



Chief Executive Officer



Contents

Welcome letter from the Chair of Directors Page 3

Our Visions and Values Page 4

About the Connect Multi-Academy Trust Page 5

Strategic Business Plan & Structure Page 6

Working, Living and Learning in Plymouth Page 7

Job Description Pages 8 to 10

Person Specification Page 12

How to Apply Page 13



Welcome Message from the Chair of the Board

Dear Candidate,

Welcome to Connect Academy Trust. The Trust was formed in 2016 and aims to provide a firm foundation for developing teachers and leaders in order to secure the best learning opportunities for our pupils.

Currently consisting of five primary schools in close geographical proximity in Plymouth, Connect boasts an enthusiastic community of practitioners keen to achieve excellence through child-centred practice by means of engagement with research and best-practice identified inside and outside of the MAT. The trust benefits from a vibrant research group; a pioneering middle-leaders course (through which a number of middle leaders have been trained); a committed team of senior leaders and a values-led headteacher group who provide support and challenge for one another in equal measure. In addition to this we have strong member and director boards with a wealth of talent and skills at the trust's disposal.

A successful candidate will be someone who has a proven track record of getting the best out of people: from pupils to senior leaders, from cleaners to governors so as to provide rich and empowering education for pupils, with results to match. They will need to demonstrate that their vision extends beyond the quantifiable (i.e. SATs scores and MAT size), whilst being clear-sighted about the strategic necessary of grow and raise standards. The ability to collaborate with the Headteacher team so as to create a shared vision is essential.

Furthermore, they must be able to show how Connect can grow in such a way as to retain, share and develop that which is characteristic of our community's vision and values. It is imperative that the organisation grows so as to strengthen the trust's financial footing and to allow for efficiency savings in such a way as to maintain the quality of practice and to enhance the lives of as many pupils as possible. Although we are committed to the children of Plymouth, as an outward looking organisation we are open to creative solutions to achieving growth that reach beyond our immediate vicinity.

Connect is a well-thought of MAT; better organised than many larger trusts. Having established our systems and structures we await an individual to start a new chapter of the organisation, and hope that you have the vision and capacity to make it happen.

I am keen for Connect to empower its staff to improve children's lives and well as their performance outcomes. To do so will require our schools to have greater clarity about their purpose and to be more proactive in terms of evidencing the impact that they have. I can't wait to meet the applicants for this role and urge you to be one of them.

Yours sincerely,

A handwritten signature in black ink that reads 'G.F.L. Freathy'.

Giles Freathy

Chair of Directors

Connect Academy Trust



OUR VISION & VALUES

The children in our schools are the future. Every child has the right to an appropriate and engaging curriculum, delivered by motivated and skilled professionals.

We make a difference because it matters and we care.

We make decisions based on a detailed knowledge of what is happening for our children, in our classrooms, in our communities.

- We carry out school improvement work driven by enquiry, research and innovation
- We are outward looking and invite external moderation for our judgements
- We share our expertise to develop a creative and engaging curriculum
- We develop high quality learning environments within each unique school

We are honest with each other.

- We treat each other with respect and take responsibility for our actions
- We are open to both giving and receiving constructive challenge
- We trust that difficult conversations are for the good of the children
- We prioritise resources according to where need is greatest to benefit all children

We are absolutely focused on learning for all.

- We hold a shared understanding of high quality learning and behaviours for learning
- We are committed to growing, developing and building upon talent from within
- We invest in our staff as we believe that children will thrive if our staff grow and develop
- We value high quality collaborative continuing professional development to build on expertise from within and beyond
- We reflect on what we have learnt and how this can make a difference

We are relentless in our drive to be the best that we can be.

Better together, learning together



ABOUT THE CONNECT MULTI-ACADEMY TRUST

The Connect Academy Trust is based in the South West, centred upon Plymouth. The Trust was formed in 2016 and aims to provide a firm foundation for developing staff and leaders in order to secure the best learning opportunities for our pupils. It operates a dynamic system where each school is a giver and receiver of support.

OUR SCHOOLS

School Name	Number on Roll	Age Range	Website
Eggbuckland	426	3-11	http://www.eggbucklandvale.plymouth.sch.uk/
Leigham	413	3-11	http://www.leigham-primary.plymouth.sch.uk/
Manadon	417	4-11	http://www.manadonvale.plymouth.sch.uk/
Thornbury	297	4-11	http://www.thornburyprimaryschool.co.uk/
Widey	579	4-11	http://www.wideycourt.plymouth.sch.uk/



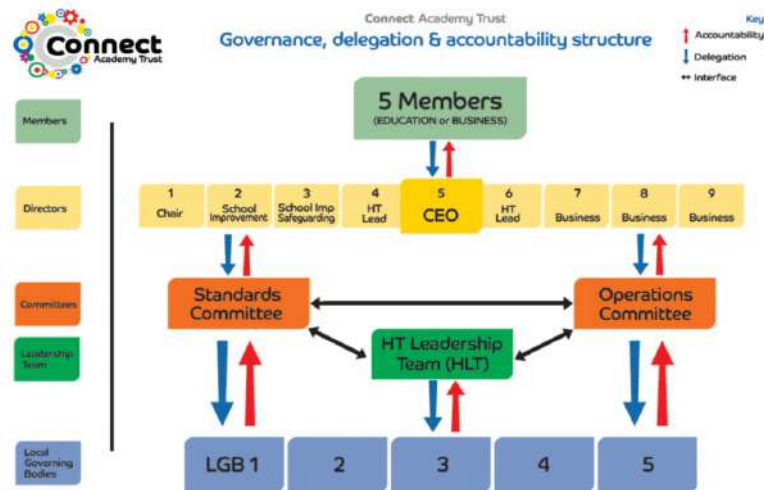
Strategic Business Plan

We are delighted to be prefacing the Corporate Business Plan for the Connect Academy Trust. The ethos of the Trust is both collaborative and participative. We have an overarching set of core values to which everyone subscribes but each individual school has a distinctive culture and identity and a voice in the direction and decision making of the Trust through the open and transparent governance structure.

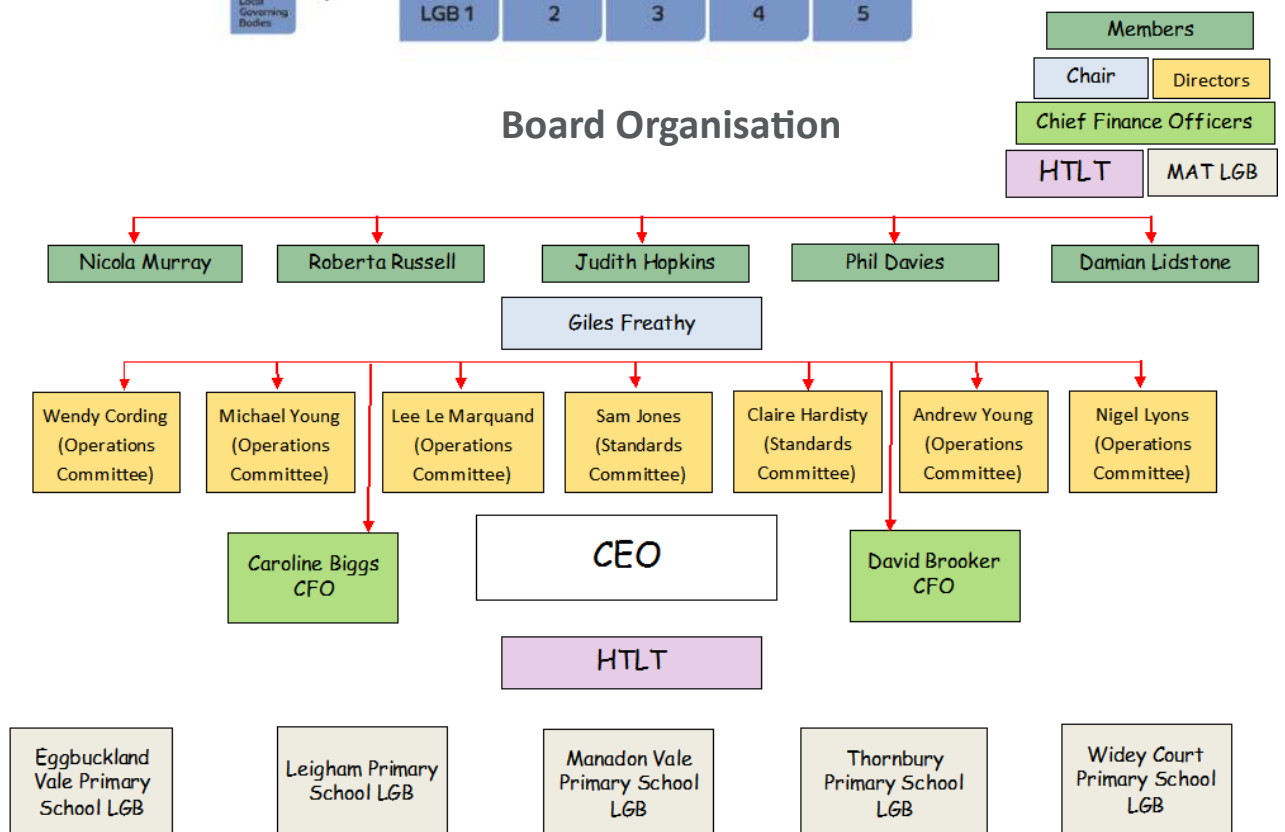
Learning is at the heart of our vision. We expect all members of the Trust community to be learners and to support each other in learning. The professional dialogue between staff and learning dialogue with pupils and parents challenges us to review and rethink in order to improve. Financial decisions are made in order to facilitate our drive for excellence.

The school development process has been designed to ensure that schools are supported and challenged to create learning organisations which strive for the best outcomes for all pupils. Although a business, the core function of the Trust is to improve the education and futures of the children in our MAT. As such we 'make no bones' that the focus for everything that the MAT undertakes is to support the learning and progress of the children in our care.

Our Structure



Board Organisation





Working, Living and Learning in Plymouth, Devon

Situated in Plymouth, our community enjoys the vibrant and historic “Ocean City”. Poised on the boarder of both Devon and Cornwall, pupils and staff alike can benefit from beautiful coastlines, National Parks, Areas of Outstanding Natural Beauty during their curricula, extra-curricular or well-deserved holidays.

With an abundance of beaches, attractions and historic landmarks, our learning community has a wealth of resources to support their learning and love of life. With representatives of the National Marine Aquarium and Dartmoor Zoo on our board of Members, we work hard to capitalise on the wonders on our “door step”. This is a truly awesome place to learn, live and prosper.





CEO: Job Description



CEO: Job Description

Job Title	Chief Executive Officer
Salary	Leadership 30 - 35 (£80,308 - £90,773—with potential enhancement for an exceptional candidate)
Closing Date	12 noon 23rd April 2018
Direct Reports	Heads of Schools Chief Finance Officer Administration Officer
Reporting To	The Trust Board
Key Relationships	Internal: Members, Directors, Trust Board, Headteachers and School Business Managers in the schools, Clerk External: Professional Service Partners, Plymouth Teaching Schools Alliance, Department for Education, Education Funding Agency, Regional School Commissioner, Plymouth City Council, Plymouth Learning Partnership, Ofsted, and other regional and national professional associations and statutory bodies.
Main Purpose of Job	<p>The Chief Executive Officer: Leads the Connect Academy Trust (MAT) and advises the Trust Board and Members on all strategic and operational aspects of the Trust. Is expected to provide the leadership and management necessary to secure high quality teaching and learning and to raise standards of achievement by working alongside the Heads and Heads of school across the Academy Trust. Leads the strategic development of the MAT, ensuring the MAT's strategy is delivered across all schools, and a culture of collaboration is successfully embedded at all levels; whilst valuing the unique qualities of each school. Manages the schools' resources, including people, money, buildings and the school environment in order to achieve the MAT's educational objectives. Represents and is an advocate for the MAT in the local and wider community, working to develop productive engagement. Fulfils the role of Accounting Officer as prescribed by the EFA handbook.</p>
Key Responsibilities	
Strategic direction and shaping the future	<p>Provide strategic leadership of the MAT Lead the development of a shared long term vision which is underpinned by good financial planning and use of resources Work with the Governing body, staff and other stakeholders to translate the vision into plans to motivate the staff and students and engage the parents and wider community Be active in advising the staff and Governors on developments in educational thinking and national initiatives that might affect the future direction of the MAT</p>
Leading Teaching and Learning	<p>Support school leaders in leading a consistent approach to teaching and learning whilst ensuring that each school retains its individual character and ethos Work with school leaders to provide a broad and balanced curriculum that meets statutory requirements and the MAT's educational vision, setting high expectations for all students and school leaders Continue to develop, with school leaders, whole school assessment systems that not only meet statutory requirements but also inform planning and teaching Ensure that teaching and learning sit at the heart of all management decisions Assess, monitor and evaluate the quality of classroom teaching in order to build on good practice and act on areas for improvement Create a culture of challenge and support where all students can contribute to maintaining a purposeful working environment through their attitudes and behaviour; becoming engaged in their own learning and become successful Ensure that parents and carers are included as partners in their child's progress</p>

CEO: Job Description

Leading the Organisation	<p>To be aware of, and adhere to, applicable rules, regulations, legislation and procedures including the Equal Opportunities Policy and Code of Conduct, and national legislation (including Health and Safety, Data Protection) adopted by the MAT.</p> <p>To maintain confidentiality of information acquired in the course of undertaking all duties.</p> <p>To lead and manage the development of strategies and policies for approval by the Trust Board, and their subsequent implementation.</p> <p>To lead and have overall management responsibility for the MAT's educational and financial performance.</p> <p>To be the Accountable Officer for the educational and financial performance of the MAT and all schools within it, and in turn hold the Professional Service Partners accountable for performance.</p> <p>To provide the best possible advice on all current and future aspects of the MAT to the Members and Trust Board including presenting accurate and clear information about the achievements (attainment and progress) of the Schools to Governors and Directors</p> <p>Ensure staff roles and responsibilities are clearly defined and understood and subject to annual review and evaluation as above</p> <p>Work with the Governing bodies and Directors providing information, advice and support to enable them to meet their statutory responsibilities</p> <p>Ensure cross MAT staff development through the sharing of good practice and distribution of leadership roles.</p> <p>Manage the strategic deployment of staff across the MAT</p>
Leading People	<p>Reflect on own practice and professional development and seek to improve it. By example lead, value effort, support, challenge and encourage an ethos of trust and teamwork among all staff, inspiring and motivating staff to reach their full potential for the benefit of the MAT, regardless of their role</p> <p>Develop and maintain a culture for the positive well-being of all staff within the MAT and related stakeholders that is based on trust, respect, collaboration, openness and taking personal responsibility for work and actions.</p> <p>Oversee the provision of, and encourage professional development and performance management in line with school development and strategic plans, ensuring staff are fully engaged with the direction and activities of the MAT.</p> <p>Oversee regular performance and progression of school leaders, obtaining constructive feedback on areas to improve as well as praise for achievements - recommending SIP candidates to Directors.</p> <p>Take a lead role on personnel issues such as disciplinary and capability.</p>
Leading in the Community	<p>To liaise and maintain close working relationships with relevant and appropriate regional and national professional associations and statutory bodies.</p> <p>To promote and develop consultancy and other income generating activities relevant to the MAT.</p> <p>To be the lead ambassador for the MAT developing and maintaining a professional network that will benefit the future MAT.</p> <p>Develop inclusive schools of learning open to the whole community</p> <p>Support the Heads and heads of school in developing and maintaining effective partnerships with parents and carers, Governors, Directors and other schools within the academy and beyond.</p>
	<p>To undertake other reasonable duties appropriate to the seniority of the post as required by the Trust Board.</p>



CEO: Person Specification

CEO: Person Specification

Attributes	Essential	Desirable	How Identified
Education and Training	First degree. Management qualification e.g. NPQH and/or equivalent experience.	Higher degree. Learning and teaching qualification. Experience of having been a headteacher	Application
Knowledge, Skills and Experience	<p>Extensive, broad and direct experience of leading and managing in an educational organisation, including in at least eight of the following 13 key areas: financial (budgets in excess of £1M), strategy development and implementation, learning and teaching, quality assurance and enhancement, research, legal compliance, bid writing, contract management, human resources, marketing and PR, partnership development, community engagement, liaison with statutory bodies.</p> <p>Developing and maintaining a positive working culture and environment for staff.</p> <p>Proven success in the identification of development issues, and the subsequent design, implementation, management and monitoring of solutions.</p> <p>Working effectively as part of or closely with a managing Board, including the preparation of high quality written papers.</p> <p>Experience in the development and implementation of management systems and reporting e.g. management information systems. Understanding of the national, regional and county context of schools' education.</p>	<p>Established and direct experience leading and managing in an educational organisation in all of the following 13 key areas: financial (budgets in excess of £1M), strategy development and implementation, learning and teaching, quality assurance and enhancement, research, legal compliance, bid writing, contract management, human resources, marketing and PR, partnership development, community engagement, liaison with statutory bodies.</p> <p>Proven success as a leader and manager within UK education in a complex, multi-site organisation.</p> <p>Experience of negotiating and writing contracts.</p> <p>Experience of generating additional sources of income.</p> <p>Experience of being a reviewer for educational quality assurance.</p> <p>Proven success in developing and mentoring staff.</p> <p>Experience in the design and implementation of curricula.</p>	Application. Interview.
Personal Factors	<p>Self- motivated and enthusiastic.</p> <p>Independent and objective.</p> <p>Professional and friendly approach.</p> <p>Experience of leading teams and working in a collaborative manner.</p> <p>A commitment to social justice in education.</p> <p>A commitment to place the learning of pupils and the pupil experience first.</p> <p>A flexible approach to working at different locations.</p>		Interview

**If you would like further information, please contact Gina Hurry at
Academicis on:**

Switchboard: 01223 907979

DDI: 01223 907 976| M: 07771 330 123| E: ghurry@academicis.co.uk

**All applications are to be sent to
Gina Hurry no later than
12 noon Monday 23rd April 2018**

We reserve the right to research applicants on social media platforms and the internet, and the Local Academy Committee may take this information into consideration during the recruitment process.