



Appointment of CEO

April 2024 | Reference: RBOOA



01 WELCOME

I have been Chair of TWHF for over 4 years and during that time have witnessed and been party to huge change. Although we have faced considerable headwinds in the form of COVID and its consequences, general pressure on the education sector and the real economic hardship faced by so many families over the last few years, we believe the Trust has been able to achieve much: - financial stability, a great portfolio of schools and a really talented and dedicated team of Trustees, school governors, teachers and Trust staff.

But there is much more to do to achieve our goal of making our schools first choice for parents. That goal will be hard won, requiring us to develop confident, sociable young people who, armed with excellent academic results, can embrace the future. Moreover, we need to keep developing those people and delivering those results year after year.

Our ambition is summarised in our strategic plan – “Unleashing Potential”. We want to unleash the potential of our students, of our teachers and of the Trust leadership to create a community built around mutual support and the pursuit of excellence. That is what we are looking to our new chief executive to deliver.

I believe that true leadership is not just about being inspirational and decisive although both those qualities are very important. It is also about supporting and empowering others, building trust between stakeholders, seeing the best in people and getting the best out of them. In the world of education, it means making sure everyone in the Trust is always conscious that they have a huge responsibility, their students’ futures, and that should inform every decision that they take.

If you believe you are that kind of leader, share our passion for education and have the relevant experience of building excellence in schools, then we would love to hear from you.

Yours sincerely,

Ninna Gibson
Chair of Trustees



02 INTRODUCING TWHF

At The White Horse Federation Multi-Academy Trust we put the best interests of students at the heart of every decision that we make. Across the Federation, more than 2,000 members of staff work to achieve positive outcomes for 12,000 pupils.

We have a diverse family of 31 schools, 25 primary and 6 secondary spread across Wiltshire, Oxfordshire and Berkshire. These include two special schools and a number of church schools.

Our curriculum is specifically designed to be challenging, aspirational and inclusive. We share a common vision and approach to achieving our aims whilst recognising and celebrating what makes each school in the MAT unique.

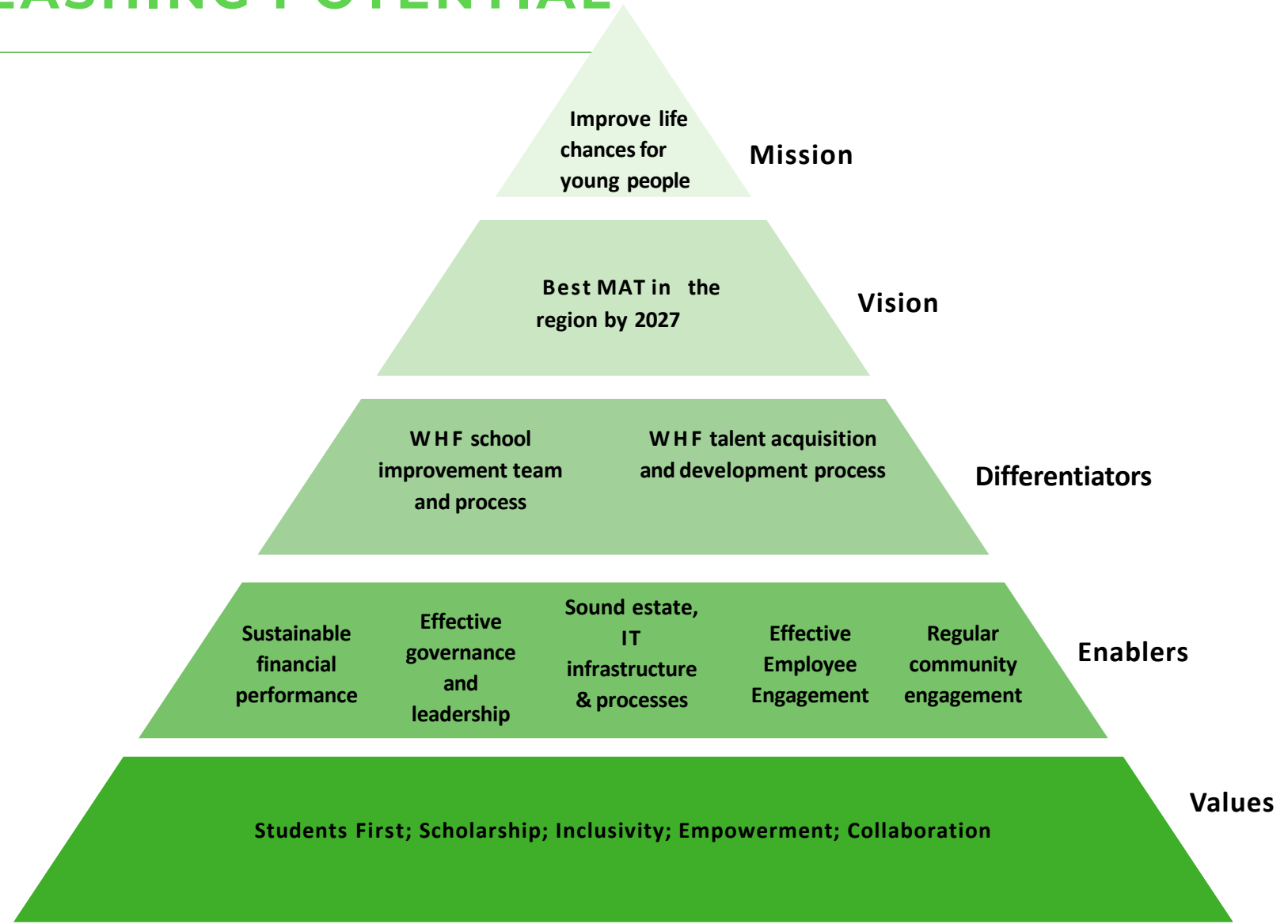
Our Vision:

Our vision is for the White Horse Federation to be a family of excellent schools which, both individually and collectively have the best academic results in the region and are consistently chosen by parents.

Enabling this is a robust operational model: sustainable financial performance; effective governance and leadership; sound estate and IT infrastructure; effective risk management; and strong community engagement.



03 UNLEASHING POTENTIAL



04 OUR VALUES

STUDENTS FIRST: We give absolute priority to the success and future readiness of our students, ensuring that no one gets left behind and everyone achieves their full potential.

SCHOLARSHIP: Academic performance is a key determinant of opportunity so we strive to help our pupils achieve the best results they can to maximise the opportunities available to them.

INCLUSIVITY: Being part of an inclusive community where pupils support and respect each other and where success in any activity or discipline is celebrated builds self-confidence and encourages the individual to take on new challenges and aspirations.

EMPOWERMENT: We encourage our students, teachers and staff to take the initiative and trust them to make the right decisions, accepting that failure as well as success is part of developing experience and preparing for adult life.

COLLABORATION: We support each other, protect the vulnerable and work together to ensure everyone has the opportunity to realise their full potential.





Students First

05 JOB DESCRIPTION

We are seeking to appoint a strong leader who can build, inspire, support and empower staff at every level to deliver our vision and embed our values. Building on the existing platform, they will adapt and implement our strategy 'Unleashing Potential' and build a collaborative, joyful community that is capable of sustained delivery and which will provide a platform for potential growth in the future.

The CEO will:

1. PROVIDE LEADERSHIP TO DELIVER HIGH QUALITY PUPIL OUTCOMES

- Secure delivery of excellent outcomes throughout the Trust through the promotion of high-quality professional standards, and rigorous monitoring and evaluation of teaching quality and student achievement.
- Be a visible leader, create strong working relationships that are observable and tangible to all staff within the Trust.

2. WORK WITH THE BOARD TO DEVELOP AND DELIVER TWHF'S STRATEGY

- Build an open, transparent, and mutually supportive relationship with the Board with a robust governance structure that enables challenge and discussion at every level of the organisation
- Lead by example, embodying the company's values in all your interactions and build a joyful, confident community based on mutual support in the pursuit of excellence

3. ENSURE THE FINANCIAL VIABILITY AND HEALTH OF TWHF

- Secure and maintain organisational and financial stability, ensuring statutory compliance and consistent delivery across all schools.
- Ensure the Trust and its schools are supported by cost effective, consistent, responsive and integrated central services

4. CHAMPION TWHF EXTERNALLY

- Build trusted external relationships, creating a sense of openness and proactive engagement with a range of key local, regional and national stakeholders with the objective of delivering the Trust strategy and enhancing the reputation of the Trust.
- Act as a credible high-profile representative and the public face of the Trust with external stakeholders, staff, students and their parents or carers.

06 THE PERSON

We are looking for a leader who is relentlessly focussed on improving student outcomes and building strong, well supported teams to deliver them.

Candidates will bring the following experience and attributes:

1. Demonstrable knowledge of the education sector and developing young people, gained through senior executive roles in the education sector (QTS or equivalent).
2. Proven track record in leading and embedding organisational change
3. Resilience in navigating challenges and the ability to adapt to the continuously evolving educational landscape
4. Sound judgment in dealing with significant decisions and handling sensitive or contentious issues
5. A visible and approachable leader, adept at building face-to-face relationships within the community and with key stakeholders.



07 SALARY & BENEFITS

The White Horse Federation offers a competitive benefits package including a generous six figure salary, 30 days' holiday, pension benefits (LGPS) etc.

Given there is a requirement to travel to schools within the Trust and to be a visible leader, we will provide a suitable relocation package for you and your immediate family.

The Trust Registered Office is located at: Plymouth St, Swindon SN1 2LB

Safeguarding Statement

TWHF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Staff must work in accordance with Child Protection procedures and Child Protection/Safeguarding Policies and understand their role within those policies.

Equal Opportunities

TWHF 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.





8 TO APPLY

Saxton Bampfylde Ltd are acting as an employment agency advisor to The White Horse Federation on this appointment.

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

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 **Thursday 25th April 2024.**

KCSIE online checks

In line with the latest KCSIE guidance, Saxton Bampfylde will conduct a search of online records that are publicly available on shortlisted candidates. These checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. All data will be held in line with data protection regulations.



GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

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