



# The Denbigh Alliance Multi Academy Trust

Chief Executive Officer

Care • Education • Opportunity



## CONTENTS

---

Chair's Welcome	3
Acting CEO'S Welcome	6
Who are we?	8
Our Trust	9
The Executive Team and Chair of the Trust	10
Job Description	12
Person Specification	15
Next Steps...	17



## CHAIR'S WELCOME

---

Thank you for your interest in The Denbigh Alliance Multi-Academy Trust.

This role is an exciting opportunity for an ambitious and inspirational leader to build on and develop the legacy of our first CEO, Andy Squires, who sadly passed away earlier this year. We want to ensure that the work that Andy dedicated his energy to continues to enable Milton Keynes communities to benefit from the kind of vision, determination and skill that are now hallmarks of our Trust.

It will be your opportunity to put your stamp on the Trust's progression and to be a key stakeholder in the development of education throughout Milton Keynes. We hope that the successful candidate will be able to join us by September.

Detailed information about the Trust, our schools and wider educational services, can be found on our website [thedenbighalliance.org.uk](http://thedenbighalliance.org.uk) or by visiting our schools when you will be able to raise any questions with Interim CEO, Ian Joyce.

### Milton Keynes

Founded as a new city 55 years ago, Milton Keynes has become a thriving regional centre with a growing population approaching 300,000. It has a young demographic that is rapidly becoming increasingly diverse. With new schools opening every year in an economically successful and culturally rich environment, Milton Keynes is an exciting place to be an education leader.

Our Trust is founded on the values of:

- Care – providing individualised care for every student, drawing upon the resources of a big organisation.
- Education – achieving outstanding outcomes for all students, regardless of ability or background.
- Opportunity – providing experiences inside and outside the classroom that enrich, broaden and deepen learning and personal development.

Our academies are schools for their local communities, developing deep ties with families and community organisations. The current MAT evolved out of a single Academy Trust in 2017 and now comprises:

### Denbigh School

One of the original secondary schools within the city, Denbigh moved to its current site in 1991. It has always been rated good or outstanding by Ofsted and has 1800 students on roll, including 480 in the sixth form. It has particular strengths in STEM and computing dating from its previous foundation and is one of only 48 Microsoft schools in the UK.

### Watling Academy

Opened in 2020 as a new build secondary school on a green field site in the western expansion area of Milton Keynes, two miles from Denbigh. It has a PAN of 300 and will eventually serve its local area when housing developments are complete. Currently built and funded as an 11-16 school, the Trust is working with the Local Authority on proposals to amend the funding agreement to include post-16 provision.

### Watling Primary School

The Trust has been awarded this 630-place primary school to be built and opened in September 2023 on a green field site close to Watling Academy. It will have a forest school ethos and is intended to have strengths in STEM, suitable to its primary school context. Again, it will be a school increasingly focussed on its local area as housing development completes.

### City-wide Educational Services

An important facet of the Trust is its contribution to the development of education across Milton Keynes. Working in partnership with the local authority, other schools, Trusts, and external agencies we aim to provide support, leadership and social entrepreneurship.

Currently we operate four major city-wide initiatives:

- **The Tommy Flowers SCITT** provides initial teacher training (primary and secondary) to aspiring teachers based in local schools. The SCITT makes a major contribution to the workforce in a growing city without a local university teacher training facility.
- **The Milton Keynes Early Careers Framework** was established in response to government policy for new entrants to the profession. Working with the UCL Institute of Education it provides services and quality assurance to partner schools across the city (and beyond) in support of their newly appointed staff.
- **The Enigma Maths Hub** arose out of Denbigh's longstanding expertise in mathematics education. It provides Continuing Professional Development teaching resources and extra-curricular activities to support maths on a city-wide basis.
- **The NCCE Computing Hub** drew upon the experience of the Maths Hub in making Denbigh's expertise in computing education more widely available with similar aims and activities.

The CEO oversees the partnership working that each entails and is accounting officer for these services, which generate around £1 million for the Trust.

### Governance and Management

The governance of the Trust was substantially refreshed in the early part of 2021. The Trust recently commissioned an external review which commented favourably on the structure and clarity of the scheme of delegation. The Trust Board currently has seven members and each school has its own Local School Board.

The Board looks to the CEO to keep the management structure under review and bring forward any recommendations for change. The current membership of the senior leadership team is CEO, Finance Director, Heads, HR Manager, Executive Assistant/Governance Professional and Operations Director (to be appointed). IT is currently outsourced.

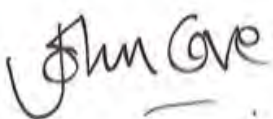
### Trust Development Priorities

The rate of growth and pace of change in Milton Keynes provides plenty of scope to create and/or participate in new opportunities, be they a new school, a city-wide initiative or an external agency seeking a local partner. The Trust is alive to new opportunities that fits its values and enhances education for the city. This is a key aspect of the CEO role.

Against this background, and over the next 3 years or so, the Trust's priorities are to:

- Nurture the continuing development of Denbigh School, Watling Academy and the Trust's city-wide services (SCITT, MK-ECF, Maths and Computing Hubs).
- Support Heads and staff in obtaining the best possible educational results and Ofsted reviews.
- Secure the establishment of sixth form provision at Watling Academy and develop an integrated, comprehensive post-16 offer across the two institutions.
- Ensure the successful opening of Watling Primary School and embed its distinctive Forest School ethos.
- Seek and secure further opportunities to develop the Trust by
  - Incorporating additional schools that are focussed on serving their local communities and committed to excellence, inclusiveness, opportunity and care.
  - Develop the Trust's leadership, social entrepreneurial and support roles for education across the city.
- Ensure that the services provided by the Trust's central team support its schools and city-wide services.

I hope you will agree that being CEO of The Denbigh Alliance is an exciting opportunity with huge scope to impact on the communities our schools serve and upon the development of education right across our growing city. If young people and their future are your passion and you have the skills to lead our talented, determined and resilient team, we would love to hear from you.

A handwritten signature in black ink that reads "John Cove".

John Cove, Chair  
The Denbigh Alliance Multi-Academy Trust

## ACTING CEO'S WELCOME

---

Welcome to The Denbigh Alliance Multi Academy Trust. I'm proud to be part of an Executive Team leading an organisation which has at its core the values of Care, Education and Opportunity for young people. The Trust's aims are to support continual school improvement, raise standards of attainment and provide quality staff development and training to ensure that our students develop into rounded confident young adults.

The Trust embraces a number of partnerships that demonstrate our desire to support the learning of young people both within the Trust and across our local region. Working with these partners allows us to offer our family of schools access to exceptional continuing professional development opportunities that support career progression and create exciting opportunities for both our own and participating other school staff. It has also enabled us to establish productive partnerships with universities and local businesses.

We want to grow as an organisation and spread the successful ethos that we have developed over many years. We know that we will become stronger by working in partnership with schools that align with our principles, vision and moral purpose. Our strategic plan is for measured sustainable growth over the next five years in the primary, secondary and special settings and we will achieve this by participating in the rapid expansion of Milton Keynes and MK Council's Growth Strategy, bidding for new free schools through local competition and discussing opportunities with existing local schools which share our ethos and values.

The pace of our expansion is key; we want to make it manageable, balance the benefits of growth with its challenges and ensure that we have the capacity to do so without compromising the performance of our existing schools. This is best achieved by new schools joining us that have a common focus on improving the lives of children, whilst valuing the diversity and rewards that growth can bring.



Ian Joyce, Acting CEO  
The Denbigh Alliance Multi-Academy Trust



## Care

We are a big organisation with a small feel  
and offer individualised care to our students

## WHO ARE WE?

---

### Our Vision and Values

It is our belief that the individual care we provide our students can exist within a larger organisation, where no student is anonymous. We have a determination to have a deep understanding our students and staff, whilst safeguarding their needs. This must be underpinned by a culture of continuous learning, where we all strive to do our very best, whatever the challenges.

We pride ourselves on being a big organisation with a small feel, achieving this through the individualised care we offer our students and ensuring they feel and are safe. Student Voice is a strength of the Trust with councils playing a pivotal role in the running and development of our schools and providing a wide range of leadership opportunities, including membership of Student, House and School Councils. Students also have access to high quality independent advice to enable them to make informed choices at key transition points and to gain financial capability and economic awareness.

We want to achieve outstanding outcomes for all, regardless of ability or background. Each school's curriculum is underpinned by our Curriculum Intent Statement, which explains how we are preparing our students for the world of work in an expanding, vibrant Milton Keynes at the very heart of economic development in the Oxford to Cambridge Arc.

We have a responsibility to enrich, broaden and deepen our students' learning and do so by providing valuable experiences both inside and outside the classroom that promote independence and skills, helping them to become successful and fulfilled members of society. The Trust offers an enrichment programme, extra-curricular activities and opportunities that develop student's skills of Leadership, Organisation, Resilience, Independence, and Communication (LORIC).

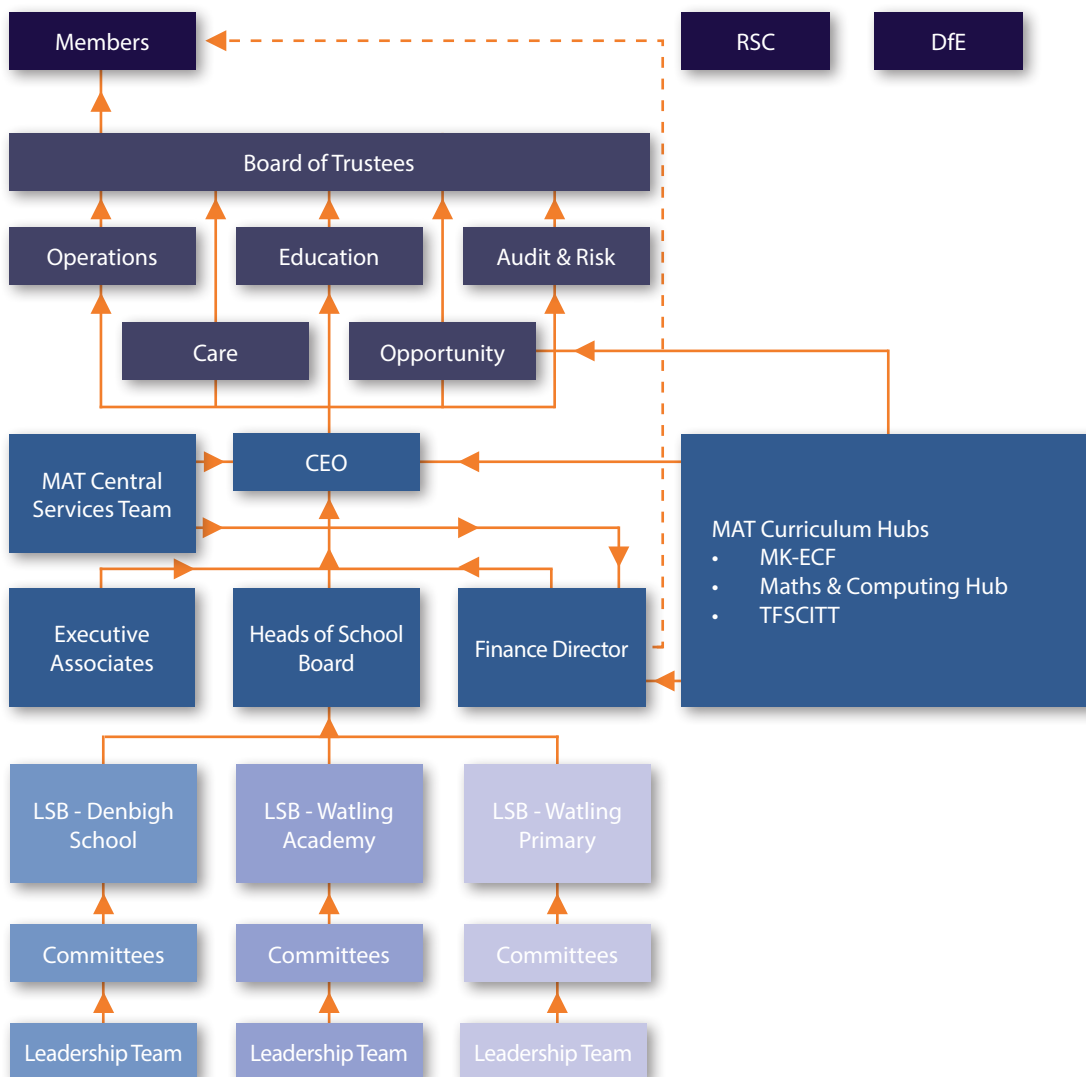
## OUR TRUST

### Our Trust is growing

The aim of The Denbigh Alliance Trust is to provide the best possible education to students between the ages of 3 to 19, although we currently have no pre-school provision. We want to grow as a Trust in a measured way and work with schools where we can make a significant difference to the progress and attainment of students.

### Central Service Functions

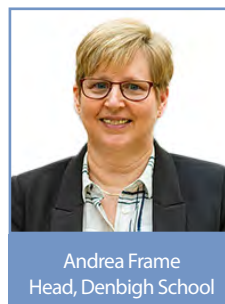
As a Trust we recognise the financial challenges of delivering outstanding education within budget constraints and seek to achieve economies of scale by maximizing the benefits of working together as a family of schools. The Trust operates central core services led by the CEO and FD and each school currently contributes 4.5% of its General Annual Grant income for these. Our management fee and the structure and services we offer are continually reviewed to ensure that the highest standards of service and expertise are available.



## THE EXECUTIVE TEAM AND CHAIR OF THE TRUST

---

The Trust has a small but very experienced Executive Team with a wealth of expertise in all phases of education and wholeheartedly supports 'The Framework for Ethical Leadership in Education'.



**The Framework for Ethical Leadership in Education**  
Trust | Leaders are trustworthy and reliable

Wisdom | Leaders use experience, knowledge and insight

Kindness | Leaders demonstrate respect, generosity of spirit, understanding and good temper

Justice | Leaders are fair and work for the good of all children

Service | Leaders are conscientious and dutiful

Courage | Leaders work courageously in the best interests of children and young people

Optimism | Leaders are positive and encouraging

## Education

To achieve outstanding outcomes for all students, regardless of ability or background



## JOB DESCRIPTION

---

### The Role

#### The Chief Executive Officer:

- Supports the development of and articulates the Trust's vision, ethos and strategy, leading its implementation across all aspects of the Trust's activities.
- Is the Trust's principal ambassador with external stakeholders, including providing leadership, social entrepreneurial skills and support to the wider development of education within Milton Keynes.
- Advises the Trust on, and guides it through, changes to education sector policy, initiatives, practice, regulation and funding.
- Promotes and ensures high performance of all schools within the Trust.
- Seeks and secures opportunities for the Trust to benefit the education of the local community.
- Ensures the Trust meets its statutory, regulatory and ethical responsibilities.
- Ensures the responsible and appropriate use of funds.

### Duties and responsibilities

#### Strategic leadership and development of the Trust

The CEO is accountable for providing strategic leadership and direction in line with the Trust's values, vision and aims.

#### The CEO:

- Sets the tone and culture of the Trust through an engaging leadership style and personal example, ensuring the Trust's ethos is evident in its schools and services.
- Supports the Trust Board in the formulation, development and implementation of its strategy, overseeing the creation, implementation and evaluation of plans to achieve it.
- Develops and maintains effective relationships with key partners and stakeholders at national, regional and local levels.
- Maintains an outward-facing ambassadorial role on behalf of the Trust, supporting its growth and development through incorporating additional schools and providing other appropriate services.
- Advises the Board on the capacity of the Trust to support any proposals for expansion.
- Works with the Board to ensure proactive, robust and appropriate risk management for the Trust, its schools and services.

### Leadership and management

The CEO is accountable for the management of all Trust operations, both directly and delegated through the management of the agreed organisational structure.

#### The CEO:

- Promotes continuous improvement and high achievement across all areas of its work, through inspirational leadership and effective performance management.
- Ensures the Trust's central management and organisational structures, policies and operational procedures are fit for purpose and facilitate continuous improvement.
- Ensures each of the Trust's schools and other services are appropriately led, managed and resourced.
- Facilitates effective communication throughout the Trust.
- Ensures the Trust's centrally provided resources effectively support its schools and other services.
- Ensures the Trust develops and manages its staff through appropriate and effective recruitment, CPD and succession planning.

### Quality of education and student outcomes

The CEO is accountable for the achievement of the Trust's educational vision by ensuring opportunity, care and high-quality education for all students.

#### The CEO:

- Provides strategic direction and leadership for teaching and learning across the Trust, especially in response to changes in national policy and regulation.
- Develops and leads the Trust's improvement processes, prioritising solutions and evaluating the impact of improvement strategies.
- Ensures each school has rigorous quality assurance and monitoring procedures that secure care and high-quality education for all students.
- Provides support and challenge to schools, striving for continuous improvement.
- Ensures collaboration between schools for the benefit of students and the effective use of resources.
- Reports on the development, progress and attainment of students, and advises the Trust Board of any concerns and additional measures that may be necessary to secure improvement.

### Safeguarding and compliance

The CEO is accountable for the Trust its academies and schools satisfying legal and statutory responsibilities.

#### The CEO:

- Ensures that the Trust, and each school within the Trust, meets its safeguarding responsibilities.
- Ensures that the Trust meets requirements related to health and safety and data protection.
- Ensures the Trust meets the requirements of government, funding and regulatory bodies.
- Embeds accountability and quality assurance procedures to achieve compliance.
- Acts as a Designated Safeguarding Lead (DSL) for the Trust.

### Finance and procurement

The CEO is accountable for the financial propriety and sustainability of the Trust.

#### The CEO:

- Is the Accounting Officer for the Trust.
- Ensures effective financial controls and monitoring systems are followed, takes appropriate action to address risks, problems and irregularities, and ensures Trustees are provided with accurate and timely financial reports.
- Oversees resource allocation and budget-setting and approval for the Trust, ensuring budgetary targets are met.
- Ensures effective procurement procedures to achieve financial efficiencies.
- Develops and oversees the Trust's income generation strategies.

## PERSON SPECIFICATION

---

### Personal Qualities

#### The CEO:

- Has personal values that match those of the Trust.
- Leads by
  - Inspiring others;
  - Personal example;
  - Collaboration and teamwork;
  - Being visible, approachable and empathetic;
  - Insisting on the highest professional and ethical standards.

### Education and Training

- Educated to degree level;
- Evidence of post-graduate level educational/leadership education;
- Has or will obtain Safeguarding and Prevent Qualifications.

### Knowledge and Experience

- Successful senior leadership and management in a position equivalent to that of a headteacher in any relevant education institution, not for profit or charitable organisation.
- Comprehensive understanding of the school education system: organisation, policy, funding, regulation and management at the individual institutional level.
- Knowledge of current educational developments, trends and innovations.
- Experience of initiating and leading major education initiatives and developments to successful completion.
- Entrepreneurial skills and experience of growing and developing income generating enterprises.
- Understanding of quantitative and qualitative measures of individual outcomes and institutional performance and inspection.
- Experience of evaluating major aspects of organisational provision, identifying weaknesses and designing and implementing successful improvement strategies.
- Experience of identifying and managing risk in relation to institutional performance, financial, regulatory and reputational risks.
- Strategic financial planning, budget management and principles of best value.
- Awareness and experience of responding to diversity and community cohesion issues.

## Skills

- Ambassadorial qualities to achieve the aims of the Trust with its wide range of stakeholders: staff, students and their families; other schools, community and business leaders; local and national authorities and agencies.
- Inspire others to believe in and achieve their full potential.
- Ability to hold people to account and challenge under-performance.
- Able to work constructively with trustees and governors.
- Can build and work in partnership, in a leadership role and as a partner.
- Strategic thinker able to analyse complex information and data quickly and rigorously and make decisions based upon evidence.
- Draws upon and learns from the experience of others.
- Able to evaluate and prioritise competing demands.
- Decisive, without being dogmatic in the light of changed circumstances or new evidence.
- Able to make and/or communicate difficult decisions.
- Excellent presentation, communication and negotiating skills, both oral and written.
- Ability to conduct rigorous self-evaluation of institutional performance, report candidly and make improvements.
- Personal resilience and self-awareness to seek support when needed.

## NEXT STEPS...

---

Pre-application visits can be arranged by emailing Sarah Georgiou ([georgious@thedenbighalliance.org.uk](mailto:georgious@thedenbighalliance.org.uk)) Executive Assistant to the CEO. Completed applications should be emailed to: [recruitment@thedenbighalliance.org.uk](mailto:recruitment@thedenbighalliance.org.uk).

To apply, please visit <https://thedenbighalliance.org.uk/about-us/careers/>

The closing date for applications is **12.00 noon on 19 April**. Interviews on 3 & 6 May.



## Opportunity

We have a responsibility to enrich, broaden and deepen students' learning by providing valuable experiences inside and outside the classroom



Denbigh Alliance Multi Academy Trust,  
c/o Denbigh School,  
Burchard Crescent,  
Shenley Church End,  
Milton Keynes  
MK5 6EX  
Tel: 01908 330507  
[www.thedenbighalliance.org](http://www.thedenbighalliance.org)

The Denbigh Alliance Trust is a registered company  
(company number 07527108) and an exempt charity.