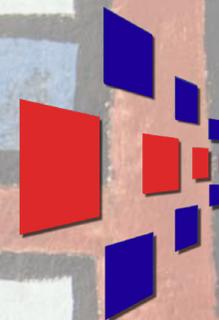


# Chief Executive Officer Candidate Pack

**Start date:** September 2023 | **Location:** Nottingham



**Djanogly**  
Learning Trust



*Academicis*  
www.academicis.co.uk

# Welcome from our Chair

Dear Candidate,

Hi and welcome to Djanogly Learning Trust – DLT.

As Chair of the Trust, this is a great opportunity to lead the delivery of our exciting growth ambitions with an intent to at least double the size of the Trust in the medium term. We have a particular focus on eliminating disadvantage and ensuring all the pupils in our care realise their remarkable potential.

Strong leadership will be required to ensure the growth is delivered from a firm foundation of educational excellence being evident across the Trust and maintenance of our ethos and values.

The pages that follow provide further information on our Trust, a job description and person specification. In terms of an overview from the Board, key qualities of the successful applicant will include proven experience of:

- Successful leadership
- Delivering outstanding standards
- Challenging catchments

Thank you for your interest and good luck!

Regards

**Tim Slade**  
Chair of Trustees  
Djanogly Learning Trust



Springfield Academy



Langley Mill Academy



Laceyfields Academy



Kensington Junior Academy



Djanogly Strelley Academy



Djanogly Sherwood Academy



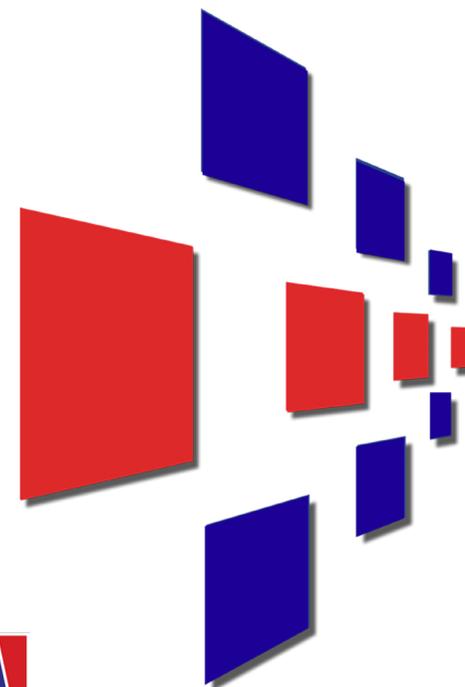
Djanogly Northgate Academy



Djanogly City Academy



Morton Primary Academy



# About our Trust



Djanogly Learning Trust is a dynamic Multi Academy Trust based in the East Midlands. Our Trust group is committed to providing high quality education for all our children, regardless of their backgrounds. Our track record demonstrates our ability to deliver on our core purpose; achievement for every child. Our portfolio of schools serve a range of communities, all have their challenges but all are fully inclusive and firmly believe that where a child starts out in life should not determine what they can achieve in their lives.

Our values are central to the strong, positive ethos that we share throughout our family of schools. This approach focusses on securing success for all our learners and providing them with the very best life opportunities. We believe nothing is more important than making a difference for our children.

We are proud to bear the name of our founding sponsor Sir Harry Djanogly. Sir Harry Djanogly has been a great supporter of education and the arts in the region. Post retirement Sir Harry was succeeded by Sir Will Adderley, Chair of our board of members. Sir Will is a successful businessman strongly committed to supporting education, in particular tackling head on any form of disadvantage.

## Our Vision and Ethos

We believe that every child has the right to an education that gives them the best opportunity to succeed and prosper. We know that this takes great people, hard work and attention to detail. This is a considerable responsibility and we take it very seriously. Everyone within our trust is fully committed to learning. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

## Innovation

We believe it's vital to look for new and creative approaches in order to maintain our ongoing commitment to improving our teaching and learning provision. We strive tirelessly to achieve the best, are not afraid to take risks and are never complacent. All of our staff are actively encouraged to look for improved ways of working and to promote an atmosphere of trust.

## Resilience

We believe it's crucial for both children and adults to develop a strong sense of self in order to succeed in challenging times. Our mission is to ensure that our children and staff have the independence to work things out for themselves, the confidence to ask for help when they need it and the courage to never give up.

## Excellence

We believe that everyone deserves to experience excellence. Our organisation is ambitious and we endeavour to support all our children and staff to reach their full potential. We commit to delivering high quality professional support at all levels as part of our journey to excellence. By providing this excellence in teaching and learning, we ensure that all our children have the necessary knowledge and skills to succeed.

## Teamwork

It is our togetherness which gives us strength. Across our trust and within our schools, we are a team with a common purpose. By sharing good practice, supporting and challenging each other, we help our children to achieve.

**Innovation | Resilience | Excellence | Achievement**



# What is it like to work at Djanogly Learning Trust?

The best way for us to know what it is like to work for the Trust is to seek staff opinion. This is very important to us and we use a variety of methods to gather feedback. For example, we undertake an annual staff survey. **In November 2022, 97% of our staff said that they 'believe that we live our Trust values by 'putting children first' and see this in our actions'.**

Our values are at the heart of everything we do and we are very proud that 90% feel they are part of a strong team and 89% said that they feel proud to work for the Trust.

As part of our Journey to Excellence and our commitment to active employee engagement we have an **employee voice forum and a wellbeing committee**. Both of these are attended by staff from across the Trust at all levels to feedback to the CEO and HR about areas for development.

We hold an annual Trust Inset event which all staff attend, bringing together a platform to share best practice and network with colleagues within the Djanogly Family.

As part of our commitment to the communities we serve we hold community engagement events and a Djanogly Awards evening for our families and children leading the way in innovation, resilience and excellence.

## Trust Benefits

At Djanogly Learning Trust we offer a range of support and services within our Trust team. Our expertise, guidance and key skills ensure we support, nurture and develop you in your profession. More importantly, it keeps your focus in the classroom while our team take care of everything else.

We also offer a wide range of Employee Benefits that help with getting to work, the cost of living and Wellbeing:

## Healthshield

Every Djanogly Learning Trust employee receives access to Healthshield from day one of employment. Healthshield offers access to private GP appointments, a 24/7 helpline as well as face to face counselling and CBT. The scheme also allows you to claim money back you spend on eye care and at the dentist. You can also claim money back for wellbeing treatments such as a massage and there is physiotherapy support. There is also Perks that gives you discounts on shopping, travel and eating out.

There are many avenues to explore with the benefit of Healthshield which you have access to 24/7.

## Travel Schemes

DLT offers a number of travel schemes which include:

**Tram2work** – Discounted Tram passes that are paid for by DLT and are then deducted monthly from your salary. This gives you the cost saving of an annual pass but is paid for monthly via your salary.

**Bus Travel Scheme** – Similar to Tram2work but for local bus routes across Nottinghamshire and Derbyshire

**Cycle To Work** – Save money on a new bike for work. The Cycle Scheme operates as a 'salary sacrifice' employee benefit. This means that you agree to give up part of your salary in exchange for a benefit – in this instance the benefit is a bike!

## Pension Scheme

Pension scheme (Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers). You don't pay tax or national insurance on your contributions and Djanogly Learning Trust adds a generous employer contribution. All staff are entitled to opt-out of the pension scheme should they wish to do so.

## Continuous Study Sponsorship, Apprenticeships and Career Pathways

Our pathways are not always straight and simple, interests and talents can be nurtured at many different levels. We ensure we support every individual by giving you the opportunity to feed your curiosity and passions. Each year we open up a bursary window to apply for further professional development funding. This means we can listen and support you, in reaching further heights on your professional journey.

## Journey 2 Excellence

Our individualised performance management cycle ensures we set you targets that will challenge, drive and develop you, as an individual. We ensure our professional development meetings are nurturing your growth in the education industry and driving you in the direction you wish to travel.

At Djanogly Learning Trust we maintain an ever-growing commitment to learning and development and we know, in this job, it is a lifetime of learning that develops us all to be the best we can be

## Flexible Working and Annual Leave

Our aim is to attract and retain the highest quality workforce and offer flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. Our leave policy aims to support you with dependents emergencies and for compassionate reasons.

For all our head office staff, we offer hybrid working, which supports the opportunity to work from home a few days a week.

We also offer 25 days annual leave + bank holidays + additional paid closure days at Christmas for our all year round staff. Term time only staff receive 6.6 weeks paid holiday each year.

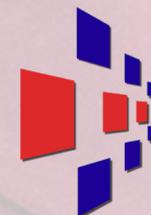
## Cost Savings

We also offer a number of benefits that help you to save costs on every day things. There is free tea and coffee at all Academies. Low cost school lunches are available to all employees at all sites. You can also join local gyms and leisure centres with a discount for working in Education. There is also a Nottingham City Leisure centre on our Secondary Academy site that offers a substantial discount for our employees.



# Job Description | Chief Executive Officer

**Responsible to:** The Trust Board, Line Managed by the Chair of the Trust Board     **Salary:** Excellent



**Djanogly**  
Learning Trust

# Job Description continued

## Purpose of the Role

This role is responsible for leading the Trust Headteachers and the Executive and Central Teams and the overall performance of the Trust.

- To lead, manage, inspire and deliver the vision and key objectives of the Djanogly Learning Trust; Educational excellence – building on our current “journey to excellence”, and growth.
- To work with the Trust Board, local governing bodies, leaders of the academies and the central team to create outstanding schools.
- To act as a champion of and an ambassador for the Djanogly Learning Trust.

## Responsible For

- Proactive, strategic leadership for the Trust ensuring that strong leadership and management and teaching quality alongside finance, human resources and governance play a crucial role in driving academy performance and improvement.
- Line and Performance management of the central Senior Leadership Team.

## Performance Measures

- Academies achieve key educational targets (e.g. OfSTED outcomes, progress measures, high attendance and low exclusions).
- Trust Board is professionally serviced and well informed and advised so enabled to operate effectively.
- Growth, development, business and action plans are delivered with the Trust senior leadership teams being effectively led.
- The Trust is widely recognised for its positive contribution to education and local communities. Systems are developed and effectively used for reporting data nationally and locally so that the Trust is self-aware of its position and progress at all times. The Trust is seen as the local employer of choice.
- ESFA and financial audits are delivered with positive feedback and the Trust reputation for financial propriety is preserved and enhanced.
- Timely and clear communications to all relevant academy stakeholders including staff and pupils/student and parents are firmly in place.
- The Trust is recognised as a centre of excellence for SEND and tackling disadvantage.

## Key Accountabilities

### The Vision of the Trust

- That the vision of the Trust is realised. Lead the Drive for the development and delivery of the strategic vision of the Trust.

### The Values of the Trust

- Work constructively in partnership with all key stakeholders to ensure that the Trust values are embedded in the culture of the Trust and in all of its academies.

# Job Description continued

## Trust Board

- Lead the Trust Board in reviewing the effectiveness performance and improvement of the Trust organisation and each academy within it.
- Strategic support and challenge to the Trust Board to establish, monitor and deliver its ambitious and soundly costed business plans.
- Ensuring the Trust has a strong local regional and national reputation for excellence and is seen as an exponent of inclusive approaches and educational good practice.
- Provide a full and accurate picture of the Trusts effectiveness and proposals for priorities, developments and change.
- Implement, review and advise the Trust Board on the most appropriate Scheme of Delegation and good governance procedures across the Trust.
- Support and challenge the Trustees and Chairs of local governing bodies of the academies in their role and ensure all governors receive high quality, fit for purpose information and personal development.

## Growth and Development

- Lead the Trust relationship with Local Governing bodies and agencies ensuring appropriate capacity and standards of operation and of financial prudence are assured in such a way that the Trust receives the trust and support of the Regional Director as a valued and respected MAT.
- Ensure the provision of continuing professional development for Trust employees that delivers a learning and self-improving workforce.

## Teaching and Learning

- Lead the drive for outstanding teaching and learning across our academies based on collaborate working and inclusive principles. Towards this end deliver effective arrangements for school-to-school support and hub/cross-Trust ways of working.

## Pupil and Student Outcomes

- Improve educational outcomes in particular the progress made and the attainment achieved so that they compare favourably with improvement standards and benchmarks.
- Ensure that each academy delivers a curriculum that is relevant and interesting broad and balanced and meets the needs of the community and the individual pupils and students.
- Continue to drive the ethos of the Trust: to eliminate disadvantage and ensure all the pupils in our care realise their full potential irrespective of their often-challenging background.

## Finance

- Act as the Accounting Officer for the Trust, maintain financial sustainability and viability, and that resources are managed effectively and properly to provide value for money.

## Employment

- Ensure that the Trust fulfils its statutory duties and other employment standards policies and procedures to be seen as a responsible employer of choice.
- Develop employees by the creation of Professional Development approaches and strategies that ensure the Trust has professional competent and capable staff in high performing teams.

This job description is not a complete description of the role, as you are required to undertake any other reasonable duties as directed by the academy leader and the leadership team.



# Person Specification

## Chief Executive Officer



REQUIREMENTS	Essential	Desirable
<b>QUALIFICATIONS</b>		
Honours Degree or Equivalent	X	
Teaching or School Leadership Qualification		X
Post-Graduate/Masters Degree in Education, Leadership and Management or business related areas		X
<b>EXPERIENCE</b>		
A minimum of 3 years successful experience of leadership in a large multi-site education related organisation	X	
Strong track record of improving organisational performance at a strategic level	X	
Proven experience of "Outstanding" education		X
Prioritisation & delegation of a series of mutually dependant priorities/plans and areas of work	X	
Working closely with key government departments and regulatory bodies	X	
Experience of working in challenging catchments	X	
Successful experience across both phases of education		X
Clear understanding of the current educational landscape including issues specifically related to academies	X	
Leading growth and acquisitions		X
Managing staff development, appraisal and performance management regimes and delivery of measured and sustained improvement	X	
Representing a medium + sized multi-site organisation including front of house presentations and public speaking	X	
<b>SKILLS AND KNOWLEDGE</b>		
Ability to balance key strategic priorities and focus on the essential	X	
A working and current knowledge of school curriculum	X	
Gravitas and credibility with academy senior leaders, their staff and governors as well as Trustees and members	X	
Leading high performance teams	X	
Leading high performance teams that are enthusiastic for child attainment and development		X
Able to inspire and motivate senior professionals to deliver their best	X	
Business acumen and a knowledge of best value principles	X	
Knowledge of public financial standards and presentation of financial statistics and information	X	
Ability to successfully manage stakeholders at all levels	X	
Good negotiation skills, tenacity and endurance in relationships with key partners (e.g. Trust Board, DfE, ESFA etc.)	X	
Comfortable and skilled in interacting with pupils and students in all age groups	X	
<b>PERSONAL QUALITIES</b>		
Highly effective and influential leader who inspires respect and support of others	X	
Demonstrates resilience and supports others to do the same	X	
An open, approachable and empowering interpersonal style which builds relationships	X	
Commitment to fairness honesty and transparency in professional dealings and relationships	X	
Highly effective communicator who draws out the best in others, wins support for change and responds appropriately to criticism or challenge	X	
A relentless passion and drive to ensure that all young people get an outstanding education	X	

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# ACADEMICIS

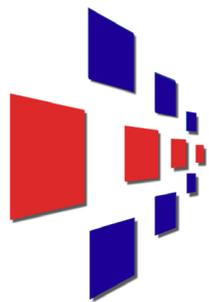
## How to apply:

If you wish to discover more about this exciting opportunity, would like to have an informal discussion or arrange a visit to the school, please contact our retained consultant at **Academicis: Ross Laird: [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk) – 01223 907979/07901 585959.**

Please email your application to: **Ross Laird at Academicis: [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk)**

Closing date: **Monday 10th April 2023**

Interview dates: **Thursday 27th and Friday 28th April 2023**



**Djanogly**  
Learning Trust

**Sherwood Rise, Nottingham Road  
Nottingham, NG7 7AR**

**Innovation | Resilience | Excellence | Achievement**

Djanogly Learning Trust is a flexible employer and welcomes applications based on mutually agreed flexible working patterns or less than full time employment. We are an equal opportunities employer and welcome applications from all races, genders, ethnicities and all other protected characteristics. Djanogly Learning Trust is committed to Safeguarding and protecting the welfare of children and vulnerable adults. We are committed to fair and robust recruitment and selection procedures. Appointment is subject to an enhanced DBS disclosure and the Childcare Disqualification Regulations.