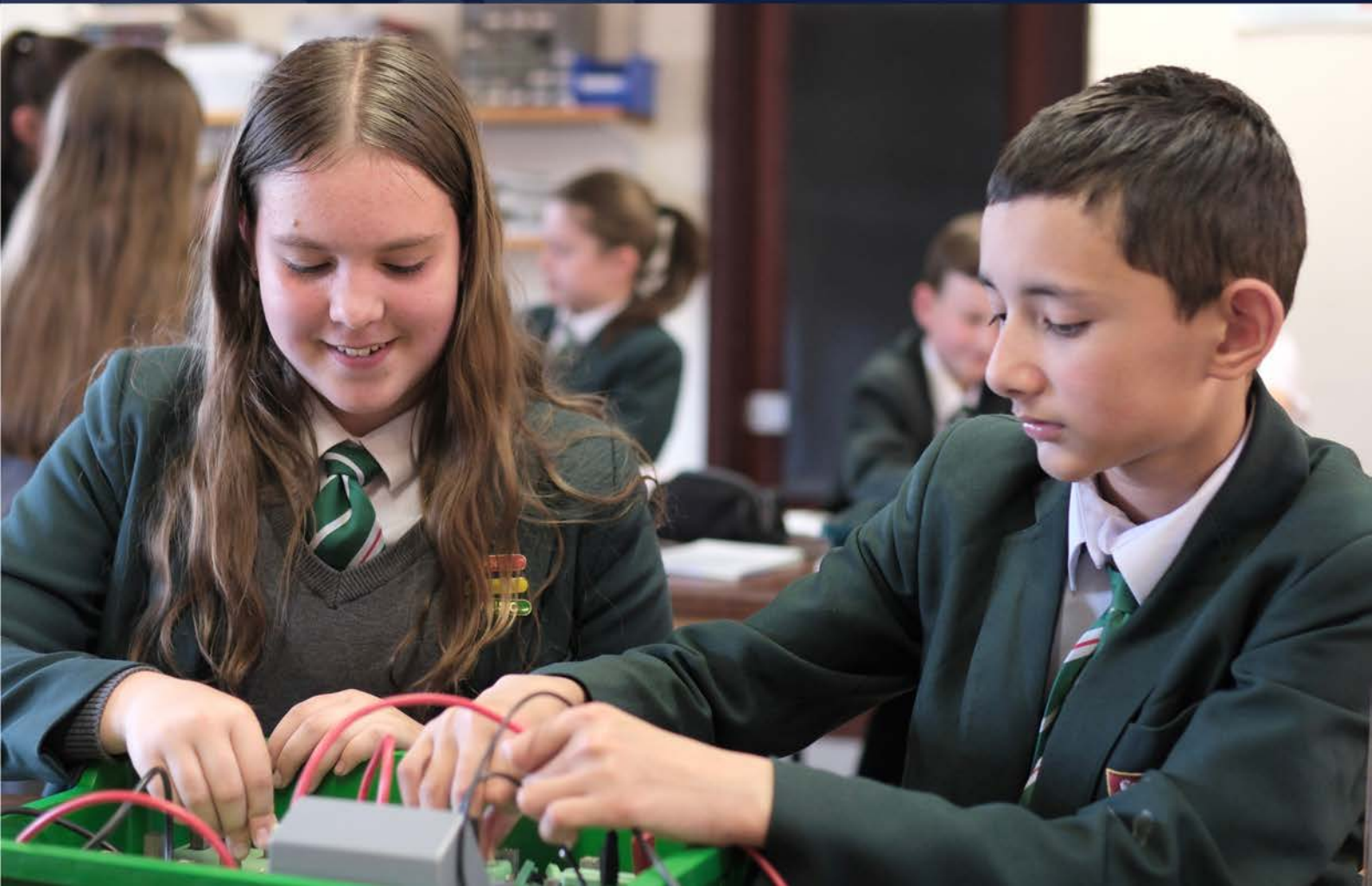




RECRUITMENT PACK CHIEF EXECUTIVE OFFICER



THE ROLE: CHIEF EXECUTIVE OFFICER

Thank you for taking the time to explore this great opportunity to lead the Halliard Trust into the next stage of its development.

Our new Chief Executive Officer will be taking the key leadership role in a trust of nine primary and two secondary academies all of which have strong outcomes, impressive profiles in their Ofsted judgements, and areas of outstanding practice. We are seeking an inspirational leader who will value the challenge – and freedom - to bring a creative, open, collegial approach in building the future shape of our school improvement offer. Partnership building will be a core skill for our new CEO, who will use their deep knowledge of school improvement to harness the talents of our staff, develop a strong culture of collaboration and empower trust-minded leadership at all levels.

Optimism is a core value at Halliard Trust, where recent challenges and the need to re-organise our services to schools leaves the new CEO in a position to make a real and sustained difference to the lives of over three thousand children aged 4-18. You will be supported by a strong and experienced central services team in Finance, HR, Premises and IT. The Trust Board is a highly committed group from a variety of professional backgrounds who bring different skills in their unstinting support for our staff, children and young people. Trustees hold high expectations of the next CEO and will give the appointee the opportunity to innovate and bring their own ideas to complement our ambitions for the Trust.

We are seeking an exceptional leader who has proven credibility in their current role but most importantly is a great team player. You will have the strategic vision, emotional intelligence and experience to consolidate our current position, assess the strengths of the organisation, and develop the blueprint for the medium term whilst scanning the horizon for future growth. Alongside optimism, Halliard Trust's values of respect and integrity have shaped our culture. Our new CEO will operate with compassion and authenticity, being a visible presence for our dedicated staff.

Experience cross-phase would be welcome but above all you will be someone who has the expertise to build those areas of excellence into excellence across our academies and for every child. This post presents an opportunity to leave a legacy of strong outcomes and memorable experiences of school for all our children irrespective of their starting points alongside leaving a lasting, positive impact on our talented staff

SALARY: Competitive salary (in the range £140,000 - £160,000)

START DATE: As per candidate availability

LETTER FROM THE CHAIR OF TRUSTEES

Dear Applicant

Thank you for your interest in joining Halliard Trust at such a pivotal point in our journey.

This is an exciting time for the Trust as we look ahead to the next chapter of our development. Building on a strong track record of school improvement and growth, we are ambitious about what comes next - strengthening our impact, expanding our reach, and continuing to deliver high-quality education for every pupil across our schools.

We are proud of the progress our schools have made through collaboration, clear moral purpose, and a shared commitment to excellence. Our Trust has grown significantly and continues to evolve. As we move forward, we are focused on sustaining improvement while embracing new and innovative approaches to meet the changing needs of our communities.

We are seeking a candidate with proven experience in school improvement—someone who understands how to drive sustained, meaningful change and raise standards across a group of schools. Alongside this, we are looking for an innovative and forward-thinking leader: an individual who is open to new ideas, able to think creatively, and ready to shape the future direction of the Trust.

The successful candidate will join a strong and supportive Board of Trustees, alongside a dedicated central team and a collaborative network of Headteachers. Together, we are committed to working in partnership, sharing expertise, and delivering the very best outcomes for our pupils.

This is a rare opportunity to play a leading role in shaping the future of an ambitious Trust. We look forward to welcoming a leader who shares our vision and is ready to make a significant impact.

Thank you again for your interest.

Yours sincerely,

Mike Gorton
Chair of Trustee

ABOUT MACCLESFIELD

Halliard Trust headquarters is located in the vibrant market town of Macclesfield. The town offers an exceptional quality of life, balancing accessibility with a distinctive sense of place. Macclesfield was named in the 2026 The Sunday Times Best Places to Live in the UK.

Situated on the edge of the Peak District National Park, the area provides immediate access to outstanding natural landscapes, outdoor recreation, and a rich cultural heritage. The town itself is known for its strong community feel, attractive housing, and a mix of independent and national amenities.

The location is particularly well connected. Manchester is within easy reach, approximately 20–30 minutes by train. For national connectivity, direct rail services link Macclesfield to London, with journey times averaging around 2 hours. Manchester international airport is also within 30 minutes' drive.

The trust schools are all located within Cheshire and are within a 30-minute drive of the trust headquarters.

This is a hybrid role, mainly based on site with the requirement to visit schools on a frequent basis. The role also offers 1 day working from home on a flexible basis.





About
Halliard Trust 

Halliard
Trust 





HALLIARD TRUST MISSION

WORKING TOGETHER TO THE LEVEL OF THE BEST

Shared values, high expectations, high-quality professional development, care for the individual and innovative approaches to curriculum design and pedagogy will enable our Trust to thrive and grow.



HALLIARD TRUST VALUES

RESPECT

We respect and value our students and staff, encourage and support their development and reward their performance.

We respect the thoughts, feelings and ambitions of every member of our community.

We respect the differences of others and promote equality, understanding and tolerance.

INTEGRITY

We trust each other.

We pride ourselves on being honest and dependable.

We hold ourselves to account and try our best to do the right thing in all circumstances.

We are loyal to others and do our best to support them and show kindness.

OPTIMISM

We are optimistic about the future and what it holds for ourselves, our schools, our colleagues and our students.

Our optimism is reflected in our resilience, perseverance and adaptability.

We expect all members of our community to demonstrate optimism in their interactions with colleagues, parents and students and in their service to the Trust.



THE STRATEGIC PLAN 2024-2027

MISSION

Working together to the level of the best

Shared values, high expectations, high-quality professional development, care for the individual and innovative approaches to curriculum design and pedagogy will enable our Trust to thrive and grow.

KEY STRATEGIC AREAS

School Improvement

Workforce Development

Business Development

Working in Partnership

STRATEGIC PRIORITIES 2024-27

Create **positive and safe environments for learning and wellbeing, with strong attendance**, in which each young person is excited to come to school, feels happy, healthy and safe, and is motivated to succeed.

Provide an ambitious, broad, well-sequenced, knowledge rich and relevant curriculum that results in children **knowing more, remembering more and achieving highly** relative to national for all including disadvantaged children and children with SEND. Ensure all our young people leave our schools as confident citizens, well-prepared to succeed in their next stage of education, and future careers.

Encourage and enable all staff and governors to **develop expertise** to make the biggest impact in their role for our children. Develop the skills and competence required to deliver improvement, offering career progression that secures our future succession needs and builds employee engagement and satisfaction, contributing to retention.

Strive to work **to the level of the best across all aspects of our work** taking a strategic and analytical approach, making well-informed, well-considered decisions, measuring what matters and using benchmarking intelligently.

Ensure that we build sustainable infrastructures, practices and resources that secure the future of our Trust through **centralising and integrating business functions and IT infrastructure**. This will enable us to make best use of resources to benefit all our schools in the Trust, delivering value for money through effective budget and risk management

Increase awareness and act upon our collective responsibility and duty towards securing **environmental sustainability**. Educate our children and young people about the current and future global challenges including climate change.

Curate a culture that promotes and celebrates **Trust mindedness** to develop a deep sense of belonging, safety and trust. Connect and empower our pupils, staff, parents and volunteers to maximise our capacity in our shared endeavours. Build our collective responsibility to add value and secure a Trust dividend that sustains over time.

Develop our reputation and position as a **partner of choice for collaboration, innovation and growth**. Work cross sector as systems, architects, engaging in collaboration beyond our Trusts to learn from and alongside the best, to find new and better ways forward. Build strong and impactful relationships with stakeholders to ensure the wider provision for all young people is enhanced.

Underpinned by DfE Five Pillars of Quality for Multi-Academy Trusts



THE TRUST SCHOOLS

OUR PRIMARY SCHOOLS	Current OFSTED Judgement	Number of Pupils (March 2026)
Adlington Primary School	Outstanding in all categories (Dec 2024)	92
Alderley Edge Community Primary School	Outstanding in three out of five categories (Dec 2024)	203
Broken Cross Primary Academy and Nursery	Good (July 2024)	227
Gawsworth Primary School	Strong standard in four categories (Jan 2026)	194
Lower Park Primary School	Good (Nov 2023)	276
Marlborough Primary School	Good (Feb 2024)	409
Nether Alderley Primary School	Good (Mar 2022)	94
Upton Priory School and Pre-School	Good (Jan 2024)	294
Whirley Primary School	Good (Jul 2022)	213

OUR SECONDARY SCHOOLS	Current OFSTED Judgement	Number of Pupils (March 2026)
Eaton Bank Academy (11 – 18)	Good (Feb 2025)	1077
The Fallibroome Academy (11 – 18)	Good (Nov 2022)	1551





THE ROLE
CHIEF EXECUTIVE
OFFICER (CEO)

JOB DESCRIPTION

CHIEF EXECUTIVE OFFICER (CEO)

STRATEGIC PURPOSE

The Chief Executive Officer is accountable to the Board of Trustees for communicating the values and vision of Halliard Trust and achieving the targets within the Trust's Strategic Aims, in order to secure educational success for all our children and young people in every setting through:

- astute strategic planning
- inspirational leadership
- effective operational planning

As an inspirational leader, the CEO will promote a culture of continual improvement, providing expert professional support, guidance, training, and development opportunities together with implementing effective systems of organisational accountability which enable all leaders to achieve the highest professional standards.

The CEO will ensure the strategic development plan is underpinned by sound financial management and forward planning in accordance with development priorities and targets to deliver well-resourced provision across the Trust.

Act as the principal Accounting Officer for the Trust in accordance with the requirements set out in the Academies Handbook and by the Department for Education.

By maintaining an ethos of striving to deliver at the level of the best, secure the highest possible outcomes for all children and young people regardless of their starting points, driving excellence in every aspect of the Trust's provision.

The CEO will ensure that Halliard Trust and all academies within it meet their safeguarding responsibilities in line with current legislation.

RESPONSIBLE TO:

Directly accountable to the Board of Directors of the Halliard Trust.

KEY ACCOUNTABILITIES

- Develop Strategic Plans which implement the Halliard Trust's strategic aims
 - Devise effective operational plans with appropriate monitoring and reporting opportunities to underpin the delivery of strategy
 - Ensure all leaders within the Trust share the core values of respect, optimism and integrity and implement strategic aims in partnership with the Trust within their own settings
 - Lead Halliard in accordance with the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership, implementing a culture that reflects these values
 - Develop and maintain positive and respectful relationships with key
 - external partners: these will include but not be restricted to the Regional Schools Director, the DfE, Ofsted, relevant Local Authorities, Professional Organisations, other local schools and MATs
 - Develop the Trust's reputation as a strong, effective and respected educational partner by maintaining the very strong profile of Ofsted judgements across Halliard schools
-

- Ensure systems of quality assurance provide rigorous target setting, accurate tracking, monitoring and reporting of standards achieved in all elements of each school's work, intervening appropriately alongside respecting autonomy appropriately
- Embed equality of opportunity, respect for diversity, and championing inclusion in all aspects of the Trust's work
- Ensure that all those with governance responsibilities have a clear understanding of their roles, developing detailed reporting mechanisms underpinned by reliable data that contributes to efficient and effective governance of the Trust
- Ensure that the central business team is configured to provide excellent support functions for all Trust schools, facilitating school leaders to focus on providing high quality educational experiences
- Over time, develop a robust growth strategy and propose the necessary steps to expand at a sustainable rate
- Lead any future growth and development of Halliard by providing robust due diligence processes and preparing joining schools for conversion
- Maintain an outward facing role on behalf of Halliard to further its external relationships, future growth, development, and profile
- Function as an ambassador and promote Halliard's ethos, values and achievements

ACADEMIC STANDARDS & SCHOOL IMPROVEMENT

- By working closely with school leaders, strive to secure strong standards for inclusion, curriculum and teaching, achievement, attendance and behaviour, personal development and well-being, leadership and governance and safeguarding excellent teaching and learning throughout all schools in the Trust
- Establish a model of school improvement which responds to school leaders' collective views, encouraging a culture of collaboration and collegiality to ensure that all contribute to a "One Trust" vision of system management and shared responsibility for Trust-wide outcomes
- Develop and lead the Halliard Annual Assurance Cycle working with individual school leaders by support them in ensuring that performance outcomes are accurately assessed, needs identified, priorities for action formulated, appropriately costed and set out within individual School Improvement Plans. This may include proposing/negotiating the commissioning of external support from a range of providers or individuals through school-to school support and/or external support from quality assured sources
- Ensure transparency by sharing ongoing scorecards in line with Ofsted framework evaluations from the Halliard Annual Assurance Cycle with LGBs and Standards Committee/Board
- Together with school leaders, determine and implement ambitious curriculum provision and related assessment which meets the needs of all pupils, preparing them for the next steps in education or training and as citizens in modern Britain
- Ensure Halliard schools are inclusive environments where support for student well-being encourages confident learners who attend consistently, achieve well, are happy and thrive
- Ensure the development and implementation of a rich and varied extra-curricular programme of activities for pupils and communities within the Trust
- Remain abreast of developments in education and technology both locally and nationally, encouraging all senior leaders to be agile in response to the changing educational landscape

LEADING & MANAGING STAFF

- Exemplify the role of lead learner in a learning institution
 - Implement the Trust ethos of commitment to staff well-being and recognise that our people are our greatest asset, balancing the requirement for the highest professional standards and accountability with facilitating 'smart' working and time management, aiming to reduce burdensome workload in every aspect of the Trust's functions
 - Implement effective systems of performance review and self-evaluation to ensure continuous development of provision, support for staff development, talent management, and ensure rigorous challenge where standards fall short of expectations
-

- Set the tone for professional responsibility and accountability for performance at every level, being a credible and respected role model to staff and embodying the code of conduct and expectations of Trustees as the lead professional of the organisation

GOVERNANCE, ACCOUNTABILITY & RESOURCES

- Understand and welcome the role of effective MAT governance, upholding the obligation to be accountable for standards in all areas of the Trust's outcomes to Trustees and recognising that Trust Boards also bear significant responsibilities, liabilities, and are held accountable for Halliard's work
- Ensure accurate and honest appraisals of standards and progress are reported to Trustees and governors in a timely manner enabling intervention and targeted resourcing decisions can be taken to improve standards at pace
- Working closely with the CFO, adhere to strict forecasting which demonstrates ongoing viability and enables the Trust Board to prioritise and allocate financial resources appropriately ensuring efficiency and demonstrable effectiveness and probity in the use of public funds
- In conjunction with the CFO, ensure that Halliard's financial viability is protected, ensuring robust systems are in place so that the funds available to Halliard are used properly, efficiently, and effectively, firmly based on accurate analysis.
- Oversee adherence to the Integrated Curriculum and Financial Planning tool as a best-practice approach to adapt staffing to curriculum thereby supporting Halliard schools to remain within available funding.
- Promote a culture of accurate Risk Management at every level of the organization and ensure frequent reporting within an established framework to define, manage, and mitigate risk
- Promote a culture of reasonable and proportionate accountability that is recognised and accepted as an essential element of improvement at all levels and across all aspects of the Trust's functions
- Understand the role of all relevant national regulatory bodies including Companies House, the Health and Safety Executive, The Information Commissioner's Office Charity Commissioner etc and ensure the Trust respond to their requirements
- Ensure the Halliard Board receives quality information in the level of detail needed to make informed budgetary, procurement and capital planning decisions and fulfil its functions and legal obligations within the scheme of delegation and funding agreement
- To ensure there are effective systems in place for regular management and monitoring of the Trust and schools' budgets and to ensure that variations are accounted for, advising on any necessary adjustments
- Maximise financial resources, explore opportunities for increasing levels of external funding, and secure value for money in all operations
- Seek efficiencies across all operational functions for example through effective use of benchmarking data to secure value for money
- Ensure that the management of Health & Safety at the Trust schools is given high priority to ensure a safe and secure environment for all site users

ACCOUNTING OFFICER

The CEO will be Halliard's Accounting Officer with specific duties attached to that role:

- As Accounting Officer for the Trust, the CEO must ensure that they work with fidelity to the standards set out in the Academy Trust Handbook, Halliard Trust's Finance Regulations, Scheme of Delegation and Terms of Reference
 - The accounting officer role includes specific responsibilities for financial matters. It includes a personal responsibility to Parliament, for the Trust's financial resources
 - Accounting officers must be able to assure Parliament, and the public, of high standards of probity in the management of public funds, particularly regularity, propriety, and value for money
-

The accounting officer must have oversight of financial transactions, by:

- Ensuring the academy trust's property and assets are under the trustees' control, and measures exist to prevent losses or misuse
- Ensuring bank accounts, financial systems and financial records are operated by more than one person.
- Keeping full and accurate accounting records to support their annual accounts
- The accounting officer must complete and sign a statement on regularity, propriety, and compliance each year and submit this to the DfE with the audited accounts. The accounting officer must also demonstrate how the trust has secured value for money via the governance statement in the audited accounts

The accounting officer's duty to raise concerns:

- The accounting officer must take personal responsibility (which must not be delegated) for assuring the board that there is compliance with the funding agreement and handbook
- The accounting officer must advise the board in writing if action it is considering is incompatible with the articles, funding agreement or handbook
- Similarly, the accounting officer must advise the board in writing if the board fails to act where required by the funding agreement or handbook. Where the board is minded to proceed, despite the accounting officer's advice, the accounting officer must consider the board's reasons and if the accounting officer still considers the action proposed by the board is in breach of the articles, the funding agreement or handbook, the accounting officer must notify the DfE's accounting officer immediately in writing

The current main duties and responsibilities of this post are outlined in this job description. The list is not intended to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

The job description will be reviewed annually to ensure that it relates to the role as being performed and to incorporate whatever reasonable changes that have occurred over time or are being proposed. This review will be carried out in consultation with the post-holder before any changes are implemented. The post-holder is expected to participate fully in such discussions and implementation.

PERSON SPECIFICATION

QUALIFICATIONS	ESSENTIAL	DESIRABLE
Honours Degree	✓	
Master's Degree in education, leadership and management or business-related area		✓
Teaching qualification	✓	
EXPERIENCE		
Significant experience at leadership level in an education related organisation of a comparable scale and complexity	✓	
Strong track record of improving organisational performance at a strategic level	✓	
Leading a successful multi academy trust		✓
Worked closely with key government departments and regulatory bodies such as Ofsted, DfE etc	✓	
Successful teaching experience	✓	
Clear understanding of the current educational landscape, including issues specifically relating to academies	✓	
Leading growth		✓
PERSONAL SKILLS		
Ability to balance key strategic priorities and focus on delivery at pace	✓	
Proven ability to motivate and lead high performing teams	✓	
Has presence and credibility with all pupils, parents, staff, Governors and Trustees	✓	
Deep understanding of Halliard Trust values and Nolan principles, adhering to these in all of their work	✓	
Excellent communication skills with significant partners such as OFSTED, DfE, Regional Directors and Local Authorities	✓	
Business acumen to manage the running of a large organisation in the education sector	✓	
Ability to influence, shape vision, innovate, motivate and challenge	✓	
Great communication skills and skilled at interacting with children and young people in all age groups	✓	
Strong emotional intelligence and ability to both self-manage and seek support when needed	✓	
PERSONAL QUALITIES		
Highly effective and credible leader, who inspires the respect and support of others and has an open, approachable and empowering interpersonal style	✓	
Highly effective communicator, who can use their skills to draw out the best in others, win support for change, respond appropriately to criticism or challenge and both positive and negative feedback	✓	
Resilient and positive, dealing calmly and confidently with the inevitable 'ups & downs' of a senior leadership role	✓	
Unwavering desire to ensure that all young people get the education they need regardless of their starting point	✓	
Good judgement in dealing with significant decisions and sensitive or contentious issues, and in timing actions for maximum beneficial effect	✓	
Halliard Trust is committed to safeguarding and promoting the welfare of its students and expects all employees and volunteers to share this commitment. Appointment to this post is subject to an enhanced DBS disclosure.		



HOW TO APPLY

We are pleased to be partnering with education recruitment specialists, Propelo, to support the recruitment of this key strategic vacancy.

To find out more about this pivotal role, please contact Propelo in the first instance on 01273 222 877 or email halliard@propelo.co.uk. They will guide you through the application process which will include completing an online application through the MyNewTerm platform.

Further details about the role can be found at <https://halliard.our-careers.co.uk>.

Halliard Trust uses MyNewTerm which allows us to manage the back office and safer recruitment processes efficiently and Propelo will discuss this with you.

We anticipate meeting shortlisted candidates in early July, so please start the conversation with Propelo soon as we will shortlist at the end of June.



**Halliard
Trust**

ALL TOGETHER
STRONGER SCHOOLS



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