



SHINE

ACADEMIES

Applicant Information Pack

Chief Executive Officer

SHINE Academies is a company limited by guarantee registered in England & Wales No: 9341839

CONTENTS

Contents

- 3 **Welcome from The Chair of The Trust**
- 4 **About Our Trust**
- 11 **About The Role**
- 12 **Job Description**
- 15 **Person Specification**
- 18 **How To Apply**





Welcome from the Chair of the Trust



Welcome to SHINE Academies!

It is my privilege to be the Chair of Trustees and to introduce you to our Trust.

Having worked with the Trust Board for six years, since it was first established, I am extremely proud to represent them as their Chair. Over these years, our Trust has grown from one school to four schools. Our ambition is to expand this number in the near future. Trustees are extremely pleased to see how the sharing of best practice and expertise, has led to successful achievements in all our schools. The SHINE Academies vision is that we 'STRIVE in HARMONY to INSPIRE, NURTURE and EXCEL'. Our ethos is to provide high quality educational experience in a safe, creative and exciting learning environment. We set high expectations for our children and our staff.

SHINE Academies offer excellent facilities for learning and a wide-range of exciting opportunities for its children. The Trust takes pride in giving all our children the best possible support to enable them to succeed in all they do. The Trust offers many varied and unique opportunities that will ensure they reach their full potential. In their time with us, we will do everything in our power to help them achieve their aspirations and be ready for the next stage in their educational journey.

We work hard to engender a sense of belonging. Whether you are a pupil, employee or someone involved in the governance of our academies, we want all of you to feel part of our family of schools. Like all families, we want the best but we are also there to support each other when things become difficult.

We know this approach works to all our advantage.

Each of our schools is unique. Each community our schools serve is unique. This enhances and enriches our SHINE community as a whole.

I am justifiably proud of our SHINE team. As we move forward, we will endeavour to always appoint people of vision who can demonstrate the commitment to the SHINE Academies ethos of excellence. We aim to attract the best quality candidates – we want SHINE Academies to be the organisation of choice.

We believe that outstanding leadership is the key driver to our future success. Appointing the right CEO is critical to achieving our ambitions for a bright future together as we continue to grow. If you are that leader, and inspired to join us, please apply! Our Trust Board will be excited to work with you to build our family of academies and provide a secure platform for success. Most importantly, to ensure the brightest future for the children in our care.

We look forward to receiving your application. ”

Gill Bladon - Chair of Trustees

ABOUT

About Our Trust

SHINE Academies is a growing, successful multi-academy trust based in the West Midlands. Northwood Park Primary School became a SAT (Single Academy Trust) in January 2015. The Academy converted to a Multi-Academy Trust - Northwood Park Educational Trust - when it successfully became an approved sponsor school in April 2015.

Since then, Lodge Farm joined the MAT as a sponsored academy in April 2016. This was a school that was seriously under-performing and became part of the Trust to benefit from the shared expertise, vision, resources and partnership that the Trust offers.

In April 2018, Villiers Primary School joined the Trust as a 'Good' school, thus increasing the Trust's capacity to support future schools. The school has blossomed since joining SHINE with an increasing PAN, financial security, an extended schools building and outstanding school improvement at all levels. The school has always been popular in the local area and there is a consistent waiting list for places.

The impact of the MAT is best demonstrated in the improvement that has been made at Lodge Farm. This was a failing school before academy conversion took place and served a community situated in one of the most deprived wards in the West Midlands. This school had been in special measures for over three years and yet in just 9 weeks of support, Ofsted removed the special measures. Following this the school was inspected in October 2018 and this hard work was recognised with a 'Good' Ofsted rating, the first the school had ever achieved! The school has benefitted from internal remodelling, considerably improving the environment for both pupils and staff. Strong links with the community have been made and the school is increasingly popular having increased its intake across all school years.



Following the success of our sponsored school, Lodge Farm, we have had the opportunity to share our expertise with Busill Jones Primary in Walsall since September 2018.

Since then, Busill Jones has made significant improvements in all aspects of school improvement. Just after the Trust appointed an interim Headteacher to support the school before conversion, Ofsted conducted a monitoring visit and said: 'Leaders and managers are taking effective action towards the removal of special measures' and, 'Despite the considerable challenges, the interim Headteacher and leaders from the Trust are tackling many of the weaknesses identified at the school's previous inspection. They have systematically identified what needs to happen to bring about the necessary improvements.' This along with improved estate and financial management has ensured the school is now ready to show the impact of all the changes made over the last two years.

We have increased leadership capacity in all schools to ensure highly effective systems and structures underpin all areas of its work. A SELT (Senior Executive Leadership Team) has been established in order to allow academy Headteachers to focus relentlessly on improving outcomes for pupils while the functions of finance, governance, health and safety, HR and IT are taken care of by highly skilled experts.

Over the past year all schools in the Trust have developed a comprehensive remote learning offer that seamlessly blends face to face and remote learning (both digital and non-digital). The offer provided to our communities has continually evolved and the Trust has worked together to provide our pupils with a high quality learning experience and support to families through an exceptionally challenging time.

All of the four schools within our Trust serve pupils from highly deprived communities. The significant challenge that this brings should not be underestimated. However, SHINE Academies does not accept deprivation as an excuse for low aspiration. The drive for high standards is embodied by the improvement in attainment and progress that has been seen in all of our academies.

We are now responsible for the education of over 1900 pupils in the West Midlands, across two local authorities. We have also been approached by the DfE to consider sponsoring another school in a neighbouring authority.

ABOUT

Following the success of our schools, we are looking to share our expertise with further schools and create hubs, having spent time building capacity to ensure we have the foundations for successful growth.

We have a clear role in the organisation to not only ensure that all academies are compliant, but also strive to improve outcomes for the children and maintain a happy and motivated workforce. An outstanding Trust needs an outstanding workforce and this is central to our success. We will continue to invest in our staff, identify and promote talent and use the skills of individuals to make us stronger.

We are fortunate to have a strong Board of Trustees with a wide range of skills which provides the effective support and challenge required to ensure that the Trust is an excellent employer, and we will work together to ensure that all our academies remain at least good in terms of OFSTED in the future.

The Trust is now in a strong position to grow. SHINE Academies has a high level of experience, established systems and a successful track record.

We are ambitious, and in the coming years we hope more schools will join the SHINE Academies family so that collectively we can grow in strength and ensure that even more children receive the same quality education. Our experience of the academy sector means that we can make the transition to academy status as smooth as possible and offer support every step of the way.

The Trust was founded on a strong moral purpose to support others, so that young people are enabled to achieve their very best. The Trust has developed significantly in many areas of operation since 2015 but the object remains our key focus and our success should always be measured against the positive impact we have on the life of every pupil.

Our Trust is a fantastic and unique place to work, made up of colleagues from diverse backgrounds, all having a passion for the development and well-being of our young people. We pride ourselves on a culture that embraces inclusivity, wellbeing, professional growth and collaboration to help our staff invest discretionary effort, leading to positive pupil outcomes.

SHINE Academies Head Office is based at Northwood Park Primary School, in the North of the city of Wolverhampton, just 5 minutes away from the M54 thus meaning that travel to six other local authorities are within easy reach – Telford & Wrekin, Shropshire, Staffordshire, Walsall, Sandwell and Dudley.

Our Academies



Northwood Park Primary School

Collingwood Road, Bushbury
Wolverhampton, West Midlands
WV10 8DS

northwoodparkprimary.co.uk

Staff Numbers
(average)

79

Pupil Numbers
(on roll Oct 2021)

607

Budget
(2021-22 £/m)

£2.64m

Ofsted Rating
(average)

Good



Lodge Farm Primary School

Furzebank Way, Willenhall
Wolverhampton, West Midlands
WV12 4BU

lodgefarmprimary.co.uk

Staff Numbers
(average)

52

Pupil Numbers
(on roll Oct 2021)

393

Budget
(2021-22 £/m)

£1.48m

Ofsted Rating
(average)

Good



Busill Jones Primary School

Ashley Road, Bloxwich, Walsall
West Midlands
WS3 2QF

busilljonesprimary.co.uk

Staff Numbers
(average)

43

Pupil Numbers
(on roll Oct 2021)

299

Budget
(2021-22 £/m)

£1.4m

Ofsted Rating
(average)

Awaiting



Villiers Primary School

Prouds Lane, Bilston
Wolverhampton, West Midlands
WV14 6PR

villiersprimaryschool.co.uk

Staff Numbers
(average)

87

Pupil Numbers
(on roll Oct 2021)

658

Budget
(2021-22 £/m)

£2.58m

Ofsted Rating
(average)

Good

ABOUT

Mission Statement

We are a family of schools whose sole purpose is to ensure that all stakeholders within the Trust SHINE.

We relentlessly STRIVE to work together as a family in HARMONY, ensuring that we INSPIRE and NURTURE all pupils and staff within the Trust creating opportunities to EXCEL.

Our Commitment is:

For our pupils to SHINE

For our teams to SHINE

For our communities to SHINE

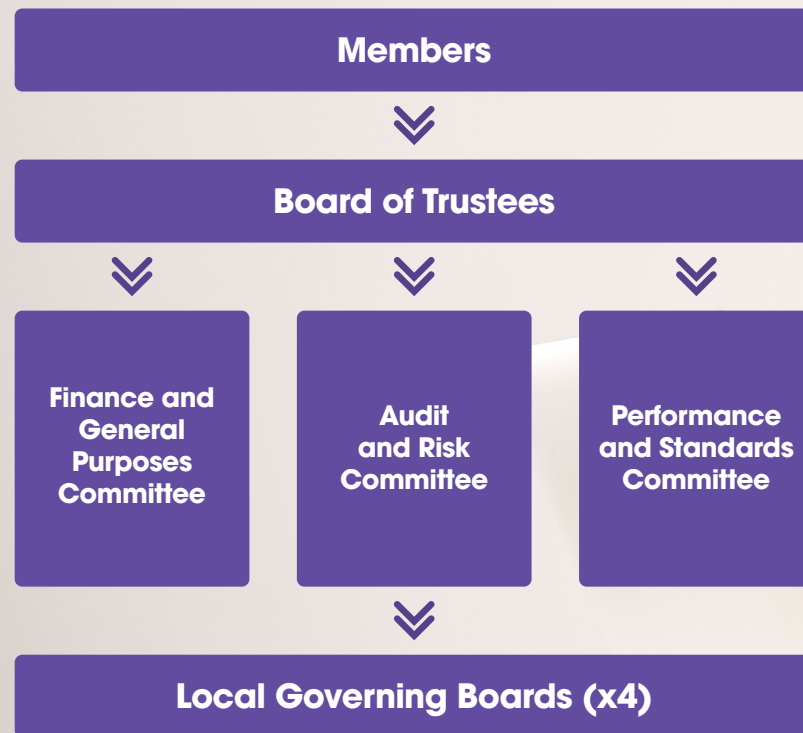
We are a team of staff who together, all commit to achieving our mission. Because our mission is our collective responsibility, we will work collaboratively to support any part of our family who needs help and be quick to celebrate each other's successes.

In short, SHINE Academies looks to provide the best possible experience for all stakeholders by STRIVING in HARMONY to INSPIRE, NURTURE and EXCEL.



Shine Academies Governance Map

The Trust Governance Structure ensures there are clear reporting lines and explicit requirements to ensure probity, good governance and outstanding performance.



It consists of Members and a Board of Trustees responsible for deciding the governance structure and the delegated powers of the Trust.

The Board of Trustees has three core functions of governance:

- Ensuring clarity of vision, ethos, and strategic direction
- Holding executive leaders to account for the educational performance of the Trust academies and their young people, and the professional growth of staff
- Overseeing and ensuring effective financial performance

Scheme of delegation

The Board of Trustees responsibilities are set out in the scheme of delegation. Terms of reference have been agreed to support the function of each Board Committee which are as follows:

- Audit & Risk Committee
- Performance & Standards Committee
- Finance & General Purposes Committee
- Local Governing Boards (4 - one per school)



SHINE Academies has ten Strategic Aims

(September 2021), they are:



Providing an excellent standard of education for all pupils

As demonstrated by academic performance and validated through external scrutiny



Ensure that Spiritual, Moral, Social, Cultural education underpins all activity, so pupils develop as well-rounded, responsible individuals

As demonstrated by quality of education, attendance, pupil and stakeholder views



Deliver robust financial management, which informs the strategic development of the Trust

As demonstrated by financial diligence and value for money



Ensure governance is highly effective and fit for purpose

As demonstrated by secure skill-sets and compliance



Develop a highly skilled workforce who support the growth of the Trust

As demonstrated by well-qualified staff providing an outstanding quality of education and sharing expertise



Determine Trust consistent operating systems for teaching and learning

As demonstrated by well-researched pedagogy and valid and reliable assessment systems



Improve the Trust estate to ensure it is of consistently high quality and fit for 21st century education

As demonstrated by safeguarding and suitability audits



Grow through the establishment of regional hubs

As demonstrated by increasing number of academies in the Trust



Support the wider school-to-school led system beyond the Trust

As demonstrated by strong partnerships with other schools and outside agencies



Ensure the Trust has a regional and national reputation for excellence

As demonstrated by external partnerships, validation and stakeholder views

THE ROLE

About the Role

The key priorities for the Trust and consequently its Chief Executive Officer are:

- ✓ To provide effective strategic leadership and direction of the Trust and its academies in line with the Trust Business Plan 2020 to 2023 (and its successor strategies) and the 1-year Trust Development Plan 2021-2022, so that our young people consistently achieve good or better outcomes.
- ✓ To ensure the academies in the Trust reach the highest possible level of accreditation at external inspection.
- ✓ To ensure that the Trust's financial viability is secure.
- ✓ To be the lead professional for academies in the Trust.
- ✓ To act as a trusted and visible ambassador for the Trust, both internally with its key stakeholders, and externally.
- ✓ To ensure that there is an unrelenting focus on staff wellbeing, professional growth, and equality, diversity and inclusion (ED&I).
- ✓ To provide inspirational leadership of the Trust's executive team and academy senior leaders, ensuring robust and compliant governance, risk management and safeguarding provisions are in place.
- ✓ To manage the reputation of the Trust in collaboration with senior leaders.

You will be responsible to the Trust Board and you will be responsible for leading Headteachers and central core team senior leaders. For further details, see job description and person specification on the following page.

Job Description

Our CEO is responsible for the education of all the young people in the Trust academies.

They lead the Executive Team of the Trust, ensuring the Trust and all its schools are successful over time in a sustainable way.

There are six interlinked areas of a Trust CEO's core responsibilities. These are:

- Strategic leadership: trust ethos, culture and strategy.
- Finance, sustainability and compliance.
- Quality of education.
- People strategy.
- Governance and accountability.
- System leadership and civic responsibility.

Job Title:

Chief Executive Officer

Responsible for:

Executive Headteacher, Chief Operating Officer

Responsible to:

Trust Board

The key purpose of the Chief Executive Officer (CEO) role will be to support the Trust Board in the efficient and effective delivery of the Trust's commitment, strategic aims and corporate plan, and to uphold the Trust's values, providing visible leadership across the organisation. The CEO will develop and articulate the vision, values and ethos for the Trust and provide inspirational leadership, motivate and empower others to share in achieving it.

The Chief Executive Officer will be expected to:

- Uphold and demonstrate The Principles of Public Life (The Nolan Principles).
- Lead the strategic planning of the Trust and the development and efficient deployment of its resources so as to secure the best possible outcomes for pupils.
- Maintain and develop the effective collaborative culture for working with schools within and beyond the Trust.
- Engage with and enhance the profile of the Trust with key stakeholders, local, national and international bodies and professionals from a range of sectors.
- As Chief Executive Officer and Chief Accounting Officer of the Trust, carry out the delegated responsibilities of the Board for managing the Trust.

Strategic Leadership

- Provide strong and effective leadership, vision and strategic direction to Trust staff to achieve the highest levels of performance and ensure a culture of continuous improvement.
- Provide vision, direction and leadership that enables the Trust to achieve its strategic objectives and secure its future sustainability.
- Ensure the Trust's management and organisational structures are fit for purpose and facilitate continuous improvement.
- Deploy all resources, including staff and financial resources effectively.
- Ensure that the Trust has a culture of respect, honesty, transparency and accountability which is embedded through leading by example.
- Create a positive and supportive culture across the Trust and its schools.

Quality of Education

- Uphold and secure ambitious educational and behavioural standards for all pupils.
- Lead and manage the Trust so that each school maximises the performance of all pupils through high quality learning and teaching, which motivates, challenges and empowers.
- Set high professional standards and ensure that the education vision is understood and embraced by staff, students, parents/carers and the wider community.
- Enable the Trust to establish and sustain a broad, rich and coherent curriculum entitlement for all pupils.
- To ensure all schools in the Trust are graded as good or outstanding.
- Provide information and advice to the Trust's Board of Trustees on progress towards achievement of the Trust's education vision.

Finance, Sustainability and Growth

- Execute all the functions and responsibilities of the Chief Executive Officer and Chief Accounting Officer of the Trust, ensuring that the Trust meets all legislative and statutory requirements, including safeguarding and those required by the EFA and DfE.
- As Chief Accounting Officer, ensure robust financial systems are in place so that the funds available to the Trust are used properly, efficiently and effectively.
- Ensure that support services and Trust facilities are creatively and effectively managed to deliver best value for money.
- Ensure all opportunities for income generation are realised and optimise the provision of support services.
- Ensure the development/implementation of, and compliance with all statutory and legal requirements, Trust policies and procedures on safeguarding, child protection and health and safety.
- To lead the Trust in all matters relating to the safeguarding of all pupils, promoting the welfare and well-being of children, and ensuring the child protection procedures adopted by the schools are effective in keeping children safe.

People Strategy

- Lead, motivate, support, challenge and develop staff, ensuring effective induction, training and performance management.
- Enhance opportunities for learning and development through partnerships between parents/carers, pupils, staff, the local community, other educational organisations, voluntary organisations, other public sector bodies and employers.
- Promote and ensure ethical practices of recruitment and retention of staff.
- Ensure the Trust has strong talent management and succession planning programmes across all areas of the organisation's work.
- Enable a people strategy that identifies talent, supports and develops all staff and sustains a culture of high staff professionalism.
- Ensure the organisation's staffing capability and capacity is analysed to meet current and future needs and actions are taken to appropriately staff the Trust with people with the right skills, experience and qualities to meet future demands.



Governance & Accountability

- Take personal responsibility for ensuring the propriety and regularity in the management of public funds and in the day-to-day operations of the organisation.
- Manage the Trust's strategic operations and the delivery of key objectives, with accountability to the Board.
- Responsible for the formulation and development of the Trust's strategy, and ensure that all decisions made by the Board are recorded and implemented.
- Take responsibility for the institutional development of the Trust and ensure that wider administrative and governance arrangements are in place to ensure the effective implementation of the organisation's long-term strategic plans.
- Provide direction and management oversight to all Trust operations, including overall line accountability for safeguards and security.
- Take responsibility for the safety, health and environmental performance of all Schools in the Trust.
- Ensure that confidentiality is maintained in line with agreed policies and protocols.
- Ensure an open and honest relationship with the Board of Trustees.

General

- Undertake such other duties as are commensurate with the post and which may reasonably be required by the Trust's Board of Directors.

System Leadership and Civic Responsibility

- Work effectively across the full range of external stakeholders, including government, funding and regulatory bodies.
- In partnership with the Chair, ensure that an efficient internal and external communications strategy is implemented so that staff, pupils, parents and governors are effectively communicated with.
- Represent the Trust effectively to key external partners, the media and the public on a national platform.
- Ensure that the Trust reflects a vibrant and inclusive ethos which actively values and promotes diversity, unity and community cohesion, and supports pupils to become successful integrated citizens.
- Actively challenge and address discrimination.

Person Specification



Person specification

	Essential	Desirable	MOA
Education			
Educated to degree level, with evidence of relevant continuing professional development.	✓		A, D
Knowledge and Experience			
Successful experience and a proven track record in a similar role with experience of the education sector.	✓		A, I
Ability to work effectively at Board level to create a vision and forming the strategic direction for an organisation.	✓		A, I
Proven success in building effective partnerships to maximise networks and opportunities, including prior demonstrable links with central government, schools, local authorities and regulatory authorities.	✓		A, I
Experience of identifying and managing risk including diverse areas such as finance, reputation and safeguarding as well as managing change in a fast moving environment.	✓		A, I
Sound track record of performance managing professional staff; driving morale, raising standards and promoting a team ethos, particularly with regard to a multi-site organisation.	✓		A, I
Knowledge of the strategies for raising students' achievement and advancing effective teaching and learning set within communities where there are higher-than-average levels of deprivation.	✓		A, I
Able to identify and maximise additional funding streams and marketing of services.	✓		A, I

	Essential	Desirable	MOA
Knowledge and Experience (continued)			
Financial Acumen: A track record of finance leadership supporting organisation success.	✓		A, I
A proven ability to meet the statutory and regulatory requirements of a complex organisation across key areas such as Finance, HR and Health and Safety, operating with probity and strong Quality Assurance.	✓		A, I
Business Acumen: A track record of creating a healthy and sustainable business model, with evidence of innovation; seeking income generating opportunities; marketing products and services, achieving profitable outcomes and value for money services.	✓		A, I
Experience of effective business management, including leadership of a multi-professional team (in times of austerity in the not-for-profit sector) sourcing external expertise as required.	✓	{ ✓ }	A, I
An understanding of how effective governance can support the organisation and lead to positive change.		✓	I
Experience of creating and implementing an organisation-wide vision that delivers demonstrable organisational improvement.	✓		A, I
Experience of effective self-evaluation and preparation for, and taking schools through, inspection.	✓		A, I

	Essential	Desirable	MOA
Skills and Abilities			
A strategic thinker who can work with the Senior Leadership Team, Board and others to develop a compelling vision for the organisation, underpinned by a strong moral purpose.	✓		A,I
A dynamic and proven strategic leader with an eagerness for continuous improvement and a drive to succeed in an education setting.	✓		A,I
Effective networking, negotiating and influencing skills.	✓		A,I
The ability to provide critical challenge to existing practices, to deliver constructive feedback, and oversee the implementation of more effective alternatives.	✓		A,I
The ability to remain calm under pressure or in stressful situations.	✓		A,I
Optimism and resilience in the face of challenges, with the ability to respond positively and effectively.	✓		A,I
Dynamic, supportive and creative leadership with the ability to delegate effectively.		✓	A,I
Committed to the highest standards in all areas of school and community life, including behaviour, academic, and enrichment.	✓		A,I
Committed to maintaining the ethos of the Trust with empathy and understanding for its location and wider community context;	✓		A,I
Creative presenter and consummate public speaker with analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for the Trust.	✓		A,I
Experience of dealing with Government officials and policy makers.		✓	A,I
Effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential.	✓		A,I
Critical thinker with problem solving abilities.	✓		I
Exceptional Oral and written communication skills.	✓		I
A leader who can analyse and process complex information and data quickly and rigorously in order to make the best of opportunities.	✓		A,I
An awareness of, and commitment to, the provision of outstanding education.	✓		A,I

	Essential	Desirable	MOA
Beliefs, attitudes, behaviour and personal attributes			
A shared commitment to a "no excuses" culture with a work ethic and drive to match that of the Trust in improving education and life chances of the communities we serve.	✓		I
Optimistic, enthusiastic and flexible.	✓		I
Committed and passionate.	✓		A,I
Values diversity, equality and inclusion.	✓		I
Goal focussed, but willing to adapt to and develop a deep understanding of people and context.			
Willing to take risks and challenge accepted beliefs and behaviours.	✓		I
Ability to demonstrate understanding and apply our workplace values. Ensuring these are embedded in all roles.	✓		A,I
Ability to lead by example, demonstrating traits that create a culture of mutual respect, understanding and influencing others in a positive manner.	✓		A,I
A commitment to leading the Trust with emotional intelligence: self-awareness, self-management, social awareness and social skills.	✓		A,I
Through effective leadership strategies, initiate and manage change, inspire and develop others deploying interpersonal influence tactics, sending clear and convincing messages.	✓		A,I
Evidence of building strong, collaborative relationships, effective teamwork and ability to resolving disagreements through effective conflict management	✓		A,I

How to Apply

Salary package circa £120,000, with an actual starting salary negotiable to reflect skills and experience, annual incremental increase in line with Trust Policies

Your application form

As well as completing the application form online, it's important that you provide a succinct personal statement of no more than three sides of A4 detailing:

a) What attracts you to the post; and

b) How your experience, competencies and skills align to the essential criteria in the person specification, with evidence of impact from your career track record.

Kindly ensure that your application accounts for any gaps in employment and that you include the names and addresses of two professional referees (one of which must be your current or most recent employer).

If you do not wish us to contact your referees at this stage, please let us know.

Closing date

Please return your completed application form to Services4Schools Ltd, HR Consultancy Team at the following email address: HRC@services4schools.org.uk by the closing date Monday 24 January 2022 at 0900 hours. All applications will be acknowledged via email within 48 working hours of receipt.

Visit our Trust

Visits to our Trust are warmly welcomed and highly encouraged. The following dates have been set aside for you to select from:

- Tuesday 11 January 2022, 9.30am – 12 noon
- Thursday 13 January 2022, 9.30am – 12 noon
- Monday 17 January 2022, 9.30am – 12 noon
- Thursday 20 January 2022, 9.30am – 12 noon

At your visit you will meet our current CEO and our Chair of Trustees.

To arrange a visit, please contact Angela Turvey, Office Manager, by telephone on 01902 558715 or by email aturvey@northwoodparkprimary.co.uk for an appointment.

Our Trust Business Plan 2020 – 2023, our Trust Development Plan 2021 - 2022 and a detailed school context information sheet, will be made available to you at your visit.

Alternatively, you can request the information by contacting Angela Turvey by email aturvey@northwoodparkprimary.co.uk.

Shortlisting of applicants

Shortlisting will take place on Monday 31 January 2022. Candidates chosen for the shortlist will be notified as soon as possible after the meeting of the Trust Board. Unsuccessful applicants will also be notified.

ASSESSMENT

Assessment & Interview

Interview and assessments will take place on Tuesday 8 February and Wednesday 9 February 2022. Full Trust Board decision will take place on Wednesday 9 February 2022.

Start date

Our ambition is to appoint a candidate starting at the beginning of the autumn term 2022. The post-holder must be prepared to reside within daily travelling distance of Wolverhampton (WV10 8DS).

All appointments are subject to satisfactory references and eligibility to work in the UK. The Trust is committed to safeguarding and promoting the welfare of all children and young people and expects all staff to share this commitment. An enhanced DBS will be required. The Trust is an equal opportunities employer and ensures that all application forms are anonymised prior to shortlisting to minimise bias in the recruitment process.





Our Trust is an Equal Opportunities employer and welcomes applications from appropriately qualified persons regardless of age, disability, ethnicity, gender, marital status, sexual orientation, religion or belief.