



**SANCTA FAMILIA**  
CATHOLIC ACADEMY TRUST

**Regional Trust Lead**  
**External Recruitment pack**  
**May 2026**

# A message from our CEO



Thank you for your interest in the Regional Trust Lead role at Sancta Familia Trust. Our vision is clear: we exist to provide an exceptional education for every student, every day; driven by love, service, humility and our Catholic faith.

Our values of Love, Service, Personal Development, and Faith drive our behaviours towards ourselves and each other.

- **Love** – “love one another as I have loved you.” John 13:34.
- **Service** – we serve the needs of others, and we respect everyone - seeking to understand rather than be understood. St Francis of Assisi.
- **Humility** – we aim to be the best, but we know that to do so we must put ourselves last - "think first the foundation of humility. The higher the structure is to be, the deeper must be its foundation." St Augustine.
- **Faith** – God has given us faith, and we have courage to use it - “have courage! Get up; he is calling you.” Mark 10:4.

We lead a family of Catholic schools from across South London where everyone is known, loved, and adds value to our community. We believe in autonomy with coherence – we have a duty to share and implement best practice across our schools but also encourage the development of next practice to drive continual improvement.

We will succeed by being a little bit better tomorrow than we were today through excellence in faith, service, personal development and academic progress.

This means (our pillars):

- **Faith:** we take time every day for service, reflection, and prayer.
- **Service:** we serve our communities - with preferential treatment - for those who are poor in spirit or circumstance.
- **Personal development:** every member of Trust works hard to develop their talents each week.
- **Academic progress:** we provide an excellent education for every student, every day.





## Our current position

- We currently serve the London Boroughs of Merton, Sutton, Lambeth, and Croydon.
- We are a growing Catholic family of 7 schools (6 x primaries and 1 x secondary).
- We educate more than 3,500 pupils (3,523).
- We employ almost 700 staff (686).

Our current schools are high performing. Typically, our headline results at KS2, KS4 and KS5 are significantly above national. For example, the percentage of pupils achieving the expected standard in Reading, Writing and Maths is 81% and those achieving 5+ in English and Maths at GCSE is also 81% - approximately 20% above national averages for both.

You will be joining a new yet highly successful group of schools. Your challenge will be to work with our school communities to help us get even better.

By 2030-31, we have set ourselves a very ambitious goal to be internationally renowned for excellence in faith formation, service, development of talents, and academic progress





As an Regional Trust Lead, you will play a crucial role in driving our progress towards this vision. We are looking for someone who can live our values, and is passionate about the transformative impact of Catholic education.

Yours faithfully,

Michael Feely,  
Chief Executive Officer, Sancta Familia Catholic Academy Trust



# Job description



Job Title	Regional Trust Lead
Contract Type	Permanent
Location	Trust boroughs: Merton, Croydon, Sutton and Lambeth
Reporting to	CEO
Basis	Part-time, 2 days a week, term-time only or full-time, 5 days a week, 52 weeks a year.
Salary Range	For 2 days a week: Pro-rata (0.30 FTE, reflecting 2 days per week and term-time only working), indicative salary: £30,120 – £35,610 per annum (pro-rata equivalent of £100,400 – £118,700 FTE).  For 5 days a week: Full-time (52 weeks per year), indicative salary: £100,400 – £118,700 per annum.
Start Date	1 <sup>st</sup> September 2026
Closing Date	23:59 pm Monday 8 <sup>th</sup> June 2026

## About the role

The Regional Trust Lead will provide strategic executive leadership for primary education across Sancta Familia Catholic Academy Trust, ensuring consistently high standards of education, leadership, safeguarding culture, and inclusion.

This is a new Trust-wide leadership role, created to strengthen system leadership and build sustainable capacity across Trust primary schools. The postholder will focus their time on agreed strategic priorities, working in close partnership with Headteachers to drive improvement, develop leadership, and embed a coherent approach to curriculum, assessment, and professional practice across the Trust. The role does not replace the statutory responsibilities of individual Headteachers but provides strategic oversight, professional challenge, and support to secure excellence for all pupils.





## Key Responsibilities

Note on Part-Time Working (0.4 FTE – 2 Days Per Week): The responsibilities below reflect the full strategic scope of this role. As a part-time appointment, the postholder will not be expected to discharge all responsibilities concurrently or at the same intensity as a full-time post. The Trust will ensure workload is reasonable and that the postholder is treated fairly in comparison with full-time equivalents. The postholder will not be directed to work on their non-contracted days; any requests to do so will be by mutual agreement.

### Strategic Leadership & School Improvement

- Provide Trust-wide strategic leadership for primary education, aligning school improvement priorities with Trust strategy and Catholic values.
- Lead the development and delivery of a coherent primary improvement strategy, ensuring consistency of ambition and impact across schools.
- Support Headteachers in producing and implementing robust School Improvement Plans aligned to Trust priorities and inspection expectations.
- Contribute to Trust self-evaluation and risk management, identifying strengths, areas for development, and targeted support needs.
- Support schools in responding to inspection outcomes, external reviews, and diocesan expectations, ensuring rapid and sustained improvement where required.

### Leadership Development & Talent Management

- Act as a professional coach and mentor for Headteachers and senior leaders, supporting leadership effectiveness, resilience, and growth.
- Identify and nurture future leaders, contributing to a Trust-wide succession planning strategy for primary leadership.
- Lead or contribute to leadership development programmes for executive leaders, aspiring heads, and senior leadership teams.
- Support the Trust in the recruitment, induction, and deployment of primary leaders, ensuring leadership capacity is strong and sustainable.





## **Curriculum, Teaching & Learning**

- Work with Headteachers and Trust leaders to ensure the quality of education across primary schools is consistently strong, with clear curriculum intent, effective implementation, and demonstrable impact.
- Support schools in embedding evidence-informed pedagogy, particularly in early reading, core subjects, and inclusive classroom practice.
- Promote high standards in assessment for learning, ensuring assessment supports teaching quality and pupil progress.
- Champion Catholic Social Teaching, moral development, and spiritual formation within the curriculum and wider life of schools.

## **Inclusion, Safeguarding & Wellbeing**

- Promote a strong culture of safeguarding and child protection across Trust primary schools.
- Support Headteachers in ensuring safeguarding arrangements are robust, consistent, and compliant with statutory guidance.
- Champion inclusive practice so that SEND, EAL, disadvantaged pupils, and vulnerable learners receive equitable access to high-quality education.
- Promote staff wellbeing and workload sustainability, recognising that healthy organisations deliver better outcomes for children.

## **Accountability, Standards & Quality Assurance**

- Contribute to the Trust's quality assurance framework, including school reviews, learning walks, work scrutiny, pupil voice, and leadership reviews.
- Support Headteachers in preparing robust inspection evidence demonstrating the effectiveness of leadership, teaching, curriculum, safeguarding, and inclusion.
- Provide clear, evaluative reporting to the Director of Education, CEO, and Trust Board on the quality of primary provision.
- Support the Trust in managing risk and underperformance, contributing to targeted intervention strategies where schools require additional support.





## **Partnership, Collaboration & System Leadership**

- Strengthen collaboration between Trust primary schools, ensuring best practice is shared and collective capacity is built.
- Develop productive relationships with Diocesan Education Services, local authorities, teaching school hubs, and Catholic professional networks.
- Contribute to the Trust's wider system leadership role, supporting partnership work that benefits pupils beyond the Trust where appropriate.
- Represent the Trust professionally in regional, diocesan, and national forums related to primary education.

## **Organisational Leadership**

- Work as part of the Trust's senior leadership structure, contributing to strategic planning, policy development, and organisational growth.
- Support the Trust in shaping its future executive leadership model for primary education.
- Ensure Trust-wide initiatives are implemented in schools in ways that are context-sensitive, sustainable, and impactful.

The postholder will be line managed by the CEO.

The role carries Trust-wide responsibility for primary school improvement, but:

- statutory responsibility remains with individual Headteachers;
- safeguarding lead responsibility remains at school level;
- the postholder provides executive oversight, professional challenge, and support.



# Why join us?



We value our people and are committed to creating an environment in which you can thrive both professionally and personally.

## Joining our Trust you will benefit from:

- Teacher Pension Scheme with employer contributions.
- 35 days across the year (not including bank holidays).
- A generous benefits package e.g. reduced gym memberships, virtual GP appointments etc.
- Opportunity to work collaboratively across a family of schools within a newly established and expanding Multi-Academy Trust.
- A supportive, driven community focused on collaboration, integrity, and growth

## Our Commitment to Equality

We are committed to equality of opportunity and welcome applications from all sections of the community.



# Person specification



We are looking for candidates who understand what exceptional looks like and have helped their school to deliver an exceptional level of education. Ideally, but not essentially, the candidate will have held substantive headteacher-level leadership responsibility across a breadth of schools. This may include experience as an Executive Headteacher, a Headteacher leading across a federation or trust, or equivalent senior leadership in a multi-school or multi-academy context. The Trust is committed to assessing candidates on the substance of their experience, not solely on the title they have held.

This role requires demonstrable experience of leading school improvement at executive level across more than one school simultaneously or leading one school to an exceptional level.

Candidates who have not yet held whole-school leadership responsibility, are unlikely to demonstrate the breadth of experience required for this role. The panel will assess evidence of impact across multiple school contexts as the defining criterion for shortlisting.

Criteria	Essential	Desirable
Qualified Teacher Status (QTS).	✓	
Substantive headteacher-level leadership responsibility across a breadth of schools	✓	
Proven track record of leading school improvement at scale across multiple settings.	✓	
Experience of executive leadership within a Trust, federation, or similar multi-school structure.	✓	
Strong understanding of the Ofsted Education Inspection Framework and inspection readiness.	✓	



# Person specification



Secure knowledge of safeguarding, SEND, and inclusion in primary education.	✓	
Demonstrated ability to influence, challenge, and support leaders beyond one school.	✓	
Clear commitment to the ethos and values of Sancta Familia Catholic Academy Trust.	✓	
Practising Catholic, able to demonstrate a clear commitment to the ethos, mission and values of Catholic education.	✓	
Willing and able to support and promote the Catholic identity and spiritual life of the Trust.	✓	
Experience of Trust-wide, diocesan, or system leadership.		✓
Experience of leadership coaching or mentoring at senior/executive level.		✓
Experience of supporting schools through inspection or external review.		✓
Postgraduate qualification in leadership, education, or organisational development.		✓
Experience of Trust-wide, diocesan, or system leadership.		✓





## Application Form and Next Steps

We are committed to equality of opportunity and welcome applications from all sections of the community. We value diversity and celebrate difference.

To apply, candidates must complete and send the completed form listed below to Nichole Burley-Burton, Head of HR and Culture, at the following email address [n.burley-burton@sanctafamilia.co.uk](mailto:n.burley-burton@sanctafamilia.co.uk):

- An internal application form

Applications must be submitted by 23:59 on Monday 8th June 2026. We reserve the right to close this vacancy early if a suitable candidate is appointed.

