



*Creative
Education
Trust*

Appointment of CEO

September 2024 | Reference: RAAIB

Introduction from our Chair

Thank you for your interest in this vital appointment of CEO at Creative Education Trust.

With the upcoming retirement of our Founding Chief Executive, the Board of Trustees is seeking an exceptional individual to take on the role of CEO and steer our organisation through its next phase of growth and development.

Since our foundation in 2010, Creative Education Trust has been committed to inspiring and enabling young people to build successful lives through a strong foundation of learning, resilience, and employability. We now support 17 schools across the Midlands and East Coast, educating over 14,500 students. Our mission is to provide every child with an excellent education, fostering not just high academic attainment but also intellectual curiosity, practical skills, and a well-rounded character.

The new CEO will inherit a talented and committed team, as well as a Board that is highly skilled and deeply engaged. This role offers a unique opportunity to lead a collaborative and innovative Trust, dedicated to transforming lives through education. We are looking for a strategic and pragmatic leader who is passionate about education, capable of guiding our mission forward, and comfortable navigating the diverse and sometimes challenging environments in which our schools operate.

The role demands not just a focus on academic excellence, but also a deep commitment to the personal development of our students, ensuring they leave our schools as confident, creative, and responsible individuals ready to contribute positively to society.

We are eager to connect with candidates who share our vision and values and who are ready to build on the strong foundations we have laid.

Thank you for considering this significant opportunity to lead Creative Education Trust into its next chapter.

Yours sincerely,

Abbie Rumbold
Chair of Board of Directors



About Creative Education Trust

Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 14,500 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We seek to transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity.

Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



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*Creative Education Trust schools
prepare young people for the
challenges of higher education
and the world of work*

About Our Schools

Since our foundation in 2010 Creative Education Trust has grown in a gradual and considered way. We are now a network of 17 schools across the East and West Midlands and on the East coast, educating 14,500 children and young people. We are always interested to talk to schools and MATs that share our values and which might benefit from and contribute to the collective resources of the Creative Education Trust network.

Our aims for pupils are to:

- Raise their attainment in exams and tests through outstanding teaching
- Make them intellectually curious
- Increase their participation in Higher Education, Further Education, and apprenticeships
- Ensure they develop employable skills and attitudes
- Create rounded individuals through a wide range of extracurricular activities
- Give them confidence in their capabilities

- 1 Abbeyfield School
- 2 Ash Green School
- 3 The Bulwell Academy
- 4 Caister Academy
- 5 Ellis Guilford
- 6 Harpfield Primary Academy
- 7 The Hart School
- 8 Lynn Grove Academy
- 9 Queen Eleanor Primary Academy
- 10 The Milton Keynes Academy
- 11 Thistley Hough Academy
- 12 Three Peaks Primary Academy
- 13 Weavers Academy
- 14 Woodlands Primary School
- 15 Wrenn School
- 16 Wroughton Infant Academy
- 17 Wroughton Junior Academy

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Creative Education Trust schools provide a knowledge-rich curriculum integrated with modern skills and creativity

Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard



Knowledge Connected

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. Creative Education Trust schools use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers.

Knowledge Connected is the name given to Creative Education Trust's programme of creative education in primary and secondary schools, including our cross-Trust enrichment offer and the Year 7 & 8 Key Concept Days.

Six concepts frame Knowledge Connected: structure, pattern, meaning, performance, human interaction and practice.

To find out more watch our video [here](#)



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The ability to connect their knowledge will make young people successful employees and resourceful citizens in tomorrow's knowledge economy

Enrichment

Creative Education Trust schools give children of all abilities wide scope to discover what they enjoy and what they are good at.

Our enrichment offer extends these opportunities beyond the classroom, with opportunities in dramatic and musical performance, public-speaking, debate, enterprise, and community engagement. Our growing calendar of cross-trust events and competitions brings young people together from across our schools - primary, secondary, and sixth-form.

Creative Education Trust's programmes expose pupils to professionals who are experts in their field, including writers, performers, STEM ambassadors, and barristers. An employability component is embedded into each of our programmes, helping to broaden the horizons and aspirations of our young people, supporting them to connect their learning and skills with life beyond the classroom.

Alumni from across the Trust are a key part of many of our activities, as competition judges, speakers and providing Q&A opportunities. Read more about our alumni [here](#).

Opportunities include:

- Our Town Community Project
- STEM Prize
- Cross Trust Choir
- Cross Trust Orchestra
- Employability Programme
- Shakespeare Festival
- Sixth Form Public Speaking Prize
- Primary Poetry Prize
- Primary Art Prize



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Creative Education Trust enables young people to build successful and responsible lives

The Opportunity

Following the announcement of our Founding Chief Executive retiring, the Board of Trustees are now looking for an exceptional leader to inspire, support, and empower staff at all levels, ensuring the realisation of our vision and the embedding of our core values. This exceptional individual will build on our strong foundation, by driving the Trust forward to continue to achieve sustained success and future growth.

This exciting opportunity will allow our next CEO to provide strong strategic leadership aligned with the Trust's mission and vision, ensure the efficient, effective, and compliant management of the Trust and its academies, and cultivate effective relationships with diverse stakeholders to achieve excellent educational outcomes for children and the sustainable development of the Trust.

Key Responsibilities

Strategic Leadership:

- Hold overall accountability for the performance of the Trust and its schools.
- Hold executive responsibility for informing and supporting the work of the Board – including the delivery of the Trust's strategy in partnership with Non-executive Directors.
- Act as a role model for leaders across the Trust, modelling and promoting the Trust's values.
- Share skills, expertise and capacity across the Trust and its academies and embed system leadership practice.
- Committed to accessing opportunities to develop and stretch own thinking by engaging with thought-leaders, sector-specific and wider research and trend analysis, and appropriate professional development.



Educational Improvement

- Together with the Education Team, ensure a high quality of curriculum, teaching and assessment across all of the schools in the Trust.
- Develop and lead the Trust's improvement processes, including identifying and analysing academy improvement needs, prioritising appropriately resourced solutions and evaluating the impact of improvement strategies.
- Foster a culture of creativity, where staff are encouraged to engage in learning and development including research which supports the Trust's strategy and vision.
- Provide strategic direction and leadership for teaching and learning across the trust, especially in response to sector changes or changes to government policy.

The Opportunity

Stakeholder Management

- Build effective external relationships, creating proactive engagement with a range of local, regional and national stakeholders and positively developing the Trust's profile.
- Act as a confident spokesperson and the public face of the Trust with external stakeholders, staff, pupils and their parents or carers.
- Cultivate and sustain the Trust's relationships with a range of key partners including the Department for Education, Education and Skills Funding Agency, Ofsted and other regulators.
- Contributing to the development of the wider sector through taking part in the work of sector bodies and engaging in appropriate opportunities to inform the development of other trusts and to inform government policy.

Finance

- As the Trust's Accounting Officer, ensure that the Trust fulfils its statutory and regulatory responsibilities under the Academy Trust Handbook.
- Ensure the responsible and appropriate use of public funds.
- Safeguard the continuing long term financial sustainability of the Trust, by ensuring that proper financial systems are established and effectively monitored, and appropriate action is taken if issues are identified.
- Ensure the effective planning, implementing and monitoring of the Trust's internal and external financial reporting.
- Ensure that all budgetary targets are met by individual academies and efficiencies are maximised.
- Develop and implement strategies for the generation of additional revenue and resources for the Trust.

Governance & People

- Position the Trust as an employer of choice, attracting and retaining skilled leaders, teachers and support staff in order to deliver the Trust's objectives.
- Fostering a cultural and operational commitment to equality, diversity and inclusion; setting an example from the top down and acting as a catalyst for achieving inclusion at all levels.
- Drive the development of all staff at all levels within the Trust.
- Support a robust governance structure for challenge and support at every level of the Trust.
- Build an open, transparent, and effective relationship with the Trust Board and committees, including meeting regularly with the Chair of Trustees.

Compliance & Operations

- Ensure that Trust meets all legislative and statutory requirements, including Health and Safety, Safeguarding and those required by Companies House and the Charity Commission, Data Protection and the Master and Supplementary Funding agreements.
- Ensure that the Trust's strategy is supported by effective, efficient, responsive and integrated central services, as well as high-quality operational delivery across all schools.
- Ensure that risk management systems and compliance monitoring systems are in place so that the Trust can anticipate and plan for risks and fulfill all its statutory duties and responsibilities.
- Ensuring that the data captured is consistent with the Trust's view of success, relevant, timely, triangulated and used formatively and actively to inform ongoing improvement both across the wider organisation and in individual schools.

The Person

Qualifications:

- Educated to degree level
- Ideally, candidates will possess one or more of the following qualifications: NPQH certification, a Master's degree or higher, or a leadership qualification.

Experience, Knowledge & Understanding:

- Substantial leadership experience in a complex organisation.
- Experience of leading and managing organisational performance with a relentless focus on improving outcomes.
- Experience of working positively with Trustees or Members and/or experience of board membership.
- Evidence of developing organisational culture including the ability to embrace and influence change and build in organisational resilience.
- Evidence of ability to actively engage politically and strategically.
- Experience of partnership working and network development, as well as experience of influencing multiple stakeholders.
- An informed and critical awareness of the prevailing and evolving trends in education
- Understanding of child protection, safer recruitment and safeguarding procedures.
- A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity.
- An understanding of up-to-date safeguarding requirements and best practice.



Skills & Personal Attributes:

- An outstanding leader, committed to distributive leadership and teamwork.
- Evidence of ability to motivate, develop, support and challenge staff.
- Evidence of strong influencing and negotiating skills.
- Integrity, personal presence and the ability to project and inspire confidence.
- Passionate commitment to the academic, personal and social development of young people and families.
- Excellent interpersonal, communication and organisational skills.
- Commitment to diversity and equality.
- Committed to actively seek new approaches, ideas and challenges.
- Be able to take difficult decisions when under intense pressure.
- Instinctive understanding of what constitutes 'excellence' and what it takes to achieve and sustain it, with a determination to constantly seek improvement.
- Proven financial literacy and commercial awareness and an understanding of the levers that allow schools to be financially sustainable.
- A deep commitment to the mission, vision and values of Creative Education Trust.

Desirable:

- Track record of successful leadership of significant school improvement strategies.
- Experience of school inspection.
- Understanding of EYFS, the National Curriculum and the public examinations system.
- Understanding and connections with relevant government officials and policy makers such as the DfE, ESFA, and Ofsted.
- Knowledge of relevant education legislation.
- Clear, practical vision for learning pedagogy.

Terms of Appointment

Location

Flexible, with the ability to regularly travel to our Head Office in London and our schools in Norfolk and the Midlands.

The Trust Registered Office is located at: 67-68 Long Acre, London WC2E 9JD

Salary

This is a full time and high-profile senior leadership role – salary will reflect this and will be dependent on experience.

Safeguarding Statement

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people. Shortlisted candidates will be required to undertake relevant safeguarding checks which will include checks of social media accounts. Staff must work in accordance with Child Protection procedures and Child Protection/Safeguarding Policies and understand their role within those policies.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Creative Education Trust on this appointment.

Candidates should apply for this role through our website:
www.saxbam.com/appointments using code RAAIB.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

The closing date for applications is noon on 25th September 2024.

Equal Opportunities

Creative Education Trust is committed to creating and promoting a diverse and inclusive workforce that better reflects its students and local community. All appointments will be made on merit, following a fair and transparent process. Applications are welcome from all suitably qualified candidates regardless of age, disability, ethnic or national origin, gender identity, marital status, political opinion, religion or belief, sex, sexual orientation or trade union membership.





Saxton Bampfylde

