



THE PRIORY
LEARNING TRUST



Chief Executive Officer Candidate Pack

Students First, Cherishing Staff, Serving Communities



Letter from our Chair

Dear Candidate,

Thank you for your interest in the post of Chief Executive Officer (CEO) at The Priory Learning Trust (TPLT).

Following the resignation of our founding CEO, our Trust seeks to appoint an outstanding and ambitious individual. This opportunity creates a new path forward, evolving our strategic plan and growth ambition with fresh insight, experience, and influence. It will be a rewarding role but not without challenge, one which we believe wholeheartedly will make a difference not only to you but also to every student and member of staff in our Trust and to the communities they serve.

Established in 2016 and now with 8 schools across 9 sites, our growing Trust has built a vision for a culture of continuous improvement. This is based on partnership and sharing, quality teaching and learning, research-based School Improvement, investment in staff welfare and training and a successful provision for Initial-Teacher Training. We set high standards to ensure all of our schools know what excellence in education looks like and how to chart a course to achieve and embed this. The Trust Board has built capacity within the Central Team to lead this work.

Our three core values are Students First, Cherishing Staff and Serving Communities. We take seriously our role as an educational charity and the impact we have not only today in the communities we serve but the future generations we are helping to develop.

We have built our Trust on a Hub Model, currently with two Hubs in Somerset and North Somerset. Our ambition seeks to grow these hubs further whilst being committed to attain Outstanding Ofsted Inspections for every school within the Trust. We also plan to build an AP (appropriate provision) capacity to help those students who might struggle to stay in mainstream education continue to learn and achieve qualifications. We have a well-established and strong business model with key functions centralised and this has led us to being stable and ambitious.

We are looking for someone with proven leadership skills and with an entrepreneurial outlook to achieve all of this and to help shape and to realise the vision of the Board in the Trust's next phase. In considering your application, please reflect on the leadership qualities which we believe will make you successful in this role: you will be an inspirational and authentic leader; you will be able to bring people along with you; you will be able to articulate a shared vision with the Board in a way that is relevant to all stakeholders and communities; you will display behaviours fully aligned to our Trust and its ethos and values. As CEO you will be a passionate champion of the Trust's vision and persuasive in pursuit of our core purpose – delivering an effective, outstanding education programme to raise standards across the board but especially with regards to our most vulnerable groups – pupil premium and those with SEND – and their families.

Thank you for the time and care you will take in considering your application. If you seek to take TPLT on the next stage of its journey, are enthused by the ambition and energy for continued success and believe you are the next successful leader of our Trust and its hard-working and talented staff, then we very much welcome your application.

Yours sincerely,

Katie Dominy
Chair of the Board of Trustees

Vision and Values

Our Vision

The Priory Learning Trust is a Multi-Academy Trust of primary and secondary schools – and in time (we hope) special schools. This will add real inclusivity to our Trust.

The PLT grew from a passion to bring the power of partnership and sharing to bear and provide a first-class education to a wide range of children, of all abilities and social class groupings, in Weston-super-Mare and Highbridge.

We believe that this approach will create happy, confident, and high-achieving students. This truly collaborative approach will also develop great staff relationships and improve staff wellbeing. It promotes healthy competition.

The Priory Learning Trust is a charitable company limited by guarantee for the promotion of education and wider community benefit.

The Priory Learning Trust will:

- Support the aspirations of young people and their ambitions for their future success.
- Contribute to producing aspirational, well-rounded, confident and active citizens.
- Offer a broad range of qualifications.
- Be inspirational learning centres offering exceptional education.
- Combine, share and utilise the highest academic standards and levels of expertise across our academies and partners to design and develop an innovative and inspiring curriculum – learning is at the centre of what we do.
- Provide a strong duty of care to nurture and support students' wellbeing and self-esteem.
- Maintain the unique nature of all of the schools within the Trust.
- Give Academy Councils the freedoms to focus on the challenge and support for the improvements in teaching, learning and the curriculum.

Our Ethos

The ethos of The Priory Learning Trust is visionary, aspirational, and one of pursuing excellence across every single area of our work.

Through working together and sharing resources, our academies will provide all young people in Weston-super-Mare and Highbridge with inspirational academic and vocational programmes which prepare them for successful careers and healthy, confident and active livelihoods.

Our Values

STUDENTS FIRST: The mission of The Priory Learning Trust (TPLT) is to develop happy, confident and successful young people. Our underpinning values are respect for each other, creating an environment for successful learning and giving everyone the tools to maximise their potential. Our primary focus is providing great student outcomes whilst also thinking about the holistic welfare of our students.

CHERISHING STAFF: TPLT is committed to social equality and the principles of fair access and opportunity. The priority is local families and we will retain a local focus. TPLT values its employees. It is committed to staff development and to fair and transparent dealings with all employees. Our employees are precious and they must be deployed for maximum gain for our students and their welfare.

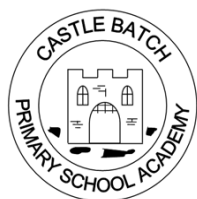
SERVING COMMUNITIES: TPLT intends to wisely grow its family of schools. There will be measured growth as we must maintain outstanding outcomes. Growth, therefore, will be intentionally designed. TPLT will extend business services to support great teaching and learning. All our academies will deliver a 'world class' modular curriculum that is relevant, dynamic, forward looking and balanced.



Our Schools



THE PRIORY
LEARNING TRUST



Castle Batch Primary School Academy

Rawlins Avenue, Worle
Weston-Super-Mare
BS22 7FN



Priory Community School – An Academy

Queensway
Weston-super-Mare
BS22 6BP



Pawlett Primary
School Academy

Pawlett Primary School Academy

Gaunts Road, Pawlett
Bridgwater TA6 4SB



St Anne's Church Academy

Bristol Road, Hewish
Weston-super-Mare
North Somerset
BS24 6RT

St Anne's Church Academy

1 Scot Elm Drive, West Wick
Weston-super-Mare
North Somerset
BS24 7JU



West Huntspill Primary Academy

New Road, West Huntspill,
Highbridge, Somerset
TA9 3QE

East Huntspill Primary Academy

New Road, East Huntspill
Highbridge, Somerset
TA9 3PT



The King Alfred School – An Academy

Burnham Road, Highbridge
Somerset TA9 3EE



Worle Community School – An Academy

Redwing Drive
Weston-super-Mare
BS22 8XX



Job title: CEO

Salary: Competitive Package

Location: Based primarily in the TPLT Central Team Office but deployed where there is greatest need across the Trust, as necessary

Report to: Chair of Trust Board

Job Description

Main Purpose of the role:

To deliver the Trust's strategic aims, to uphold the Trust values and to provide system-wide leadership across the organisation on behalf of the Trust Board. To take primary responsibility for identifying, mitigating or removing and managing risks to the integrity and reputation of the Trust. A driven leader who will be committed to creating the optimum educational opportunities for all across the Trust.

This appointment is made with the intention of managing growth and the responsibilities and potentially the scope of the role of CEO will change over time; the new appointee must embrace, facilitate and lead this dynamic situation.

The role will encompass the following areas:

- **Board Management and Stakeholder Relations**
- **Strategic Leadership and Performance Management**
- **Leadership and Management**
- **Financial and Procurement**
- **Resources and Change Management**
- **Teaching and Learning/School Improvement**
- **Communication**
- **Confidentiality**
- **Safeguarding**
- **Equality and Equity**
- **Health and Safety and Compliance**
- **Beliefs, Attitudes and Personal Attributes**
- **Trust Ethos**

Appendix: the role of the Accounting Officer:

The Accounting Officer responsibilities are given the Academies Trust Handbook sections 1.37 - 1.44. The designated responsibilities are:

- Give assurance (to Parliament and the public) of high standards of probity in the management of public funds, particularly regularity, propriety and value for money
- Adhering to the Seven Principles of Public Life (the Nolan Principles)
- Having oversight of financial transactions (under Trustees' control, measures to prevent losses or misuse, multi-person operation of accounts and records, accurate accounting records)
- Completing annual statement on regularity, propriety and compliance
- Taking personal responsibility for assuring compliance to the Board
- Advising on Board intent or action is incompatible with the articles, funding agreement or handbook
- Notify the ESFA if they consider the Board is in breach of the articles, funding agreement or handbook

A comprehensive Job Description is available on request.

Person Specification

	Essential	Desirable but not essential
Professional qualifications and experience	<ul style="list-style-type: none"> Educated to degree level Experience and knowledge of complex organisations (MATs, charities, business and industry) Degree and recognised professional qualification relevant to the role A record of recent and relevant continuing professional development Experience of leading one or more of the key strategic areas outlined in the job description Experience of highly effective implementation of national policy 	<ul style="list-style-type: none"> Knowledge of education Post graduate qualification in the field of leadership and management Post-graduate educational/leadership or management qualification
Skills, Abilities and Competencies	<ul style="list-style-type: none"> A clear and compelling moral purpose and ability to communicate this to all stakeholders Ability to communicate a vision of outstanding teaching and learning through inspiration and empowerment Understanding of the statutory frameworks within a specific sector, Company and Charity Law and knowledge of relevant policies, legislation and codes of practice across a specific framework Experience of working with organisational governance Strategic planning and review of progress against plans in terms of standards, performance and finances, taking decisive action where necessary Finance – project costing and budgetary management Resource management – estimating, securing and monitoring resources Ability to advise on funding and grant opportunities for the Academy Trust Ability to plan strategically based on use of data, targets and benchmarking Proven track record of developing business planning and managing the introduction of new initiatives – and in particular large scale asset development/buildings projects A successful track record of human and financial resources management Ability and commitment to work flexibly and collaboratively as part of a team whilst taking a leading role when required 	<ul style="list-style-type: none"> Line management experience of senior post holders Understanding of leading and managing across multiple sites Experience of a successful CEO or Board role in a Trust environment or an educational setting Understanding of the statutory educational framework, current educational issues relating to academies and knowledge of relevant policies, legislation and codes of practice across education Experience working with the Diocese, RSC, LA and DfE Experience of developing PR and marketing strategies Experience of successful Headship of a school or a leadership role within a Trust environment Comprehensive knowledge of the schools' Ofsted Inspection criteria and processes Proven experience of successfully leading and supporting school improvement priorities/outcomes and understanding of Ofsted and SIAMS frameworks
Personal Qualities	<ul style="list-style-type: none"> Excellent relationship management and building effective teams at all levels, and reinforcing partnerships Ability to articulate vision to a variety of audiences Advocacy, facilitation and negotiation skills Intellectually versatile and innovative Emotionally intelligent and perceptive Reliable and trustworthy Demonstrates energy, dynamism and resilience Proactive and positive approach to problem solving Ability to develop a high profile and be strong visible presence for the Trust Calm under pressure and self-motivated Ability to influence and pursue challenging and rigorous questions Excellent interpersonal, skills with the sensitivity to work well in a range of situations 	

Students First, Cherishing Staff, Serving Communities

Academicis

How to apply:

If you wish to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at **Academicis: Ross Laird: rlaird@academicis.co.uk – 01223 907979/07901 585959.**

Please email your application to: **Ross Laird** at **Academicis: rlaird@academicis.co.uk**

Closing date: **Noon, Tuesday 30th August 2022**

Shortlisting date: **Thursday 1st September 2022**

Interviews: **Wednesday 14th and Thursday 15th September 2022**



Queensway
Weston-super-Mare
North Somerset
BS22 6BP

Students First, Cherishing Staff, Serving Communities