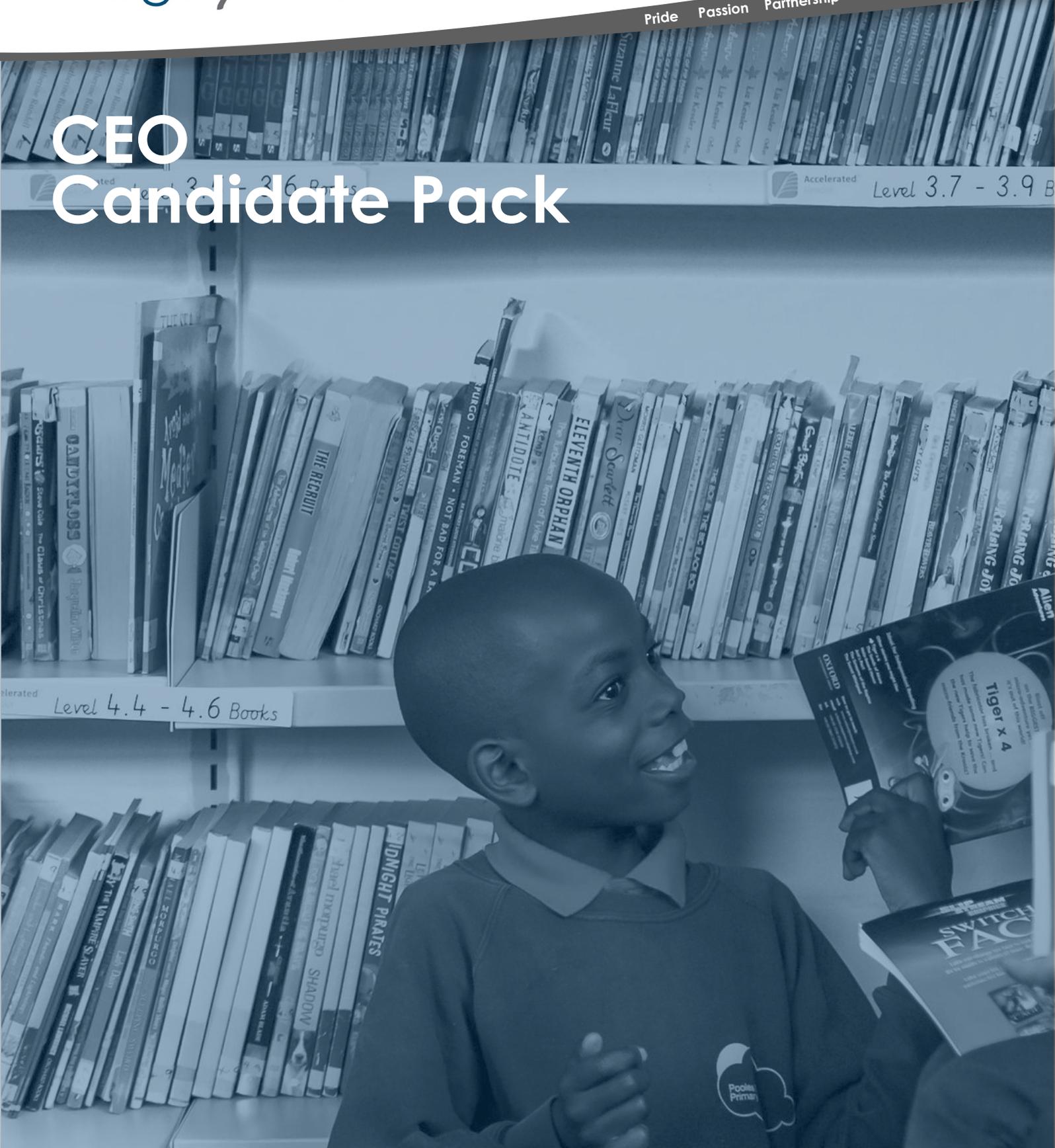


CEO Candidate Pack





Welcome Letter

Dear Candidate,

Thank you for your interest in the role of CEO.

Our Trust is founded on financial probity and exceptional leadership. A deep personal knowledge and understanding of our extraordinary children and young people is at the heart of what we do. We have been fortunate to be led by someone who every day has striven for excellence. This has to date formed the basis of our success story. It is now a part of our culture and in the DNA of our leadership team.

For the successful candidate, The Bridge MAT is not just a professional opportunity, it is an act of courage. It requires ability and quiet confidence to deal with the weight of expectation. Across our seven schools, we nurture ambition, celebrate difference, and work tirelessly to break down barriers to learning and achievement. Our young people, parents, staff and all stakeholders deserve the very best. We are seeking a CEO who wants to be part of this narrative.

The task now is to increase the impact, locally and nationally that we have established. This might mean further expansion in the number of schools or just as importantly the strengthening of our reputation for improvement and excellence, a banner of growth with integrity. We seek a leader that combines strategic vision with compassion; someone who can inspire confidence, champion inclusion, and navigate complexity with courage and heart. You will find in our Board of Directors committed partners in this project.

If you share our ambitions and feel able to play a vital part in the next stage of our development we would love to hear from you. May I thank you once again for considering joining our Trust.

Yours sincerely,

David Tait
Chair of the Board of Directors
The Bridge MAT

Pride Passion Partnership Professionalism Positivity

About The Bridge Trust

The Bridge Trust is a unique Multi Academy Trust which consists of five special schools, two primary schools, a Training and Development Service and an Outreach Service.

We are driven by our values – the five Ps – pride, passion, professionalism, positivity and partnership. All decisions and developments are anchored on these values. When recruiting we look for staff who will buy into and uphold these values.

We put children at the heart of everything we do. Whenever looking at new ways of doing things we consider the impact this will have on the children. We believe in developing staff, not constraining them. Our staff are the greatest resource our pupils have. We recognise that there are no absolute answers in the best ways to educate our pupils so we look to encourage staff creativity. We want people to try new ways of working (within safe parameters). We give staff a framework to work within, but encourage appropriate risks to be taken.

Through partnership with the Local Authority we provide advice and support to all the mainstream schools in the borough of Islington on addressing the needs of pupils with autism or severe learning difficulties. This support is provided by a highly respected, small, dedicated team of professionals who aim to work with schools to pass on their knowledge and develop skills in school-based staff.

We want to learn from others and encourage staff to engage with the research literature. This is supported by our Training & Development Service. We also recognise that when working with the pupils in our schools it is not always about engagement with the evidence, but sometimes about informed creation of the evidence. Our research officer will support staff to create and share evidence using appropriate, well considered methodologies.

As a part of this commitment and desire to learning from others we actively engage in school improvement networks. The Trust is a part of Challenge Partners, a national school improvement network where schools support each other to improve. We lead a hub of over 30 special schools who network and learn from each other. We are also members of Maamulaha, a local network of schools, mostly mainstream. There is some overlap of these schools with our Teaching School Alliance (TSA) but there are other schools in the TSA who we also work with.

Pride Passion Partnership Professionalism Positivity



About The Bridge Trust - continued

We have always been committed to supporting staff and pupils in other schools and sharing the knowledge we have. We offer a wide variety of training opportunities to our own staff and staff from other schools, develop an initial teacher training programme through School Direct, support other schools who may be facing challenging circumstances through facilitating our staff and staff from other schools to provide advice and support, and to develop and promote research in our own school and across the network of schools we work with.

We also take staff wellbeing seriously, offering support in lots of different ways; Discounts on retail and lifestyle platforms, Cycle to Work schemes, Flexible and Family-Friendly Policies and an Employee Assistance Programme through www.schoolsuk.com/wellbeing.

We have always been committed to engaging positively with our pupils and this is one of our values. We have recently worked with the British Institute of Learning Disability (BILD) and the Windesheim University of Applied Sciences, Amsterdam to introduce Positive Behaviour Support to all of our schools, mainstream and special. We are committed to working with all of our pupils with a positive focus.

What next? We do not stand still. We want to continue improving what we do, so that we can improve the offer to our pupils. We are not maverick in our approach to improvement, it is done in a considered way, but creativity and 'thinking outside the box' is encouraged. Each of our schools continually looks at how it can develop further. Being part of the Trust allows for learning across our schools and support to implement some new strategies. We definitely feel that 'together we are greater than the sum of our parts'. We learn from each other. We challenge each other. We support each other.



Pride Passion Partnership Professionalism Positivity



Pride Passion Partnership Professionalism Positivity

Job details

Job title: Chief Executive Officer (CEO)

Contract type: Full time permanent

Reporting to: The Board of Directors

Job purpose

The CEO is responsible for the education of all the young people in the Trust's academies. They lead the Executive Team of the Trust, ensuring the Trust and all its schools are successful over time in a sustainable way. They provide high level strategic leadership and management across all aspects of the Trust's activities. They ensure that the Trust provides high quality education for all its pupils through the effective and efficient use of resources and people. As a system leader, the CEO represents the Trust with a wide range of stakeholders and partners and enables the Trust to fulfil its civic responsibilities. The CEO delegates the responsibility of accounting officer to the COO, a qualified accountant who in the role of the CFO reports directly to

the Board on all financial matters including operation of the accounts and financial compliance.

Ethics and Professional Conduct

As a leader of an educational charity the CEO is expected to demonstrate consistently high standards of principled and professional conduct. School Trust CEOs should always uphold and demonstrate professional expertise and personal responsibility in particular as required of directors under the Companies Act.

School Trust CEOs are responsible for upholding public Trust in Trust, civic and system leadership, and should maintain high standards of ethics and behaviour. As the leader of the Bridge MAT, the academy communities and the profession, the CEO should serve in the best interests of the Trust's pupils, conducting them self in a manner compatible with their influential position in society. As a Trust company director the CEO is deemed to be an experienced professional in the field of the delivery of special needs education and safeguarding.



Pride Passion Partnership Professionalism Positivity

CEO Core Responsibilities

Academy Trusts are education charities that run schools to give children a better future. Every Trust has a single legal and moral purpose: to advance education for the public benefit. School Trust CEOs have specific responsibilities as executive leaders of the Trust.

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

- Strategic leadership - Trust values, culture and strategy
- Quality of Education
- Finance, sustainability and compliance
- People strategy
- Safeguarding
- Governance and accountability
- Accounting officer responsibilities
- System leadership and civic responsibility

Whilst the CEO will hold the core responsibilities cited below and be accountable for ensuring that they are met, it is recognised that they will meet some through the successful leadership and management of teams and individuals within the Trust. It is therefore expected that many of these core responsibilities will be delegated and enacted operationally, in all cases, by the CEO.

Strategic leadership – Trust values, culture, and strategy

The CEO will:

- Establish and sustain the Trust's values, culture, and strategic direction in partnership with the Trust Board, namely
- **Professionalism;** Provide leadership by support and challenge that enables the Trust to achieve its strategic objectives and secure its future sustainability. Develop the concept of hubs, continue the development of school improvement and the LGBs, clearly document the strategy
- **Passion;** At work strive for excellence in all schools and further develop a Trust wise improvement strategy
- **Positivity;** Actively identify opportunities, adapt new ideas and continue the creation of a safe and great place to work
- **Partnership;** Further build the programme of mentoring and school to school support and encourage the participation of community and stakeholders. Create a safe, inclusive and positive culture across the Trust and its schools
- **Pride;** Be an integral part of the MAT culture encourage participation by all stakeholders and the community create a great place to work
- **Probity;** Enable the Trust's organisational design and operational systems to meet its current and future requirements and manage change effectively. At all times ensure that budget responsibility is a part of leadership



Pride Passion Partnership Professionalism Positivity

Quality of Education

The CEO will:

- Tackle educational inequality, upholding and securing ambitious educational and behavioural standards for all pupils
- Promote further support for the most disadvantaged and those with additional and special educational needs and disabilities within a safe and secure environment
- Enable the Trust to establish and sustain a broad, rich and coherent curriculum entitlement for all pupils, supported by effective curricular leadership and delivered through high quality teaching in all its schools
- Ensure the Trust has high quality, expert teaching in all the Trust's schools, built on an evidence-informed understanding of effective teaching and how pupils learn
- Ensure that priority areas for improvement are identified
- Enable the Trust and its schools to engage with appropriate evidence-based strategies for improvement and ensure their effective implementation

Finance, sustainability and compliance

Work closely with the COO to:

- Ensure that sound financial management systems are in place
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds

- Ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure the long-term sustainability of the Trust and its schools through effective financial and estates management
- Direct the Trust's activities to achieve the most efficient, effective and sustainable provision of education to the highest quality, prioritising and making the most effective use of the resources available.
- Ensure the organisation complies with all statutory and legal requirements including safeguarding and health and safety

People strategy

The CEO will:

- Enable a people strategy that identifies talent, supports and develops all staff and sustains a culture of staff well-being and high staff professionalism
- Ensure the Trust has high quality employment practices that promote equality, diversity and inclusion, including ethical practices of recruitment and retention of staff
- Ensure staff have access to high quality professional development, aligned to balance organisational and individual needs
- Ensure the Trust has a strong talent management and succession planning programmes across all areas of the organisation's work



Pride Passion Partnership Professionalism Positivity

Safeguarding

The CEO will:

- Ensure the Trust and each school within the Trust meets its safeguarding responsibilities in line with current legislation
- Act as a designated safeguarding lead (DSL) for the Trust

Accountability and Governance

The CEO will:

- Promote a culture of accountability that is recognised and accepted as an essential element of improvement at all levels and across all aspects of the Trust's work
- Understand the role of relevant regulatory bodies and ensure the Trust and its schools respond to their requirements
- Understand and welcome the role of effective Trust governance, upholding the obligation to give account and recognising that Trust Boards are ultimately responsible and accountable for the Trust's work
- Develop and maintain effective relationships with the Trust Board recognising their key role in holding the CEO and executive team to account
- Ensure the Trust Board receives quality information in the level of detail needed to make informed decisions and fulfil its functions and legal obligations
- Ensure positive communications that promote the Trust and its work, and present the Trust effectively when dealing with the media

Accounting officer responsibilities

The Accounting Officer responsibilities are given in the Academies Trust Handbook sections 1.37 – 1.44. Under these regulations the DfE expects the CEO to be the Accounting Officer. As part of the Trust system of delegation the COO has day to day responsibility for this function, and as a qualified financial professional, has the statutory responsibility for the veracity of the accounting statements. In order to reflect this and to give effective financial control on all financial matters acting as CFO, the COO reports to the Board. On all other matters the COO reports to the CEO.

The responsibilities undertaken by the COO are:

- Give assurance (to Parliament and the public) of high standards of probity in the management of public funds, particularly regularity, propriety and value for money
- Having oversight of financial transactions (under Trustees' control, measures to prevent losses or misuse, multi-person operation of accounts and records, accurate accounting records)
- Completing annual statement on regularity, propriety and compliance
- Taking personal responsibility for assuring compliance to the Board
- Advising on Board intent or action if incompatible with the articles, funding agreement or handbook
- Notify the DfE if they consider the Board is in breach of the articles, funding agreement or handbook



Pride Passion Partnership Professionalism Positivity

System leadership and civic responsibility

The CEO will:

- Promote and enable ways in which the Trust's schools and their local boards engage meaningfully with their communities and are responsive and accountable to them
- In line with the Trust's civic role, work with civic partners and stakeholders in the local area, region and/or nationally to contribute to the Public Good, ensuring the value of the child and coherent public service for children and families
- Foster and engage in the collective leadership of the sector building strong local systems to address disadvantage and improve the quality of education for all pupils
- Exert external influence on behalf of the Trust by active engagement with sector organisations, regulators, policy makers, local and national government, industry and other partners
- Give public assurance of high standards of probity



CEO Person Specification

A - Application Form

C – Certificates

I – Interview

R - Reference

Professional Qualifications	Essential	Desirable	Methods of Assessment
Educated to degree level, with evidence of relevant continuous professional development.	•		A, C
Professional qualification in SEND or related discipline.		•	A, C
Master's Degree in education, leadership and management or business-related discipline.		•	A, C
Experience			
Professional understanding and experience of schools and the education system in England.	•		A, I
Successful experience of leading and managing a multi-professional team.	•		A, I
Experience of developing and implementing successful, inspirational strategy in a complex environment.	•		A, I
Successful experience of liaising, collaborating, and negotiating with local government and central government Agencies.	•		A, I
Proven success in a strategic leadership role.	•		A, I
Experience of raising educational standards and demonstrable success in achieving rapid and sustained school improvement.	•		A, I
Experience of identifying and managing of risk including finance, safeguarding, HR and reputation.	•		A, I
Experience of leading strategic planning and budget management, working closely with stakeholders to guide and inform.	•		A, I
Evidence of clear and convincing strategies for leading the delivery of complex change management within a fast-moving environment.	•		A, I
Evidence of commitment to personal and professional self- development, with clearly articulated strategies for doing so.	•		A, I
Experience of managing multiple complex development projects across an organisation.		•	A, I
Specific experience gained in an educational leadership or special education leadership role.		•	A, I
Experience of growing a Multi-Academy Trust and an understanding of the academy conversion process.		•	A, I

CEO Person Specification

A - Application Form

C – Certificates

I – Interview

R - Reference

Skills, Knowledge and Understanding	Essential	Desirable	Methods of Assessment
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
Ability to work collaboratively and effectively at Board level to create a shared vision within the ethical principles of the Trust.	•		A, I
Ability to inspire, motivate, lead and develop a multi-professional team that strive for continuous improvement and inspire others to achieve their full potential.	•		A, I
Ability to plan and prioritise and work under pressure.	•		A, I
Excellent communication skills and ability to adapt style to a range of different audiences.	•		A, I
Ability to build and develop trusting partnerships with stakeholders.	•		A, I
Ability to influence and negotiate in the public/political arena.	•		A, I
Demonstrable knowledge and understanding of the school improvement agenda and education governance.	•		A, I
Ability to interpret, analyse and evaluate educational, financial and complex data in order to make the best of opportunities.	•		A, I
High level analytical, strategic planning and organisational skills.	•		A, I
Ability to demonstrate business focus and commercially minded approach.	•		A, I
Innovative leader with a clear understanding of how to support a distributed team to deliver the desired outcomes of an education organisation.	•		A, I
A leader who celebrates diversity and makes decisions to actively promote inclusion.	•		A, I
Able to articulate and define a clear vision for the future.	•		A, I
Successful track record of efficient and effective human and financial resource management.	•		A, I
Able to make clear and transparent decisions about the direction of the Trust.	•		A, I
A resilient leader in the face of challenges, with the ability to remain calm and respond positively and effectively.	•		A, I
Knowledge of legal and accountability frameworks affecting multi academy Trusts.	•		A, I
Ability to promote good behaviour consistently.	•		A, I
Specific technical knowledge and understanding in relation SEND (including 2014 Children and Families Act).		•	A, I
Understanding of land and building management and legislation and ability to oversee multiple school sites.		•	A, I

CEO Person Specification

A - Application Form

C – Certificates

I – Interview

R - Reference

Personal Qualities	Essential	Desirable	Methods of Assessment
A professional and exemplary character with a shared commitment to the ethical principles and vision of the Trust.	•		A, I
A pragmatic, action-orientated and outcomes-focused approach.	•		A, I
High levels of drive, energy, integrity and openness, combined with a commitment to effective governance.	•		A, I
Energy, vigour, and perseverance; an enthusiastic leader with strong morale building skills, tenacity, commitment and an ability to effectively drive change positively.	•		A, I
Resilient and determined but able to provide support, demonstrate empathy and deal with staff and situations in a sensitive and considerate manner.	•		A, I
Passionate and credible leader, able to inspire, motivate and persuade.	•		A, I
A committed team player and collaborative worker.	•		A, I
Unwavering commitment to the safeguarding principles and practices in relation to Keeping Children Safe in Education.	•		A, I
An ability to deploy multiple leadership styles, able to blend operational and strategic leadership responsibilities .	•		A, I
A skilled networker, able to develop relationships with stakeholder and partners at local, regional and national level.	•		A, I
Commitment to the mental health and wellbeing agenda – able to manage self and others with care and empathy.	•		A, I
The ability to build a positive organisational culture, that strives for continuous improvements, and inspires staff.	•		A, I
High levels of emotional intelligence.	•		A, I
Personal resilience, calm under pressure.	•		A, I
Commitment to person self-development and lifelong learning.	•		A, I

ACADEMICIS

How to Apply

If you would like to discover more about this exciting opportunity, need any further information or have an informal discussion, please contact our retained consultant at Academicis, Ross Laird: **rlaird@academicis.co.uk** or 01223 907979 / 07901 585959

Please email your application to, Ross Laird: **rlaird@academicis.co.uk**

Timeline

Closing date: 23rd June 2025

Shortlisting: 25th June 2025

Interview dates: 3th & 4th July 2025