

WELCOME FROM THE CHIEF EXECUTIVE OFFICER

Dear applicant

On behalf of the Board, I would like to thank you for your interest in the role of Education Director at Bourne Education Trust. We look forward to learning more about you, and to you learning more about our organisation, our ambitious aims and our remarkable staff and children.

The educational landscape continues to change at a fast pace with more schools converting to academies and greater consolidation between existing trusts. We are therefore looking to grow our leadership structure to strengthen how we plan, guide, support and improve our existing schools and those that are yet to join.

As a trust, we believe in shared values, culture and priorities but all of our schools have a distinct identity reflected in their curriculum and teaching methods. We firmly reject a 'one size fits all' approach to the schools in our Trust, but instead work on sharing best practice and ideas with one another. This year our Trust wide priorities are around environment, sustainability, inclusion and social justice and our staff have numerous ways to interact with these.

We aim to provide a rich curriculum to enable our children to become lifelong learners and achieve their full potential, delivering on the high aspirations we have for everyone. Our schools have stable and dedicated teams that are highly talented and committed, not only to academic progress and achievement, but also to equipping our children with the skills they need to succeed in finding purpose and joy in their lives.

We are seeking an experienced senior education leader with a proven track record of leadership and impact across a number of schools or contexts. The successful candidate must have a deep understanding of effective school improvement processes, and a genuine desire to make a difference. As an Education Director you will be an inspirational and visionary leader who will invest in the next stage of our schools' development; challenging and supporting us all to provide the best possible opportunities for every child in the Trust.

We hope this application pack will give you an insight into our organisation and look forward to welcoming you when you visit.

Yours faithfully



Alex Russell

CEO

ABOUT BOURNE EDUCATION TRUST

Bourne Education Trust ('BET') was established in 2011 and has grown steadily since then. It is largely Surrey based with 20 of its 26 schools there. Recently, it has expanded into Hampshire and Richmond. It is made up of 22 academies and 4 associate schools. Of its 26 schools, 13 are primaries, 9 are secondaries, 2 are specialist schools and 2 are pupil referral units. It is responsible for the education of approximately 12,500 pupils and employs over 1,300 staff. The Trust is organised into both phases and geographical clusters to support specialist and cross-phase collaboration.

The size of BET's schools range from a one-form entry primary to an 8-form entry secondary school with a sixth form. Schools are equally important and carry the same influence in terms of decision-making within the Trust. Each school has its own Head and Local Governing Committee. The Trust is led by a core team of Alex Russell, Chief Executive Officer ('CEO'), Kate Sanders, Chief Operating Officer ('COO'), and Penny Alford, Chief Education Officer ('CEdO').

Since 2012 BET has taken 9 schools from special measures or requiring improvement to good or outstanding. The rest have maintained their good status whilst in the Trust. BET has transformed the finances in 12 of its schools so that no school in the Trust is in deficit.

Our philosophy is to have schools working as effectively as possible and serving their community. We err towards independence on the independence/standardisation continuum but never forget we are one organisation working together. Our schools welcome the support of the Trust and its collective ethos but relish their remit as local schools and the responsibility that brings. We are highly focussed on our work on equality, diversity and inclusion ('EDI') and environment, social and governance ('ESG') to ensure our organisation is highly sustainable and a driver for social justice. This permeates through our Trust-wide think tank, BET Futures, our CPD offer and our quality assurance approach.

Whilst we want our schools to retain their own identity, all BET schools share environments that are extremely warm and welcoming, professional, relentlessly positive, highly aspirational and characterised by happy and safe pupils with excellent relationships. In all classrooms and beyond pupils enjoy creative and effective teaching and learning that fosters belief and confidence.

For more information about BET, please visit our website www.bourne.education.
