

Director of Education

The Omnia Learning Trust is recruiting for an exceptional primary practitioner to fill the role of Director of Education to lead on the Quality of Education and Standards across the Trust.



Why Omnia?

Omnia means **‘all’** and it is our vision to work collaboratively with all in our school communities; our staff, parents and children, to create exceptional learning environments that empower and support all to achieve their potential.



Working as one, we're ambitious for all

The Omnia Learning Trust is a community of **ambitious**, exceptional schools that grow happy, confident, balanced children. Formerly known as the GEMS Learning Trust, we place huge importance on nurturing and empowering both staff and pupils, inspiring new ideas, pushing boundaries, and sharing best practice to enrich the learning experience.

We look for highly talented, motivated staff who know how to help children aim high, exceed expectations and develop a lifelong love of learning. Our staff champion and support each other, and the Trust invests in your professional development from day one. We believe this raises standards and ensures all our children can fulfil their whole potential.

We are a small Multi Academy Trust which comprises of three brand new primary academies. All of which have been founded and hand crafted by us; utilising the talents, skills and experience of our team. We are growing hubs of 2-3 schools in each of our geographical regions – Oxfordshire and South-West London. Our fourth school will open in Surbiton and our fifth in North-East Didcot.



Why work at an Omnia Learning Trust Academy?

Our schools are **forward-thinking** and collaborative workplaces; receptive to new ideas and approaches

Our classrooms are **calm** and purposeful learning environments

We have a strong focus on professional **development** within a culture of continuous improvement; where the team support, share best practice and coach each other

We invest in high quality resources and CPD to drive high standards and **personal growth**

We cultivate a work culture where the **well-being** of everyone is of utmost importance

We provide **opportunities** for leadership and responsibility at all levels in our schools

We form strong **relationships** with other local schools and organisations

We hold a firm belief in **work/life balance**, inclusion and equality of opportunity



Do you share our values?



Inspiring

Inspiring all in our school community to embrace a lifelong love of learning, to aim high, to think creatively to achieve dreams and ambitions



Challenging

Challenging all in our school community to flourish in a culture of academic excellence, to exceed expectations and reach their full potential



Nurturing

Nurturing all in our school community to be well rounded, balanced and empathic individuals who take responsibility for themselves and care for other people



Empowering

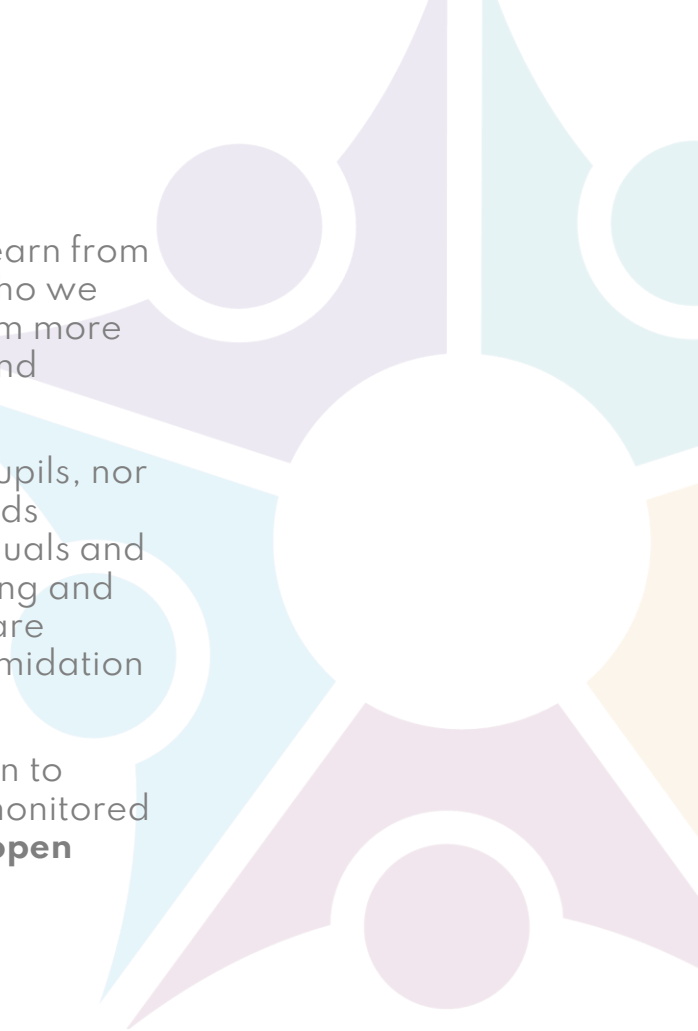
Empowering all in our school community to engage purposefully with local and global issues; show leadership, resilience and become open-minded citizens of the world

Be your authentic self

Our schools are **diverse** and **inclusive** communities. Our pupils learn from role models from all walks of life who reflect who we are, and who we can all become. Our schools are places where children learn from more than just the curriculum; through our interactions, relationships and experiences; and they recognise and celebrate difference.

In line with the policy of the Omnia Learning Trust; none of our pupils, nor employees will be discriminated against on any protected grounds (according to The Equality Act 2010), whatsoever. We as individuals and as an organisation are committed to providing a learning, working and social environment in which the rights and dignity of individuals are respected, and which is **free from discrimination**, prejudice, intimidation and all forms of harassment, including bullying.

The Omnia Learning Trust is committed to a programme of action to ensure that our Equal Opportunities policy is implemented and monitored at a Trust-wide and individual Academy level. All staff have an **open invitation** to contribute to our strategy to improve equality of opportunity.



Director of Education – Key information

- **Salary** L11-L18 Outer London
- **Working pattern** 3 schools: 2 days per week (7.5 hours per day) 39 weeks per year (Term time only) Set to rise to 2.5/3 days per week from September 2023.
- **Annual leave** Minimum of 5.6 weeks annualised paid leave
- **Location** From home/min. 18 days per year in schools (Southwest London & Oxon)
- **Contract** Permanent
- **Line Manager** CEO
- **Closing date for application** 30th June 2022 at 5pm
- **Interview date** 4th July 2022
- **Start date** 1st September 2022

Safeguarding

At Omnia Learning Trust we are committed to the safeguarding of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment.

All successful applicants will be required to complete all the mandatory pre-employment checks, which includes:

- Proof of right to work in the UK
- Enhanced Disclosure and Barring Services (DBS) check
- Children's barred list check
- Two professional references
- Section 128 check
- Prohibition check

Please Note: All successful applicants who have lived or travelled overseas for three months or more in the past five years will be required to undertake an overseas check as part of the pre-employment checks.

We search for the best

Our singular mission is to ensure each of our schools are **genuinely** exceptional.

As a Trust, and as individuals, we know that with excellent teaching and high aspirations, all our children can make excellent progress and exceed expectations. We need a Director of Education who knows precisely how schools can ensure this happens. For this role, you will need the interpersonal skills to confidently work with our CEO, Board of Trustees, and school Principals, providing robust support and challenge throughout the academic year. To apply, you must be **passionate** about children securing the building blocks for academic success and **bullish** about accepting excuses. You will have the creativity and vision to inspire excellence, with the personal resilience and tenacity to work through challenges.

This role is aimed at individuals who have recently led one, or perhaps two, exceptional primary schools at headship level, and who have achieved outcomes consistently **above national** averages. You will have a willingness to travel to our schools (spending a minimum of 18 days per year) working alongside Principals, meeting senior leaders, conducting lesson observations and learning walks.

You must have and maintain an in-depth understanding of primary curriculum developments from early years upwards, and experience of nursery education – our pupils range from 2 to 11 years old. You will need a **forensic** understanding of attainment and progress data, safeguarding practices and SEND matters.

Job Description

1

Strategy and vision	<p>Work alongside the CEO to develop and implement strategies:</p> <ul style="list-style-type: none">○ Teaching and Learning○ Teaching and non-teaching employment conditions○ Trust development and growth○ Collaboration between academies across the Trust○ A culture of 'Ofsted inspection readiness'
Principal support & challenge	<ul style="list-style-type: none">○ Lead on the recruitment of talented Principals to the Trust; ensuring their skill set is fit for purpose and their areas for development can be supported○ Support and challenge the Principals of each academy; ensuring they are rigorously held to account for the progress and development of each child in their schools; as well as supported to overcome challenges and obstacles○ Lead on training and development for principals○ Agree and set targets for pupil attainment and professional development with each Principal○ Support the construction of Academy Development Plans (ADP), Academy Self Evaluation (SEF) and any Post Ofsted Action Plans○ Conduct regular school visits (minimum 6 per school per year), undertake learning walks, paired observations, support in feedback to staff, support in monitoring senior leaders○ Maintain detailed records of termly short-term targets and progress made towards them○ Support the CEO with implementation of capability procedures for Principals○ Arrange and engage annual external reviews of progress and standards and report recommendations and actions to the Board

Job Description

2

Quality assurance	<ul style="list-style-type: none">o Attend Quality of Education and Safeguarding Committee meetings (4 per year)o Present Academy monitoring reports to the Trust board (4 per year) on the attainment and welfare of all children, highlighting vulnerable children and other groups of pupils in reference to published data, local and national benchmark information
Safeguarding & Child Protection	<p>Promote an exceptionally safe and vigilant culture in each academy by:</p> <ul style="list-style-type: none">o Monitoring the child protection practices in each academy;o Ensuring effective child protection and safeguarding processes are followed within each Academy including ensuring the auditing of systems is taking place and that there is effective training for all staffo Assisting in developing the trust board's Safeguarding and Child Protection policy and keep it under regular review;o Ensuring that Academy and Trust budgets provide resources needed for effective child protection and multi-agency working;o Reporting to the Trust Board termly on the effectiveness of safeguarding practices in Omnia Learning Trust academies.
SEND	<ul style="list-style-type: none">o Support the Trust in the vision for SEND provision and attainment targetso Advise the Board on the legal responsibilities of governors in terms of Curriculum provision and assessment including Special Educational Needs provision and the SEND code of practice: 0 to 25 and what it means for the academies.o Review the quality of SEND provision in each academy and foster a good working relationship with each SENCo.o Report to the Trust Board termly on the effectiveness of SEND provision in Omnia Learning Trust academies

Job Description

3

Policy development	Consider and review the academies' educational policies on behalf of the Board; including but not exhaustive: <ul style="list-style-type: none">o Religious Education,o Sex and Relationships Educationo Drugs Educationo Discipline and behaviouro Anti-Bullyingo Home school Agreemento Curriculum coverage
Wider community	<ul style="list-style-type: none">o Monitor how the Academy listens to pupils', staff and parents views;o Oversee the development and maintenance of relationships with parents/carers, the community and other stakeholders and to ensure that these contribute to Community Cohesion; make recommendations about the development of future links
New schools	Support the Trust in the marketing and promotion of new schools; attending open events and meeting with prospective parents Assist Principal Designates in the development of educational policies and processes Assist Principal Designates in the pre-opening Ofsted Inspections

Person Specification

1

Education and Training	<p>Essential</p> <ul style="list-style-type: none">o A recognised teaching qualification in Educationo A good honours degree (2:1 or higher)o Extensive primary headship and senior leadership experienceo Professional development relevant to the post <p>Desirable</p> <ul style="list-style-type: none">o A borough/county/national role in school improvemento Ofsted Inspection experience
Experience	<ul style="list-style-type: none">o Recent, significant and successful experience as an exemplary head teacher in the primary phaseo A proven track record of raising attainment and above national outcomeso Significant and successful experience of designing whole school curricula and projectso Proven experience of driving change and school improvemento Successful experience of ensuring excellent teaching and learning, through processes of monitoring and supporto Experience of using pupil attainment data to raise standards for all pupilso Experience of developing and leading effective, inspiring staff development programmes for teachers and other staffo Experience of successfully initiating and implementing strategies to engage parents in their children's learning.

Person Specification

2

Knowledge and insight	<ul style="list-style-type: none">o A deep understanding of the importance of the culture and ethos of a school in securing high standards and of strategies for improving these aspects of a schoolo Knowledge of equality of opportunity, safeguarding, child protection and inclusion issues and how they can be addressed effectively in schools.o Excellent track record of implementing effective strategies for gaining and maintaining high standards of discipline at the whole school levelo An excellent understanding of current educational theory, regulatory frameworks and of best practice in teaching and learning, particularly as it relates to achieving high rates of progress of children of primary age and how to implement effective change strategies in the interest of every child.o An excellent understanding of the power of the creative arts, thinking skills, the sustainability agenda and cross-curricular planning in driving both school improvement and enhancing the enjoyment of learning for all pupils.
Leadership qualities	<ul style="list-style-type: none">o The confidence, gravitas and inner strength to deliver professional support and challenge at all levelso The ability to inspire and lead in the continual drive for excellence.o The ability to swiftly identify and address issues and ensure all matters are followed up and closed offo To be a positive role model and take the lead in setting very high expectations of staff and outcomeso The confidence, sensitivity and resilience to both inspire and celebrate high performance and to constructively challenge underperformance in any aspect of school life.o To be approachable, accessible, reflective and diplomatic

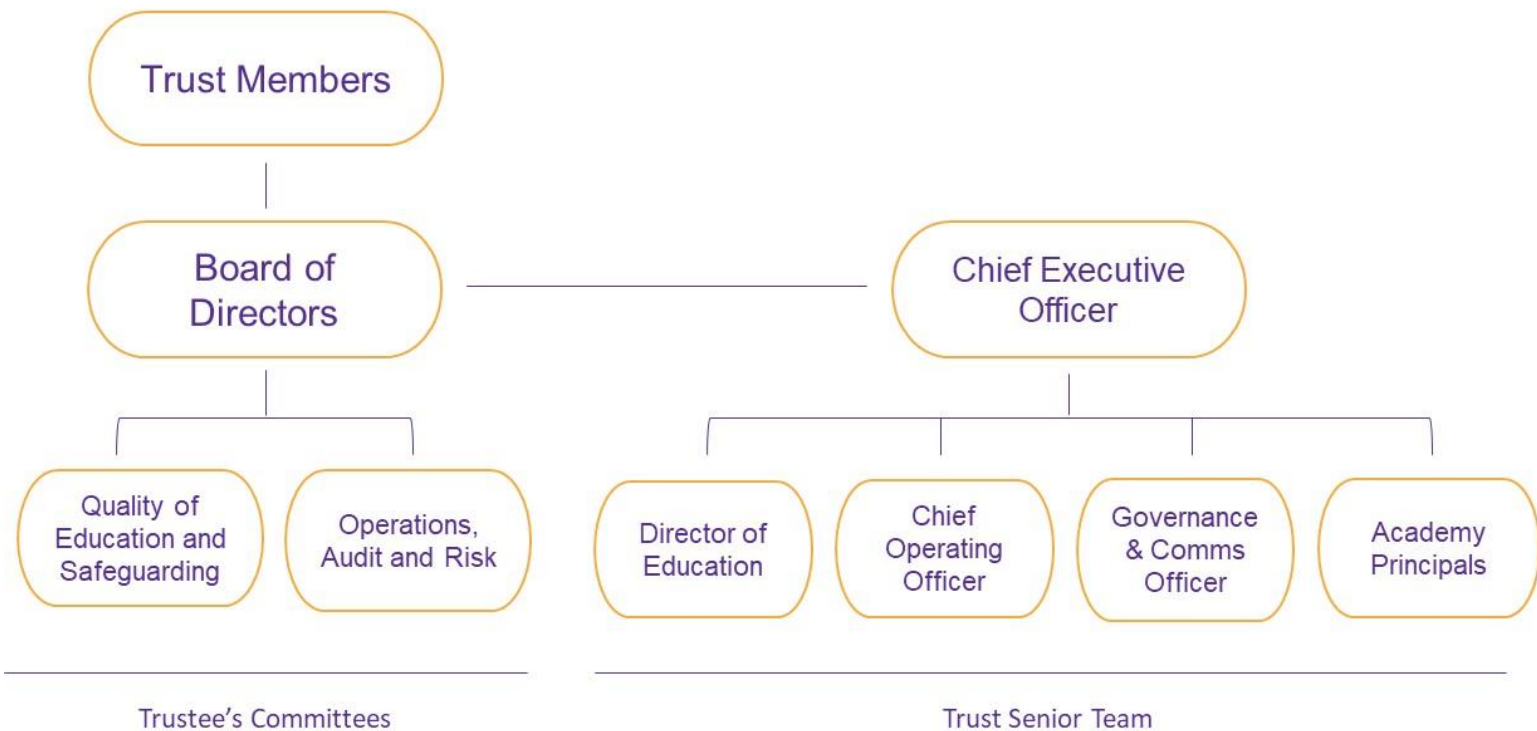
Person Specification

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Management and organisational skills

- To be able to communicate clearly and persuasively, both orally and in writing, with a diverse range of audiences, including children, parents and carers, governors, and staff
- To be able to monitor child protection arrangements with first rate procedures and systems so that all children are safe
- To be able to develop and maintain effective relationships with all members of the school community to further build or establish the school's profile as a centre of excellence and innovative practice.
- To be able to work effectively under pressure, to prioritise appropriately and to meet deadlines.
- To have good analytical skills, being able to synthesise complex information, summarise, draw appropriate conclusions and make decisions.
- To be able to understand, interpret and present school performance and financial data to the Trust Board of Directors, Local Governors, auditors and inspectors

Reporting Structure



Staff Testimonials



I enjoy the challenges and feel valued and honoured to have the freedom of using my initiative, broad skills and knowledge to contribute and help make a difference in the spirit of the school ethos. *Hana Hamilton, TPA*



Since joining WPA, I have been given endless opportunities to develop and grow as a teacher as well as being fully supported in the process. The school's ethos and values have created an inviting working environment for all. *Jess Peck, WPA*



I am a newly qualified class teacher working in key stage 2. I have been made to feel incredibly welcome in the school. People were generous with their time and encouragement in those first challenging months when everything was new. The children inspire me with their enthusiasm and curiosity and I feel proud to work with such a strong and happy team. *Caroline Holmes, DPA*

All About Wantage Primary Academy

Wantage Primary Academy opened in September 2020 in a brand new, purpose built school. The school opened with just one class in Nursery and one class in Reception and a mixed Year One and Year Two class. We will continue to grow until we are full in year Six. Starting with such small numbers gives parents, staff and children a unique opportunity to shape the school culture from day one.

The school is growing into a wonderfully diverse community. Founding Principal Leah Perring joins with an excellent track record in supporting children to flourish and achieve and has steered the opening of a brand new school through the pandemic and its challenges exceptionally well.

Our children are flourishing; we aim for all our children to exceed local and national averages and to make exceptional progress from their starting points. In our post-COVID times, we can now enrich the curriculum enormously with trips, visits, speakers, artists, singing, music and so much more.

Our 11 members of staff are committed and we have low staff turnover. We find opportunities for those who want to develop themselves professionally and starting out with a small body of staff gives newcomers the real opportunity to stand out and grow with us.

All About Didcot Primary Academy

Didcot Primary Academy opened in September 2016 in a brand new building. The school opened with just a Nursery Class, Reception and a mixed Year One and Year Two group. The school has been oversubscribed in every year group since that first day it opened to today, where all our cohorts are almost full.

The school has a wonderfully diverse community and has gone from strength to strength under the leadership of Principal Alison Ashcroft. Our first Outstanding Ofsted report was a true testament to what it is really like to be a pupil at DPA and our staff are just as proud as the children and parents. "The headteacher, ably supported by senior leaders, is unwavering in her determination to provide the very best possible school experience for every pupil." (Ofsted 2019)

Our children are flourishing; we aim for all our children to exceed local and national averages and to make exceptional progress from their starting points. We enrich the curriculum enormously with trips, visits, speakers, artists, singing, music and so much more. "The curriculum inspires staff and pupils because it is vibrant and thoughtfully planned. Pupils' skills, knowledge and understanding are developed exceptionally well across a range of carefully interconnected curriculum areas." (Ofsted 2019)

Our 45 members of staff are committed and we have low staff turnover. We find opportunities for those who want to develop themselves professionally. "The depth and quality of leadership, at all levels, is excellent. Middle and subject leaders are an effective team. Staff are supported and trained well. Their morale is high." (Ofsted 2019)

All About Twickenham Primary Academy

Twickenham Primary Academy opened in September 2015 in a former office building carefully converted into a school. The school opened with just two classes in Reception. Today the school has grown to fill every year group to year six and has been oversubscribed for a number of years.

The school has grown into a wonderfully diverse community and gone from strength to strength since it opened. Founding teacher and interim Principal Petra Gollob now carries the flag. Our first Outstanding Ofsted report was a true testament to what it is really like to be a pupil at TPA and our staff are just as proud as the children and parents. "Parents, carers, staff and pupils are overwhelmingly positive about the school's work(Ofsted 2018)

Our children are flourishing; we aim for all our children to exceed local and national averages and to make exceptional progress from their starting points. We enrich the curriculum enormously with trips, visits, speakers, artists, singing, music and so much more. "Teachers use secure subject knowledge to help pupils deepen their understanding of ideas and themes across a wide range of subjects. They inspire pupils to pursue their own interests. ." (Ofsted 2018)

Our 36 members of staff are committed, and we have low staff turnover. We find opportunities for those who want to develop themselves professionally. " Leaders have established consistently high quality teaching and have pursued a very effective recruitment strategy as the school has grown.." (Ofsted 2018)

Thank you

www.omnialearningtrust.org.uk

