



Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'

The Avenue, Wilton
Wiltshire, SP2 0FG
Telephone: 01722 548519
Email: office@dsat.org.uk
www.dsat.org.uk

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Dear Colleague,

Thank you for your interest in the role of Deputy Chief Executive Officer at the Diocese of Salisbury Academy Trust (DSAT). Our current Deputy CEO, Jo Hicks, has been a wonderful servant to our Trust and I am sorry to see her go as she relocates out of the region for family reasons. However, this is a wonderful opportunity for us to appoint our next great leader, and I am delighted to invite you to consider joining us for the next stage of our journey. Whether you are currently a Trust leader, a serving Headteacher with experience of working across more than one school, or in some other relevant role, I would love to hear from you.

DSAT is a thriving, values-led organisation, rooted in our Christian foundation and committed to going 'Beyond expectations for all God's children'. We believe deeply in collaboration, professional generosity, and the power of strong relationships. Our schools are diverse in context but united by a shared commitment to high standards, inclusion, and a desire to see every child and adult flourish within our values of love, hope and joy. We have a highly skilled academy improvement team and an inspirational group of Headteachers.

The Deputy CEO role is central to everything we do. Working closely with myself, our board of trustees, our senior leadership team and academy improvement team, you will help shape strategy, drive improvement, and ensure our schools become ever more successful academically and spiritually. You will lead the Trust's improvement model, oversee standards and safeguarding, and support the development of our leaders and teams. The role demands a credible, values-driven leader who combines strategic vision with warmth, clarity, and integrity.

Just as importantly, this appointment is about partnership. I am looking forward to welcoming a Deputy CEO who brings their own perspective, experience, and strengths, and who is keen to work collaboratively, challenge constructively, and lead with humility and purpose. DSAT is a Trust where people matter, and where leadership is exercised in service of others. Personally, I am keen to enable you succeed, to support you in achieving your professional ambitions, and will do all I can to give you the tools you need to help me take the Trust forward.

Please do take the time to review the attached advert and job description and consider whether this opportunity might be the right next step for you. I would love to speak with you informally as you give this due consideration. Please reach out to my PA, Nicki Summerill (details included in the advert), who will prioritise arranging a conversation at a time to suit you.

Thank you for your interest in DSAT. I very much hope you will consider applying.

Yours sincerely,

Mark Lacey
Chief Executive Officer