



Wembley
Multi-Academy
Trust

ACHIEVEMENT FOR ALL

— CEO —
INFORMATION
— PACK —

WEMBLEY MULTI ACADEMY TRUST (WMAT)

This is a unique opportunity for an **exceptional leader** to lead a highly successful Trust in the next stage of its development. The Trust is comprised of three schools and a Teaching School Hub, and is highly influential at local and regional level. The successful candidate will provide strong system leadership.

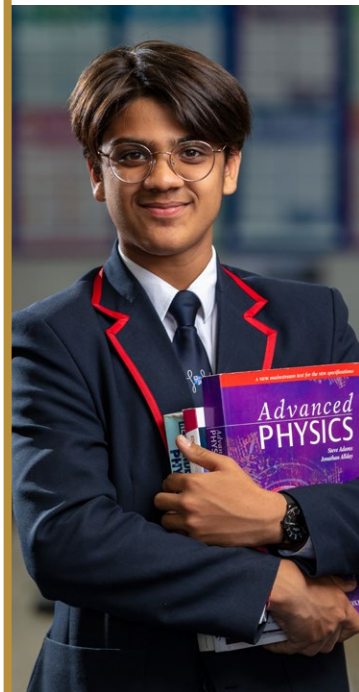
Wembley Multi-Academy Trust was formed in 2016 and has established itself as one of the most successful in the country over many years. The Trust is comprised of:

1. **Wembley High Technology College** (WHTC)
2. **East Lane Primary School**
3. **North Brent School** (currently on WHTC premises whilst the new building is completed)
4. **Teaching School Hub** – status awarded by the Department for Education in 2021 and redesignation awarded in 2024.

All the schools in our Trust are, first and foremost, outstanding learning communities where academic excellence sits alongside the breadth of education. We believe in providing a structured and disciplined working environment in which all pupils can achieve their full potential. There is a very high standard of teaching across all schools which, coupled with strong work ethic, allows our pupils to flourish. Our broad, balanced and innovative curriculum is designed to challenge pupils to reach their potential, and there is a particular focus on English, Mathematics and the Sciences.

As a Trust, our most important commitment is to our pupils. The quality of education we provide makes us exceptional. We have a mission to be the best, and continuous improvement is embedded in our DNA. We are committed to making a difference to the children in our communities and not allow disadvantage to be a barrier to achievement. All schools in the Trust are highly popular and parental first choice far exceeds the number of places available.

In addition, as the Chief Executive Officer, you will have a great opportunity to lead and develop the Teaching School Hub. The Teaching School Hub gives you a strong regional profile and you will be able to help shape the quality of teaching and leadership across Barnet, Brent and Enfield. Leading one of the 87 Teaching School Hubs is a privilege and responsibility that the new Chief Executive Officer will need to discharge with humility, care and collegiality.



OUR VALUES

We hold our values strongly and they underpin our thinking; they shape our organisations ethos and the behaviours of all in the organisation. Our values drive our actions.

1. Integrity

- Integrity means distinguishing right from wrong and doing the right thing (even if no one would find out). Integrity requires courage and self-accountability. We deliver work of the highest quality.
- We deliver what we say we will. We share our professional judgments with students and their families - even those that may be unpopular - in a manner that is both candid and respectful.

2. Respect

- We respect the capacity and desire for personal growth in our students and staff. We treat people with consideration. We value ideas on their merit.
- We recognise that respect requires both truthfulness and empathy. We deal with one another in an open and honest way. We encourage constructive criticism. We reward performance and contribution consistent with our values. We lead by example.
- We accept this responsibility as a school and as individuals.

3. Diversity

- It is fundamental to our success that we accept, value, and integrate the contributions of people. Diversity of thought, expertise, experience, and background are important in creating an environment in which creative tensions are harnessed and new ideas emerge.
- We are committed to our schools being ones in which all individuals have an opportunity to flourish and succeed, regardless of their age, disability, ethnicity, gender, gender identity, race, religion, belief or sexual orientation.

4. Student Achievement

- We measure our success by our students' success. We make all our resources available to our students and commit ourselves wholeheartedly to their success. In trade-offs between staff and a student's interest, the student comes first.
- Strategy matters. We seek competitive advantage for our students. Our approach is to consider the education agenda as a whole, the competition, and its dynamics. Valid data, rigorous analyses, external perspectives, root causes, and explicit logic serve as our foundations for objective decision-making.
- Our standards for Progress and Value Added are extremely high. Our work helps change, as necessary, the mindset of our staff and students. We make sure we enhance student capabilities and deliver for them exceptional examination performances. We hold ourselves accountable for this.

5. Working in teams

- Our schools are divided into departments and in these departments, staff work together in a manner that is team-oriented, constructive, and challenging. We know that teamwork is essential to the success of our students. We want to strengthen our students' capabilities and be a catalyst for change in their lives. Each student is unique, and there is seldom only one solution. We believe that breakthrough ideas often result from the work of teams seeking to creatively solve real achievement challenges.

6. Sharing our Success

- We seek to extend the art and science of teaching and school leadership by generalising from our experience. We seek to have a positive and lasting impact beyond the school domain.
- We believe we can contribute to the changing educational landscape, both directly through our student work and through work with other schools and national organisations.

WEMBLEY HIGH TECHNOLOGY COLLEGE



Wembley High Technology College is one of the highest performing schools in the country and has been the highest achieving school in Brent for many years. It was judged ‘Outstanding’ by Ofsted in October 2022.

WHTC is an exceptional school and we truly believe that all pupils, regardless of their background, should reach their full potential. Our innovative curriculum allows our pupils to develop secure foundations in the core subjects whilst maintaining the breadth of a wide range of subjects. We believe in ensuring all pupils gain the essential knowledge and skills needed to be successful in the future.

Academic outcomes unlock the door to success for our pupils - Wembley High's GCSE results over the years:

- 2017 – 2nd highest level of progress in England.
- 2018 – 1st, the highest performing school in England.
- 2019 – 4th highest performing school in England. In 2019, our students made +1.58 grades higher than peers of similar ability nationally.
- 2020 and 2021 - No results national published due to the pandemic.
- 2022 - Our students attained their highest ever results with a progress 8 score of +2.02 (based on the actual results achieved by the students).
- 2023 marked the return of pre-pandemic grading standards for the first time since 2019. Despite the increased level of challenge, our provisional Progress 8 score of +1.40* shows that on average each student scored almost one and a half grades higher than they would have if they studied in an average school.

**Due to the pandemic, the Year 11 headline figures reported by the Department for Education do not include the results which our students achieved during 2021 and therefore differ from our figures above. Our statistics above show what our students actually achieved by the end of Year 11.*

Indicator	2018	2019	2020	2021	2022	2023
Progress 8 Score (National percentile rank)	+1.90 (1%)	+1.58 (1%)	N/A	N/A	+2.02 (internal calculation)	+1.40
% A*- C or 9 - 4 in English and Maths	90	88	94	96	96	92
% EBacc achieved (9 - 4)	76	79	82	84	89	74
% 9 - 5 English	91	86	92	88	95	92
% 9 - 5 Maths	84	86	90	90	90	93

Our Sixth Form students have performed exceptionally well, with over 55% gaining places at the top universities including Cambridge, Imperial College, University College, London School of Economics, King's College and University of Warwick. In 2023, 7 students have secured places for studying Medicine or Dentistry which is an amazing achievement.



EAST LANE PRIMARY SCHOOL



East Lane Primary School provides a unique subject specialist based curriculum. Opening in April 2017, it was judged ‘Outstanding’ in every category in its first Ofsted inspection in November 2019.

The school is housed in a new and purpose-built £16 million building with exceptional resources, located adjacent to WHTC.

East Lane Primary School is a three form entry school. Our results to date for Early Years, Phonics, KS1 and KS2 have been amongst the highest in Brent and significantly above the national averages. Places at East Lane are in high demand and community confidence in the school is very high.

Our curricular structure is different from many other primary schools; the school is structured around subjects, with specialist teachers providing expert subject knowledge to ensure pupils’ progress is exceptional. We believe in recruiting and training highly qualified staff who are experts in their fields to deliver a broad, balanced and exciting curriculum. Our staff tend only to teach their specialist subjects and we believe this allows our pupils to greatly deepen their knowledge and understanding of key concepts and fully prepares them for their transition to secondary school.

Indicator	ELPS	Brent	National
RECEPTION			
% of pupils attaining a Good Level of Development	98	66.3	67.2
Average point score for Early Learning Goals	16.8	13.5	14.1
YEAR 1			
% passing the phonics screening check	99	79.1	78.9
KS1			
% of pupils reaching the expected standard in reading, writing and maths	90	57.8	56.0
% of pupils reaching greater depth in reading, writing and maths	47	7.3	6.2
KS2			
% of pupils reaching the expected standard in reading, writing and maths	93	63.2	59.5
% of pupils reaching greater depth in reading, writing and maths	37	9.7	8.0



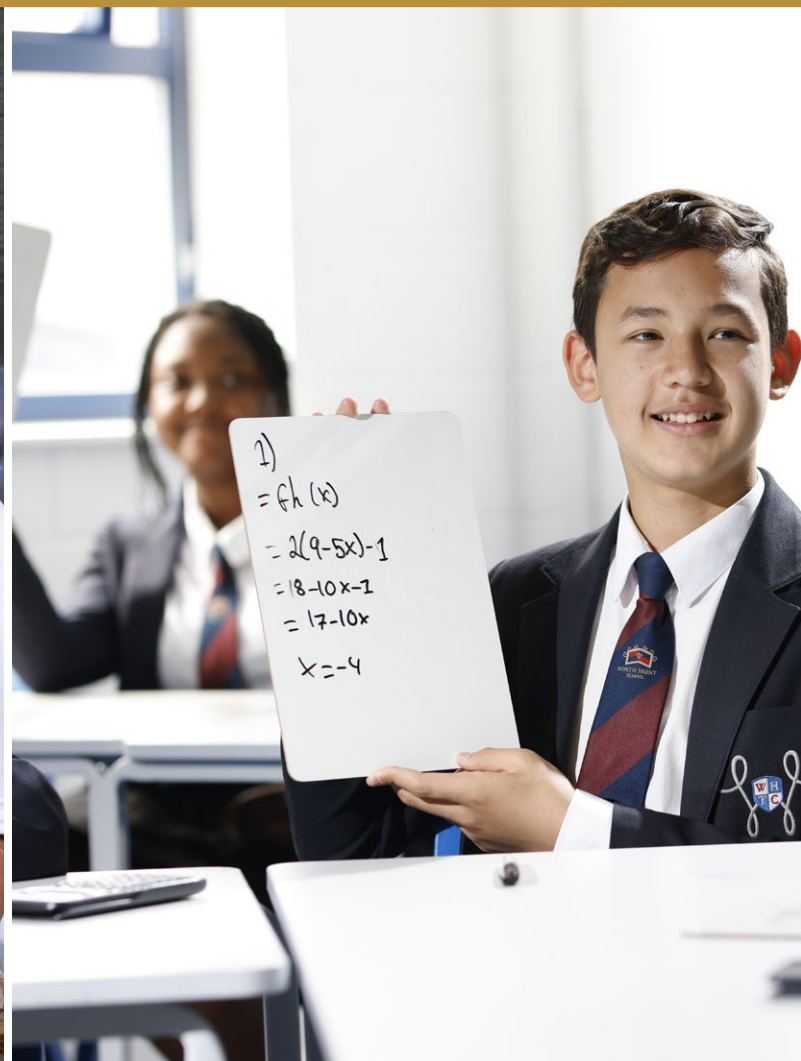
NORTH BRENT SCHOOL



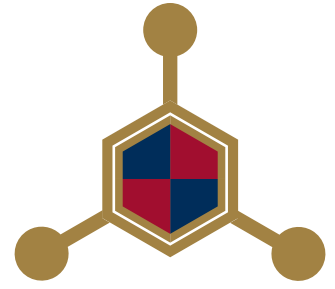
As a CEO, this is a rare opportunity to work with the Headteacher and leaders to develop a recently-opened new school. North Brent School has been set up to have the same values, ethos, expectations and standards as Wembley High Technology College and East Lane Primary School. The school has recently been judged 'Good' by Ofsted.

The school is shortly to move into a new building which has been designed to provide an exceptional learning environment and state-of-the-art facilities. The DfE's approval of a £30 multi-million investment in NBS follows popular demand by the local community – reflecting the high levels of trust and confidence which our families have in all Wembley Multi-Academy Trust (WMAT) schools. It is expected to become the leading school in the area and give a choice for families to attend an academically high performing school.

North Brent School currently has pupils in Year 7, Year 8, Year 9 and Year 10. Once the brand-new North Brent School building has been fully completed, students will automatically move into the new premises.



NORTH WEST LONDON TEACHING SCHOOL HUB



In 2021, Wembley High Technology College (a part of WMAT) was one of 87 schools in England selected to be designated as a new Teaching School Hub by the Department for Education. WMAT, as the North West London Teaching School Hub (NWLTS), leads across the Brent, Barnet and Enfield areas with 314 schools, and we are proud to have been recently re-designated as hub for North West London. NWLTS provides high-quality professional development to teachers and leaders along the Golden Thread from ITT and ECF all the way to NPQs for Executive Headship.

Teachers working with NWLTS receive the highest quality of training on how to become the best classroom practitioners. Leaders are developed to become experts in their areas. The training aims to improve the quality of teaching and leadership, allowing every child to receive a world-class start in life. NWLTS provides the full range of professional development for the Department for Education to teachers beginning their training, ECTs, mentors, all NPQs, as well as the Appropriate Body Service.





CEO JOB DESCRIPTION

CHIEF EXECUTIVE OFFICER OF WEMBLEY MULTI ACADEMY TRUST (WMAT)

A. Job purpose

The CEO is responsible for the education of all the young people in the Trust's academies and leads the Executive Team of the Trust, ensuring the Trust and all its schools are highly successful.

The successful candidate will provide high level strategic leadership and management across all aspects of the Trust's activities. They will ensure that the Trust provides high quality education for all its young people through the effective and efficient use of resources and people.

As a system leader, the CEO will represent the Trust to a wide range of stakeholders and partners and enable the Trust to fulfil its civic responsibilities. The CEO is the Accounting Officer for the Trust, responsible for ensuring the Trust meets its statutory and legal requirements. The accounting officer role includes specific responsibilities for financial matters. It includes a personal responsibility to Parliament, and to the ESFA's accounting officer, for the trust's financial resources.

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B. Ethics and Professional Conduct

As a leader of an educational charity, WMAT, the CEO is expected to demonstrate consistently high standards of principled and professional conduct. The CEO is responsible for upholding public trust, civic and system leadership, and must maintain high standards of ethics and behaviour (Nolan Principles). As a leader of WMAT, the school community and the profession, the CEO should always serve in the best interests of the Trust's pupils.

C. CEO Core Responsibilities

Academy Trusts are education charities that run schools to give children a better future. WMAT has a single legal and moral purpose: to advance education for the public benefit. The CEO's core responsibilities are:

1. Strategic leadership – Trust values, culture, and strategy

- a) Promulgate the Trust's values, culture, and strategic direction in partnership with the Trust Board.
- b) Lead the Trust to achieve its strategic objectives and secure its future sustainability.
- c) Create a safe, inclusive and positive culture across the Trust and its schools.
- d) Develop operational objectives that are appropriate, deliverable and aligned to securing a sustainable future through the Trust's strategic direction.
- e) Ensure the Trust's organisational design and operational systems meet its current and future requirements and manage change effectively.

2. Quality of Education

- a) Secure the current highly ambitious educational outcomes and behavioural standards and ensure that these are sustained over time.
- b) Ensure the highest provision and outcomes for the most disadvantaged and those with special educational needs and disabilities.
- c) Ensure the Trust schools sustain a broad, rich and coherent curriculum entitlement for all pupils, supported by effective curricular leadership and delivered through high quality teaching in all its schools.
- d) Ensure the Trust further develops high quality, expert teaching in all of the Trust's schools, built on an understanding of effective teaching and how pupils learn.
- e) Ensure that priority areas for improvement are identified.
- f) Ensure that the Trust schools engage with strategies for improvement and ensure their effective implementation.

3. People strategy

- a) Lead and effectively manage the activities and performance of the Trust's executive team.
- b) Enable a people strategy that identifies talent and supports and develops all staff so that their performance is exceptional.
- c) Ensure a culture of diligence and high staff professionalism.
- d) Ensure staff wellbeing, and that staff retention policies are effective.
- e) Ensure staff have access to high quality professional development, aligned to support organisational needs.
- f) Ensure the Trust has a strong talent management and succession planning programmes across all areas of the organisation's work.

4. Finance, sustainability and compliance

- a) Direct the Trust's activities to achieve the most efficient, effective and sustainable provision of education to the highest quality, prioritising and making the most effective use of the resources available.
- b) Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- c) Ensure rigorous approaches to identifying, managing and mitigating risk.
- d) Ensure the long-term sustainability of the Trust and its schools through effective financial and estates management.
- e) Ensure that the Trust complies with all statutory requirements, including safeguarding and health & safety.

5. Accountability and Governance

- a) Maintain effective relationships with the Trust Board, recognising their key role in holding the CEO and executive team to account.
- b) Ensure the Trust Board receives quality information with the level of detail needed to make fully informed decisions and fulfil its functions and legal obligations.
- c) Ensure and promote a culture of accountability that is recognised and accepted as an essential element of improvement at all levels and across all aspects of the Trust's work.
- d) Welcome the role of effective Trust governance, upholding the obligation be accountable and recognising that Trust Boards are ultimately responsible and accountable for the Trust's work.
- e) Understand the role of relevant regulatory bodies and ensure the Trust and its schools respond to their requirements.
- f) Ensure positive communications that promote the Trust and its work, and present the Trust effectively when dealing with the external agencies.

6. System leadership and civic responsibility

- a) Promote and enable ways in which the Trust's schools and their local boards engage meaningfully with their school communities and are responsive and accountable to them.
- b) Foster and engage in the collective leadership of the sector, building strong local systems to improve the quality of education.
- c) Exert external influence on behalf of the Trust by active engagement with sector organisations, regulators, policy makers, local and national government, industry and other partners.
- d) Give public assurance of high standards of probity.

CEO PERSON SPECIFICATION

Essential (E) | Desirable (D)

Experience	
• Successful track record as a Deputy CEO, CEO, Executive Headteacher or Headteacher with experience of groups of schools/academies	E
• A recent record of the successful school improvement	E
• Evidence of having successfully translated vision into reality	E
• Experience of successfully establishing and sustaining a strong performance management culture	E
Qualifications & Training	
• Degree	E
• Qualified Teacher Status	D
• Evidence of continuing professional development	E
• Postgraduate level qualification in management or education	D
• Relevant leadership qualification (eg, NPQH, NPQEL)	D
Leadership	
• Ability to inspire and motivate staff, pupils, parents and Trustees to achieve the aims of the Trust	E
• Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement	E
• Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress	E
• Knowledge of what constitutes high quality in educational provision, the characteristics of effective academies and strategies for raising standards and the achievement of all pupils	E
• Ability to share a dynamic vision for the implementation of programmes and projects	E
• Understanding of and commitment to promoting and safeguarding the welfare of pupils	E
• Ability to delegate work effectively and support colleagues in undertaking their responsibilities where appropriate	E
• Experience of performance management and supporting the continuing professional development of colleagues	E
• Understanding of effective budget planning and resource deployment and actions to be taken to maintain solid financial stewardship	E
• Experience of working with the Board to enable them to fulfil whole-school responsibilities	E
• Understanding the principles of risk management and how they apply in an educational setting	E
Knowledge & Skills	
• Principles and practice of effective strategies for learning and assessment	E
• Organisational skills	E
• Highly developed interpersonal and communication skills with all stakeholders and outside agencies	E
• Financial understanding and/or management of budgets	E
• Ability to analyse data	E
• A secure understanding of the requirements of the National Curriculum and wider curricular opportunities	E
• Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils	E
• A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	E
• Experience of effective monitoring and evaluation of teaching and learning	E
• Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management	E
Personal Qualities	
• Able to lead and inspire multiple teams in a calm and professional manner	E
• Ability to network and build partnerships, developing a profile through strong personality and presence	E
• Ability to display a bold, tactical and proactive approach to risk and difficult situations	E
• A sensitive, flexible, open-minded and responsive attitude to working with others; promoting effective teamwork	E

APPLICATION INFORMATION



HOW TO APPLY

Completed applications must be returned by email to Caroline Olsen, Head of Search at Academicis: colsen@academicis.co.uk

T: 01223 907979 | M: 07500 889 504

CVs will not be accepted – candidates must complete and return the application form.

There will be opportunities to visit the Trust before the application deadline – please contact the Caroline Olsen using the details above should you wish to organise a visit.

Timeframes:

- The closing date for applications is 4.00pm on Monday 10th June 2024
- Shortlist will be taking place on Wednesday 12th June 2024
- Interviews will be held Monday 17th and Tuesday 18th June 2024

Wembley Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an enhanced disclosure from the DBS and we will carry out all checks in line with KCSiE 2023 for all shortlisted applicants.

