

Appointment of CEO

January 2025 | Reference: RBSKA



01 Welcome from Chair of Trustees

Thank you for your interest in becoming the next CEO of TKAT.

As Chair of Trustees, I am delighted to introduce this brochure that I hope will give you some insight both about the wonderful organisation that is The Kemnal Academies Trust (TKAT) and why joining as our CEO would be such a worthwhile role.

Dr Karen Roberts has been CEO since September 2013. Under her tenure the Trust has made enormous progress in raising the quality of education in its 45 schools. TKAT has developed a strong culture of working together to ensure that disadvantage should never be a barrier to any child achieving their potential at school. We are particularly proud of our ACE programme which is a trust wide pastoral care programme for our most disadvantaged pupils.

In 2022, the board launched a strategy that focuses on 5 priorities:

1. Improve educational outcomes;
2. Support those most in need;
3. Be an employer of choice;
4. Work as an integrated Trust;
5. Provide a viable and sustainable infrastructure.

The priorities are underpinned by a strong moral compass and TKAT's values of Shared Voice, Shared belief and Shared Success. A culture of achieving more together is well embedded across the Trust.

Our next CEO will be coming into a strong Trust that is looking forward to its next chapter. The improvements over recent years give the Trust a strong foundation to build on. In this next phase the Trust wants to ensure that the improvements to date are sustainable and consistent across all our schools and we are keen to share what we do to make a valuable contribution to the education sector

We hope you will be inspired by TKAT's story and would relish leading TKAT in its next exciting phase. We look forward to hearing from you.

Your sincerely

Gaenor Bagley
Chair, TKAT



02 Introducing TKAT



We are one of the largest Multi-Academy Trusts in the South and East of England with 45 Special, Primary, Secondary and All Through Academies.

TKAT was formed in September 2010, starting with a single secondary school. It grew extremely rapidly in its first 5 years of operation. Since that first growth phase we have focussed on establishing the Trust and setting up common systems and procedures for improving the schools in our family. The Trust's education leadership teams and improvement teams work with groups of schools to provide extensive support to the schools most in need.

Over the last 10 years the Trust has made significant progress, and there have been notable improvements in student attainment and Ofsted ratings.

A key focus for TKAT is addressing the needs of young people and families from challenging circumstances, alongside maintaining a strong ethos of collaboration within its #oneTKATfamily. Despite our rapid growth, we have made good progress for our pupils but there is plenty more to do.

The educational landscape where we operate is hugely competitive. We are also conscious that as the demographics in the country shift, we will need to maintain our strong performance in the primary space, whilst continuing to innovate and improve our secondary schools.

We are committed to supporting those from all walks of life. We are innovative and the ACE programme, our flagship initiative, has been proven to deliver fantastic results.

As a result of our strong culture, we have been able to embed best practice across our schools. They support each other, learn from one another and we ensure that they benefit from economies of scale. Despite our size, we are agile and nimble, and we responded to issues as they arise in a way that is reflective of our values and mission.

We believe our cohesive culture and strong moral compass has been the secret of our success to date. We are looking for a leader who shares these values and will push us even further.



03 TKAT in Numbers



3,657
employees,
of which:



1,463
are teachers
and leaders



2,194
are non teaching
staff



18.2
pupils per
teacher



52%
female
pupils



48%
male
pupils



10
different Local
Authorities work
with us

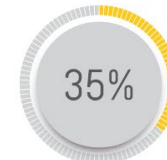


45
academies



22,606

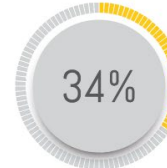
Pupils
(Nursery, Primary, Secondary and Sixth Form)



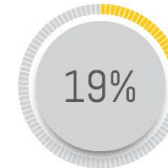
Pupil Premium



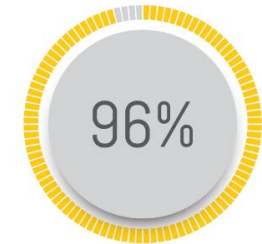
SEND pupils



Pupils receive free
school meals



Pupils have English as an
additional language (EAL)



96% of our Academies
rated GOOD or better by
OFSTED for leadership
and management

04 TKAT Achieving more Together

Our Culture

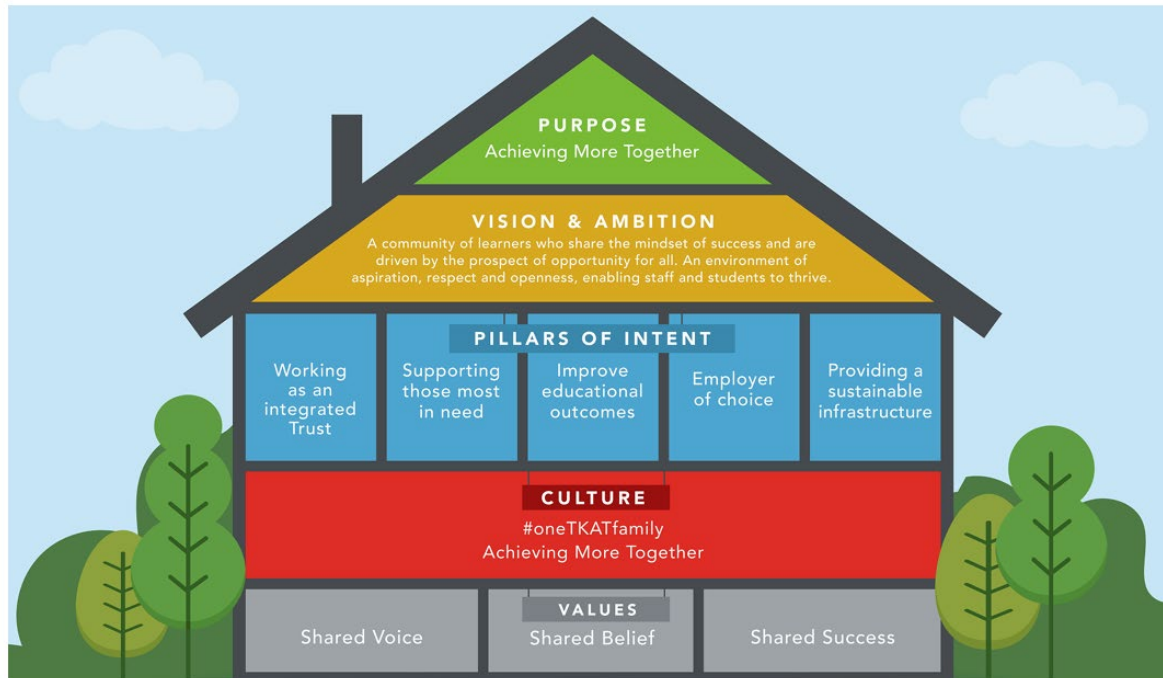
#oneTKATfamily
Achieving More Together

Our Mission

Our purpose is to work together as a community of schools to ensure that every child, whatever their background, receives a high quality education.

Our Values

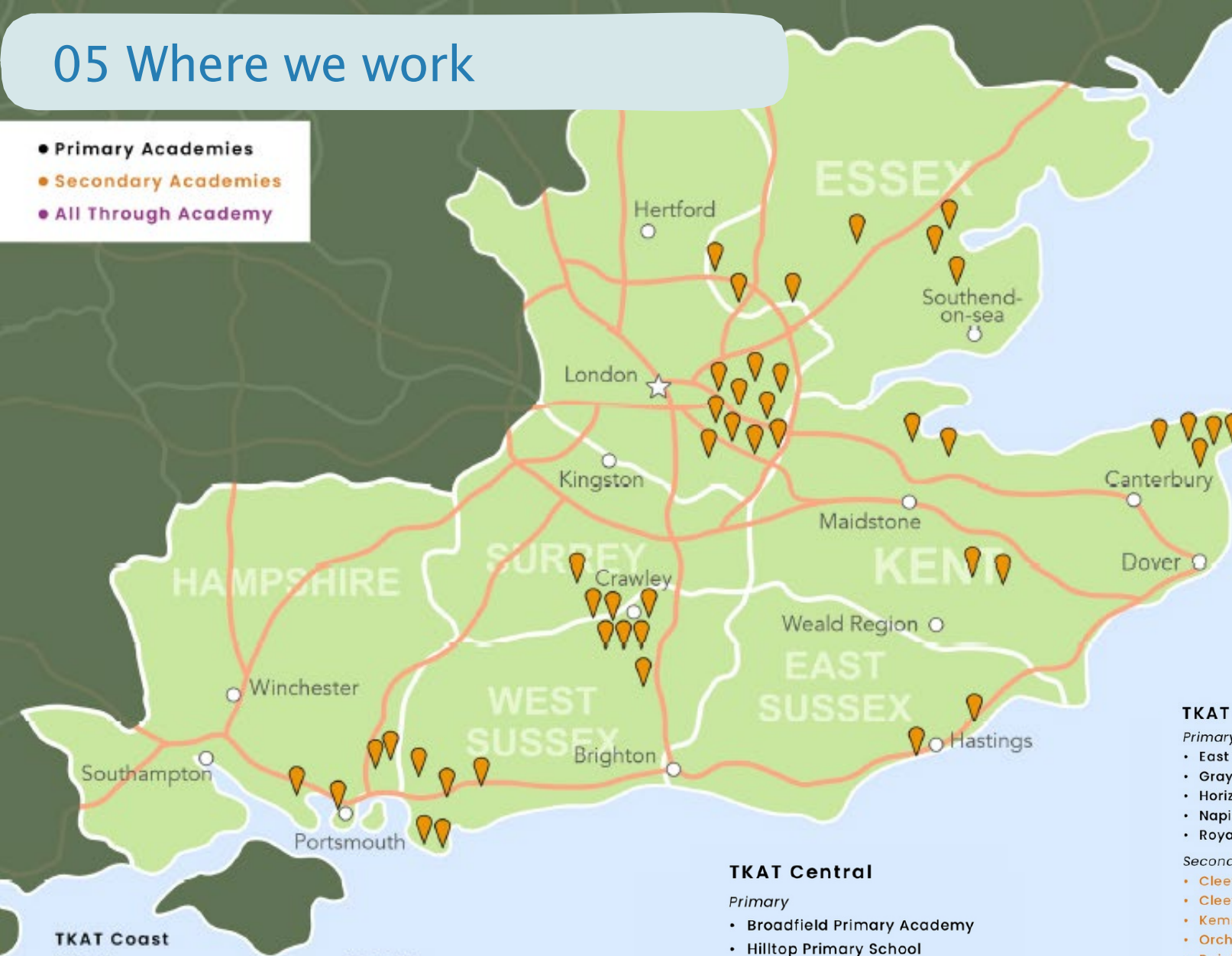
Shared Voice
Shared Belief
Shared Success



05 Where we work



- Primary Academies
- Secondary Academies
- All Through Academy



TKAT Essex

Primary

- Heybridge Primary School
- Maldon Primary School
- Stapleford Abbots Primary Academy
- Willow Brook Primary School

Secondary

- Debdon Park High School
- Hylands School
- King Harold Business & Enterprise Academy

TKAT East

Primary

- Dame Janet Primary Academy
- Drapers Mills Primary Academy
- Newlands Primary School
- Northdown Primary School
- Salmestone Primary School

TKAT Weald

Primary

- Ore Village Primary Academy
- Pebsham Primary Academy
- Pluckley C of E Primary School
- Smarden Primary School

TKAT City

Primary

- East Wickham Primary Academy
- Grays Farm Primary School
- Horizon Primary Academy
- Napier Community Primary & Nursery Academy
- Royal Park Primary Academy

Secondary

- Cleeve Meadow School
- Cleeve Park School
- Kemnal Technology College
- Orchards Academy
- Rainham School for Girls
- Thomas Bennett Community College
- Welling School

All Through

- Shenstone School

TKAT Central

Primary

- Broadfield Primary Academy
- Hilltop Primary School
- Seymour Primary School
- The Bewbush Academy
- The Mill Primary Academy
- The Oaks Primary School

TKAT Coast

Primary

- Front Lawn Primary Academy
- Portfield Primary Academy
- Seal Primary Academy
- Tangmere Academy
- Weyfield Primary Academy

Secondary

- Bridgemary School
- Chichester High School
- Havant Academy
- Miltoncross Academy
- The Academy, Selsey



06 Job Description

1. PROVIDE LEADERSHIP TO DELIVER HIGH QUALITY PUPIL OUTCOMES

- Build on our culture of collaboration and earned autonomy so that all staff within the Trust share our vision and ambition for delivering an exceptional education for children of all backgrounds.
- 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.

2. WORK WITH THE BOARD TO DEVELOP AND DELIVER TKAT's STRATEGY

- Build on the open, transparent, and mutually supportive relationship with the Board so that we continue to improve attainment in TKAT schools driven by the prospect of opportunity for all.
- Lead by example, embodying the Trust's values in all your interactions so people see that we are an environment of aspiration, respect and openness where staff and students thrive.

3. ENSURE THE FINANCIAL VIABILITY AND HEALTH OF TKAT

- Maintain and grow 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 TKAT 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 TKAT's 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.

07 The Person



You will be an inspiring and strategic leader with a passion to ensure that every child receives a high-quality education. Led by doing the right thing for our pupils, you will challenge and support teams to work together to achieve more than they thought was possible. You will be adept at leading a large organisation, and you will welcome collaboration as the key to achieving great success. Some of the attributes in our next CEO will include:

1. VISION FOR AN EXCELLENT EDUCATION

- A commitment to the highest standard of education no matter what your background.
- In-depth knowledge of the education sector with experience in driving school improvement and enhancing teaching and learning outcomes.
- Ability to manage change and respond effectively to policy and sector developments.

2. INSPIRATIONAL LEADERSHIP

- Proven senior leadership experience at scale, in an education setting.
- Strong track record in setting and delivering strategic goals, inspiring teams, and fostering leadership development to deliver high quality pupil outcomes.

3. EFFECTIVE STAKEHOLDER ENGAGEMENT

- Excellent communication and relationship-building skills with experience in engaging diverse internal and external stakeholders, including pupils, parents, staff, sector partners and the government.
- A confident spokesperson with experience advocating for educational initiatives at regional or national levels.

4. SOUND FINANCIAL AND OPERATIONAL LEADERSHIP

- Strong financial management skills, including budget oversight and resource generation.
- Experience in establishing and leading teams that drive efficient operations across large, multi-site organisations.

5. PERSONAL QUALITIES

- Strategic, decisive, and resilient, with the ability to drive results in a dynamic environment.
- Inclusive leader who fosters collaboration, trust, and accountability.
- Strong personal integrity and commitment to high ethical standards.



08 Salary & Benefits

The Kemnal Academies Trust offers a competitive benefits package including: a generous six figure salary,

- Discretionary bonus
- 30 days' holiday
- pension benefits (TPS or equivalent)
- Cycle to work scheme
- TKAT Wider Wallet Discount Programme with a wealth of discounts
- Free eye tests
- Employee Assistance Programme

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 if needed.

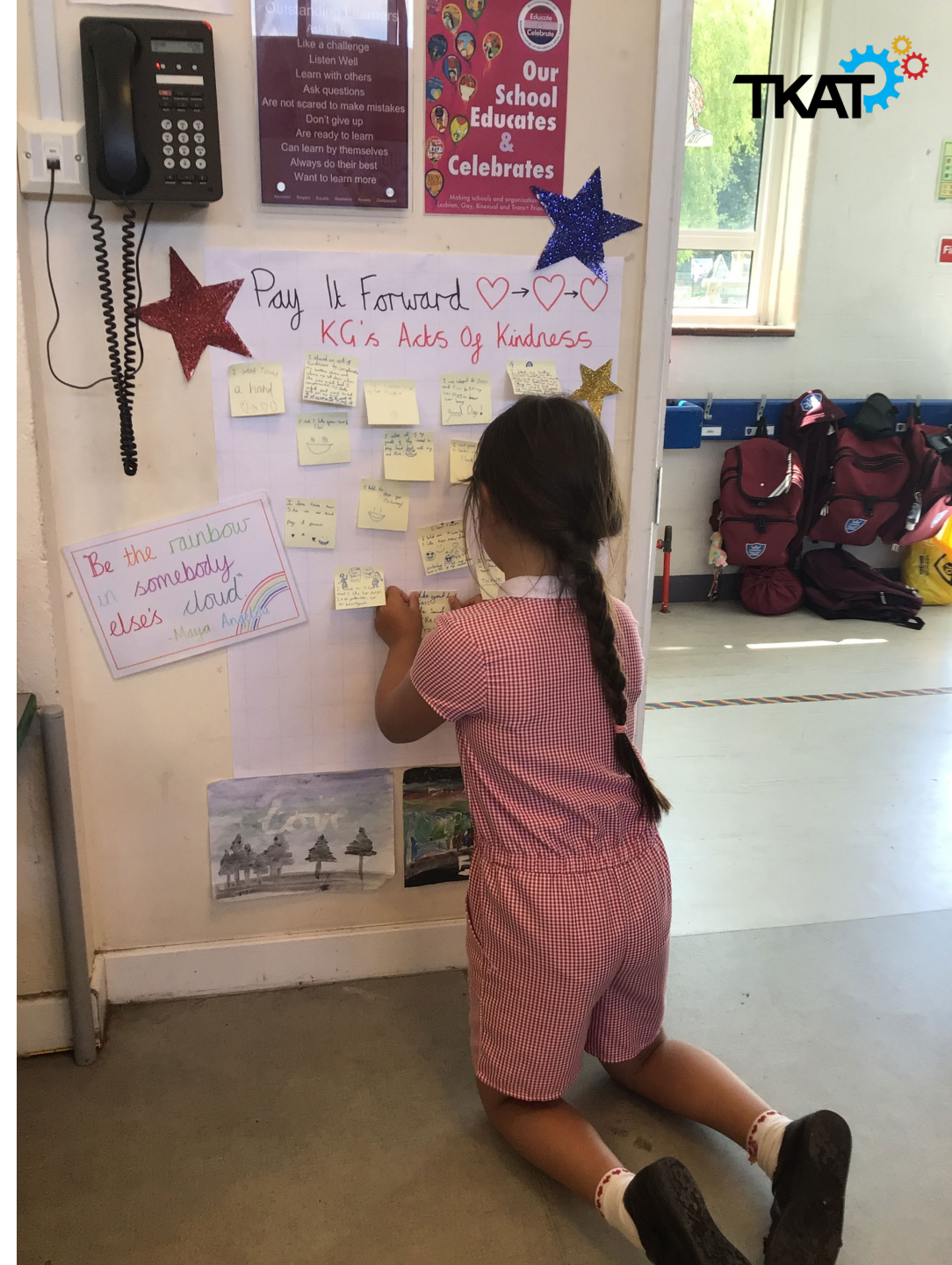
The Trust Registered Office is located at: The Atkins Centre, Kemnal Technology College, Sevenoaks Way, Sidcup, Kent. DA14 5AA.

Safeguarding Statement

TKAT 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

TKAT 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.





09 How to apply

Saxton Bampfylde Ltd is partnering with TKAT on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code RBSKA. 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 31st January 2025.

Key dates:

- Informal Conversations with Gaenor Bagley (Chair) and Dr Karen Roberts (CEO) via MS Teams: **Tuesday 4 March and Wednesday 5 March**
- First round panels: **Wednesday 12 March**
- Final panels: **Wednesday 19 March**
- Reserve Date: **Wednesday 26 March**

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd 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.

