



THE HOWARD
Academy Trust

Chief Executive
Candidate Pack

Welcome to THAT

Thank you for your interest in the role of Chief Executive at The Howard Academy Trust.

This opportunity arises as our current Chief Executive prepares to move on after six years of dedicated and impactful leadership. During this time, the Trust has evolved significantly strengthening educational standards, building a cohesive central team, developing leadership capacity across our schools, and embedding a culture of collaboration, accountability and ambition.

The Howard Academy Trust was established in September 2014 and is currently made up of 4 primary, 4 secondary and 1 alternative provision academy across three local authority areas. The trust is in a strong and stable position, with clear strategic direction, secure governance, and a shared commitment to delivering the very best for the children and communities we serve.

We are a Trust that has grown not only in size, but in maturity, clarity and confidence. Our schools work together with purpose; our leaders understand the balance between autonomy and collective responsibility; and our central services are increasingly aligned to support school improvement, sustainability and long-term success. Most importantly, we remain relentlessly focused on improving outcomes and life chances for every pupil, particularly those who are disadvantaged or vulnerable.

The Board of Directors are seeking to appoint an exceptional leader to build on these firm foundations and lead the Trust into its next phase.

We are looking for someone who can combine moral purpose with strategic clarity; someone who understands the complexity of leading a multi-academy trust and can bring people with them through influence, credibility and integrity.

Our next Chief Executive will:

- Provide clear strategic leadership while nurturing the distinctive identity of each school
- Champion high standards of education, inclusion and safeguarding
- Lead with financial prudence and organisational sustainability in mind
- Develop people and leadership capacity at all levels
- Work in close partnership with Trustees, Members, leaders, staff and stakeholders
- Represent the Trust confidently within the wider education system

Above all, we are looking for a leader whose values align with ours, someone who believes deeply in the power of education to transform lives and who is committed to public service.

If you are inspired by the opportunity to lead a Trust that is already strong, yet still ambitious to improve further, we would be delighted to receive your application.

Yours sincerely,

Dan McDonald
Chair of THAT Board of Directors

Vision & Values

of THAT

“Working together to build a community of successful learners”

Core Values: Inclusivity, dignity, respect & ambition

Learning and growth are at the heart of The Howard Academy Trust ethos. We strongly advocate that all members of our community have the opportunity to become the very best that they can be. We recognise and value the unique talents and expertise within our community and aim to create a culture of dignity, inclusivity, respect and ambition, where all can thrive.

This is achieved through:

- Excellent teaching and learning that celebrates diversity whilst promoting inclusivity;
- Regular opportunities for collaborative high quality CPD to ensure best practice across academies;
- A proactive network for joint working across academies, for staff at various career stages;
- The highest standards of behaviour and conduct achieved through clear expectations and positive relationships;
- The unique character of each academy is valued and contributes to the THAT whole Trust ethos;
- Shared whole trust values of dignity, respect and ambition.
- High aspirations for all involved with the Trust;
- Each academy is a hub for its local community and families;
- Facing outwards and working in collaboration with other organisations and stakeholders;
- A centralised team that allows academy leaders to focus on their core purpose of education.

Promoting Fundamental British Values

The Howard Academy Trust are committed to Fundamental British Values

The Trust actively promotes British Values in our schools. We aim to ensure our young people are prepared for life in modern Britain. Pupils are encouraged to regard people of all cultures, faiths and races with respect and tolerance. They will be taught to understand that, whilst people may sometimes hold conflicting views about what is ‘right’ and what is ‘wrong’, all those who live in our country are subject to its laws.

The key values are:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect
- Tolerance of those in our society of different faiths and beliefs



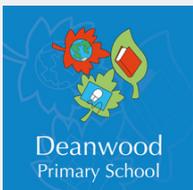
Our Family of Schools



The Howard School
1,500 Pupils on Roll
Located in Rainham, Kent



Temple Mill Primary School
240 Pupils on Roll
Located in Strood, Kent



Deanwood Primary School
230 Pupils on Roll
Located in Rainham, Kent



Thames View Primary School
450 Pupils on Roll
Located in Rainham, Kent



Waterfront UTC
370 Pupils on Roll Rated
Located in Gillingham, Kent



Miers Court Primary School
410 Pupils on Roll
Located in Rainham, Kent



The Abbey School
1,100 Pupils on Roll
Located in Faversham, Kent



Hurstmere School
960 Pupils on Roll
Located in Sidcup, London



The Rowans AP Academy
93 Pupils on Roll
Located in Chatham, Kent

THAT Benefits

The Howard Academy Trust is very pleased to offer our staff a vast range of benefits, both professional and personal, as we believe that our excellent teaching and support staff should be supported at work and rewarded for the great work they do.

 <p>Platinum Workplace Wellbeing Award</p>	 <p>Subsidised Private Healthcare</p>	 <p>Free flu jabs every autumn</p>	 <p>Employee Assistance Programme with Free Counselling</p>	 <p>Mental Health First Aiders in all schools</p>
 <p>Early finish for teaching staff on Fridays for CPD/PPA</p>	 <p>Multiple routes into teaching</p>	 <p>Opportunities for collaborative CPD</p>	 <p>Trust-wide training and networking events</p>	 <p>Career Progression and upskilling opportunities</p>
 <p>Bespoke in-house Into Leadership Courses</p>	 <p>LGPS/TPS Pension Scheme & Generous Contributions</p>	 <p>Competitive salary with annual pay progression</p>	 <p>Early salary withdrawal with Access EarlyPay</p>	 <p>Minimum 25 days annual leave for full time staff, plus bank holidays</p>
 <p>Discounted hire of school facilities</p>	 <p>Cycle to work scheme</p>	 <p>Free car parking at each Trust site</p>	 <p>EV Charging across sites</p>	 <p>On site catering with a full lunch menu</p>
 <p>Discounted gym membership</p>	 <p>A diverse and inclusive workplace</p>	 <p>Staff referral scheme</p>	 <p>Flexibility for life events</p>	 <p>Annual Trust Awards</p>

We are happy to talk about flexible working.



Job Description

Chief Executive

Job Title:	Chief Executive	Department:	THAT Central Team
Contract type:	Full Time Permanent	Remuneration:	TBC

Core Purpose and Scope

The holder of this post is expected to carry out the professional duties as described below, as circumstances may require and in accordance with the Trust's policies, under the direction of the Board of Directors. The post-holder is required to fully support the vision, ethos and policies of the Trust.

Vision

Working together to build a community of successful learners.

Mission Statement

Our mission is to deliver an exceptional education for every child and young person—ensuring they achieve strong outcomes, develop as well-rounded individuals, and leave school fully prepared for the next stage of their lives.

Core Values

Ambition: We are ambitious for every child, ensuring they achieve high outcomes and reach their full potential, regardless of background or starting point.

Dignity: We treat every individual with fairness and compassion, valuing their voice, identity, and contribution

Respect: We build a culture of mutual trust, where everyone feels safe, valued, and empowered to succeed

Inclusivity: We celebrate diversity and remove barriers so that all members of our community can thrive and belong



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Values and Behaviour

Teaching & Support Staff play a vital role in making the education of the students their first concern, and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

Personal and professional conduct

The post holder should always conduct themselves professionally, treating students and staff with mutual respect, regardless of personal beliefs, in accordance with Trust ethos, policies and practices.

Purpose of the Job:

The Chief Executive Officer (CEO) is the Accounting Officer and most senior executive leader of the Multi Academy Trust. The CEO provides strategic direction, professional leadership and operational oversight to ensure that all academies deliver high-quality education, pupils achieve strong outcomes and thrive, safeguarding is effective, and the Trust remains financially sustainable, compliant and well governed.

Key responsibilities:

Strategic Leadership and Vision

- Lead the development and delivery of the Trust's vision, culture and long-term strategy.
- Ensure strategic plans translate into measurable Trust priorities and academy improvement plans.
- Promote a consistent Trust-wide approach to curriculum, teaching and learning, behaviour, attendance and inclusion.

School Improvement and Educational Standards

- Set and uphold the Trust's expectations for educational excellence for all pupils.
- Ensure robust school improvement systems including performance monitoring, academy review, support and intervention.
- Support and challenge Executive Leaders and Academy Principals to deliver strong outcomes for all pupils, including disadvantaged pupils and those with SEND.



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- Ensure robust systems are in place to ensure that Executive Leaders and Academy Principals track pupil progress and attainment ensuring that outcomes achieved are ambitious and high performing.
- Ensure all academies are continuously prepared for Ofsted inspection through robust quality assurance, accurate self-evaluation and clear improvement planning, with a secure understanding of current performance against the inspection framework.

Governance, Accountability and Compliance

- Act as the Trust's Accounting Officer, ensuring compliance with the Academies Trust Handbook, Funding Agreement and statutory duties.
- Build an effective working partnership with Directors and local academy boards
- Ensure high-quality reporting supports trustee scrutiny and informed decision-making.

Financial Sustainability and Risk Management

- Ensure the Trust is financially robust and delivers value for money.
- Oversee strategic budgeting, reserves planning, internal controls, procurement and audit arrangements.
- Ensure a Trust-wide risk management framework is maintained and reviewed regularly.

Operational Leadership (Trust-wide)

- Provide executive oversight of Trust operations including HR, estates, health & safety, IT/MIS, governance systems and policy compliance.
- Ensure appropriate processes, policies and systems are consistently implemented across all academies.

People Leadership, Culture and Workforce Development

- Develop an inclusive, high-performing culture rooted in the Trust's values.
- Ensure robust performance development, leadership development and talent succession planning.
- Promote staff well-being through clarity, manageable workload and strong professional support.
- Champion quality, diversity and inclusion in leadership, recruitment and practice.



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Safeguarding and Pupil Wellbeing

- Maintain strategic oversight and assurance of safeguarding across all academies.
- Ensure compliance with statutory safeguarding guidance including KCSIE.
- Promote a culture where pupils feel safe, supported and able to thrive.
- Ensure appropriate systems exist for:
 - » attendance and persistent absence
 - » behaviour and inclusion
 - » mental health and wellbeing support
 - » alternative provision and managed moves (where relevant)

External Partnership and Reputation

- Represent the Trust professionally with the DfE/Regions Group, Local Authorities, Ofsted and other key partners.
- Build effective relationships that support improvement, sustainability and strong public reputation.
- Champion transparency and engagement with stakeholders including parents/carers and the wider community.

Additional duties:

- All staff, with the support of the Academy's designated DSL, have a responsibility for providing and safeguarding the welfare of the students and young people.
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the Academy's health and safety at work policy.

This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required but outlines the main responsibilities of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the line manager.

An Enhanced DBS check will be required for this post. The job description is current at the date shown, but, in consultation with you, may be changed by the line manager to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.

Person Specification

Please refer to these requirements when completing the application. The Person Specification is related to the requirements of the post as determined by the Job Description.

AREAS OF EXPERTISE		ESSENTIAL	DESIRABLE
Education and Qualifications	Honours Degree or equivalent	■	
	Qualified Teacher Status	■	
	Evidence of significant CPD in the last five years	■	
	NPQH/NPQSL or other relevant leadership training		■
	Higher level educational/management qualification		■
Experience	Experience of working within the academy or education sector	■	
	Experience of monitoring and developing staff, evaluating performance, celebrating excellence and challenging poor performance	■	
	Evidence of the use of a range of strategies to build relationships with stakeholders at all levels	■	
	Substantial experience and ability to use sound judgement to anticipate and resolve conflict and issues	■	
	Experience at Executive level within a MAT		■
Knowledge and Understanding	Understanding of effective strategic, financial and resource management	■	
	Knowledge and understanding of the wider educational agenda, including current national policies and educational issues, as well as statutory and legal frameworks governing the operation of academies	■	
	Knowledge of financial accountability as it relates to the role of Accounting Officer and how to set and monitor budgets	■	
	Knowledge of child protection and safeguarding policies	■	
	Sound understanding of equal opportunity issues within the workplace and the importance of culture and ethos, and how these impacts on morale, high expectation, and high standards	■	
	A working knowledge of common HR procedures and their implementation	■	
Characteristics and Competencies	Proven ability to plan strategically across multiple sites	■	
	The ability to lead, influence and manage continuity and change	■	
	The ability to articulate a clear vision for the trust and inspire and motivate staff at every level	■	
	The ability to be proactive, innovative and versatile, with a high level of drive, energy, enthusiasm, resilience and integrity	■	
	The ability to perform a high profile role with a strong visible presence and a professional approach, that demands excellence and earns the confidence, trust and respect of the entire school and wider community	■	

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How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Ross Laird at Academicis, our recruitment partner, on rlaird@academicis.co.uk or by phone on 07901 585959 / 01223 907979.

CLOSING DATE:

Monday 9th March 2026

SHORTLISTING:

Wednesday 11th March 2026

INTERVIEWS:

Tuesday 17th March 2026



South Side Three Road | Chatham | Kent | ME4 4FQ

