



APPLICATION PACK

CHIEF PEOPLE OFFICER

THE BISHOP FRASER TRUST



THE BISHOP FRASER TRUST
A CHURCH OF ENGLAND MULTI-ACADEMY TRUST



WELCOME

Dear Applicant,

I'm delighted that you are thinking about joining us. The Bishop Fraser Trust is a Multi Academy Trust which was set up on the 1st of December 2017. Our family of schools are as follows:

- St James's Church of England High School (11-16)
- Canon Slade School (11-18)
- Bolton St Catherine's Academy (3-16)
- Bury Church of England High School (11-16)
- St Catherine's Church of England Primary, Horwich (3-11)
- Walmsley Church of England Primary School (3-11)
- St Margaret's Church of England Primary, Heywood (3-11)
- Turton and Edgworth Church of England Methodist Primary (3-11)



At The Bishop Fraser Trust, our vision is to ensure all our communities experience **'LIFE IN ALL ITS FULLNESS'** (JOHN, 10:10).

For our pupils, this means an unwavering commitment to ensuring our pupils attain the outcomes they need to lead a happy life, but also that they have been immersed in a wide range of experiences both within the taught curriculum and through enrichment opportunities. This is so they will leave us knowing how they might best lead a life in its fullness. This also means knowing how to navigate setbacks and harder times.

For our staff, we know they cannot achieve life in its fullness if they are not fulfilled at work. We know our staff have great moral purpose, so for our staff we need to ensure we are providing an environment where they feel great job satisfaction and know that we will invest in their own career pathways, in the same way they are doing so for our children.

For our parents and carers, we know that they cannot live life in their fullness if they feel that their own child is not able to thrive in their school community. To this end, we need to work with all our parents in a partnership to remove any barriers which are hindering their children flourishing. We know our children very well, but the real expert is the parent/carer and we recognise this.

For our communities, we want our mission to reach beyond the school gates and even beyond our family homes. At The Bishop Fraser Trust we believe that we should be adding value to our communities. All our children will engage with community social action while they are with us. This is because we want to ensure that they develop a sense of pride and agency in their community and a sense of civic duty. This will ultimately help develop, sustain and improve our communities.

What this means in practice:

If we are serious about this (and we are), this meant that when deciding on the next set of goals for our strategy, they needed to reflect that personal development of our children was as important to us as their educational outcomes. Therefore, perhaps unusually in such an

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attainment driven system, we have collectively set goals for our schools around enrichment experiences and social action, as well as the value we add to ensuring that our young people will remain in either education, employment or training, long after they leave us. This, we know, will only happen if we have taught our children successfully on how to navigate setbacks through a rich personal development and character education programme.

We are an outward facing Trust and constantly look to learn and collaborate with others. We also have an excellent provision via our Train Teach Lead Partnership (TTLP), which offers excellent CPD and school to school support. Our links with Manchester Diocese, GMLP and the Bolton Learning Partnership continues to be strong.

Our employees are very important to us as we rise or fall by the professionalism and dedication of our staff. As such, I place great importance on continuous professional development for all staff members and have always strived to create a culture where our educators know that if they go the extra mile for our children, we will do the same for them.

Educational attainment is important to me; I want to make sure we are opening all doors for our children. However, as important to me is children's personal development. I firmly believe that character education is a cornerstone in the development of well-rounded, responsible, and empathetic individuals who will go on to make meaningful contributions to our world. In this way we prepare our pupils to lead 'life in all its fullness'.

When recruiting, we always look for people who share these beliefs. If this strikes a chord with you, then we would love to hear from you.

Tuesday Humby

Chief Executive Officer



WHY WORK FOR THE BISHOP FRASER TRUST?

PERFORMANCE DEVELOPMENT – Touchbase opportunities as part of your working day.

At The Bishop Fraser Trust, we focus on **growth and supporting your professional development**. That's why we've replaced traditional appraisals with a more supportive approach:

No Formal Appraisals – Say goodbye to rigid performance reviews.

Performance Development – Ongoing support to help you succeed, not just a once-a-year check-in.

Touchbase Opportunities – Regular, informal check-ins during your workday to discuss progress, goals, and support needs.

We believe in continuous development and real-time feedback to help you thrive—without the stress of traditional appraisals!

AUTOMATIC PAY PROGRESSION FOR ALL

We believe in recognizing and rewarding your hard work. That's why we offer **automatic pay progression** for all employees, including Teachers. As you grow with us, your reward grows too—without the need for negotiations or uncertainty.

Clear and Fair Growth – Your pay increases automatically at set milestones.

No Unnecessary Hassle – No need to request raises; they're built into your journey.

Commitment to Your Success – We value long-term dedication and make sure it's reflected in your earnings.

Join us and build your future with confidence!

LEADERSHIP DEVELOPMENT OPPORTUNITIES

At The Bishop Fraser Trust, we invest in your future. Our **Leadership Professional Development Programmes** are designed to help you grow, lead, and succeed.

Tailored Leadership Training – Develop the skills to take your career to the next level, with our into SLT, Aspiring Leaders Programme, Into Deputy and Into Headship programmes.

Real Growth Opportunities – Clear pathways to leadership roles within the company.

Ongoing Support & Mentorship – Learn from experienced leaders and gain valuable insights.

Whether you're aspiring to lead or looking to enhance your leadership skills, we provide the tools and support to help you **reach your full potential!**

EQUALITY, DIVERSITY, AND INCLUSION

Our strategy underscores the importance of **weaving equality, diversity and inclusion** throughout all our work. While we acknowledge that there is more to be done in this area, we are committed to the process of inclusion, and the continuing focus on removing barriers to participation and access, alongside the focus on recruitment and support of a diverse workforce.

Become a more diverse organisation at senior levels - We welcome applications from black and ethnic minority candidates who are currently underrepresented.

We always hire on merit – We welcome discussions around flexible working. We believe in the power of our people and their potential to make a positive impact on the lives of our pupils.

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Join us in shaping a brighter future for education, where **everyone is valued and empowered** to succeed!

WELLBEING AND SUPPORT

We understand the **importance of taking care of our employees' wellbeing**. We know that the thing that has the biggest impact on people's wellbeing is their leadership, and with that in mind we are focussed on developing our leadership capability across the trust. In addition, we also offer a range of services that are designed to support your health and wellbeing:

Employee assistance programme - A counselling service and legal helplines, fitness and wellbeing support, to gym and retail discounts for you and your family. We strive to ensure your happiness and health in your role. Additionally, our academies have the freedom to offer workload support tailored to their local preferences, which may vary slightly from one location to another.

Refreshment and re-energisation – We offer generous holiday provisions, parental leave, and flexible working arrangements. Working for TBFT also includes membership of either the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS) depending on the role applied for. Our package of support continues to evolve as we refine how we recognise and reward our employees' contributions in various ways.

We recognise the importance of TBFT being a **flexible workplace** and are determined to be creative and to develop our approach further!



ABOUT OUR TRUST

The Bishop Fraser Trust was established in December 2017. We came together to support one another and enhance our schools' communities to enable all of our young people to experience **'LIFE IN ALL ITS FULLNESS'** through an excellent education based on our Christian values.

We proudly serve communities across South Lancashire and Greater Manchester. All our schools can be reached within 20 mins from our Central Office, which is based at Bolton St Catherine's Academy.

Our strategic growth plan aims to expand our primary sector as we anticipate adding a further three schools over the course of our next strategic cycle. We would also consider further growth in our secondary sector.

Our vision is: allow all young people to experience **'LIFE IN ALL ITS FULLNESS'** (John 10:10), no matter what their starting point. Our Trustees' work focuses on how we operate as a Christian Trust through our four values of:

WISDOM

COMMUNITY

HOPE

DIGNITY

These values are the basis of all decision making and are woven through each of the schools' personal core values. We work collaboratively at all levels; Executive Team, Strategic Leadership Group, Senior Leader Teams, Departmental Hubs and with our large body of associate support staff. What is clear is that together we are stronger. Our teams now share best practice at all levels, benefitting our young people's education, both academically, spiritually and culturally and their own professional development.

Developing our workforce is so important to us. We have a legacy teaching school which we have retained, the Train Teach Lead Partnership (TTLP), a standalone centre based at St James's CE High School with a Director and Manager to oversee all aspects. The Director of Teaching and Learning works closely with TTLP. Through TTLP, we support the Trust with:

- Support the training and development of new teachers through our Initial Teacher Training Programme and will continue in partnership with local universities. The Trust successfully appoints ITT candidates, who have completed their training through the TTLP.
- NPQs & Apprenticeships.
- SLT, Trustee, Governor, Middle Leader & Support Staff Training.
- School to school support, both in the Trust and the local area, where we have 50+ SLEs registered.

We are approved by the Department of Education as an academy sponsor and are seeking to continue to grow our Trust further.

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LIVING AND WORKING IN GREATER MANCHESTER/ SOUTH LANCASHIRE

Affordable cost of living: Compared to some of the larger cities, such as London, Greater Manchester offers a relatively affordable cost of living, with a wide range of housing options across its diverse towns and communities, supporting a strong quality of life.

Convenient transportation: Greater Manchester benefits from extensive transport links, including access to the M60, M61 and M62 motorway network, as well as regular rail services into Manchester city centre and across the wider UK. The region is also served by the Metrolink, one of the UK's largest tram networks, providing frequent and reliable connections across the city region.



Beautiful green spaces: Greater Manchester offers a wealth of high-quality parks, countryside and green spaces, including Heaton Park, Jumbles County Park, Rivington and Moses Gate County Park.

These areas provide opportunities to step away from urban life and enjoy walking, cycling, picnics and a range of outdoor activities. The surrounding moorland and nearby countryside are particularly notable, offering striking landscapes and easy access to nature across the region.

Cultural attractions: Greater Manchester has been a proud historical, reflected in its many museums, galleries, and heritage attractions. Highlights include Bolton Steam Museum, Bury Transport Museum, and the East Lancashire Railway, a well-known visitor attraction. The region offers a thriving cultural scene, from local venues such as Octagon Theatre to the extensive arts, music and performance programmes across Manchester, one of the UK's Leading cultural centres. Greater Manchester boasts a diverse range of restaurants, cafes, traditional pubs and leisure activities. The area hosts a dynamic calendar of events such as the Ironman UK and the popular Bolton Food and Drink Festival, alongside numerous cultural community events across the region for a diverse community.



Academic institutions: Greater Manchester is home to a wide range of universities, colleges and further education institutions, supporting a strong pipeline of talent and skills development. The region includes institutions such as University of Bolton and Bury College. Alongside major universities including University of Manchester, Manchester Metropolitan University and University of Salford. These strong academic connections provide opportunities for collaboration, research, workforce development and access to emerging talent across a wide range of discipline.

Job Description

Job Title:	Chief People Officer	Department/Group:	Trust Executive Team
Level/Salary Range:	Soulbury 19-32	Reporting to:	Chief Operating Officer
Contract term:	Permanent	Hours per week:	37
Safer Recruitment Statement:			
The Bishop Fraser Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.			
Vision Statement:			
<i>“To allow all children to experience ‘life in all its fullness’ no matter what their starting point” by:</i>			
<ul style="list-style-type: none"> • Offering a high quality, inclusive and distinctive education • A caring and nurturing environment based on our Christian values • Recognising the unique nature of each child. 			
All staff employed by the Bishop Fraser Trust are required to:			
<ul style="list-style-type: none"> • Uphold and promote the Trust’s vision. • Uphold and promote the Christian ethos of all schools within the Trust. • Support and contribute to the achievement of all students academically and pastorally. • Support and contribute to the Trust’s responsibility for safeguarding all students. • Undertake professional training to enhance personal development and job performance. • Comply with all Trust and individual school policies and procedures, including safeguarding, child protection, health, safety and security, confidentiality and data protection. • Maintain high professional standards of attendance, punctuality, appearance, conduct and positive relationships with all pupils, parents/carers, colleagues, governors, trustees and members, treating everyone with dignity and respect. • Share best practice, expertise and skills with others. 			
Main Objectives of Role:			
<ul style="list-style-type: none"> • Work as part of the Executive Team of the Trust, operating collaboratively to provide strategic leadership to the to the Trust and its communities • Have overall responsibility for all aspects of strategic people leadership within the Trust, including HR, Governance, Training and Development and communications, leading additional staff responsibilities for the delivery of these areas • To oversee the relationship between Trust and its legal advisors, ensuring the Trust has access to advice its needs as matters arise • Strategic leadership of the development, implementation and delivery of the Trusts People Strategy in order to support the broader strategic aims of the Trust and to support the establishment of the Trust as an employer of choice 			
Job Description:			
Responsibilities of Senior Leadership Postholders			
<ul style="list-style-type: none"> • Posts at Senior Leadership Level are expected to be flexible and committed to the development of others and themselves. Over time, responsibilities are likely to change to develop our leaders’ experience. This job description is generic to reflect the fact that a range of responsibilities can be accommodated within the leadership team. • Ensure that all members of the People team (incorporating HR, Training and Development, Communications and Governance) are supported and developed to provide the best possible service to the Trust. 			

- Strategic leadership and oversight of the Trust's HR service, providing high-quality, strategic and pragmatic advice to support the Trust and our academies in achieving their objectives, including the management of employee relations issues that arise relating to, for example, disciplinary, grievance, capability and absence management, acting as investigating or presenting officer as required.
- Work collaboratively with the recognised trade unions, including supporting the Chief Executive through attendance at JCNC meetings and negotiation in relation to policy and union recognition agreements where necessary.
- Lead on the development of policies related to all aspects of the People function, consulting with relevant stakeholders as necessary.
- Lead on the development of the Trust's staffing and salary structures, including any change management matters that may arise within the Trust, for example restructuring and TUPE transfers. Develop the Trust's wider employment offer, identifying opportunities to implement additional employee benefits to support with recruitment and retention of staff.
- Manage relationships with third-party service providers, for example occupational health.
- Oversee the Trust's HR management system to ensure that processes and workflows are set up to support the delivery of an efficient service.
- Analyse relevant information including staff absence, turnover, engagement, CPD records etc. and develop strategies for improvement where appropriate. Develop a range of management reports to ensure the wider Executive Team and Trustees are kept up to date.
- Oversight of recruitment, ensuring that the Trust's approach offers value for money, secures the best candidates and remains compliant with relevant regulations, including through the oversight of the Trust's Single Central Record and ensuring all staff have an up-to-date contract of employment.
- Lead the Trust's approach to addressing issues regarding wellbeing and workload, working collaboratively with relevant colleagues to implement practical solutions to address challenges faced by colleagues.
- Lead the Trust's approach to developing equality, diversity and inclusion across the Trust, ensuring this is central to our approach to supporting and developing our colleagues.
- Working with relevant colleagues, ensure the Trust has a clear talent management strategy in place which ensures that all colleagues have access to the professional development they need to be successful.
- Lead the Trust's approach to workforce and succession planning, ensuring the development of a high-quality pipeline of leadership through development of our Training arm, TTLP.
- Ensure that all colleagues have access to meaningful and high-quality career development conversations, and that all new recruits' benefit from a high-quality induction process.
- Be responsible for ensuring that staff records are established and maintained for management and statutory purposes in accordance with GDPR and other confidentiality requirements.
- Lead on the Trust's response to legal matters as they arise, in collaboration with the Trust's legal advisers.
- Support the growth of the Trust through active promotion of the Trust's values and the benefits to schools of working within the Trust, as well as supporting the on-boarding process of any new schools joining the Trust.
- Oversee the schools' workforce census and other people related returns as required.
- Liaise with stakeholders to review the performance of each area of responsibility to identify opportunities for improvement.
- Ensure governance workplans are clearly structured and aligned with the Scheme of Delegation, so that statutory responsibilities and strategic priorities are met effectively.
- Ensure the coordination of governance calendars across committees and boards to enable timely, accurate upward reporting and clear lines of accountability.
- Oversee the production of high-quality minutes and documentation, ensuring clarity, compliance, and appropriate record-keeping.

- Foster a positive and inclusive governance culture, ensuring governors feel informed, valued, and supported in their roles.
- Oversee the effective management of complaints, ensuring they are handled promptly, fairly, and in line with policy, with appropriate escalation and resolution.
- Ensure that key decisions, priorities, and changes are communicated clearly, consistently, and in a timely manner across all levels of the Trust.

Other duties

- Attending Executive Team and Board Meetings as required to support the broader strategic development of the Trust.
- Contribute to the Trust's strategic planning and risk management processes.
- Reporting to the CEO and the Board as required on performance across areas of responsibility including analysis and commentary of KPIs and reporting against strategic plan targets.
- Liaise with Ofsted, DfE, and other agencies as required.
- Work collaboratively with all other service areas, as appropriate.
- To attend local, regional and national events as required
- Be responsive to the needs of each school and undertake specific tasks at the direction of the CEO.

Safeguarding of children and young people

- The post holder is responsible for promoting and safeguarding the welfare of all children

All staff at the Bishop Fraser Trust will:

- Seek to be positive and build up the common good through their own individual contribution to the life of their school.
- Offer ideas and suggestions for making things better.
- Engage actively in the appraisal and performance review process.
- Seek to develop a better work/life balance.
- Appreciate that whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified in this job description.
- Work within the Trust and individual school's Health & Safety Policies to ensure a safe working environment for all staff and pupils.
- Follow any reasonable request to undertake work of a similar level that is not specified in this job description.
- Be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- Promote equality and celebrate diversity, seeking to reduce disadvantage, and to encourage aspirations and participation from people who might not otherwise join in.

If appointed, the successful applicant must be aware that the principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required.

This job description is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job which are commensurate with the salary and job title. It allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out. The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions of employment.

Last Updated:

May 2026

Person Specification – Chief People Officer

Categories	Essential / Desirable
Professional values and practices of The Bishop Fraser Trust	
Ability to build and maintain successful relationships with students, treat them consistently with respect and consideration and demonstrate concern for their development as learners.	E
Commitment to the Trust's Christian ethos and educational purpose, demonstrating and promoting the positive values, attitudes and behaviour they expect from the students with whom they work.	E
Ability to work collaboratively with colleagues and carry out the role effectively, knowing when to seek help and advice.	E
Able to liaise sensitively and effectively with parents and carers, recognising their role in student learning.	E
Able to improve their own practice through evaluations and discussions with colleagues.	E
Flexible, with an ability to be able to embrace and generate change.	E
Able to work early mornings and late evenings	E
Personal Qualities	
Self-motivated and personally resilient.	E
High levels of personal integrity, discretion, honesty, reliability and self-awareness.	E
Conscientious and diligent work ethic.	E
High standard of personal presentation with an excellent attendance and time-keeping record.	E
Exacting standards, with high levels of attention to detail and accuracy.	E
Patience, kindness and understanding.	E
Visionary and strategic thinker, able to balance operational detail with long-term planning.	E
Strong communicator and collaborator with a coaching leadership style.	E
Highly organised, resilient, and focused on delivering high standards.	E
Committed to safeguarding, inclusivity, and the Trust's educational mission.	E
Professional Dispositions	
Pro-active in using initiative.	E
The ability to meet and greet visitors, staff and students warmly, confidently and professionally, focusing on meeting customer needs and satisfaction.	E
Maintains a positive outlook at work.	E
Willingness to take a hands-on approach as necessary.	E
Flexibility, on occasions and within reason, in approach to working hours.	E
Qualifications	
Educated to degree level or higher	E

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Categories	Essential / Desirable
Business and HR credentials such as FCIPD, MCIPD or equivalent	E
Evidence of ongoing professional development.	E
Willingness to participate in relevant training and development opportunities	E
An awareness and ability to work within the rules of relevant policies, legislation and good practice relating to schools, particularly Data Protection, Child Protection and Safeguarding.	E
Leadership and Management	
Able to command trust and respect of fellow Executive, Trustees and wider leadership	E
Strive to continually improve the quality of services provided	E
Define and monitor performance against targets and takes remedial action where required	E
Able to challenge performance constructively	E
Experience	
Experience of senior level leadership and engagement across a multi-site organisation, shaping and delivering complex change and growth programmes, leading organisational culture, engaging with a motivating diverse staff team	E
Experience with organisational design and development, managing change and delivering successful transformation	E
Experience of managing relationships with trade unions and fostering positive employee relations	E
Delivery of HR good practise and multisector insight to shape and deliver compelling employee experience	E
Provent track record of good HR practise in corporate and/or public sector including contributions to shape and deliver corporate objectives, policies, strategies and business plans	E
Workforce demographics and embedding employee value propositions to engage and retain a diverse workforce	E
Understanding of health, safety, environmental, employee safeguarding, mental health and wellbeing matters together with relevant implementation and management experience	E
Appreciation and understanding of the regulatory, social and economic environment and its impact on education sector	D
Skills and Knowledge	
The ability to develop and deliver solutions across a full range of disciplines including total rewards, talent development and retention, resourcing and recruitment, stakeholder engagement and relations	E
A proven track record of results in supporting and empowering line management to deliver great people management	E
The ability to shape and influence organisational structures, processes and culture that promote and sustain agility, high performance and our values	E

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Categories	Essential / Desirable
The ability to productively seek out partners and collaborate across the organisation to build unity and achieve greater impact	E
Lead in a way that inspires and brings colleagues with you, harnessing their energy and expertise to achieve success	E
Be a strong team player, leading and influencing effectively in an outcomes-led, matrix environment to achieve change collaboratively	E
Deep understanding of employment law and regulatory frameworks	E
Strong commercial awareness and understanding of business operations	E
Good interpersonal and communication skills.	E
Strategic thinking with the ability to translate vision into actionable plans	E
Exceptional leadership and influencing skills at executive and board level	E
Ability to build high-performing teams and foster a positive organisational culture	E
Safeguarding of Children and Young People	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	E