

# Creative Education Trust

## Candidate Recruitment Information Pack

Executive Director – Safeguarding & Student Experience



*Creative  
Education  
Trust*



## Dear Colleague

**Thank you for your interest in the role of Executive Director: Safeguarding & Student Experience at Creative Education Trust.**

Welcome, and thank you for your interest in joining Creative Education Trust. Since our founding in 2010, we've grown into a thriving network of seventeen schools, united by a shared commitment to equity, opportunity, and ambition. We serve diverse communities across England, and our mission is to transform lives by delivering an education that unlocks opportunity, inspires ambition, and equips every student for lasting success.

Our schools combine academic excellence with rich personal development opportunities, because we believe that learning beyond the classroom is essential to shaping confident, capable individuals. At the heart of our Trust is a culture of collaboration and leadership at every level. We support each school to retain its unique identity while benefiting from the strength of a connected, purposeful network. Our integrated services, strategic investment in leadership, and focus on sustainable growth ensure that we continue to evolve with clarity and impact. We're proud of our journey so far—and even more excited about what lies ahead. We look forward to welcoming passionate individuals who share our values and are ready to help shape the future of education.

We are seeking a visionary and experienced leader with a strong track record of strategic impact across safeguarding, personal development, behaviour, and careers education. The successful candidate will bring senior leadership experience from a multi-academy trust, local authority, or large educational organisation, and will be confident in leading change across multiple settings. With in-depth knowledge of statutory safeguarding guidance, the education inspection framework, and careers education standards, they will be equipped to drive excellence and equity across our schools. They will have the credibility to influence at the highest levels, the emotional intelligence to lead with empathy and clarity, and the drive to embed a culture of excellence and equity across our schools. Their ability to interpret data, lead complex investigations, and report to governance bodies will be essential in ensuring robust accountability and continuous improvement.

We are looking for someone who is not only highly skilled but deeply aligned with our values. This person will be a visible and approachable leader, resilient, reflective, and solution-focused, with exceptional communication and people management skills. They will inspire confidence, build strong relationships across diverse teams, and represent the Trust with integrity and professionalism. A champion for inclusion and student voice, they will bring emotional intelligence, strategic clarity, and a passion for improving outcomes for all students, particularly the most vulnerable. If you are driven by the opportunity to shape a culture of ambition, opportunity, and equity, and to lead work that sits at the heart of our mission, we would be delighted to hear from you.

Our Head of Recruitment, Sarah Catchpole, would be delighted to discuss this role with you and is available via [sarah.catchpole@creativeeducationtrust.org.uk](mailto:sarah.catchpole@creativeeducationtrust.org.uk) or 07990 037495.

Visit our Work With Us pages to find out more about why we do what we do - [Work With Us](#)  
I look forward to receiving your application.

Yours sincerely,  
Nicole McCartney

You can find out more at:  
**[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)**

# ABOUT CREATIVE EDUCATION TRUST

Creative Education Trust is a successful and ambitious multi-academy trust educating over 14,500 children across England. Since our founding in 2010, we've grown from two schools to a collaborative network of seventeen, united by shared values and a belief in high expectations for every student. Our schools serve diverse communities, and we are driven by a commitment to equity, opportunity, and ambition in education.

Over the years, our Trust has evolved with purpose and clarity. We've grown in scale and confidence, strengthened our identity, and refined our strategy to ensure it is lived across every school. We've invested in leadership at all levels, integrated our services for greater impact, and shifted our culture from one of resilience to one of ambition. Today, we are focused on thriving, creating environments where staff and students are empowered, supported, and inspired to achieve their best.

We offer a strong, knowledge-rich academic curriculum alongside a vibrant extra-curricular programme, because we believe that academic rigour and personal development go hand in hand. From the outset, we've championed the idea that opportunity beyond the classroom is essential, not optional.

Our model is built on creative collaboration. We support schools to retain their unique identity while benefiting from aligned practice and the expertise, challenge, and support of a wider Trust. Leadership is shared and distributed—every school leader, teacher and specialist play a critical role in shaping our direction through wide and varied development opportunities.

We are proud to be:

- Empowering **Ambition**: Our people drive our progress. We invest in them, fuel their ambition for themselves and our students, and empower them to lead and innovate with confidence to achieve success.
- Championing **Equity**: Every student deserves success. We deliver this through ambitious academics and rich personal development that cultivates individual talent and agency.
- Unlocking **Opportunity**: We unlock opportunity by ensuring every student has access to the knowledge, experiences and networks that broaden horizons and open doors. Through collaboration across our Trust, we enrich learning, raise expectations, and ensure no student's potential is limited by circumstance.

We don't just support our communities from the outside—we work alongside them. Our schools are active partners in their local areas, creating places where opportunity, equity, and excellence can thrive together.

At Creative Education Trust, we are proud of how far we've come—and even more excited about where we're going.



**Mission Statement:** Creative Education Trust transforms lives by delivering an education that unlocks opportunity, inspires ambition, and equips every student for lasting success. Through a rich curriculum and a culture of purposeful leadership, we empower our people to embody equity and excellence so that every student thrives, now and into the future.

**Vision:** We aspire to build a Trust where equity is lived, ambition is ignited, and opportunity is limitless. Through sector-leading collaboration and a shared commitment to excellence, our schools will be places where every learner thrives, every adult leads with purpose, and success is both expected and achieved- together.



# SUPPORT FOR OUR STAFF

## Learning & Development

At Creative Education Trust, we recognise that our people are the key to our success. Our ethos, **Recruit, Train, Retain**, reflects our commitment to nurturing talent at every stage of the professional journey. We encourage curiosity, initiative, and a proactive approach to development, supported by our dedicated Centre for Professional Learning and Development platform, **ElevatEd**.

For teaching practitioners, ElevatEd offers access to a wide range of programmes including our Summer Internship, the CET Teacher Training Programme in partnership with the University of Warwick, and our Early Career Framework delivered with the Ambition Institute. Our leadership development pathway includes a new Leadership Curriculum and ongoing coaching opportunities through trained mentors and qualified coaches across the Trust. For associate staff, ElevatEd signposts apprenticeship qualifications, statutory guidance, and specialist courses such as the Aspirant Designated Safeguarding Lead programme, alongside a rich portfolio of learning via the TES Develop platform. Staff also benefit from a comprehensive calendar of collaborative events—from national conferences to Trust-wide development days—and active Professional Communities of Practice that foster connection, discussion, and the sharing of best practice across all roles and teams.

## Health and Wellbeing at Creative Education Trust

Your wellbeing matters to us—because when you feel supported, you can thrive. At Creative Education Trust, we are committed to creating a workplace where everyone feels valued, included, and empowered to bring their whole self to work.

We offer a range of health and wellbeing benefits designed to support your physical, emotional, and financial wellbeing, including:

- **Health Assured Employee Assistance Programme** – Free, confidential support 24/7 for life's challenges, big or small.
- **Discounted Gym Membership via GymFlex** – Stay active and energised with flexible access to gyms nationwide.
- **Health Cash Plan** – Claim back everyday healthcare costs like dental, optical, and physiotherapy treatments.

We also champion **Equity, Diversity and Inclusion (EDI)** across everything we do—because a diverse team is a stronger team. You'll find a culture that celebrates difference, promotes fairness, and ensures every voice is heard.

### Our statement:

Creative Education Trust is committed to developing, maintaining, and supporting an inclusive culture and environment for the benefit of its employees and the communities it serves. The principles of equality, diversity and inclusion are at the heart of school life, and Creative Education Trust expects all employees, pupils, parents/carers and members of the wider school community to be treated equitably and with respect.

