



anthem

Appointment of CEO

February 2025 | Reference: RBEGC



Welcome from the Chair

Thank you for your interest in becoming the next CEO of Anthem Schools Trust.

As Chair of Trustees, I am delighted to introduce this brochure which I hope will give you some insight into the amazing organisation that is the Anthem Schools Trust and the opportunity for its next CEO to deliver improving outcomes, courageous leadership, and an exciting growth strategy.

Mohsen Ojja became CEO in January 2023 and leaves us to take up an exciting role developing the international education framework in Morocco. During his tenure, the Trust has made significant progress in raising the quality of education for our 8,500+ pupils in 16 primary and secondary schools. Under his leadership, The Anthem Way which provides a set of principles and expectations for curriculum, assessment and pedagogy has been successfully implemented helping us meet the aims of our Every Student strategy – every student, every lesson, all the time. This approach is embodied in our skilled and committed leadership team as they work to deliver our vision to create ambitious, successful schools in which every child thrives.

Our 5-year strategy has 5 key directorates each with ambitious plans and targets:

- Education
- Finance
- Operations
- Governance
- People

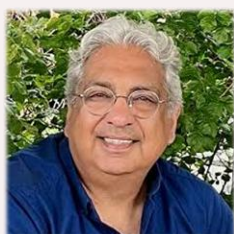
These plans and all the associated activities are underpinned by our values - integrity, collaboration and excellence.

Our next CEO will be coming into a strong Trust that is looking to consolidate and build on the improvements of recent years. In our next phase, we are looking firstly to ensure these changes are sustainable and consistent within a culture that is collaborative, nurturing and seeking excellence in all that we do. Secondly, we wish to grow our Trust in our geographical regions to ensure maximum educational and financial efficiencies that can benefit our students.

We hope that you will be inspired by Anthem's story and would relish leading the Trust as it continues to grow and ensure every student thrives. We look forward to hearing from you.

Yours sincerely,

Jay Bhutani



About Anthem Schools Trust

Anthem is one of the most well-established schools trusts in the country, serving over 8,000 students in 16 non-selective primary and secondary schools across the East Midlands, London and the Thames Valley.

Our schools are set within a wide variety of contexts and communities, from remote rural settings to inner cities and provincial suburbs. This means our students have hugely diverse backgrounds and experiences, talents and challenges and it makes us a unique and brilliant organisation to be part of.

We are a relentless team that ensures that every student in every Anthem school receives the best possible quality of education, *all* the time. Our trajectory is positive with pupil outcomes improving year on year.

This means having great teachers in front of our students following [The Anthem Way](#), and a [curriculum](#) that exposes them to the big ideas, and rich knowledge and experiences that they are entitled to whilst attending our schools.

It means empowering Anthem leaders, our headteachers and their teams to be closer to what goes on in their classrooms in order to make informed decisions about how they meet the needs of their school community.

It means driving innovation in all areas of our work and developing our people by providing high-quality CPD for all staff at every level through the [Anthem Institute](#).

Together, we create ambitious and successful schools in which every child thrives.



Our Vision

Our vision is that by working together, we will create ambitious and successful schools in which every child thrives.

Anthem schools are diverse and serve many different communities. But they are all united by a shared ambition for children and young people, underpinned by a commitment to integrity, collaboration and excellence.



Integrity:

We do the right thing and we do it well. We have a shared moral purpose that enables us to deliver on our commitments.



Collaboration:

We are greater than the sum of our parts. We learn from each other, within and beyond the Trust, demonstrating unity not uniformity, and professional generosity.



Excellence:

We have high expectations and aspirations for ourselves and our learners. We welcome challenge, creativity, and ambition to drive progress.

These values drive everything we do and lie at the heart of our inclusive approach to school improvement.

Our education strategy

Every student, *every* lesson, *all* the time



Inclusive as an organisation, we are above national levels in every single characteristic: free school meals, minority ethnic, English as an additional language, looked after children and children with special educational needs/disabilities and Educational Health and Care Plans. This means many of our students, especially those from disadvantaged backgrounds, have low levels of literacy, limited cultural and social capital, and some face lifelong barriers to achievement due to their special educational needs.

Our Every Student approach **lies at the heart of the culture and values of every Anthem school.**

Ambition for every student must be high, standards must be high, and expectations must surpass all, with everyone - students and staff - working in a professional and inspirational environment.

We work closely with teachers and leaders, giving them opportunities to contribute to curriculum design, our expert model of teaching, The Anthem Way, and effective approaches to assessment. They take this knowledge and apply it in their own classrooms, creating thriving local schools that meet their communities' needs.

We firmly believe that by reducing the attainment gap between advantaged and disadvantaged students we raise attainment for all.

You can find out more about our education strategy [here](#).

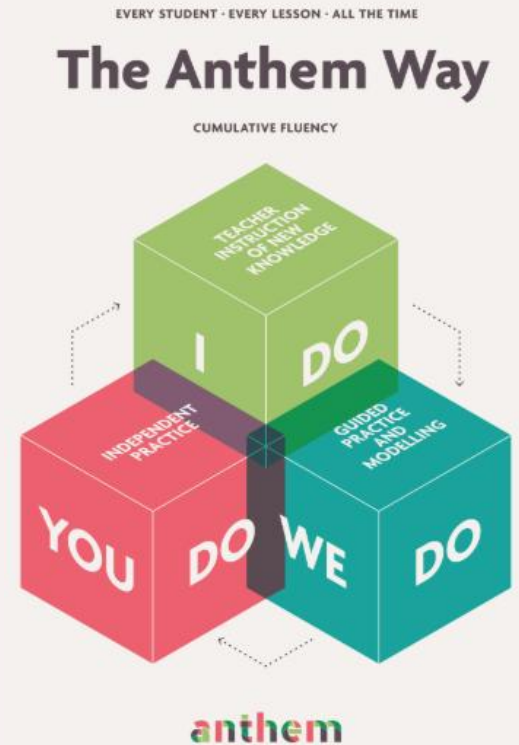
The Anthem Way

How we work to fulfil our vision

The Anthem Way is a set of codified principles and expectations for curriculum, assessment and pedagogy which will help us meet the aims of our Every Student strategy. Written with input from Anthem school leaders, it defines an expert model of teaching for use in every lesson, all the time.

The Anthem Way specifies how we teach in our schools. Our teaching approach is grounded in cognitive science, designed for maximum impact on learning. We will work consistently, lesson by lesson, student by student, to provide evidence-based instruction within a knowledge-rich curriculum.

Our vision is to create ambitious, successful schools in which every child thrives. The Anthem Way reflects our commitment to making this vision a reality in all aspects of our work.



Governance

A bold and brave strategy to take governance in a new direction.

After months of consultation and refining, last year Anthem launched a completely new kind of governance across the Trust.

Following initial Trustee approval, and then a successful consultation with the local stakeholder consultation group and follow-up conversation with our Chair of Trustees, we honed and refined our new Anthem governance strategy.

The new name for Anthem's Local Governing Bodies, most popular in the consultation, was Anthem Community Councils (ACCs). Members of the ACCs are known as Anthem Community Council Members (ACCMs). They ensure that our work is rooted in the community, and they make sure that each school's individual context is known, understood and celebrated.



Anthem's schools

Anthem schools are set within a wide variety of contexts and communities, from remote rural settings to inner cities and provincial suburbs.

Our 11 primary schools are grouped into two regional clusters: East Midlands, and London and the Thames Valley. Our five secondary schools are grouped into a single cluster that spans both regions.



EAST MIDLANDS

1. Benjamin Adlard Primary
2. Lincoln Carlton Academy
3. Mount Street Academy
4. Boston West Academy
5. Grampian Primary Acader

LONDON & THAMES VALLEY

9. Abbey Woods Academy
10. All Saints Junior School
11. Meadow Park Academy
13. Gladstone Park Primary
14. Abacus Belsize Primary
15. Judith Kerr Primary

SECONDARY SCHOOLS

6. The Deepings School
7. Queensbury Academy
8. Oxford Spires Academy
12. Oakbank School
16. St Mark's Church of England Academy



The role

This is an exciting opportunity to lead an ambitious Trust through the next stage of its development, building on a clear educational vision and strategy. The next CEO will share the Trust's drive to ensure that there is a culture of continuous improvement and reflection, whilst also thinking about how the Trust evolves corporately in the years to come. Building on the success of your predecessor you will have plenty of support from the Board to continue to drive our focus on excellence.

Core responsibilities:

You will be responsible for embedding the work we have started on Anthem's vision and values and on delivering the Trust's strategy. Working with your senior leadership team, you will oversee all operations of the Trust – including enabling school and organisational improvement at scale, ensuring sustainability, compliance, and the mitigation of risk, and building strategic partnerships with a range of stakeholders to ensure both strong educational outcomes for pupils and the sustainable development of the Trust.

Strategic leadership

- Articulate a clear narrative for the organisation's growth and development.
- Hold overall responsibility for the performance of the Trust and its schools.
- Build an open, transparent, and effective relationship with the Trustees and their committees.
- Hold executive responsibility for informing and supporting the work of the Board – including the development and delivery of the Trust strategy in partnership with the Trustees.
- Set an example for leaders across the Trust, modelling and promoting Anthem's values and The Anthem Way.

Governance and financial stewardship

- Serve as the Accounting Officer for the Trust in accordance with the requirements of the Education School Funding Agency (ESFA).
- Ensure that there is a robust governance structure for challenge and support at every level of the organisation.
- Invest time in building effective relationships with the Board, which will include meeting regularly with the Chair of Trustees.

Improvement and innovation

- Play a critical role in enabling improvement and disciplined innovation by setting and modelling challenging aspirations and targets, developing strategies and driving exceptional educational performance across all Anthem schools.
- Together with the Education Director, ensure quality curriculum, teaching and assessment of pupil learning across the Trust both through central systems and the clear setting of standards and expectations across all schools.
- Foster a culture of innovation, where staff are encouraged to engage in external research and development that supports the Trust's strategy and vision.

People development

- Ensure that the Trust is an employer of choice and one that has talented and skilled people to deliver the Trust's strategy.
- Foster a cultural and operational commitment to equality, diversity and inclusion, setting an example from the top down.
- Demonstrate a commitment to developing employees in line with Anthem's commitment to professional development for staff of all levels.

Sustainability and compliance

- Secure organisational sustainability and statutory compliance and support the Board to meet their duties as company directors and as Trustees of a charitable body.
- Work with the Chief Finance Officer to ensure that the Trust's strategy is supported by cost effective, consistent, streamlined, 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 organisation can anticipate and plan for risks and fulfil all its statutory duties and responsibilities.

Ambassadorship

- Prioritise external relationships with reference to strategy and potential impact.
- Develop and sustain the Trust's relationships with a range of partners including the Department for Education, Education and Skills Funding Agency, Ofsted and other regulators.
- Build external relationships, creating a sense of openness and proactive engagement with a range of local, regional and national stakeholders.
- Act as a confident spokesperson and the public face of the Trust with external stakeholders, staff, pupils and their parents or carers.



Person specification

The incoming CEO of Anthem Schools Trust will be an innovative, collaborative and strategic leader. You will demonstrate exceptional interpersonal and communication skills, have high standards and work with your team to deliver those. The CEO will demonstrate high standards of personal moral and professional conduct, self-awareness and integrity. You will be committed to the safeguarding of children and staff as the highest priority and will be passionate about improving the life chances of children and young people through education and experiences. You will be

1. Aligned with the trust's strategy
2. Able to embed the strategy whilst continuing to improve it
3. Able to recognise each key contributor to the strategy

The successful candidate will bring:

- A proven track record of successful senior leadership experience in a multi-site organisation of scale and complexity.
- Significant strategic and corporate leadership experience with a track record of effective operational delivery and raising standards.
- Knowledge and experience of developing and articulating a compelling vision and the strategies that will enable it to be delivered.
- Leadership of an organisation through significant change and growth.
- Experience of working with regulatory bodies and a range of external stakeholders.
- Successful promotion of inclusion, diversity and equality at all levels of an organisation.
- Experience of leading high performing teams, driving morale and promoting accountability alongside a shared ethos.
- A commercial mindset with the ability to analyse and interpret complex financial and operational information to identify areas for business improvement.
- Proven experience of strategic financial and risk management including presentation of business plans, final accounts and long-term budget formulation.
- Proven success in building effective partnerships with stakeholders, including regulators.
- A demonstrable commitment to their own continuing professional development and to lifelong learning.

The following skills or experience would be desirable:

- An awareness of the strategies for raising pupil achievement and advancing effective teaching and learning.
- Experience and/or understanding of the multi-academy trust sector and an appreciation of the legal and regulatory environment in which the Trust operates.
- An understanding of relevant government officials and policymakers, such as: Department for Education, Education and Skills Funding Agency, Office for Standards of Education (Ofsted), and an established network associated with educational policy.
- An understanding of the challenges for education where there is social disadvantage.
- Experience of working in a unionised environment.

Terms of appointment

The Trust's registered office is: 8-10 Grosvenor Gardens, Victoria, London, SW1W 0DH

The role of CEO will involve travel across the country to visit schools and to London for meetings with regulators and other stakeholders.

The salary is competitive and will be commensurate with the experience of the appointed candidate.

Equality and inclusion statement

Anthem Schools Trust is an Equal Opportunities Employer and welcomes applications from all sections of the community.

Safeguarding statement

Anthem Schools Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to the relevant pre-employment checks which will, where applicable, include a health check, an enhanced DBS check, the Children's Barred List check and satisfactory references.



How to apply

Saxton Bampfylde Ltd is partnering with Anthem Schools Trust on this appointment.

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

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Friday 14 March**

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.

