



Job Description: Chief Executive Officer

Purpose of the Role

The Chief Executive Officer (CEO) of Equals Trust will lead the Trust into its next phase of strategic growth and development, ensuring excellence and sustainability across all areas. As the lead executive officer, you will work collaboratively with the Board of Trustees, Members and the central executive team and Head Teachers to implement strategic goals and will be responsible for ensuring that the Trust provides excellent educational outcomes for all pupils. You will embody and drive our core values of collaboration, inclusivity, and excellence while managing the operational and financial well-being of the Trust.

Key Responsibilities

1. Strategic Leadership and Vision

- Lead the Trust with a clear and compelling vision that aligns with our core values of collaboration, inclusivity, and excellence
- Develop and deliver a compelling, dynamic vision for the Trust, aligned with the values of collaboration, inclusivity, and excellence, and ensure this is translated into actionable strategic goals.
- Foster a culture of high aspiration, innovation, and continuous improvement across all Trust schools by inspiring and motivating staff.
- Ensure compliance with all statutory requirements, governance frameworks, and regulations set by the Education and Skills Funding Agency (ESFA) and the Department for Education (DfE).
- Safeguard and promote the welfare of all children across the Trust
- Be proactive in recognising and addressing the priorities of the Trust and lead on the strategic plan.
- Develop and deliver key trust strategic plans.
- Carry out all duties with full regard to the public sector equality duty and the Nolan principles

2. Educational Standards and Quality Assurance

- Uphold and enhance high educational standards placing children's success and wellbeing at the centre of all decisions
- Maintain and raise standards of educational achievement across all Trust schools, ensuring accountability for performance.
- Use robust data analysis and evidence-based approaches to drive school improvement and pupil outcomes.

- Champion innovative practices and collaboration that empower staff and foster excellence across the whole Trust

3. Partnership and Stakeholder Engagement

- Work in close partnership with the Board of Trustees and Members to develop and deliver the Trust's strategic goals, ensuring transparent communication and supporting informed governance and strategic oversight.
- Build strong, productive relationships with headteachers, school leaders, and the central executive team to promote a shared purpose.
- Engage and work collaboratively with local communities, parents, the Local Authority and other external partners to enhance the Trust's reputation and impact.
- Act as an ambassador in developing partnerships and collaborations with stakeholders that promotes a positive profile of the Trust.
- Positively engage with a diverse range of external stakeholders, including the Regional Director, the LA, the DfE and ESFA. Act as the face of the Trust, fostering strong, positive relationships that enhance our reputation and impact. Play the lead role in developing relationships with prospective schools, inspiring confidence in our vision, and supporting their successful integration into the Trust.

4. Financial and Operational Management

- Oversee financial management to ensure the sustainability and long-term success of the Trust, balancing innovation, efficient use of resources with value for money to ensure alignment with the Trust's strategic priorities.
- Develop and manage budgets, ensuring robust financial controls, risk management, and compliance with ESFA regulations and DfE guidance.
- Lead and manage the central executive team, ensuring effective operational support for all schools and a clear focus on adding value to education outcomes.
- Ensure compliance with the requirements of the master funding agreement and supplemental funding agreements for the Trust.

5. Governance and Compliance

- Ensure that the Trust operates within a robust governance framework, adhering to policies, standards, and regulations required by the DfE and ESFA.
- Provide timely and accurate information to the Board, facilitating effective decision-making.
- Ensure the Trust's policies, particularly those related to safeguarding and inclusion, are implemented consistently across all schools.
- Be accountable for all aspects of standards and governance across the Trust and act as principal advisor to the Board on all areas of provision.

6. People and Culture

- Nurture a culture of shared purpose and collaboration across all trust schools and Head Teachers, ensuring the Trust's vision and ethos of collaboration and support is consistently reflected in practice
- Model a collaborative leadership style encouraging open communication and respect for diverse perspectives.
- Empower people at all levels, recognise and celebrate staff success, enhance their skills and reinforce a culture of appreciation.

- Lead a multi-disciplinary central executive team, ensuring cohesiveness and impactful support for all schools.
- Lead on professional development for staff, promoting an environment where talent is nurtured, and individuals are empowered to excel.
- Cultivate a culture of collaboration and mutual support across schools, fostering a collective approach to shared challenges and successes.
- Promote diversity and inclusion across the Trust, ensuring that all voices are heard and valued.

7. Safeguarding

The Chief Executive holds ultimate accountability for safeguarding and child protection across all schools within the Trust. This critical responsibility involves ensuring that safeguarding practices are robust, effective, and meet statutory requirements to protect all children and young people within the Trust's care.

- Establish and promote a culture of safeguarding excellence across the Trust, ensuring the safety and wellbeing of all pupils is central to the Trust's vision and values.
- Ensure that safeguarding and child protection policies, procedures, and practices are consistently implemented, regularly reviewed, and compliant with current legislation and guidance, including *Keeping Children Safe in Education* and *Working Together to Safeguard Children*.
- Provide strategic oversight and guidance to ensure that schools within the Trust meet their safeguarding obligations effectively.

The CEO must embody and model the highest standards of professional conduct and personal integrity in all safeguarding matters, ensuring that every child is provided with a safe, inclusive, and nurturing environment.

Safeguarding is everyone's responsibility. The CEO is expected to lead by example and work collaboratively with all staff, schools, and stakeholders to uphold this commitment.



Person Specification – Chief Executive Officer

Qualifications and Experience

- **Education:** Qualified Teacher Status (QTS) and evidence of continuous professional development relevant to senior leadership.
- **Experience:** Proven experience as a successful Head Teacher with a track record of strategic leadership over a range of schools in a primary setting.
- **Sector Knowledge:** Extensive understanding of the education sector, including governance, funding, and regulatory frameworks relevant to multi-academy trusts.
- **MAT:** Experience of senior leadership in a large multi-academy trust would be an advantage.

Skills and Abilities

- **Strategic Thinking:** Ability to develop and implement a strategic vision, translating long-term goals into operational plans; inspire and motivate people to bring them with you to realise this vision.
- **Leadership and Inspiration:** Proven capacity to inspire and motivate diverse teams, driving a culture of high performance and collaboration where you can take people with you on the journey.
- **Financial Acumen:** Strong financial management skills, including experience in overseeing complex budgets, ensuring value for money, and adhering to financial regulations.
- **Data-Driven Decision Making:** Ability to analyse data rigorously and use it to drive decision-making and school improvement strategies.
- **Communication:** Exceptional communication and people skills, with the ability to engage effectively with a wide range of stakeholders, including staff, parents, communities, and external partners.
- **Problem Solving:** Proven ability to address complex issues proactively and creatively, ensuring positive outcomes.

Personal Qualities and Values

- **Passionate Advocate:** Deep commitment to educational excellence and the desire to showcase the Trust as a bastion of excellence for the safeguarding and welfare of all children with a focus on equity and inclusion.
- **Approachability:** An emotionally intelligent, empathetic leader with a flexible approach who understands the needs of each school and can make each one feel valued and part of the 'whole'.
- **Integrity and Accountability:** Operates with a high level of personal integrity, demonstrating transparency, resilience, and ethical leadership.

- **Collaborative Leader:** Values teamwork and builds trusted relationships, fostering a culture of shared purpose and collective impact.
 - **Innovative Thinker:** Embraces change and innovation, always seeking to improve and evolve practices for the benefit of pupils and staff.
 - **Community-Oriented:** Understands the importance of community engagement and the role of schools as central hubs in local areas.
-

Additional Requirements

- **Safeguarding:** Must be willing to undergo a full Enhanced Disclosure and Barring Service (DBS) check as well as other safer recruitment checks including a social media check.
- **Flexibility:** Willingness to travel across all Trust schools and work flexible hours as required for the role.
- **Compliance:** Adherence to statutory and regulatory guidance, ensuring the Trust remains compliant with ESFA, DfE, and other relevant bodies.
- **Remote working:** This role is not suitable for full-time remote working and will require the CEO to be based within a reasonable distance of our schools.

