

Recruitment Pack

Director of Education and Inclusion



A message from the CEO

Dear Applicant,

Thank you for your interest in joining Exceed Learning Partnership as our Director of Education and Inclusion.

As a Trust, we are passionate about improving the life chances of the children, young people and families we serve.

When any of us choose to work in education, I believe we do so for three major reasons; we want to make a difference and inspire others; we want to pass on our enthusiasm for learning to the next generation; and we believe that a good education is the greatest means of helping establish a fairer society where everyone has the opportunity to make the most of their lives.

When we created the Exceed Learning Partnership Trust in April 2017, we did so in order to improve the life chances of pupils in and around Doncaster - particularly the most disadvantaged pupils. Having grown out of Edlington, the academies within the Trust have demonstrated that with the right provision, support and highest aspirations - all pupils can and will succeed. This is the ultimate goal within our Trust - making sure all our academies are exceptional places of learning where everyone is able to thrive.

In our Trust, we believe that colleagues need the freedom to develop and perform to the highest standards - dovetailed with leadership and support that comes from an organisation that is passionate about removing any barriers to outstanding teaching and learning.

We are delighted to welcome colleagues who share in our vision to help our academies to thrive. The new Director of Education will be instrumental in driving the strategic vision and educational standards across all schools within the Trust. Their primary role will be to ensure consistent, high-quality teaching and learning by developing and implementing a unified educational strategy, curriculum framework, and assessment approach that aligns with the Trust's core values through executive challenge and support to Academy Leaders. Crucially, the Director of Education will foster a culture of collaboration and continuous professional development among school leaders and staff, leveraging collective expertise across the Trust to share best practice and ensure all pupils and students, regardless of their school, have access to an excellent and equitable education.

We look forward to meeting with you and warmly welcome you to visit our Trust and all our academies to find out more about the role and the difference you can make.



Beryce Nixon OBE

CEO and National
Leader of Education

Our Vision

At Exceed Learning Partnership, our vision is the compass that guides every decision and inspires every action:

"To equip young people with the knowledge, skills and mindset to thrive and then take on the world!"

This powerful statement encapsulates our highest aspiration for every child within our Trust. It speaks to a comprehensive education that extends far beyond academic achievement.

Knowledge means fostering a deep understanding of the world, nurturing intellectual curiosity, and building a robust foundation of learning that empowers our pupils to engage with complex ideas.

Skills are about developing the essential capabilities they will need for life: critical thinking, creativity, collaboration, effective communication, and problem-solving, enabling them to navigate challenges and innovate solutions.

Mindset is perhaps the most transformative. It's about cultivating resilience, adaptability, integrity, and a belief in their own potential. It's about inspiring them to be lifelong learners who approach the future with confidence and a sense of purpose.

When we say *"to thrive,"* we envision children who are happy, healthy, and emotionally intelligent, flourishing in all aspects of their lives. And when we say *"to take on the world,"* we mean empowering them to become active, responsible, and impactful global citizens, ready to shape a better future, lead with compassion, and make a meaningful difference, wherever their journeys may take them.

This is our promise, rooted in our values, and it is the heart of everything we do.



Our Core Values

Our vision is brought to life through our deeply held core values. These aren't just words; they are the principles that underpin every decision we make, every interaction we have, and every aspiration we pursue. They are the heart of the Exceed Learning Partnership, guiding us to create environments where everyone can flourish.

Inspire

We lead with passion, curiosity, and belief in every learner. Each day, we bring creativity and ambition to our roles, igniting a love of learning and modelling the high standards we want to see in others. Through innovative, evidence-informed practice, we spark confidence, raise aspirations, and unlock potential. Inspiration is the spark that transforms futures.

Include

We build communities where everyone belongs. Inclusion at Exceed means more than access; it means feeling valued, safe, and seen. We celebrate diversity and commit to equity, removing barriers and closing gaps so every pupil and colleague can thrive. Because inclusion isn't a principle, it's a daily practice that ensures no one is left behind.

Integrity

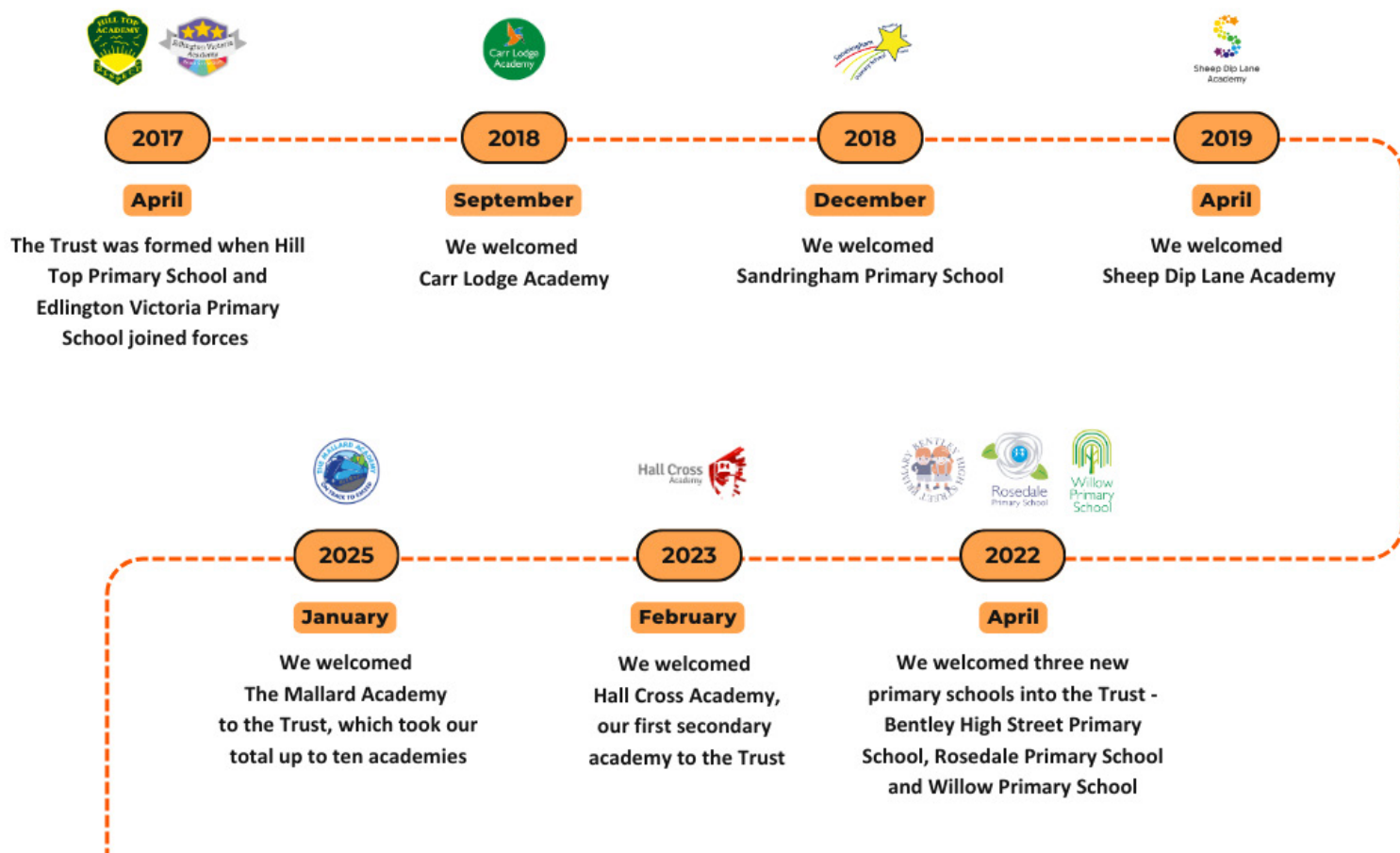
We do what's right, even when it's hard. At Exceed, integrity means living our values with honesty, humility, and respect. We honour the identity of each academy while working together in trust and shared accountability. Our decisions are evidence-informed and always grounded in what's best for our pupils. We act with integrity because every child deserves more than promises; they deserve action.

Exceed

We aim higher every day. Excellence is not just what we do; it's who we are. Through ambition, innovation, and collaborative practice, we help every learner and professional go further than they imagined. We never settle for what's expected, we go beyond.



Our Journey



The Exceed Learning Partnership has grown steadily, rooted in a shared commitment to educational excellence and community impact. Our journey began in **April 2017**, when Hill Top Primary School and Edlington Victoria Primary School joined forces, laying the foundation for what would become our thriving Trust.

Our family quickly began to expand. In **September 2018**, we welcomed Carr Lodge Academy, followed swiftly by Sandringham Primary School in **December 2018**. The growth continued into **April 2019** with the addition of Sheep Dip Lane Academy, further strengthening our collective reach and expertise.

April 2022 marked another significant milestone as three new primary schools joined our Trust: Bentley High Street Primary School, Rosedale Primary School, and Willow Primary School. Each brought their unique strengths, enriching our collaborative network.

A truly transformative moment arrived in **February 2023** when we welcomed Hall Cross Academy, our very first secondary academy. This marked a pivotal step, extending our ability to support young people through their entire educational journey and into post-16 pathways.

Most recently, in **January 2025**, The Mallard Academy joined us, bringing our total number of academies up to ten. This expansion reflects our strategic vision and our ongoing dedication to reaching more children and communities, empowering them to thrive and take on the world.

Each school that has joined us has become an integral part of the Exceed Learning Partnership family, contributing to our shared success and reinforcing our commitment to every child, every chance, every day.

Our Strategic Aims

Deliver Professional Excellence

Every pupil achieves excellent outcomes in safe, inclusive and inspiring schools led by empowered ethical professionals.

Outcomes for all pupils are consistently above national averages across all phases.

All academies are judged Good or Outstanding by Ofsted.

Attainment gaps for disadvantaged and SEND pupils are closed.

Digital fluency embedded for pupils and staff.

Staff retention >90% with strong wellbeing and engagement culture.

Robust governance, finance, and assurance processes secure sustainability.

A Trust-wide curriculum and assessment framework is embedded across all phases.

High-quality teaching and leadership development is sustained at all levels.

Innovate and Inspire

ELP leads innovation in education, creating transformative experiences that equip young people with future-ready skills, creativity, and aspiration.

A curriculum that reflects local context, global citizenship, and future skills is embedded.

Research-informed teaching practices adopted across the Trust.

Sustainability integrated into curriculum, operations and leadership.

Digital innovation (e.g., adaptive technologies, immersive tools) embedded in learning.

Pupils empowered as leaders, influencers and change makers across the Trust.

Service diversification generates sustainable income to reinvest in education.

Strengthen Community, Place & Prosperity

Our academies are anchor institutions, strengthening communities, fostering cohesion & driving long-term prosperity and opportunity.

Attendance across all academies above national; persistent absence below national.

Safeguarding practice judged exemplary in all settings.

A Trust-wide SEND, Equity and Belonging Strategy in place and impactful.

Deep partnerships with local authorities, employers, and health services.

Parents engaged as genuine partners in learning across all academies.

Academies positioned as hubs for local regeneration, civic participation, and opportunity.

Resources used responsibly, transparently, and equitably to maximise community impact.

Our People Strategy

Creating a sense of community, building a culture of inclusivity...

Our People Strategy sets the foundation for achieving our Trust's ambitious vision. By attracting, welcoming, engaging, developing, and retaining exceptional people, we will create outstanding learning environments where every pupil thrives. This strategy outlines our commitment to building a workforce that is highly skilled, motivated, and dedicated to the success of our pupils and our communities.

We create exceptional, inclusive and enjoyable places to work.

We are passionate about our purpose and inspire each other to deliver high performance.

We act with integrity and our values drive our behaviours and decision-making.

We strive to exceed in all we do, and learn from every opportunity.



Why Choose Us?

- **Make a real difference:** Contribute to a dynamic and ambitious Trust that's truly making a difference in the lives of young people.
- Work with wonderful pupils, colleagues and communities who support the academy in all its aspirations.
- **Professional Development:** Grow, develop and benefit from a comprehensive professional learning offer with many opportunities, including leadership training, coaching and access to the latest pedagogical approaches.
- **Collaborate and innovate:** Work alongside talented and dedicated colleagues in a culture that values teamwork, creativity and promotes innovation.
- **Feel valued and supported:** Enjoy a welcoming and inclusive environment where your wellbeing and contributions are recognised.
- **Shared Vision:** Be part of a Trust united by a common commitment to excellence, where each academy maintains its own unique identity to deliver and serve its community.
- **Supportive Leave Policies:** We offer a range of enhanced leave entitlements, including maternity, paternity, adoption and other paid time off options under our comprehensive leave of absence policy.
- **Competitive Salaries:** All our salaries are aligned with national pay scales.
- **Local Government or Teachers Pension Scheme:** We offer a valuable public sector pension scheme following local government and teacher pay and conditions to help colleagues plan for their retirement.
- **Opportunities for Innovation:** Be part of a Trust that embraces new ideas and research-led teaching.
- **Discount Schemes:** Access to national and local discounts on shopping, travel and leisure through the Blue Light Card.
- **Professional Development Networks:** Our extensive networks are a cornerstone of our commitment to colleague development. These vibrant communities bring together colleagues with shared passions and professional interests to inform, consult, and learn from one another. From curriculum leadership (primary and secondary) and attendance to data, business operations, safeguarding (DSL/DDSL), ECT support, literacy, raising standards, community engagement, and health and wellbeing, our networks empower our people to thrive.
- **Training & Development Opportunities:** As a Trust we offer a wide range of high-quality training, CPD opportunities, including workshops, conferences, online courses, and mentoring programs.
- **Mentoring and Coaching:** Receive support from experienced educators to help develop skills and confidence.
- **Annual Flu Vaccination:** All employees have the opportunity to receive a free annual flu vaccination.
- **Employee Workload and Wellbeing:** The Trust is committed to the health and wellbeing of all employees. Every colleague is critical to the education of our young people. We know that to make the biggest impact on employee wellbeing we need to constantly consider how we reduce workload across all our academies.
- **Great Benefits:** From health and wellness to professional development, Exceed Learning Partnership offers a diverse range of benefits to meet your needs including our Employee Assistance Programme (EAP).
- **Celebrate achievements:** As a Trust, we recognise and celebrate the accomplishments of all our colleagues.
- **Diverse & Inclusive Workplace:** An environment that values equity and belonging for all employees.
- **Be part of a community:** Join a network of academies with a shared vision and a strong sense of community, offering opportunities for collaboration and mutual support.
- Work with a highly committed and supportive Board of Trustees and Governing Board.
- Work alongside an innovative and knowledgeable Trust Executive team to support you in your journey of academy improvement.
- Be part of a successful Multi Academy Trust that supports and nurtures talent, placing pupils at the heart of everything we do.
- At Exceed Learning Partnership, we have a strong culture of academy improvement, and professional development is at the heart of the Trust and all its academies. We offer the opportunity for you to gain additional qualifications and a range of professional development and learning opportunities. Our leaders have a wealth of knowledge and are highly experienced in improving outcomes for pupils.

Job Description

Job Title:	Director of Education and Inclusion (With complimentary portfolio for Learning and Leadership or Equity and Inclusion)
Grade/Salary:	Leadership Pay L35 to L40 £119350 to £134860
Reporting to:	Chief Executive Officer
Responsible for:	Academy Principals/Heads of School and Central Education and Inclusion Teams
Location:	Exceed Learning Partnership Trust Office with travel across all academies and external partners

Job Purpose

The Director of Education and Inclusion provides strategic leadership to ensure that every pupil in Exceed Learning Partnership receives an ambitious, inclusive and life-changing education.

As a member of the Executive Leadership Team, the postholder will lead Trust-wide improvement across curriculum, teaching, leadership, inclusion and SEND, ensuring that excellence and equity go hand in hand.

Guided by the Trust's values to **Inspire**, **Include**, act with **Integrity** and continually **Exceed**, the role is pivotal in realising the vision to equip young people with the knowledge, skills and mindset to thrive and take on the world.



Key Duties and Responsibilities

Strategic Leadership

- Contribute to the Trust's five-year strategic plan, ensuring alignment with its three objectives: Professional Excellence, Innovation and Inspiration, and Community and Prosperity
- Work as a key member of the Executive Leadership Team to deliver the Trust's strategic vision and priorities
- Lead the design, implementation, and evaluation of the Trust's **Education and Inclusion Strategy**, ensuring it reflects the Trust's guiding principles and commitment to equity
- Champion high-quality, inclusive education through strategic leadership of curriculum, pedagogy, and pupil outcomes across all phases
- Provide professional advice to the CEO and Trust Board on educational quality, inclusion, and academy performance
- Contribute to the strategic growth and due diligence processes for new schools joining the Trust.

Education and School Improvement

- Lead and coordinate school improvement activity across the Trust, ensuring effective support, challenge, and intervention for all academies
- Lead the development of the Trust's School Improvement Framework and Curriculum Design Principles
- Oversee curriculum design, teaching quality, and assessment to secure excellent outcomes and a broad, rich educational experience for every pupil
- Embed research-informed practice, innovation, and professional learning across all academies
- Lead preparations for Ofsted inspections and sustain high outcomes against the new report card framework
- Support leaders to implement curriculum-led financial planning that aligns resources to educational priorities

Innovation, Evidence and Research

- Embed a culture of creativity and research-led improvement across all academies
- Encourage innovation in digital learning, sustainability, and future skills
- Translate national and international best practice into Trust-wide initiatives
- Evaluate and report on the impact of innovation on pupil outcomes, inclusion, and professional learning

Inclusion and Equity Leadership (Equity and Inclusion focus)

- Provide strategic leadership for inclusion, SEND, safeguarding, and equity across the Trust, ensuring that these are integral to every aspect of school improvement
- Line-manage the Trust's Strategic Safeguarding and Inclusion Lead and oversee the Inclusion and SEND networks across the academies
- Ensure that all academies meet statutory and regulatory requirements for SEND and inclusion



- Champion inclusive curriculum design and adaptive teaching that reflect the Trust's ethos of Include and Integrity
- Lead strategies to reduce attainment gaps, improve attendance, and strengthen pastoral and family engagement
- Monitor, evaluate, and report on the impact of inclusion strategies, using data and evidence to drive improvement.

Leadership Development and Collaboration

- Build leadership capacity across the Trust by mentoring Principals, senior leaders, and central staff to deliver excellence in education and inclusion
- Promote a culture of collaboration, shared learning, and professional dialogue across academies
- Lead the design and delivery of professional development aligned with the Trust's Leadership Framework and strategic priorities
- Contribute to succession planning and talent development across all levels of the Trust

Partnership, Governance and Accountability

- Prepare reports for the CEO, Executive Leadership Team, and Trust Board on the quality of education, inclusion, and impact of school improvement activity
- Lead and contribute to the Trust's Education and Standards Committee, ensuring robust challenge and assurance
- Represent the Trust in local, regional, and national forums to strengthen its influence and profile
- Deputise for the CEO or Deputy CEO as required, modelling the Trust's values and strategic intent.

Supporting the work of the Trust

- Develop and maintain the guiding principles of the Trust so that it is intrinsic and permeates all aspects of the schools' life and curriculum
- Develop strong and positive relationships with colleagues in the Trust and contribute to collaborative work across academies cross phase
- Be a member of the Executive Leadership Team and attend such meetings as required
- Represent the Trust at internal and external meetings – deputising for the CEO if and as required
- To attend Trust Board meetings, as required and take a lead in Trust Board Education and Standards Committee meetings

Safeguarding and Wellbeing

- Ensure safeguarding and child protection are embedded within all aspects of school improvement and inclusion
- Provide leadership, challenge, and oversight to ensure that all academies maintain a high quality, compliant, and child-centred safeguarding culture

Conditions of Employment

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment)
- The post holder is required to support and encourage the Trust ethos and its objectives, policies and procedures as agreed by the Board of Directors
- To be subject to all relevant statutory and institutional requirements.
- The post holder may be required to perform any other reasonable tasks after consultation
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually and may be subject to modification after consultation with the post-holder

Our Commitment

At Exceed Learning Partnership, our purpose is clear, 'Every Child, Every Chance, Every Day!'

Our Directors of Education and Inclusion will lead with Inspiration, ensure Inclusion, act with Integrity, and continually strive to Exceed expectations in all that they do.

These roles are an opportunity to shape the next chapter of our Trust's journey, uniting excellence and equity so that every pupil is equipped with the knowledge, skills, and mindset to thrive and take on the world.

Person Specification

<u>Number</u>		<u>Essential/Desirable</u>
<u>Qualifications</u>		
1.	Qualified Teacher status and Degree Level education	Essential
2.	Evidence of continuous professional development	Essential
3.	NPQEL or equivalent qualification	Desirable
<u>Experience</u>		
4.	Successful leadership as a Headteacher, Executive Leader, or Trust-level Director	Essential
5.	Proven success in school improvement and inclusion leadership	Essential
6.	Experience leading SEND, safeguarding, or pastoral strategies	Desirable
7.	Evidence of improving outcomes for disadvantaged learners	Essential
8.	Experience of leading system-wide professional development	Essential
<u>Knowledge and Skills</u>		
9.	Deep understanding of curriculum, pedagogy, and inclusive education	Essential
10.	Knowledge of the SEND Code of Practice and safeguarding legislation	Essential
11.	Strong analytical and data interpretation skills	Essential
12.	Highly effective communicator and relationship builder	Essential
13.	Strategic thinker with the ability to translate vision into impact	Essential
<u>Personal Attributes</u>		
14.	Embodies the Trust values: Inspire, Include, Integrity, Exceed	Essential
15.	Moral and ethical leadership, acting with integrity and humility	Essential
16.	Resilient, optimistic, and solution-focused	Essential
17.	Collaborative and empowering leadership style	Essential
18.	Commitment to inclusion, equity, and the success of every child	Essential
19.	Able to travel to Trust schools – applicants must hold Business Insurance if using their own vehicle for work use	Essential

APPLICATION PROCESS

Informal Conversation

We encourage potential applicants to visit our Trust and our Academies prior to submitting an application. This will provide candidates with the opportunity to find out more about the role, our Trust and our values and ethos. To arrange an informal meeting or telephone conversation with Beryce Nixon OBE, our CEO please contact our Executive PA to the CEO – Enya Stewart by email to e.stewart@elp.org.uk

Key dates

Closing date for applications: Thursday 27th November 2025

Shortlisting date: Monday 1st December 2025

Interview process day 1: Thursday 4th December 2025

Successful candidates from day 1 will be invited to day 2 on Tuesday 9th December 2025.

Exceed Learning Partnership is an inclusive, diverse, supportive organisation. We care deeply about inclusive working practice and diverse teams. We aim at all times to recruit the person who is most suitable to the job and welcome applications regardless of sex, gender, race, age, sexuality, belief and disability.

The Directors and Governors of Exceed Learning Partnership are committed to safeguarding and promoting the welfare of children and applicants will undergo child protection screening appropriate to the post, including checks with past employers. The role is exempt from the Rehabilitation of Offenders Act 1974 and therefore candidates will be subject to an enhanced DBS certificate, the role is engaged in regulated activity and will therefore require a children's barred list check. Shortlisted Applicants will be required to complete a self-disclosure

If you have not heard from us within three days of the shortlisting date, then unfortunately on this occasion your application has been unsuccessful.