

Schools, academy trusts and education charity recruitment

Values-led board and executive search.



Committed to transforming leadership and inspiring change for an inclusive and diverse education sector.

Peridot



Why do we choose to work in the schools, academy and education charity sector?

We passionately believe in the work that schools, academy trusts and education charities deliver and the tangible difference that they make to each and every child in their lives — the education that our partners provide inspires children and young people to help change the world around them, regardless of their starting point. Getting schools, academy trusts and education charity recruitment strategies right is the first step.

Education enhances, inspires and adds value to the lives of thousands of children each year and sets them on the right path in life. It is our firm belief that getting the right leader in place is vital for schools, academy trusts and education charities to be able to add that value.

In the post-pandemic world, schools, academy trusts and education charities need to be agile and responsive. Your leadership, including that provided by governing bodies, needs to match both the challenges and ambitions facing your organisation and the sector.



Peridot Partners have delivered more successful board appointments in schools than any other recruitment company.

The Peridot ethos.

Placing purpose and quality before profit, Peridot Partners is an executive recruitment partner transforming school leadership and inspiring change with organisations that have a social purpose. We do this by challenging the status quo about what makes good leadership, and this is reflected in our exceptional clients, candidates, and close community of change-makers.

Our intentions are clear: to achieve the best outcomes for our schools, our candidates, our people, and our business. We are known for our high standards, delivering quality service, and creating social impact through placing school leaders and non-executive directors who make a difference. We focus on developing long-term, deep-rooted relationships that bring real value to you.

We've always been driven to do the right thing and that includes an explicit focus on diversity, equity, and inclusion. We challenge our clients in a supportive way. We're considerate of your needs, actively listen, show up without an agenda, and give and receive thoughtful feedback to support growth. Our values are key to how we work and what it feels like to work with us:

Bring rigour

Be brave

See the bigger picture

Sense and respond

We can support you with the appointment of:

- Chief Executive Officers
- Chief Financial Officers
- Chief Operating Officers
- Executive Leadership Appointments /Executive Directors
- Corporate/Central Services Directors & Heads of Departments
- School/Academy Leadership Appointments
- Chair of Board & Committee Chairs
- Trustees /Non-Executive Directors



The types of organisations that work with us are looking for strategic and transformative people with conviction, who will drive sustainability, financial stability and educational attainment.

Issues we have experience recruiting against include:

- Refreshing the governing body
- Recruiting a new Chair
- Delivering successful mergers
- Turning around organisations or schools which are not performing

We support schools in recruiting more specialist, and traditionally more difficult, mid-to-senior permanent leadership roles.

These include but are not limited to, Directors and Head of:

- Curriculum and Quality
- Teaching and Learning
- Human Resources and People
- Operations Directors
- SEND
- Marketing
- Student Support

We understand your challenges and know how important it is to recruit experienced and skilled people to deliver complex change management.

We're plain-talking and transparent, and the organisations that we work with are too. They understand the value of having an open and trusted relationship.

“ The process from start to finish was exceptional. The professionalism and effectiveness of the whole team was faultless. The strength and quality of the field showed a depth of understanding of the brief and an extensive network of potential candidates. Eddie was timely and reliable in his communication and Drew gave a strong lead to the process on the day of the interviews. He was wise in his guidance and calm throughout. I would definitely use and recommend Peridot in the future. ”

CEO of a well known Education Partnership on the appointment of a new CEO



Investing in leadership.

Attracting the right talent to any leadership team or board is paramount for any organisation to succeed.

In the education sector, this is even more important. As educational organisations, schools motivate and inspire the next generation, whilst providing vital opportunities for our current and future workforce. They are the platform for children to go forth in the world and make the best of themselves, which in turn, benefits the wider society.

The right team and/or board needs to recognise the importance of education and the difference they make in the lives of children and students each year. It needs to be more than a job; it must be a passion.

1. Our proposal

We will work with you to understand your challenges, establishing the experience and skill set required to support and enable the success and sustainability of the organisation, now and in the future. We advise on the reality of the proposed engagement and ask; “does this candidate really exist?”, “how will we attract them?”, “where will we find them?”, “are our expectations too high/low?”; answers to which will always be agreed in an open, honest and consultative manner in the spirit of partnership.

2. Building the relationship

Through our comprehensive briefing process, we will get to know your organisation to enable us to build a relationship with you. We strive to ensure that our relationships are long-term, not just a quick fix and certainly never transactional. Our values uphold our ambition to maintain relationships with our clients and work together for the future success of the organisation. By building a true relationship, we gain trust and are able to discuss opportunities with prospective candidates with both insight and integrity, ensuring that they are aligning their values with yours and have a comprehensive overview of the organisation they are applying to join.

3. The search

We manage our search over an agreed time period, ordinarily four to six weeks. We work with you to build a comprehensive digital candidate pack to include all information that a potential candidate needs. We provide weekly progress reports, detailing market feedback, candidate interest and any challenges our team faces – along with ideas as to how to overcome these, together.

We don't just use a database or target the same candidates each time. We do our research, dig deeper and identify candidates that meet your bespoke needs. Every search we do is fresh.

At the end of the search period, we will provide a detailed report and assessment of all applications received. We assess skills, knowledge, and experience against the Person Specification, along with additional insights consultants have picked up during discussions with candidates. We work with you to agree to the list of candidates to be invited to interview.

4. Selection and assessment

We work with you to structure the next steps of the assessment and selection days, along with recommending questions and additional activities to gain assurance about candidates' suitability. This can be achieved through either a one or two-stage process, depending on the level or technical ability required. Our team manages interview scheduling and provides candidate support.

Your consultant will attend the interviews, and act as an advisor to the panel so that a full offer can be made to the selected candidate(s). Constructive feedback is provided to those who are not successful.

Our processes can be bespoke to align with the organisation's recruitment and governance procedures and we ensure that all appointments are accessible and inclusive to meet diversity and inclusion objectives.



We share a duty to protect children and young people from harm and therefore our recruitment team has undertaken safer recruitment training.

We will ensure safer recruitment practices in every stage of the recruitment process, in line with the latest KCSIE guidance, and maintain open and transparent communication that will enable us to help our clients find the most valuable people for their schools, colleges, and charities.

Our selected track record.

We are extremely proud of the organisations we work with and the changes they are able to make for the wider community. Here is a selected track record of some of our clients and the types of roles we have placed:

Group Leadership Roles

Autism Unlimited	Director of Education
Bradford Academy	Executive Principal
Federation of Awarding Bodies	Chief Executive Officer
Inspire Education Group	Chief Executive Officer
Mathematics Education in Industry	Chief Operating Officer
Middlesex Learning Partnership	Chief Executive Officer
National Institute of Teaching	Chief Executive Officer Chief Operating Officer
Open Schools Trust	Chief Executive Officer
Star Multi Academy Trust	Head of People and Wellbeing
Whitefield Academy Trust	Chief Executive Officer Chief Operating Officer

Non-executive Roles

Abbey MAT	Trustees x3
Alpha Academies	Trustees x3
Bradford Academy	Trustees x3
Gad's Hill School	Governors x 3 Chair of the Board
Nova Education Trust	Trustees x2 Members x2
Oasis Community Learning	Trustees x4
Orchard Hill College and Multi Academy Trust	Trustees x8
Royal Hospital School	Governor x1
Stratford School Academy	Trustees x 2 Chair of the Board
Woodside Primary Academy	Trustees x 3 Member x 1

School Leadership Roles

Birklands Primary School	Headteacher
Edgar Wood Academy	Assistant Headteacher (Raising Aspirations) Assistant Headteacher (Pastoral/SEND)
Kirk Hallam Community School	Head of School
Nottingham University Academy of Science and Technology	Vice Principal
Victoria Primary School	Headteacher

Our schools and MAT practice.

Professional, expert and empathetic, our carefully sourced team really love what they do. They know the FE sector, they have worked in it and they continue to support it through voluntary governance roles.



Drew Richardson-Walsh

Director of Education
07739 364033 | Drew@peridotpartners.co.uk

With over 10 years in the education sector, Director of our Education Practice, Drew, is a former Assistant Principal at a Midlands college and Deputy Chair of a multi-academy trust in Leicestershire.



Eddie Caviezel Cox

Principal Consultant, Schools & Education Charities
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Having worked in education recruitment for his entire career, Eddie brings a person-centred, values-led approach, ensuring we are recruiting the right leaders to move organisations of great social importance forwards.



Chloe Cox

Consultant, Education Practice
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With a degree in Applied Psychology, passion for the education sector and a desire to help find incredible people who can make a difference in the world, Chloe is perfectly placed to support our clients and candidates.



Star



Whitefield
Academy Trust

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