

Chief Executive Officer



Apply before Sunday
17th August 2025

Nurture | Educate | Achieve | Transform

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Message from the outgoing CEO

As I prepare to step down from my role as CEO of NEAT Academy Trust, I have been reflecting on my journey leading NEAT Academy Trust since its inception in 2017. As founding CEO, it's been an immense honour, privilege and a deeply fulfilling role. This appointment and in turn, successful transition, is a significant milestone and I'm fully committed to ensuring a smooth and seamless process for my successor as they step into this pivotal role.

Our communities and pupils are, without a doubt, at the very heart of our work. As a Trust, we are deeply committed to the life chances of our pupils and addressing educational inequality; believing that every child should understand their full potential and achieve their aspirations. As someone who was born and raised in the East End of the city of Newcastle, I know first hand the importance of a good education- it really does open doors.

To achieve our vision, our schools require exceptional people. That's why we work on being an employer of choice, focused on recruiting, retaining, and nurturing talented individuals who share our vision. I am inspired every day by the leaders in our Trust and very proud of the difference the wonderful and committed colleagues across our organisation make day in and day out. The Central Team at NEAT Academy Trust is a cornerstone of our success. This group of well regarded, skilled and experienced team of professionals are dedicated to ensure the Trust's ambitions are realised for the benefit of all of our pupils. As the incoming CEO, you'll have the privilege of working alongside this exceptional team, benefiting from their expertise, guidance, and collaborative spirit. We have the great pleasure of having a Research School as part of our organisation and all of our schools have benefited greatly from the opportunities to learn from evidence and research as well as contributing to shaping practice.

NEAT Academy Trust has a reputation for partnership working and embracing collaboration and this is really important to us. As a mixed MAT, we benefit greatly from a number of very supportive and collaborative relationships, none more so than with the diocesan. We encourage colleagues to nurture collaborative partnerships to not only advance the interests of our own schools but also positively influence the wider educational landscape. We firmly believe that strong, values-driven Trusts are instrumental in shaping the future of education for the common good.

Throughout my time as CEO of NEAT Academy Trust, I have put real importance on having values and behaviours at the heart of our work with a focus on working in partnership to drive improvement. Our trust has been built on a foundation of integrity and ethics, values that remain central to all that we do.

As I prepare to hand over the reins, I am confident that these principles will continue to guide the Trust's journey. I am delighted to engage with prospective applicants for this critical leadership role and look forward to seeing NEAT Academy Trust continue to make a difference.



Debi Bailey, CEO

Hear from the Board

Thankyou for your interest in the post of Interim CEO for NEAT Academy Trust. I have had the privilege to be a founding Director since the Trust was formed in 2017, and have been part of the evolution of this exciting and innovative Trust which prides itself on providing inclusive education and experiences for children and young people from all communities particularly those experiencing socio-economic deprivation and all the resulting challenges this creates. Through the hard work, commitment and dedication of our senior leaders and staff, the Trust has grown; been selected as sponsor for schools requiring additional support to improve, and developed extensive partnerships with stakeholders and services.

We have a Board of Directors with diverse experiences, knowledge and skills who work in partnership with our Local Governing Committees to strive for consistent improvement. As we come to the end of our first phase as a Trust, having identified and delivered on a wide range of strategic priorities under the strong leadership of our founding CEO, we seek an interim CEO to lead NEAT through its next stage of development and growth. We seek an ambitious, dynamic leader with a proven track record of strategic leadership, innovation and secondary school improvement. Our new CEO will be values driven and support the values and vision of NEAT which has inclusion and equity of opportunity at its heart.

Our new interim CEO will focus on two core objectives:

1. Accelerate the improvement of our secondary schools
2. Shape the organisation around anticipated growth

We are sad to say goodbye to our inspirational CEO, and recognise that she leaves big boots to fill. Could you be that person?

If so, we look forward to receiving your application!

**Dr Anne McNall,
Chair, on behalf of
NEAT Academy Trust Board**



About NEAT

Our Trust was established in 2017 and currently consists of six primary and two secondary schools located in Newcastle upon Tyne, North Shields and Hartlepool.

We are a “mixed” multi academy Trust as we have three Church of England schools and five schools without a religious character. The Trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the Trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.



About NEAT

Making a difference

Each school is encouraged to have its own ethos and character but to work collectively as one Trust to achieve our shared purpose, vision and strategic priorities.

Our shared purpose

We exist to nurture, educate, achieve and transform together.

Nurture

We support and challenge to enable growth.

Educate

We prepare successful, lifelong learners.

Achieve

We strive to be the best we can be.

Transform

We provide experiences and opportunities that enrich and empower.

Our Vision

We are one Trust, working with partners, to grow potential.



8 schools



£35 million budget



550+ employees

Find out more



About NEAT

NEAT Curriculum

Within NEAT schools we aim to develop resilient, respectful, resourceful, aspirational, creative young learners who are able to communicate effectively. We achieve this through providing experiences that develop and nurture these characteristics.

The NEAT curriculum is rooted with the child, influenced by their passions, needs and skills but has an eye to the future. Real life, relevant experiences and opportunities to develop life skills are embedded throughout the school journey and every opportunity is taken to broaden horizons.

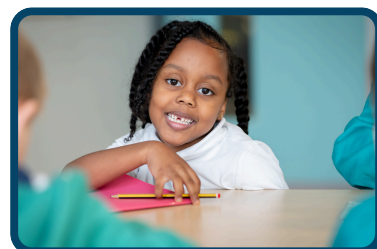
At the heart of the curriculum is our belief that we need to open our children's eyes and minds to the world of possibilities therefore it goes way beyond the National Curriculum. Learning always aims to hook the learner and engage with their learning and is designed to ensure seamless transition from cradle to career.

Evidence Informed Practice

We have strongly developed research evidence to support leaders, teachers and practitioners. Each of our schools has an identified Evidence Leader of Education (ELE) who is the driver of change within school. They have implemented our evidence informed principles of quality first teaching as well as Pupil Book Study, an approach to monitor and evaluate the impact of our curriculum ensuring that it is evolving and developing.

As a trust we have developed our assessment systems so we have consistency in approach across all primaries and secondaries. This support moderation and being able to work more closely across the trust as systems are aligned. As a trust we also lead on statutory assessment for Newcastle Local Authority and have five Key Stage 2 moderators which supports accuracy and robustness around assessment.

We have a range of accredited expertise within our trust from NLEs, RSL, SLEs and our ELEs this ensures that the professional development that we offer and the school improvement support that we offer is of the highest quality. As a trust we have developed excellent relationships across the region with curriculum hubs, teaching schools and local authorities and work in collaboration which brings in further expertise into our trust.



About NEAT

Pushing up attainment by improving attendance

To ensure the benefits of quality first teaching can be achieved, learners have to be in school, ready to learn and able to learn. The trust continues to support school leaders in addressing absence and increase time spent in school. These strategies have been very successful in improving attendance across the schools, with a 2.8% increase on the same time last year.

Across the trust, NEAT supports a high percentage of learners with Pupil Premium and Free School Meals. NEAT schools provide an inclusive support for all learners, ensuring the best possible outcomes and opportunities to succeed.

At NEAT Academy Trust, we believe in nurturing potential and fostering success through innovative and inclusive educational practices. Our commitment to excellence is reflected in the diverse programs and initiatives that align with our core values and strategic ambitions.



Relationships at the heart

Developing strong relationships is at the heart of NEAT Academy Trust. We prioritise meaningful interactions between staff and pupils, creating an environment where everyone feels supported and understood. We have developed a consistent approach through relational practice and have seen real impact evidenced through: stakeholder voice, recruitment and retention data and Ofsted feedback. Central to this practice is a deep familiarity with each individual which supports the trust mantra of: knowing our children well, knowing our families and community well, knowing each other well.



“*I have seen a lot of progression, and I know that the opportunities are always there. The big difference within Benfield since joining the trust is the ability to collaborate with the primary schools and work closely with much smoother transitions, you feel part of something bigger and wider.*”

Martin Bonner, Benfield School

About NEAT

Celebrating the talents and achievements of our pupils

A key focus of our work is the celebration of best practice. We take every opportunity to collaborate as schools and this includes Sports events, NEAT council, strategic meetings, teaching and learning discussions, celebration events.

A standout event in our academic calendar, the NEAT Celebration Event is an opportunity to bring all of the schools within the trust together, to highlight our pupils' diverse talents and achievements. The event serves as a vital opportunity to foster community spirit both within the trust and the broader community, celebrating success and inspiring our students to excel and take pride in their accomplishments.



Fostering Sporting Excellence

The NEAT Elite Sports Events highlight the athletic skills of our pupils. Qualifying rounds are held at our primary schools, leading to the finals at Benfield School. On the day, the finals are skillfully coordinated by Young Leaders from Benfield and St Hild's, under the guidance of the PE department, allowing students to represent their schools across the trust proudly. Additionally, this experience is invaluable for our Young Leaders, who receive comprehensive training before the event, equipping them with hands-on experience in event management and leadership.



“

This school is a safe space with a real essence of family, there is an honest and open culture and the trust really encourages teamwork and support.

Megan Scorgie, West Walker Primary School

”

About NEAT

Shaping the Future of Teaching

Our own School-Centred Initial Teacher Training (SCITT) programme plays a crucial role in developing the next generation of exceptional teachers. Focused on hands-on training and ongoing professional development, we are dedicated to raising teaching and learning standards within our trust. In partnership with Teach First, this year-long immersion programme offers our trainees comprehensive, in-depth training.

We aim to nurture our own teachers who deeply understand our pupils, their families, their communities, and their unique challenges. From day one, trainees are integrated into the trust's culture and supported by a network of experienced, highly skilled mentors. These mentors provide support and ensure that our trainees meet the high teaching standards we uphold.

The NEAT Experience

The NEAT Experience, uniquely crafted by NEAT Academy Trust, complements the traditional curriculum by preparing students with essential life skills for their future endeavours. Over four years, we've collaboratively developed this innovative curriculum and digital platform, leveraging the insights of educators across all levels. Inspired by the National Record of Achievement, we've modernised and expanded this concept into a 21st-century digital portfolio. Every student in our trust builds this portfolio throughout their education, capturing their skills and experiences, making it an invaluable resource for future employment, further education, and personal growth.



“

The trust, as a whole, has developed hugely over the last few years with great opportunities for networking, frequent year group meetings and bigger, trust-wide events.

Rifat Sheilk, St Hild's Church of England School

”

About NEAT

Cradle to Career: Fostering Aspirations Through Career Education

The NEAT Academy Trust places a high value on delivering a robust, progressive, and aspirational career education that opens numerous opportunities for our students. Our Cradle to Career Strategy is central to this vision, integrating the NEAT Experience with a strong emphasis on careers throughout the curriculum. This "golden thread" of career-focused education ensures that every step of our student's educational journey is strategically aligned with preparing them for a successful future, enabling them to understand and harness the opportunities that await in the world of work.



“
I am able to achieve a good work/life balance, I am never pressured between my course work completion and day to day operations of my role. I am always learning new procedures from my line manager and I am assigned challenging but rewarding tasks that give me a sense of accomplishment.

Connor Lawson, Central Team

“
I am given enough autonomy to become the best at my role, I am trusted and listened to by my line manager and there are always opportunities to progress. We share good practice across the different schools by building those working relationships and you really feel a sense of something wider.

Kirstin Phelps, St Hild's Church of England School

“
The trust, as a whole, has developed hugely over the last few years with great opportunities for networking, frequent year group meetings and bigger, trust-wide events.

Kerry Marshall, West Walker Primary

Wider Partnerships & Newcastle Research School

Newcastle Research School

NEAT | Newcastle
Research School
at Walkergate

Newcastle Research School is part of NEAT Academy Trust.

As a Research School our core purpose is to:

- Translate the most up-to-date research in order to make it accessible, practical and applicable in the classroom
- Provide evidence-based training and professional development for senior leaders, teachers and teaching assistants on how to improve classroom practice
- Support the implementation of evidence-based practice by collaborating with schools and other partners

We are very proud to take a role in supporting a school-led system as part of a dynamic network across the country. Our aim is to help improve the quality of teaching by getting more teachers to use academic research in ways that make a difference in the classroom. We are one of 33 Research Schools spread across the country that represent a range of phases and expertise. As a research school we work to develop the capacity within the trust and system, develop communications and advocacy as well as working with a range of partners to support professional development.

As a trust we spotlight and share evidence based practice. All exemplification is written and quality assured by Newcastle Research School.

Blogs

[The Power of Relationships](#) 

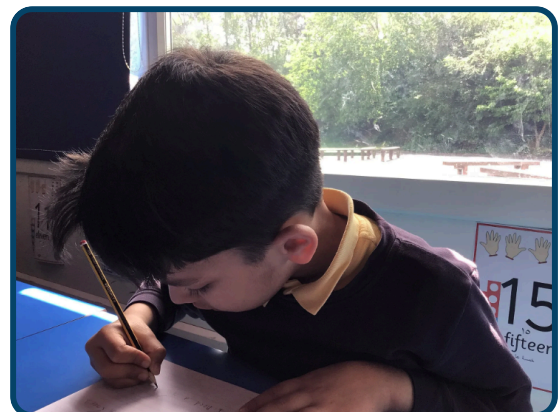
[Leadership & Attendance](#) 

[Why transcription matters](#) 

Visit the websites

[Research Schools Network](#) 

[Newcastle Research School](#) 



Our Schools

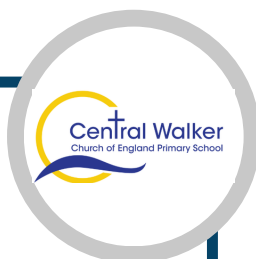
Our Trust currently consists of six primary and two secondary schools located in Newcastle upon Tyne, North Shields and Hartlepool. Each school has its own distinctive ethos and the trust protects both Church of England and non-Church schools to retain their particular designation.



Benfield School

Headteacher: Anthony Martin

[Website](#)



Central Walker CoE School

Headteachers: Dawn Day & Faye Kerr

[Website](#)



St Hild's CoE School

Headteacher: Paul Martin

[Website](#)



St Peter's CoE School

Exec. Headteacher: Steve Gittins
Head of School: James Dey

[Website](#)



Tyneview Primary School

Headteacher: Vashti Sergison

[Website](#)



Walkergate Community School

Headteacher: Daniel Nelson

[Website](#)



West Walker Primary School

Exec. Headteacher: Steve Gittins
Head of School: Rich Allon

[Website](#)

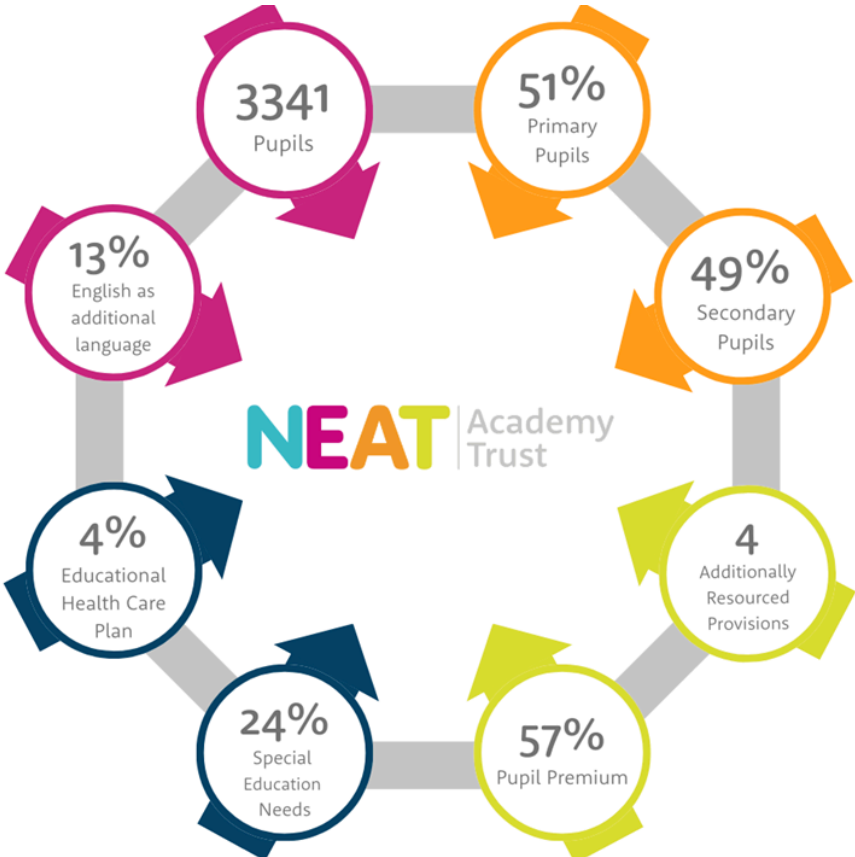
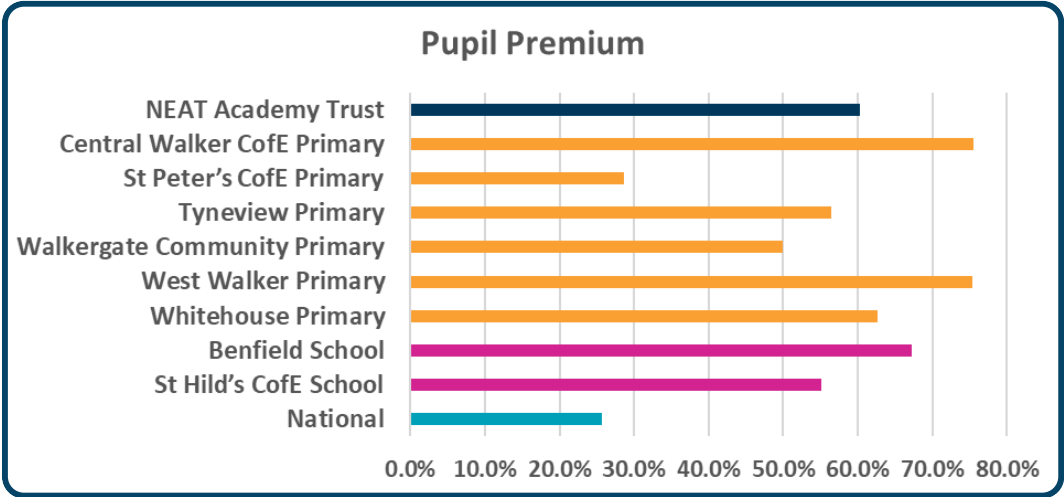
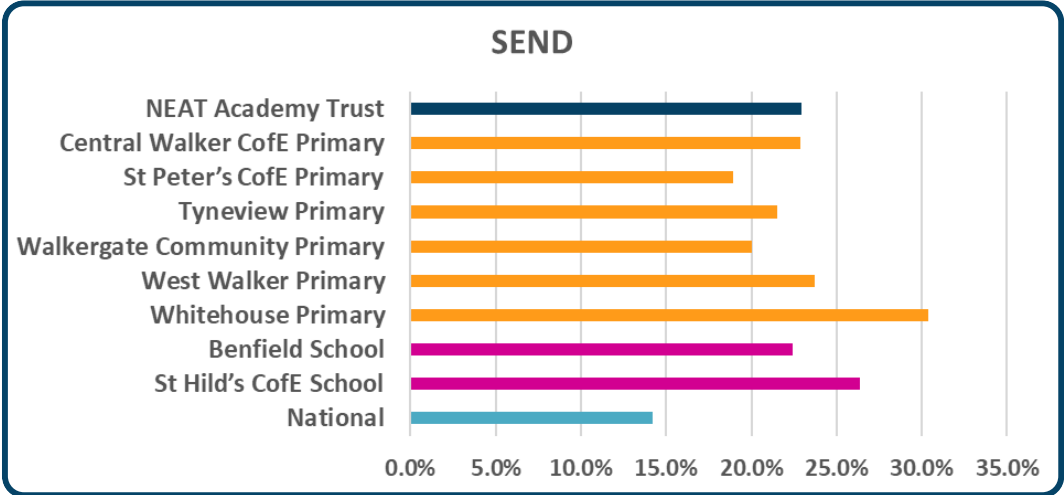


Whitehouse Primary School

Headteacher: Michael Moran

[Website](#)

Context of our schools



Our Central Team

Welfare and
Inclusion

School
Improvement

HR

Finance

Governance
and Policy

Business
Services

IT

Digital and
Communications

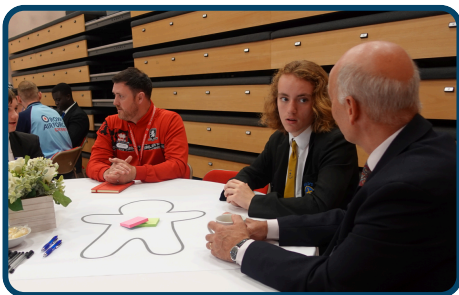
Data

SCITT

Careers

Estates and
Facilities

Research
School and
CPD



Our Governance

Broadly the roles and responsibilities of each level of the governance structure are:

Members: have a “hands off” role and ensure the board of directors/trustees are carrying out their role effectively.

Board of Non-Executive Directors/Trustees: has oversight of the trust as a whole and is accountable to the Department for Education for the performance of all schools and how well the trust spends public money.

Board Committees: have a role in deeper scrutiny of the trust’s activities on behalf of the Board, including finance, audit and risk, people and organisational development, and achievement and climate for learning. It is expected that each non-executive director/trustee is a member of one of the trust-wider committees.

Local Governing Committees: are made up of local governors and are the “eyes and ears” of the Board – they get to know their school well and understand its strengths and areas for development.



“ Trustees and governors know the school exceptionally well. They fulfil their roles with diligence and dedication. They are highly ambitious for the school and ensure that there is a relentless focus on continuous improvement.

Walkergate Community School Ofsted Report, April 2025

Meet our Directors



The Advert

Interim Chief Executive Officer

Fixed Term for 18 months

L41 to L47 (£132,913 - £154,085 per annum)

To start January 2026 or earlier if possible

As our CEO plans to retire and we plan for the next stage of our journey, NEAT Academy Trust are seeking to appoint an inspiring and influential Chief Executive Officer in an interim role to deliver growth and provide strategic leadership to achieve the Trust's vision of ensuring high-quality education for all pupils.

We are looking for an inspiring leader who has:

- Wide, current knowledge and understanding of national and local education policy and how it translates into the trust's context and Understanding of the challenges and opportunities facing multi-academy trusts.
- Experience of secondary school improvement and analysing and interpreting quantitative and qualitative data to evaluate performance and identify school improvement priorities.
- A proven track record of successful educational leadership, strategic business planning, successful financial management (especially to enable strategic growth).
- Evidence of successfully developing high-performing teams of professionals, delegating with accountability and providing support and challenge.
- Commercial acumen and proven ability to lead transformational change with the capacity to direct the trust to achieve its objectives.
- The ability to inspire and influence all stakeholders (governance volunteers, colleagues, parents and carers) to support the fundamental importance of education and aspiration in young people's lives and inspire confidence in the trust across the community.
- A commitment to lead, champion and support the Trust's agenda for diversity, equity and inclusion.

In return we offer:

- A unique, opportunity to work with values-driven leaders, determined to deliver continuous improvement in educational outcomes.
- An inspiring workforce, dedicated to transforming the life chances of young people.
- A culture of strong governance, supporting the growth of our Trust and school improvement.
- A financially resilient Multi Academy Trust with an established and well-regarded central services team to support you.
- A Research School that drives continuous improvement through evidence-based practice.

We would love to speak to you about this role ahead of your application! Please get in touch on 0191 2284090 to arrange to visit with Debi Bailey before the end of term. Expected interview dates - 10th & 11th September 2025.

Interested in applying? If you share our passion and believe you can make a difference, please read the accompanying person specification and job description and complete an application form by clicking 'apply now' no later than midnight on Sunday 17th August 2025.

NEAT is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. This position is exempt from the provisions of the Rehabilitation of Offenders Act and a satisfactory Enhanced DBS from the Disclosure and Barring Service is required as part of pre-employment checks. For shortlisted candidates, we will conduct an online search as part of our screening.

Job Description

Job Title:	Interim Chief Executive Officer		
Pay range:	L41-L47		
Date:	June 2025	Status:	Final
Responsible to:	Chair of the Trust Board		
Responsible for:	Effective leadership and performance of all schools within the Trust and the Central Team		
Direct reports:	Headteachers/Executive Headteachers of all schools Research School and Primary School Improvement Lead Chief Operating and Financial Officer Head of Governance		
Job purpose:	Provide strategic leadership to achieve the Trust's vision, ensuring a high quality education for all pupils. Accountable to the trust's Board of Directors as: • the senior executive leader • the accounting officer		

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

Main responsibilities as the trust's senior executive leader:

Strategic leadership and management

The CEO will work proactively with the Board of Directors to:

1. Work with all stakeholders to develop and embed the trust's shared purpose, vision and values within its overarching charitable objects.
2. Provide strategic leadership for the trust in partnership with the local governing committees and senior leaders of its schools.
3. Develop, review and evaluate the impact of strategic and business priorities and plans for the trust within the context of its vision.
4. Ensure the continuing engagement and involvement of members, directors and local governors in effectively carrying out the core functions of governance.
5. Develop and maintain effective relationships with stakeholders including the Regional Director/Department for Education, Education and Skills Funding Agency, Church of England Dioceses, local authorities, parents, partners local communities to develop and promote the work of the trust.
6. Maintain an outward-facing role, horizon scanning and evaluating the landscape to ensure an innovative, adaptive and proactive strategic response.

Educational leadership and management

1. Accountable for the performance of the schools within the trust in terms of the quality of education and the quality of care.
2. Ensure that each school has a consistent and robust school improvement plan and work with the Headteachers to ensure appropriate school improvement support is in place and evaluated.
3. Ensure a shared expectation of effective teaching and learning is developed and embedded across the trust and ensure colleagues are provided with effective continuing professional development.
4. Ensure that each school has an aspirational curriculum and broader pupil experience that meets the needs of all learners.
5. Ensure appropriate targets and key performance indicators are set for pupil outcomes and monitor progress against these.
6. Ensure a robust culture of safeguarding and promote the welfare and safety of all learners.
7. Ensure appropriate strategies for managing attendance, behaviour and exclusions are developed, implemented and evaluated throughout the trust.
8. Take into account the trust initiatives in relation to our church schools and their ethos.

People leadership and management

1. Provide motivational and inspirational leadership at all levels of the organisation.
2. Embed a values-driven, inclusive culture and ethos underpinned with collaboration to achieve high standards throughout the trust.
3. As a line manager, provide leadership, guidance and challenge to the Executive Team and Headteachers to ensure continual improvement. Manage the performance of direct reports and ensure that colleagues receive appropriate feedback and support to achieve those high standards.
4. Ensure that ongoing professional dialogue and appraisal are embedded for all colleagues across the Trust.
5. Undertake effective planning to ensure that the resource needs for the NEAT Central Team are proactively identified and managed and, ensure the Trust's organisational structures are fit for purpose to facilitate continuous improvement.
6. Work collaboratively with Headteachers to enable a culture and working environment where the well-being of all colleagues is promoted
7. Create a climate of innovation and reflective practice that builds on evidence-based approaches and enables all colleagues to achieve their best. Promote the sharing of expertise and resources. Lead and deliver shared CPD across NEAT.
8. Develop capacity across the trust to enable strategic priorities and operational plans to be delivered effectively and develop talent through CPD and succession planning, developing and empowering senior colleagues.

Financial and business management

1. Direct and oversee the Chief Operating and Finance Officer to ensure budgets are set and managed within the guidelines agreed by the NEAT Board of Directors.
2. Facilitate the central team to establish effective procurement procedures in order to achieve financial efficiencies and value for money
3. Develop and oversee the Trust's income generation strategies, including grant applications and other fundraising
4. With the support of the Chief Operating and Financial Officer, ensure that appropriate corporate services operate effectively, including Finance, HR, IT, governance, communications and policies and strategies for trust-wide priorities including diversity, equity and inclusion, risk and compliance.

5. Work with the Trust Board and other senior leaders to ensure proactive, robust and appropriate risk management for the Trust and its schools.
6. Ensure the trust's sites and facilities are utilised to the benefit of the schools, the trust and the local community.
7. Work with the Headteachers to optimise shared services, deliver cost efficiency, good value and achieve educational synergies.
8. Ensure sustainability of the Trust through growth and development, including due diligence and supporting converting schools.
9. Ensure that health and safety and data protection requirements are met.

Parental, community and sector engagement

1. Ensure an effective engagement strategy is developed and embedded for the trust and its schools including stakeholder relationships and building a positive reputation and public profile.
2. Develop a thriving sense of trust community and create proactive links with for example, businesses, feeder schools, other local schools, local community groups and religious organisations.
3. Act as an ambassador for the trust, promoting its vision and values, at local, regional and national level.
4. Contribute professionally to the local, regional and national education agenda and work collaboratively with partner organisations and other multi academy trusts.
5. Be the main point of contact for the members including representation from the Church of England, local authorities, Diocese, ESFA, DfE and other bodies in respect of all aspects of the Trust.

Main responsibilities as trust's accounting officer

1. Have personal responsibility to Parliament, and to the Education and Skills Funding Agency's accounting officer, for the trust's financial resources.
2. Provide assurance to Parliament, and the public, of high standards of probity in the management of public funds, particularly regularity, propriety and value for money.
3. Have appropriate oversight of financial transactions by:
 - ensuring that the trust's property and assets are under the control of the trustees, and measures exist to prevent losses or misuse;
 - ensuring that bank accounts, financial systems and financial records are operated by more than one person; and
 - keeping full and accurate accounting records to support the trust's annual accounts.
4. Take personal responsibility for assuring the trust board that there is compliance with the trust's funding agreements and the Academy Trust Handbook.

General responsibilities as NEAT employees

1. Work to fulfil the vision and values of the trust.
2. Assist in maintaining a healthy, safe and secure environment and act in accordance with the trust's health and safety policies and the school's/central team's health and safety procedures.
3. Promote and implement the trust's equality and diversity policy in all aspects of employment and service delivery.
4. Promote and safeguard the welfare of children and young persons s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols
5. Assist in ensuring the trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
6. Participate in appraisal, training and development and other activities that contribute to performance management.
7. Attend and participate in regular team and 1:1 meetings.

Person Specification

JOB TITLE:	Interim CEO
DATE:	June 2025

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Wide, current knowledge and understanding of national and local education policy and how it translates into the trust's context	E		✓	✓	
2. Understanding of the challenges and opportunities facing multi academy trusts in the current educational landscape	E			✓	
3. Evidence of relevant CPD	E	✓			
4. National Professional Qualification for Executive Leadership (NPQEL), NPQSL or NPQH	D	✓			✓
5. Postgraduate degree in leadership and / or business management	D	✓			✓
6. Qualified Teacher Status (QTS)	E	✓			
7. Awareness and understanding of the standards and obligations contained in the Academy Trust Handbook and Academy Trust Governance Guide	D	✓		✓	
Experience					
8. Experience of secondary school improvement	E	✓		✓	
9. Track record of successful educational leadership	E	✓		✓	
10. Proven track record of strategic business planning including resource and facilities management	E	✓		✓	✓
11. Proven track record of successful financial management, especially to enable strategic growth	E	✓		✓	
12. Evidence of successfully developing high-performing teams of professionals, delegating with accountability and providing support and challenge	E	✓		✓	✓

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
13. Experience of analysing and interpreting quantitative and qualitative data to evaluate performance and identify school improvement priorities	E	✓		✓	
14. Demonstrable success in developing and implementing school improvement across all key stages	D	✓		✓	
15. Experience of working within a multi academy trust	D			✓	✓
16. Experience in preparing schools for successful Ofsted inspection	D	✓		✓	
17. Track record of providing strategic direction and leadership across multiple sites	D	✓		✓	
Skills and competencies					
18. Commercial acumen and proven ability to lead transformational change with the capacity to direct the trust to achieve its objectives	E	✓	✓		
19. Inspires and influences all stakeholders (governance volunteers, colleagues, parents and carers) to support the fundamental importance of education and aspiration in young people's lives and inspire confidence in the trust across the community	E		✓	✓	
20. Develops an outward-facing, reflective and evidence-informed culture, maintaining a high profile with key decision-makers	E	✓		✓	
21. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity	E		✓	✓	
22. High level critical reasoning skills to identify, construct and evaluate arguments, identify the relative importance of ideas and solve problems	E		✓	✓	
23. Makes sound decisions based on gathering information, generating suitable alternatives, accurately appraising options and evaluating impact	E	✓	✓		
24. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge	E		✓	✓	✓
25. Highly effective verbal communication skills appropriate for a range of audiences		✓		✓	
26. High level numeracy and literacy skills to analyse and interpret complex data and write effective reports/documents for a range of audiences	E	✓	✓		
27. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in	E			✓	✓

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
working with challenging behaviours and attitudes to use of authority and maintaining discipline					
28. Committed to lead, champion and support the Trust's agenda for diversity, equity and inclusion	E	✓	✓	✓	
Other					
29. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
30. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓

Working with NEAT

We can offer you



Exceptional, values-driven leaders, determined to deliver continuous improvement in educational outcomes.



An inspiring workforce, dedicated to transforming the life chances of young people.



A unique opportunity to make a difference in schools and services that are at the heart of our community.



A culture of strong governance, supporting the growth of our Trust and school improvement.



A financially resilient Multi Academy Trust with an established and well-regarded central services team to support you.



A Research School that drives continuous improvement through evidenced-based practice.

Scan the QR code to find out more about the benefits of working with us:



Working with NEAT

NEAT's commitment to equity, diversity and inclusion

Our overarching aim is: To live our mantra of knowing our children and families, community and each other well, we will foster a sense of belonging within and across our organisation, enabling our young people, staff and volunteers to thrive. By becoming a Trust of sanctuary, we will create a welcoming and safe environment for all.

This will enable us to progress:

- our Trust vision of, “One Trust, working with partners to grow potential”;
- ensuring everyone in the Trust shares our value of being inclusive; and
- our strategic priority that, “Diverse voices are represented, valued and shape the vision and strategy of the Trust”.

We commit to:

- developing an increasingly comprehensive range of data and insights;
- deepening the understanding of our workforce and governance volunteers of the diverse characteristics of our community;
- enabling a culture which is inclusive and values diversity;
- recruiting, retaining and developing a workforce and governance volunteers who are more representative of our community;
- engaging diverse voices to ensure we understand and are responsive to a wide range of perspectives;
- developing systems and processes that ensure we actively consider the impact of our decisions on diversity, equity and inclusion.



Working with NEAT

NEATs commitment to safeguarding children and young people

The Trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have. This does not mean that you cannot work for NEAT if you have a criminal conviction as we will consider the age of the conviction, whether it is relevant to the job you applied for and any mitigating factors before making a decision. The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees, one of which must be your current or last employer.



Living in the North East of England

You can reach our stunning coastline within minutes of leaving Newcastle's bustling city centre. Our region proudly hosts the world's largest half marathon and you'll find world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining and art galleries. Whilst nearby Northumberland countryside is renowned for its rugged beauty. With affordable house prices, the North-East offers an enviable quality of life.

Find out more



NEAT | Academy
Trust