorland is exceptional.

Cultural attractions: Both towns have a rich industrial heritage and have a number of museums, galleries and historical landmarks that showcase this. These include the Bolton Steam Museum, Bury Transport Museum, and the East Lancashire Railway, which is a popular tourist attraction. Bolton has an excellent theatre, The Octagon. Manchester offers a huge array of culture and arts programmes.

There is a plethora of eating places, country pubs and activities. Bolton runs the UK Iron Man competitions in July and there is the Food Festival in August.

Academic institutions: Bolton and Bury are home to a number of Universities, Colleges and other academic institutions, such as the University of Bolton, and Bolton and Bury Colleges. These are great links with our Universities in the area such as Manchester University and MMU.

How to Apply

We hope that you have enjoyed reading about The Bishop Fraser Trust and that you will feel able to apply for this post.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people, even those who are less well motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands with resilience;
- wish to make a real difference in the lives of others;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

For more information visit our website www.thebishopfrasertrust.co.uk or contact Linda Cardwell by emailing lcardwell@thebishopfrasertrust.co.uk to arrange in informal chat with Tania Lewyckyj, Chief Executive.

To apply please contact recruitment@thebishopfrasertrust.co.uk for an application form – please do not send CV's as they will not be considered.

It is important that you provide a complete employment history from when you left full time education. If the application form is not fully completed or has unexplained gaps in your employment history, your application will not be considered. Copies of your qualifications will be required at the interview stage; please do not send these with your application.

Please also include within the body of your application form **a statement of no more than two sides of A4** to explain why you want to work at the Trust, why you are the best candidate for this post and what you would contribute to our Trust, with examples from your recent work if possible. We are keen to learn about your impact and your educational philosophy.

We will not be able to consider late applications.

In accordance with the General Data Protection Regulations, the details provided in the application form will be used for selection and interview procedures, and for employment records if your application is successful. Our recruitment privacy notice with further details is available both on our school website.

If you do not hear from us within two weeks of the closing date, then please assume that your application has been unsuccessful on this occasion.

The Trust has an Equal Opportunities Policy. If you are disabled, please give details of how we can ensure that you are offered a fair selection and interview process or if you would prefer, please contact recruitment@thebishopfrasertrust.co.uk to discuss any requirements.

Successful candidates will be asked to provide, prior to taking up the appointment, documentary evidence (including National Insurance number) showing their entitlement to work in the UK. We will also carry out reference checks, an enhanced DBS and declaration of health check.

Closing Date: Friday 30 June 2023 at 9.00 am

Interview: Monday 10th and Tuesday 11th July 2023