



Appointment of CHIEF EXECUTIVE OFFICER

November 2025 |
Project code: RBIXE

WELCOME FROM THE CHAIR OF TRUSTEES

Thank you for your interest in the role of Chief Executive Officer at Community Academies Trust (CAT). This is a pivotal moment in our journey as we prepare for the retirement of our founding CEO, Philip Hamilton, whose visionary leadership has shaped the Trust since its inception. We now seek an exceptional individual to build on these strong foundations and lead us into the next chapter.

Community Academies Trust is a values-driven organisation with a clear mission: to ensure excellent 2–18 community education. We serve 17 schools and over 7,600 pupils across the Midlands, many in areas of significant disadvantage. Our schools are deeply rooted in their communities, and we are proud of our commitment to preserving local identity and ethos while driving educational excellence.

We believe in the power of education to transform lives and communities. Our academies are beacons of outstanding local provision, trusted by families and driven by a shared ambition to raise aspirations and unlock the potential of every child. We work in partnership with our schools, offering support and challenge in equal measure, and fostering a culture of collaboration, professional trust and continuous improvement.

The next CEO of CAT will be a strategic, authentic and courageous leader who shares our belief in evolution over revolution. They will bring clarity of vision and a deep commitment to our guiding principles of power and love—combining drive, pace and ambition with empathy, humility and inclusion. They will lead a talented executive team and a family of schools that thrive on collegiality and shared purpose.

This is a rare opportunity to lead a Trust that is both stable and ambitious, rooted in community and committed to excellence. We are looking for someone who can inspire and empower, who understands the complexities of leading across both primary and secondary phases, and who will champion inclusivity, wellbeing and high standards for all.

If you share our passion for community education and believe in the transformative power of schools, we would be delighted to hear from you.

Warm regards,

Simon Atkins

Chair of the Board of Trustees



ABOUT US

The name Community Academies Trust (CAT) is derived from our focus and ambition for our organisation – excellent community education. We are committed to preserving local school identity and ethos, and adopt strategies for school improvement that build on and enhance local reputation, raise standards and respond to the needs and aspirations of those we serve.

We work with primary and secondary academies that serve communities with high levels of disadvantage, and we don't let that stop us from having world-class achievement as our expectation.

Our community academies are driven by a desire to lead rather than follow, to be beacons of outstanding local provision which local families believe in and can rely on for excellence for their children's education. We work in partnership with our schools, respecting their local contexts and providing equal measures of support and challenge to improve the talent and potential of all our young people.

Please visit our [website](#) for more information.



We are a multi-academy Trust Comprising



7,634 pupils



17 schools



1,010 staff

VISION AND VALUES

Ensuring Excellent 2 - 18 Community Education

Our approach is based on a fundamental belief that all young people have talent and the potential to achieve more than they ever thought possible.

Achievement in three main areas:

- **Academic:** Excellent standards and outstanding progress are a prerequisite for success in life, equipping young people with the skills and knowledge they will need to be successful, happy and productive citizens.
- **Social:** Excellent relationships for learning are a prerequisite for all other achievements. Relationships that engender mutual respect between young people, and all other members of our academies' communities will ensure learning can be fun in a disciplined and caring environment where the highest expectations are the norm.
- **Personal:** All young people achieve things they can be proud of everyday in addition to academic success and outside our school's planned curriculum. We have a vital role in ensuring individuals develop their own talents and interests and have a responsibility to instil in them a sense of pride in who they are and what they achieve.

All members of the CAT staff community see themselves as learners. They are empowered to make decisions, be creative and to lead. Mutual respect pervades all relationships working together to enhance professional learning and practice and collaboration; collegiality and a sense of team identifies how all staff work together. Staff co-operate with each other and are not in competition with each other – they are part of a team that ensures the academies throughout the CAT strengthen their positions among the best schools in the country.



OUR COMMUNITY ACADEMIES



CAT Central Services
Dimbleby House
Stoneydelph



The Polesworth School



Birchwood Primary School



Dordon Primary School



Wood End Primary School



Budbrooke Primary School



Woodloes Primary School



The Telford Langley School



Stratford-upon-Avon Primary School



Grange Park Primary School



The Wilnecote School



Chadsmead Primary School



Heathcote Primary School



Windmill Primary School



Stoneydelph Primary School



The Woodlands Community Primary School



Kingsway Primary School



Millfield Primary School



ROLE PURPOSE

Following the announcement of our founding CEO, Philip Hamilton's retirement, the Board of Trustees is seeking an exceptional leader to succeed him.

Building on the strong foundations that were established through Philip's leadership this is an exciting opportunity to lead a values-driven Trust that combines educational excellence with deep community connection. With 17 schools serving 7,500 pupils across the Midlands, CAT is proud of its distinctive local identity and of the shared belief that education is for improving lives and for leaving your community and world better than you found it.

Our next Chief Executive will lead a highly committed family of schools that thrive on collaboration, professional trust and a thoughtful, values-led approach to improvement. They will bring clarity of vision and courage of leadership, sustaining a culture rooted in CAT's guiding principles of power and love - combining drive, pace and ambition with empathy, humility and inclusion.

This is an organisation that values evolution, not revolution. The next leader will build on CAT's reputation for excellence and stability while supporting the Trust to adapt to a changing educational landscape. They will ensure continued improvement in secondary achievement and curriculum quality, nurture the strength of the primary schools, and sustain the Trust's commitment to inclusivity, wellbeing and community-anchored schooling.

We are looking for an inspiring and credible leader who is passionate about education. They will have a proven ability to lead complex organisations, empower high-performing teams and manage talented people so that they thrive. Strategic, authentic and collaborative, they will work with trustees, headteachers and the executive team to take the Trust confidently into its next stage of development - ensuring every pupil, whatever their starting point, can achieve academic success, personal growth and a deep sense of belonging.



THE ROLE: KEY RESPONSIBILITIES

CAT are committed to excellent community education, preserving local school identity whilst raising standards and responding to the needs and aspirations of those we serve. We now seek an outstanding leader to serve as our Chief Executive Officer.

Strategic Leadership

- Work with the Board of Trustees, Executive Team, local governing bodies and school leaders to develop and deliver the next strategic plan, building on CAT's strong foundations and embedded values
- Lead the trust's approach to the new Ofsted framework, ensuring robust processes for quality assurance and reporting whilst maintaining flexibility and responsiveness
- Develop a growth strategy that aligns with the trust's ethos and values, thoughtfully considering opportunities for new partnerships and school sponsorships that strengthen community education
- Strengthen CAT's reputation across both primary and secondary phases, ensuring excellence in educational provision
- Build strong relationships with the Department for Education, local authorities, educational partners and community stakeholders
- Keep the Board informed on performance, risks and opportunities through timely and accurate reporting

Organisational Management

- Lead and develop the Executive Team, bringing strategic thinking, fresh perspective and openness to constructive disruption that delivers improved outcomes
- Ensure financial sustainability through prudent management and innovation, maintaining compliance with all legislative and statutory requirements including safeguarding
- Lead the development of assessment frameworks and standardisation across the trust where it enhances quality and consistency
- Champion staff recruitment, retention and wellbeing, nurturing a positive culture that understands current societal changes and their impact on education professionals

Educational Excellence

- Lead the continuous improvement of educational quality, building on CAT's established ethos and values
- Champion outstanding teaching and learning through the promotion of high professional standards and rigorous quality assurance
- Oversee curriculum provision and assessment strategies that meet the needs of all pupils from reception through to Key Stage 5
- Lead the annual cycle of school reviews and effectiveness visits, working collaboratively with experienced headteachers to support continuous improvement
- Ensure a deep commitment to safeguarding across all schools through effective leadership, training, systems and monitoring
- Maintain current knowledge of educational developments, policy and societal changes, ensuring the trust operates in a responsive and forward-thinking environment

Community Engagement

- Preserve and enhance CAT's commitment to serving areas of disadvantage, attracting and retaining teachers and leaders who share this commitment
- Maintain and strengthen local school identity and ethos, ensuring schools remain beacons of outstanding provision that local families believe in
- Visit all school sites regularly to ensure alignment with the trust's mission, values and strategic objectives
- Build meaningful partnerships that widen opportunities for pupils and strengthen community ties

THE PERSON

Knowledge & Experience

- Track record of successful strategic leadership, ideally within education but open to exceptional leaders from other sectors who have led organisations of similar scale and complexity
- Current and relevant leadership experience with understanding of contemporary challenges in education
- Proven ability to lead organisational development and implement strategic plans that build on existing foundations
- Strong strategic thinking skills with the ability to bring fresh perspective and challenge the status quo constructively
- Understanding of academy funding, governance and financial management, or demonstrable ability to rapidly acquire this knowledge
- Experience of collaborative leadership and working effectively with boards and governance structures
- Demonstrable commitment to safeguarding and promoting the welfare of children
- Knowledge of educational quality assurance, Ofsted frameworks and school improvement (or ability to develop this rapidly if from outside education)

Skills & Abilities

- Ability to provide inspiring, collaborative leadership that brings people together for the common good
- Coaching leadership style that empowers and develops others

- Outstanding communication and influencing skills, with the ability to engage diverse stakeholders and work effectively with high performing headteachers
- Strategic thinking combined with operational excellence and attention to detail
- Ability to lead change with care, demonstrating empathy and understanding of impact on people
- Strong analytical skills and the ability to use data and insight to drive improvement
- Excellent organisational skills and ability to manage competing priorities across multiple schools

Personal Qualities

- Collaborative and inclusive leadership style that values partnership and collective success
- Commitment to serving areas of disadvantage and community education
- Ability to bring fresh eyes and new thinking whilst respecting established values and culture
- Open to constructive disruption and innovation where it delivers improved results
- Current and tuned into societal changes affecting education, particularly in relation to workforce challenges
- Emotionally intelligent, caring and able to lead change thoughtfully
- Genuine passion for improving outcomes for all children and young people
- Willingness to travel regularly across all trust sites





TERMS OF APPOINTMENT

Location: Central Office – Tamworth, Staffordshire

We can be flexible on location, however the successful candidate should ideally be based within reasonable proximity to our schools and be visible across our school sites and our head office.

This is a hybrid role enabling you to work remotely, with reimbursement for required travel

Salary: This will be competitive and in line with current benchmarks in the MAT sector.

Benefits: Our schools are orientated around ensuring excellent provision and are constantly reflecting on what is best for our working environment and for the young people in our care. All of us at our Trust want the children to achieve socially, personally and academically and leave school with a crucial sense of possibility - vital for success in life.

We are looking for colleagues to join a professional family that values partnership and collaboration. When you work with us, we are also keen that you will grow as a professional and benefit from our culture of professional development and care.

THRIVE WITH:

- EAP program, including access to counseling and practical support 24 hours a day, 365 days a year, for you and your household.
- Free wellbeing app via EAP.
- Online resources to support with 'life's challenges.'
- Leave policy - ability to apply for specific leave requests.
- Family-friendly policies – enhanced maternity and adoption benefits (additional three and a half months' pay).
- Eye tests and, where lenses are required for DSE use, contribution towards lenses.
- Funded annual flu vaccine.

REWARD WITH:

- Defined benefit contribution scheme.
- Annual leave - 32 days plus bank holidays and 4 Trust Days which are additional leave days on set dates throughout the year.
- Access to on-site car parking.
- Free tea and coffee.
- Occupational sick pay.

OPTION TO BENEFIT FROM:

- Cycle to work scheme.
- Access to lifestyle savings, health cash plan, support for mental and financial wellbeing through our partner Vivup.
- Additional pay-as-you-go additions to the wellbeing portal.



HOW TO APPLY

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

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

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 closing date for applications is noon on **Monday 8 December 2025**.

Process & Key Dates:

- Shortlisting (Candidates not required) - **Thursday 8th January**
- First round panels will be held on **Thursday 15th January at Trust HQ, Dimbleby House, Tamworth**
- Final round panels will be held on **Wednesday 28th January at Trust HQ, Dimbleby House, Tamworth**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Shortlisted candidates will be required to complete an application form as part of safer recruitment.

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.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



