



**Triumph  
Learning Trust**

# CEO Applicant Information Pack



# Table of Content

03

Welcome to Triumph Learning Trust

08

Strategic Framework

04

About Triumph Learning Trust

10

Job Description

05

Job Advert in Brief

13

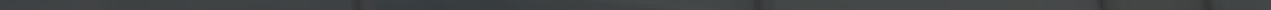
Person Specification

07

Employee Benefits

16

Contact Information



Making the difference for vulnerable pupils ...

- Limited oral language skills
- Early educational failure, particularly in reading, leading to low academic self-concept, disengagement from learning, poor attendance and exclusion
- A sense of powerlessness: little sense he can make things happen through his own efforts



**Triumph Learning Trust**

Telephone: 024 7681 8222  
Email: [admin@triumphlearningtrust.co.uk](mailto:admin@triumphlearningtrust.co.uk)  
Website: [www.triumphlearningtrust.co.uk](http://www.triumphlearningtrust.co.uk)

**Providing an exceptional education to transform lives.**



Making the difference for vulnerable pupils ...

- Limited oral language skills
- Early educational failure, particularly in reading, leading to low academic self-concept, disengagement from learning, poor attendance and exclusion
- A sense of powerlessness: little sense he can make things happen through his own efforts



**“Coming together is a beginning; staying together is progress; working together is success”**

Welcome to Triumph Learning Trust.

Thank you for your interest in joining Triumph Learning Trust. We are a growing family of schools united by a shared commitment to inclusion, aspiration and high-quality education for every child. Our Trust schools bring together five diverse communities across the West Midlands & Warwickshire, each with its own character and strengths, but all driven by the belief that every pupil deserves the opportunity to learn, flourish & succeed.

Our values sit at the heart of everything we do. We believe in integrity, collaboration and a relentless focus on improving outcomes. The Trust works closely with our five schools, to ensure they feel supported, connected and empowered to deliver the very best for their pupils. This was recently reflected in our two recent Ofsted inspections in both primary & secondary phase.

Triumph Learning Trust was formed through the merger of two established organisations: Learning Today Leading Tomorrow (LT2), which operated Rugby Free Primary and Rugby Free Secondary School, and Triumph Trust, which served communities across Coventry. This merger brought together complementary strengths, shared values and a collective ambition to deliver exceptional education across the region. More recently, Cawston Grange Primary School joined the Trust, further enriching our community and strengthening our offer.

We are now seeking a creative and strategic leader to guide the Trust through its next phase. Someone who can bring clarity, inspire our people and unite our schools by recognising the excellent practice already in place and helping to share it across the Trust. We are looking for a leader who can build a confident, outward-facing organisation, strengthen collaboration and ensure that each school's strengths contribute to a shared culture of excellence.

This is an important moment in our development, a chance to build on strong foundations and shape a confident future for the children and families we serve. Thank you once again for your interest. We hope you will consider joining us at this exciting and defining point in our journey.

### **Chair of Trustees**

Dean Harrison

May 2026

Triumph Learning Trust came into existence on 1st September 2024. We uphold the principles of collaboration, innovation and aspiration. We believe that everyone is welcome in our schools with a 'no limits' culture. We are committed and determined to enable all of our learners to be ambitious and optimistic for their future.

Our success is driven by a commitment to relentlessly working to improve standards. The Trust has two partner primary schools in Coventry and two primary and a secondary school in Rugby. We look forward to working with other schools who share our values and ambition.

We believe that an aspirational and inspirational education is the right of every child.

Our Trust was created with one sole aim. For member schools to deliver, through partnership and collaboration, an outstanding learning experience for all children so they flourish and thrive enabling them to achieve their own individual excellence.

We have a strong board of committed and passionate Trustees and Members who work closely with schools and their Local Accountability Boards to challenge and support leaders in all that they do.

We strive to maintain schools which will retain their own independent culture and ethos whilst operating within a strategic partnership to improve quality, share best practice and operate effectively and efficiently.



- Rugby Free Primary School
- Rugby Free Secondary School
- Courthouse Green Primary School
- Alderman's Green Primary School
- Cawston Grange Primary School

## Triumph Learning Trust: Working with Partners who share our ambition to innovate in an inclusive environment



460+

Employees



5

Schools and  
Counting



3,171

Students



11

Trustees /  
Members



4

Resource  
Provisions for SEND

## Ofsted

### Performance

[Click here for Ofsted Reports to Triumph Learning Trust Schools](#)

[Cawston Grange Primary School](#)

[Rugby Free Primary School](#)

[Rugby Free Secondary School](#)

[Alderman's Green Primary School](#)

[Courthouse Green Primary School](#)

“ Leaders take action to ensure that pupils who need help, get the support they need. ”

“ All pupils, including those with special educational needs and/or disabilities (SEND), achieve exceptionally well. ”

“ Pupils develop an informed understanding of global issues and show high levels of respect and consideration for others. ”



# Chief Executive Officer Advert

## Role Overview

**Start Date:** 1<sup>st</sup> January 2027 (or earlier if possible)

**Hours and Weeks:** 32.5 hours per week, 52 weeks per annum

**Salary:** Leadership Scale 37 - 42 £125,345 - £141,693 FTE (A competitive salary and relocation support will be offered to attract the right candidate; Terms & conditions will be mutually agreed on successful appointment)

**Status:** Permanent/Full Time

**Closing Date:** Friday 26<sup>th</sup> June 2026, 3pm



### **This recruitment rationale will be available to all stakeholders to ensure transparency and alignment with the Trust's values and objectives**

Triumph Learning Trust is seeking an exceptional and visionary leader to take on the role of Chief Executive Officer, leading the strategic development and operational success of our Trust and its schools.

Triumph Learning Trust currently serves schools across Rugby and Coventry, spanning both primary and secondary education. We are committed to investing in our people, fostering collaboration across our Trust community, and embracing innovation to improve outcomes for pupils and staff alike. Our shared services model enables schools to focus on delivering exceptional education while benefiting from strong operational support and shared expertise.

This is a pivotal appointment for the Trust. The CEO will provide ambitious and values-driven leadership, ensuring that our vision and core principles are translated into outstanding outcomes for all children and young people across our academies. Working closely with the Board of Trustees and Members, the successful candidate will shape the future direction of the Trust, driving continuous improvement, organisational resilience, and sustainable growth.

At Triumph Learning Trust, we are united by a passion for education and a belief that every child deserves an aspirational and inspirational education. Our vision is to create a community where everyone will flourish and succeed through collaboration, innovation and aspiration, whilst celebrating the unique identity of each of our schools.

The successful candidate will be responsible for ensuring that the Trust's values and inclusive ethos are embedded throughout its strategic direction and daily practice. We are committed to creating a 'no limits' culture where all learners are ambitious, optimistic and supported to achieve their individual excellence.

We are looking for a highly experienced and credible leader, ideally with a strong background in senior leadership within a Multi-Academy Trust or similar educational setting. You will bring a deep understanding of the educational landscape, alongside expertise in governance, finance, HR, organisational development and school improvement.

The role combines strategic leadership with operational accountability. You will oversee all aspects of the Trust's performance, including educational standards, financial management, people leadership, safeguarding, compliance and external partnerships. You will ensure robust systems and structures are in place to deliver both immediate priorities and long-term objectives, while supporting schools to retain their unique character and identity within a strong collaborative partnership.



## Why Join Triumph Learning Trust

We offer a welcoming and collaborative environment where teamwork, innovation and professional development are highly valued. At Triumph Learning Trust, we are committed to investing in our people and creating a culture where staff are supported to flourish and succeed.

Additional benefits include:

- Pension: Membership of a generous pension scheme (LGPS/Teachers' Pension Scheme where applicable)
- Health & Wellbeing: Access to a range of health and wellbeing support services, including employee assistance programmes and wellbeing initiatives
- Work-Life Balance: Commitment to staff wellbeing and flexible, supportive working practices where possible
- Professional Development: Access to high-quality CPD, leadership development and collaborative Trust-wide learning opportunities
- Schemes: Cycle to work scheme and other employee benefits initiatives

Please visit our Employee Benefits page to explore the full range of benefits available to staff.

For more information please visit our website at [Triumph Learning Trust](#)

We actively welcome visits to our schools. Should you have any further questions or wish to arrange a visit, please contact Nick Summers [nsummers@triumphlearning.org](mailto:nsummers@triumphlearning.org)

## How to Apply

If you would like to contribute to a Trust committed to delivering high-quality education and outstanding opportunities for all children and young people, **please apply via [My New Term](#)**. To submit your application, you will be required to register as a candidate and complete the full application form on the platform, as we are unable to accept CVs.

Triumph Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. References will be obtained prior to appointment and an Enhanced DBS check will be undertaken. In line with Keeping Children Safe in Education guidance, all shortlisted candidates will also be subject to an online search as part of the pre-employment checks.

## Equality and Diversity

Triumph Learning Trust is committed to equality, diversity and inclusion in the recruitment of this position.



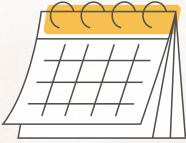
## Family Friendly Leave

Enhanced Maternity, Paternity, Adoption Leave



## Lifestyle Discounts

e-vouchers, gift cards, top up cards, discount codes, local discounts



## Annual Leave

Support Staff, 25 days per year, plus bank holidays



## Home and Electronics Scheme

Salary sacrifice scheme: Buy up to 1000s of items fulfilled by Currys, Decathlon, John Lewis & Partners etc.



## Cycle to Work Scheme

Salary Sacrifice scheme: Savings on bike/bike equipment



## Gym Membership

Salary sacrifice scheme: Save and spread the cost of annual health club memberships.



## Discounted EV Charging

Savings on electricity charging rates to employees whilst at the school with these facilities.



## Discounted Use of School Facilities

We work with Community Lettings UK to manage community use of facilities at its schools.



## Refer a Friend Scheme

Our scheme entitles you to receive £250.00 per referral



## Private GP Services

24/7 online private GP services, available to employees and dependents. (not partners or spouses)



## Outstanding Pension Scheme

Auto enrolment into either the Local Government or Teacher Pension Schemes.



## Employee Assistance Program

24/7 in the moment support via telephone helpline.



## Eye Tests

Free eye tests for all employees through Specsavers Corporate Voucher Scheme, with £50 credit towards glasses.



## Continuous Professional Development

Enhancing employees skills and knowledge through regular training, education and learning opportunities.



## Strategic Framework

The Vision, Mission and Values ensure the Trust are aligned and working toward long-term goals and objectives.

**Aspiration**

**Innovation**

**Collaboration**



### Mission

Achieving quality and resilience in all that we do.



### Vision

Triumph Learning Trust, a community where everyone will flourish and succeed through collaboration, innovation and aspiration. Creating together a place where all belong whilst celebrating the unique identity of our schools.



### Values

**Aspiration**



**Innovation**



**Collaboration**





# Job Description

## CHIEF EXECUTIVE OFFICER



<b>Salary</b> <i>Competitive to attract the right candidate</i>	<b>Leadership Scale</b>	Grade 37 £125,345 - Grade 42 £141,693 FTE
<b>Hours</b>	32.5 hours, 52 weeks	
<b>Location</b>	Trust Central Office & Trust Schools	
<b>Reporting to:</b>	Chair of Trustees	
<b>Liaising with:</b>	<b>Internal:</b> Shared Services colleagues, Operations Managers, Office Managers, Headteachers, SLT, school-based staff. <b>External:</b> Trustees, Governors	
<b>Start Date</b>	1st January 2027 (or earlier if possible)	

### Core Purpose

The main purpose of the job is to provide visionary leadership; leading the strategic development in line with the vision and aims of the Trust.

In addition, the role will ensure the effective operational management of the Trust in all respects, including the management of all resources and to deliver expected outcomes across all schools in the Trust.

The postholder will act as the Chief Executive Officer (CEO) of Triumph Learning Trust and will also serve as the Accounting Officer for Triumph Learning Trust, holding overall responsibility for ensuring the Trust meets its statutory, regulatory, and financial obligations.

The Chief Executive Officer will support and advise the Board of Trustees.

### Duties and Responsibilities

#### Strategic

- To play a lead role in advising the Trustees on vision, strategy, policy, resources and organisational structure.
- To ensure that Trustees are given sufficient information and guidance to enable the Board to fulfil its function and legal responsibilities.
- To exercise overall responsibility for financial planning, management and control.
- To ensure that appropriate systems and structures are in place to meet the Trusts short, medium and long term commitment and objectives.
- To provide appropriate leadership and management of staff.
- To determine stance on issues of public policy, co-ordinate responses and represent the Trust externally.

#### Finance

- To ensure the effective management of budget and ensure the probity of the Trust's finances.
- To act as accounting officer for the Trust.
- To oversee the preparation of the annual budget for the agreement of the Board of Trustees.
- To oversee the maintenance of financial records and ensure regular management accounts are produced in order to monitor and control expenditure and cash flow.
- To ensure that the annual accounts are prepared for the annual audit.



- To ensure that the Trust has an adequate funding strategy, monitors its success on an ongoing basis and report any shortfalls to the Trustees.
- To ensure that the financial information given in applications for funding is adequate and accurate.
- To ensure that the Trust adheres to all DfE requirements on monitoring, reviewing and reporting.

## **HR**

- To lead the management team and to direct, co-ordinate and performance manage the work of the Executive Leadership Team and other posts as appropriate.
- To ensure that the work of staff reporting indirectly is appropriately directed and performance managed.
- To ensure policies and procedures are in place for the effective management of all staff and volunteers.
- To ensure effective systems are in place for recruiting, managing, training and developing staff and volunteers.
- To ensure that the Trust meets its legal and statutory obligations to staff and volunteers and strives at all times to follow best practice as an employer.

## **Premises**

- To ensure that the Trust develops and delivers a programme of activities in line with the strategic plan.
- To ensure the Trust adheres to estates compliance and Health and Safety.

## **External Relationships**

- To raise awareness of the Trust's work and gain support with organisations, institutions, companies and statutory bodies whose work is relevant to the Trust.
- To represent the Trust on key local, regional and national bodies to further the interests of the Trust.
- To act as chief spokesperson for the Trust and ensure the effective management of the media profile.
- To foster good working relations with current and future stakeholders.

## **Governance**

- To ensure the Trust is led and governed in strict accordance with its Articles of Association.
- To ensure facilitation of the meetings of the Board of Trustees and members.
- To report to the Trustees on activities and financial position, and to prepare other reports, reviews, and position papers as required by the Trustees.
- To ensure that the Chair and the Board of Trustees are appropriately informed and supported to make decisions, develop policy and provide direction.
- To ensure that the Trust complies with all relevant legislation.
- To uphold the commitment of the Trust to the provision of equal opportunities in all aspects of its work.
- To complete an annual appraisal and review of the CEO job description with the nominated Trustees.
- To prepare an annual report.



## **Other**

- To keep professionally up-to-date and a breast of related external developments.
- To act always in the best interests of the Trust.
- To undertake any duties which the Trustees may from time to time require.

## **Knowledge and Skills**

The post holder is required to be a qualified Teacher of considerable experience in a Leadership role preferably within a Multi-Academy Trust.

There are a significant number of policies and legislative documents impacting on the work of the Post Holder and the operation of the Trust. Dependant on the relevancy, the knowledge of the Post Holder will range from possessing a basic understanding to that of a full and detailed understanding.

Examples being: -

- Academy Trust Handbook
- The Trust Articles of Association
- The Master and Supplementary Funding Agreements
- The White Paper
- Company Law
- Charity Law
- Employment Law
- The Children's Act
- Child Protection
- Health and Safety
- Data Protection Act
- Freedom of Information Act
- Children's and Wellbeing Act

## **Generic Responsibilities of all Trust Shared Services**

- To continue personal development as agreed.
- To engage actively in the appraisal process.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task to be undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Employees are expected to adhere to the Code of Conduct and set an example of personal integrity and professionalism.
- Ensure all tasks are carried out with due regard to Health and Safety.
- To remain confidential at all times.
- To adhere to the values of the Trust.
- To promote the agreed vision and aims of the Trust.



## Safeguarding

Triumph Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this and the below commitments.

- To ensure that all students have a safe environment in which they can learn, reporting any concern about the environment to a member of the site team or if appropriate to one of the Designated Safeguarding Leaders.
- To be aware of systems which support safeguarding and following the procedures as highlighted in the Safeguarding Policy.
- To identify children who may benefit from early help as soon as possible and discuss this with one of the Designated Safeguarding Leaders.
- To consider at all times what is in the best interests of the child.
- To protect children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- To take action to enable all children to have the best outcomes.
- Checking of visitor identification, especially at the point of school entry and the issuing of relevant safeguarding information.

# Person Specification



Attributes	
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Have achieved or is working towards NPQEL - <b>Desirable</b></li> <li>• Evidence of continuing &amp; relevant professional development.</li> <li>• Postgraduate qualification.</li> </ul>
<b>Leadership Qualities</b>	<ul style="list-style-type: none"> <li>• Ability to manage a variety of people and situations effectively and sensitively.</li> <li>• Initiate and manage strategic and continued improvement.</li> <li>• A leader who commands respect through professional expertise, transparency, and a visible commitment to the "Object" and Articles of Association of the Trust.</li> <li>• Proven ability to build high performing teams, promoting a culture of collective responsibility and mutual support between the Trust and local schools.</li> <li>• Plan, organise and evaluate work commitments and prioritise areas for development and improvement.</li> <li>• Ability to work strategically and collaboratively with the governing body and leadership team.</li> <li>• Ability to work collaboratively within the Trust and its leadership team whilst reporting to the Board of Trustees.</li> <li>• Confidence and commitment to direct, delegate, develop and empower.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• An outstanding track record of success and improvement (as measured by inclusion performance outcomes and relevant OFSTED judgements) as a Headteacher or Senior Leader.</li> <li>• Experience of delivering effective support to school leaders in areas such as behaviour, attendance, SEND, safeguarding, admissions, exclusions and mental health with a demonstrable impact on pupil outcomes and staff wellbeing.</li> <li>• Experience of managing, supporting and coaching staff to deliver improved standards.</li> <li>• Experience of developing systems, frameworks, models and resources to support schools in delivering effective inclusion practice.</li> <li>• Experience of the line management and performance management of senior staff.</li> <li>• Experience of resolving complex problems and situations.</li> <li>• Experience of effective service improvement planning, including identifying priorities, determining interventions, setting targets and milestones and monitoring and evaluation progress and outcomes.</li> <li>• Evidence of substantial sustained high quality teaching across the primary school age range (baseline standard of very good with a clear track record of outstanding practice).</li> <li>• High level of initiative, self-awareness and interpersonal leadership skills.</li> <li>• A strong commitment to community links and the ability to confidentially engage with stakeholders.</li> </ul>

# Person Specification



<b>Attributes</b>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• An ability to establish positive working relationships with colleagues and pupils through modelling very high levels of professionalism, commitment and integrity.</li> <li>• Practical evidence of links with other schools, educational establishments and wider community to support transition and enhance teaching and learning and personal development across the whole Trust.</li> <li>• Effectively promote professional relationships with parents and carers to enhance learning.</li> </ul>
<b>Self-Management Skills</b>	<ul style="list-style-type: none"> <li>• Proven ability to sustain and develop high quality teaching and learning across the Trust to improve on outcomes for children.</li> <li>• The knowledge and skills required to be able to analyse a range of data and its implications for improving outcomes and wellbeing for vulnerable pupils, communicating proposed actions clearly and effectively to school Headteachers and senior leaders.</li> <li>• Detailed strategic and operational understanding of the following areas: behaviour, attendance, SEND, safeguarding, admissions, exclusions and mental health, including an up-to-date knowledge of the commissioning of external support.</li> <li>• A thorough and up-to-date knowledge of current educational policy and practice as it applies to inclusion, including performance measures, OFSTED frameworks, resource opportunities, research and sources of best practice.</li> <li>• The ability to successfully integrate a child-centred approach to inclusion with a clear focus on the rigorous application of systems, models and the effective use of risk registers and toolkits.</li> <li>• Work under pressure, meet deadlines, prioritise and manage own time effectively.</li> <li>• Achieve challenging professional goals, taking responsibility for their own professional development.</li> <li>• A thorough knowledge of equality, diversity and wellbeing policy requirements and practices.</li> <li>• Chair meetings effectively.</li> <li>• Effective oral and written communication skills, with proven ability to negotiate and influence change with sensitivity and emotional intelligence and to report clearly on performance.</li> <li>• Excellent IT skills, including the ability to use MIS systems and MS Office software packages such as Word, Excel and Outlook.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• High level of professionalism and integrity.</li> <li>• Demonstrate enjoyment of working with children and adults.</li> <li>• Approachable, fair and consistent.</li> <li>• Ability to maintain confidentiality at all times.</li> <li>• Able to identify the need for strategic action and act determinedly when necessary.</li> <li>• Strong attention to detail and accuracy.</li> <li>• The ability to quickly establish credibility and build strong working relationships at all levels.</li> <li>• Commitment to safeguarding and promoting the welfare of children.</li> </ul>





If you feel that you could bring further impetus to our drive to improve the provision for our students and teachers and have the necessary energy, enthusiasm and sense of humour to take us forward at this exciting time, then please get in touch.



To arrange an informal discussion or visit to the Trust, please contact Nick Summers or Dean Harrison.

Feel free to contact HR if you have any questions regarding the recruitment process, require further information about the position, or need assistance with your application.




**Nick Summers - Interim CEO**

-  02476 688918
-  [nsummers@triumphlearning.org](mailto:nsummers@triumphlearning.org)
-  [triumphlearning.org](http://triumphlearning.org)

**Dean Harrison - Chair of Trustees**

-  [dharrison@triumphlearning.org](mailto:dharrison@triumphlearning.org)
-  [triumphlearning.org](http://triumphlearning.org)

**HR Enquiries**

-  02476 688918
-  [hr@triumphlearning.org](mailto:hr@triumphlearning.org)
-  [triumphlearning.org](http://triumphlearning.org)

*This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing paragraphs.*

*The job description will be reviewed at least once a year and it may be subjected to modification or amendment at any time after consultation with the holder of the post.*

*The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled applicants or continued employment for any employee who develops a disabling condition. This job description is current at the date shown but in consultation with the post holder may be changed by the Trust to reflect or anticipate changes in the job commensurate with the grade and job title.*

*We reserve the right to withdraw this vacancy at any time.*

*Triumph Learning Trust is committed to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service check. Triumph Learning Trust are always happy to receive speculative applications from excellent teachers and support staff.*



Anderson Avenue | Rugby | Warwickshire | CV22 5PE | 02476 688918

 [www.triumphlearning.org](http://www.triumphlearning.org)  [facebook.com/TriumphLearningTrust](https://facebook.com/TriumphLearningTrust)  [triumph-learning-trust](https://linkedin.com/company/triumph-learning-trust)  [triumph\\_learning\\_trust](https://instagram.com/triumph_learning_trust)

