



Trust  
Deputy CEO



SUCCESS FOR ALL  
EDUCATIONAL TRUST





# Welcome from the CEO

Dear Candidate,

Thank you for requesting this recruitment pack and for taking the time to consider the role of Deputy CEO of The Success for All Educational Trust (SFAET). I am very proud to be the CEO of a Trust that is committed to the success of all of the students in our care.

The students in our Trust deserve the very best leaders and teachers and we are seeking an exceptional candidate for this key leadership post. It is a great opportunity to work closely with myself and a group of fantastic school leaders who believe passionately in what they are doing. Our Deputy CEO as second in charge of the Trust will oversee all of our schools in delivering the Trust's core purpose of ensuring that all children receive an excellent and ambitious education and are as successful as possible.

Our Trust is currently Havering based and composes of three secondary schools - Redden Court, Sanders Draper and The Royal Liberty Schools which together form our secondary wing and two primary schools, Rise Park Junior and Rise Park Infants which together form our primary wing.

Our vision as a Trust is focused on a 'Commitment to Success for All' and high levels of aspiration for every member of our community. The Trust is forward thinking and progressive. We seek to achieve the very best for our students through the use of a rich variety of educational approaches.

In all of our schools we insist upon an inclusive approach to learning, innovative teaching, a broad and balanced curriculum and strong pastoral systems. The welfare and development of all our staff is considered by us to be a vital element of school and Trust improvement with all staff encouraged and enabled to avail of CPD opportunities.

These are exciting times for the SFAET as it expands and develops. On a personal level we are looking for an individual who shares our overall vision and who has the personality, energy and drive to contribute to our exciting future.

Perceptions play a major part in choosing the right employer for the next phase of your career. I strongly urge you to come and visit our central offices at The Royal Liberty School and to meet with myself prior to application.

I look forward to meeting you and receiving your application.

*Mr Paul Ward*  
*CEO of The Success for All Educational Trust*





# Trust Deputy CEO Job Advert

Competitive Annual Salary of L33-L37  
Hours: Full time.  
Required for September 2024 or sooner  
Location: Based at The Royal Liberty School

The Board of Trustees of The Success for All Educational Trust wishes to appoint an outstanding and dynamic Deputy CEO to work closely with the CEO in leading our Trust through the next stage of its development and growth. The successful applicant will become the second in-charge of The Success for All Educational Trust, reporting directly to the CEO. The role includes accountability to the CEO and Board of Trustees for building and articulating the strategic vision for the organisation, for the safety and well-being of students and staff across the Trust, for delivering outstanding learning outcomes at all levels and for ensuring that outstanding leadership and management are consistently sustained.

The Success for All Educational Trust was formed in September 2017 and currently consists of five academies in the London Borough of Havering: Redden Court School: The Royal Liberty School: Sanders Draper School: Rise Park Junior School and Rise Park Infants School.

Our mission is:

‘To work together to support ambition and excellence in education.’

At the core of everything we do is our Commitment to  
‘Success for All’

Our vision as a Trust is focused on a 'Commitment to Success for All' and high levels of aspiration for every member of our community. The Trust is forward thinking and progressive. We seek to achieve the very best for our students through the use of a rich variety of educational approaches. In all of our schools we insist upon an inclusive approach to learning, innovative teaching, a broad and balanced curriculum and strong pastoral systems. The welfare and development of all of our staff is considered by us to be a vital element of school and Trust improvement with all staff encouraged and enabled to avail of CPD opportunities.

The ideal candidate will have:

- Substantial senior leadership experience at Headship or equivalent level
- Excellent interpersonal, communication and organisational skills
- Experience of leading and managing organisational performance with a relentless focus on improving outcomes
- Evidence of the ability to motivate, develop, support and challenge staff
- Evidence of strong influencing and negotiating skills
- Evidence of the ability to actively engage politically and strategically
- Evidence of the ability to plan effectively
- Evidence of developing organisational culture including the ability to embrace and influence change, and develop organisational resilience
- In depth knowledge and experience of child protection, safer recruitment and safeguarding procedures
- Commitment to diversity, equality and inclusion
- Committed to actively seek new approaches, ideas and challenges
- Be able to take difficult decisions when under pressure
- Be ambitious to become a CEO within the next three to five years



# Trust Deputy CEO Job Advert

The Success for All Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff to share this commitment. An Enhanced DBS disclosure is required for this post.

We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender identity, ethnic origin, disability, marital status, age or sexual orientation.

References from three previous employers will be sought prior to interview.

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Deadline for applications:

Please forward your completed application from <https://www.sfaet.co.uk/work-with-us/vacancies> to [HR@sfaet.co.uk](mailto:HR@sfaet.co.uk) by noon on Monday 11<sup>th</sup> December

Interviews are planned for Monday 18<sup>th</sup> December

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# Trust Deputy CEO

## Job Description

Deputy Chief Executive of the Success for All Educational Trust (SFAET)  
Post Holder: Deputy Chief Executive Officer  
Scale: L33-37  
Reporting to: Chief Executive Officer

### ***Core Purpose:***

The post holder is the second in-charge of The Success for All Educational Trust, reporting directly to the CEO. The role includes accountability to the CEO and Board of Trustees for building and articulating the strategic vision for the organisation, for the safety and well-being of students and staff across the Trust, for delivering outstanding learning outcomes at all levels and for ensuring that outstanding leadership and management are consistently sustained.

The Deputy CEO will eventually oversee all of the Trust's schools in delivering the Trust's core purpose of ensuring that all children receive an excellent and ambitious education and are as successful as possible.

The Deputy CEO will work alongside the CEO and the Trust's Governance to:

- embody the principle of success for all
- enable the Trust to provide an excellent education for every student
- promote and inspire the highest possible standards of achievement
- secure the long-term success of the schools within the Trust by maximising potential through the skills and resources held within the schools
- build leadership capacity throughout the Trust

### ***Key accountabilities:***

#### ***Strategic Leadership:***

- Work with the CEO to develop and maintain a shared vision and future strategic plans which will inspire and motivate students, staff, parents and the wider community for each school and the Trust
- Translate the vision into agreed objectives and operational plans, securing support and commitment from key stakeholders and successfully delivering against them
- Ensure evidence-based improvement plans and policies promote continuous school improvement linked to each school's self-evaluation
- Create an outward facing Trust that works effectively with other schools and organisations in a climate of mutual challenge and championing of best practice
- Work with the CEO and Trustees to recruit and retain a high quality leadership, teaching and support staff team, and deploy staff effectively in order to ensure a consistently high quality of education

#### ***Ensuring and Promoting Aspiration:***

- Create a Trust wide culture and ethos of challenge and support where all students can fulfill their potential in all areas of school life
- Model inspirational and strong strategic leadership to the teaching and support staff teams to ensure that the schools continue to deliver the highest standards of learning across the board
- Oversee creative, responsive and effective approaches to teaching and learning
- Drive a continuous and consistent Trust wide focus on students' achievement, using data and benchmarks to monitor progress
- Monitor, evaluate and review each school's practice, and drive improvement strategies.

# Trust Deputy CEO

## Job Description

### *Managing the Trust:*

- Oversee the Trust's schools on a daily basis, ensuring regular visits and high presence
- Ensure consistency of approach and processes across the Trust's school and delegated business functions
- Ensure individual staff accountabilities are clearly defined, understood and agreed, to ensure excellent quality of teaching and learning
- Establish rigorous, fair and transparent systems and measures for managing the performance of staff
- Address underperformance at all levels
- Enable and support the continuing professional development of all staff
- Inspire and influence others within and beyond the Trust welcome strong governance and work collaboratively with Trustees, actively supporting their work and providing information and objective advice to enable them to fulfill their strategic monitoring and meet their statutory and wider responsibilities
- Ensure the ongoing development of an organisational structure which reflects the Trust's needs, and enables effective and efficient operations
- Work closely with Local Committees throughout the year to ensure that each school achieves its objectives
- Ensure that the Trust's systems and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity
- Create an inspiring and professional work environment

### *Accountability:*

- Lead on a culture where all staff recognise that they are accountable for the success of the Trust
- Present a coherent and accurate account of the Trust's performance in a form appropriate to a range of audiences, including Trustees, staff, students and parents
- Ensure that parents, carers and students are fully engaged and well informed about each school's direction, priorities, curriculum and student attainment, progress and targets for further improvement
- Combine the outcomes of regular school self-evaluation with external evaluations in order to develop each school and the overall Trust

### *Continuous Improvement:*

- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all students
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally and use this to share and implement best practice at the Trust
- Pursue continuous professional development in order to broaden personal experience and use this to drive improvement at the Trust



# Trust Deputy CEO

## Job Description

### *The Learning and Working Environment:*

- Ensure that ICT acts as an enabler of learning for all, and that technical opportunities are maximised to the benefit of student learning
- Manage and organise the school sites efficiently and effectively to ensure that all school buildings meet the needs of the curriculum
- Ensure effective supervision and security of the schools' environments and ensure good maintenance through appropriate agencies
- Maximise the potential of the sites to provide stimulating learning environments and community facilities
- Liaise with the Trust Estates and Facilities Manager with whom H&S accountability sits, to ensure compliance with Health and Safety policies, and the safety of everyone using the school sites
- Ensure compliance with the Equality Act 2010 as it applies to the employment, management and leadership of staff and provision for all members of the school community

### *Safeguarding:*

- Ensure that all safeguarding processes are robust and in line with current legislation
- Continue to develop and maintain positive strategies for challenging racial and other prejudice
- Continue to develop and maintain a strong anti-bullying position
- Collaborate with other agencies to ensure student and community needs are met
- Ensure that strategic planning takes account of the diversity, values and experience of each school and its local community. Create and maintain effective partnerships with parents and carers, Trustees and the Local Authority to support and improve students' achievement and personal development

This job role is not exhaustive; the role holder may be required to undertake such other duties, commensurate with the post and salary grade, as may from time to time be assigned by the CEO or the Trustees.

This document will be reviewed at appropriate intervals and may be subject to modification or amendment at any time following consultation with the role holder.

The role holder will be required to travel to any of the Trust Academies within the Success for All Educational Trust and attend meetings with external stakeholders as required which may be outside of normal business hours..

# Trust Deputy CEO Person Specification

Criteria	Essential	Desirable
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"> <li>- Substantial senior leadership experience at Headship or equivalent level</li> <li>- Experience of leading and managing organisational change performance with a relentless focus on improving outcomes</li> <li>- Evidence of the ability to motivate, develop, support and challenge staff</li> <li>- Evidence of strong influencing and negotiating skills</li> <li>- Evidence of the ability to actively engage politically and strategically</li> <li>- Evidence of the ability to plan effectively</li> <li>- Evidence of developing organisational culture including the ability to embrace and influence change, and develop organisational resilience</li> <li>- Clear, practical vision for learning pedagogy from age 3 to 18</li> <li>- Successful experience of effective financial and resource management to achieve educational priorities and ensure efficiency and value for money</li> <li>- In depth knowledge and experience of child protection, safer recruitment and safeguarding procedures</li> <li>- Educated to degree level or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>- Considerable experience of Inspection or school improvement</li> <li>- Experience of working in primary and secondary schools</li> <li>- Understanding of EYFS, the National Curriculum and the public examinations system requirements from age 3 to 18</li> <li>- Professional expertise in developing and delivering visionary curriculum leadership</li> <li>- Track record of successful leadership of significant educational improvement strategies</li> <li>- Educated to Masters degree level or higher and/or possess a leadership qualification e.g. NPQEL in education or is studying to achieve this</li> </ul>
<b>Professional and Personal Attributes</b>	<ul style="list-style-type: none"> <li>- Outstanding leader, committed to distributive leadership and teamwork</li> <li>- A visible high-profile role model with a professional approach that demands excellence, confidence, trust and respect of the Trust and the wider community</li> <li>- Passionate commitment to the academic, personal and social development of young people and families</li> <li>- Excellent interpersonal, communication and organisational skills;</li> <li>- Commitment to diversity and equality;</li> <li>- Committed to actively seek new approaches, ideas and challenges;</li> <li>- Be able to take difficult decisions when under pressure</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>- A commitment to uphold and promote equality of opportunity</li> <li>- A deep commitment to the vision, values and aim of the Trust.</li> <li>- Be ambitious to become a CEO within <i>three to five</i> years</li> </ul>	



# Working for SFAET

The Success for all Educational Trust has over 450 staff working across five schools. We truly believe that our staff are amazing and that without them we would not be able to deliver the provision we do.

As a result we offer staff a range of opportunities and benefits including:

- Access to a range of CPD opportunities including the full suite of NPQ qualifications.
- The opportunity for flexible working where possible.
- The trust remains committed to contributing to the Teachers' Pension Scheme for all teaching staff and to the Local Government pension Scheme for all Associate staff
- Generous family leave of absence provisions when required.
- Free car parking at all of our sites.
- Rent deposit advance/loan if required
- Access to our Staff support scheme The Schools Advisory Service which includes physiotherapy, mindfulness, GP phone and video consultations, private medical operations, menopause support, weight management and counselling
- HES rewards - Deals and discounts from a range of shops, financial planning tools, wellbeing centre
- Regular Trust wellbeing afternoons

## *Staff Testimonials:*



Rise Park Academies joined the SFAET in September 2021. We are looking forward to working with the Success For All Educational Trust in the forthcoming academic year and commencing our professional relationship as two successful organisations that can now gain many significant benefits from this association, including effective transitions from the primary to the secondary phase, exciting teaching and learning opportunities, continuing staff career development and the advantage of being able to utilise economies of scale as part of an extended and developing multi-academy trust.

*Mrs C Fox, Executive Headteacher Rise Park Academies*

# Working for SFAET

I was very keen to be able to work with a Trust which has proven experience and knowledge of bringing about positive school improvement within Havering and who are passionate and driven to ensure the best provision for all. There has been a range of support and completion cooperation between the schools and Sanders has benefited greatly from this in a number of ways.

We benefited from the expertise and support across school in a range of areas particularly teaching and learning, leadership, has been exceptional.

On a personal level I have been able to work closely with the other Headteachers and this has been most helpful not only for support and networking but also my own development and progression.

*Mr S Brooks, Headteacher of Sanders Draper School*



I am proud to have joined the Success for All Trust as Education Welfare Officer in 2017. The team of professionals I am fortunate to work with are dedicated to improving and enriching the lives of our young people.

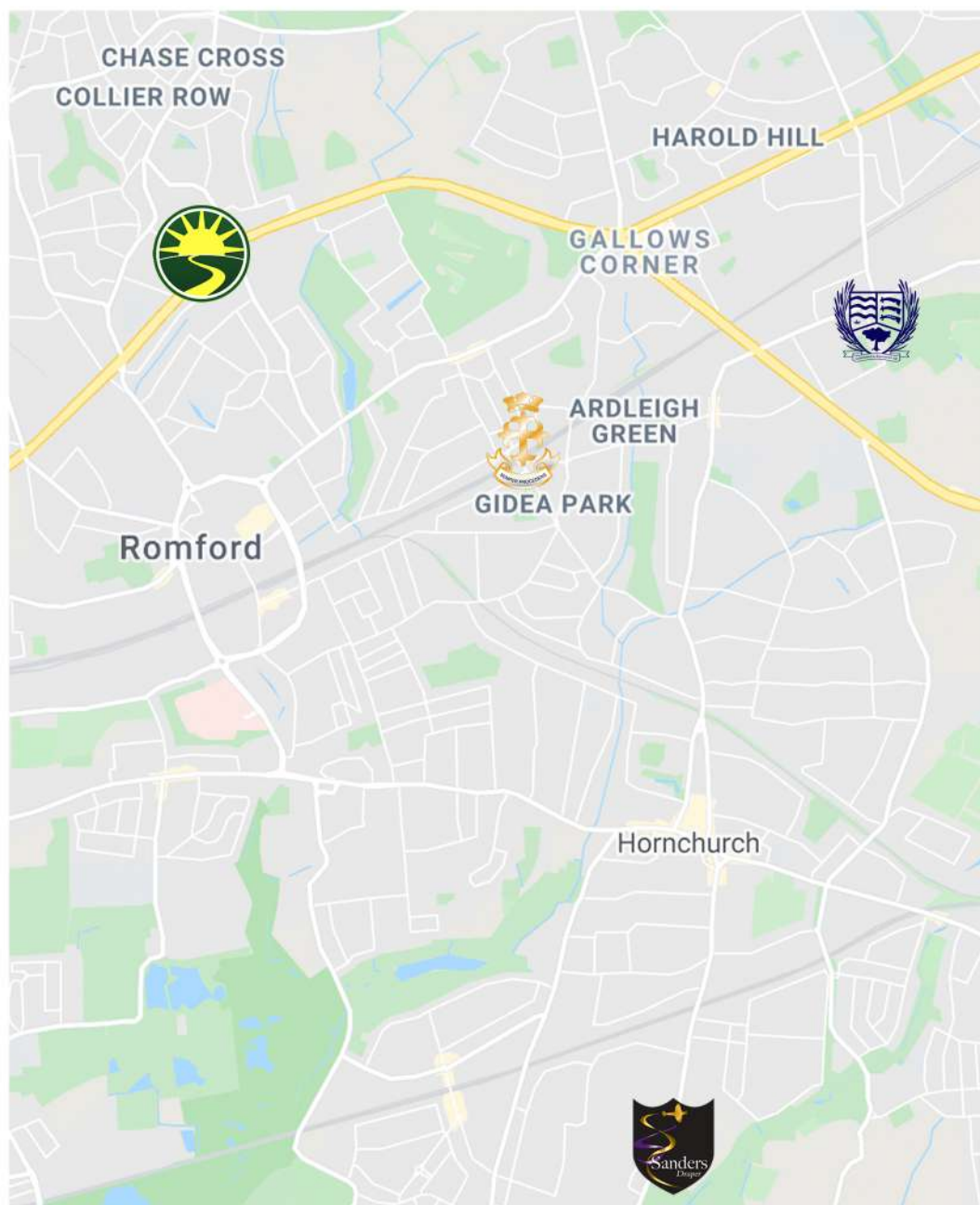
I have worked hard to streamline and standardise the Trust attendance procedures and policies across all three schools, so that our high expectations are consistent and unified. I work closely with our excellent Attendance Officers in the three schools and I am responsible for promoting excellent attendance, providing legal guidance around school attendance legislation, and offering my support.

It is a proven fact that excellent attendance is directly linked to achievement and it is of course, one of the important life skills that prepares our young people for the world beyond school. The welfare part of my role is important to me and I work with students/families to overcome barriers and life challenges that impact on attendance to school. I am passionate about my work and the high standards expected from our young people within our brilliant schools and I feel privileged to be part of the "Success for All" Trust.

*Mrs J Willis, Lead Education Welfare Officer*



# Our Academies



Rise Park Academies  
Annan Way  
Romford  
RM1 4UD



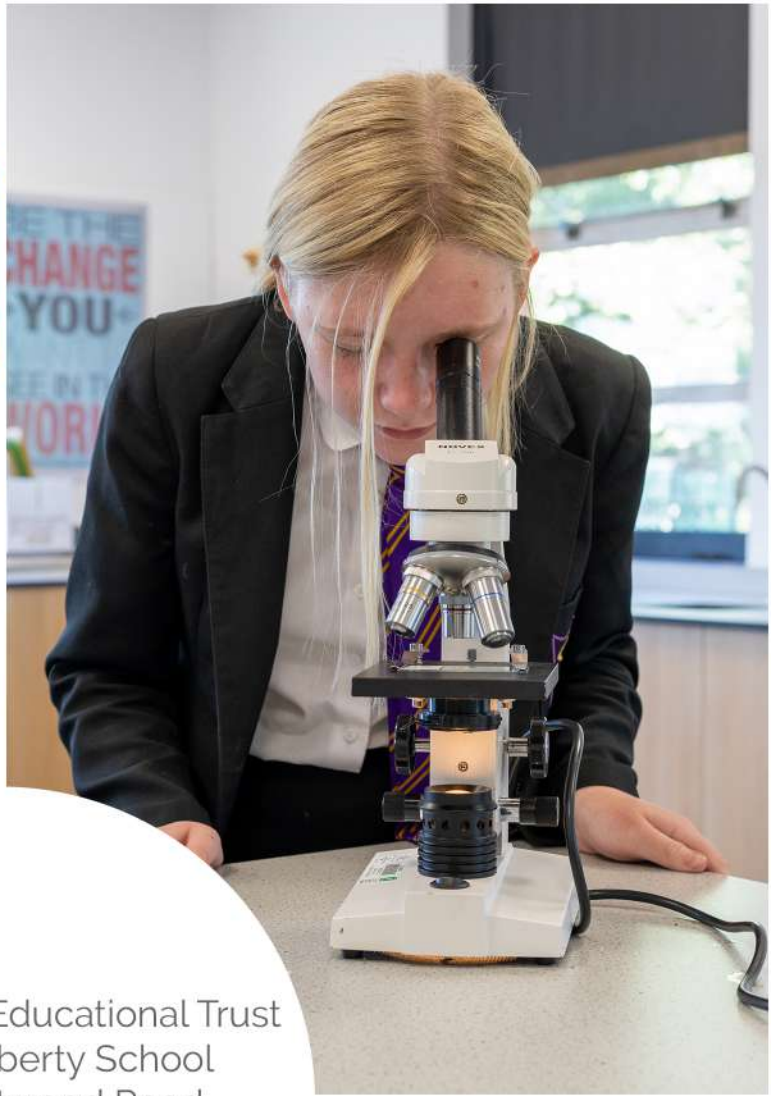
Sanders Draper School  
Suttons Lane  
Hornchurch  
RM12 6RT



The Royal Liberty School  
Upper Brentwood Road  
Gidea Park  
RM2 6HJ



Redden Court School  
Cotswold Road  
Harold Wood  
RM3 0TS



Success for All Educational Trust  
The Royal Liberty School  
Upper Brentwood Road  
Gidea Park  
RM2 6HJ

