



**Director of Education
(Primary)**

Candidate Information Pack



Letter from CEO

Dear Applicant,

This is an exciting opportunity to join our trust at a time when we are making considerable investment in achieving 'excellence' in all we do. We truly believe 'excellence' is not just a noun but a habit and we are embedding this in our cultural development.

We have ambitious plans for our trust. We are aspiring to 'Make Remarkable Change Happen' in the next few years and have set out:

- Through geographical hubs of like-minded schools, a vision of excellence that is shared by all, schools smash through barriers to achieve more than others think possible.
- To achieve the highest standards of education in its primary, secondary, and special schools.
- All trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are a family of interdependent schools with a shared ambition to transform lives.
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved.

So, if you are interested in joining our team of incredible colleagues in networks across our schools and trust, who are passionate about their work and the next part of our journey, I would welcome you to contact me on an informal discussion on Tim Coulson, CEO on tcoulson@unitysp.co.uk or calling 07388 949917.

We look forward to hearing from you.

Best wishes

Tim Coulson
Chief Executive, Unity Schools Partnership

Structure of the Trust

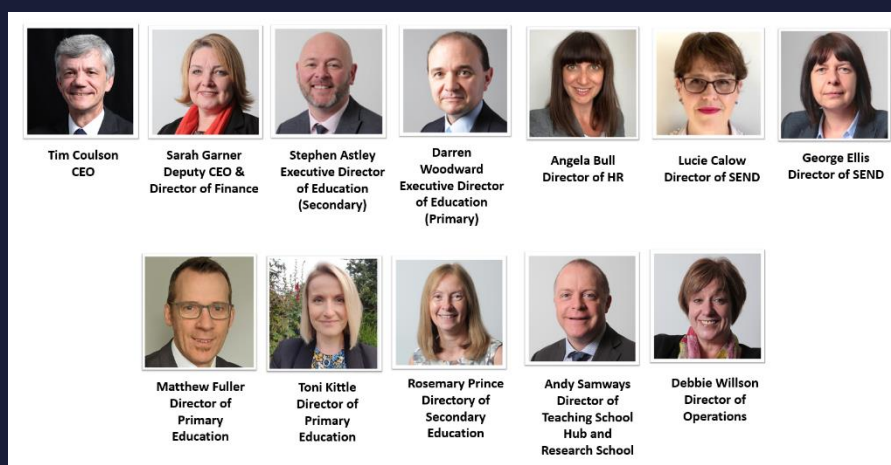
Leadership Trustees

We have a talented group of trustees representing a variety of sectors who steer our vision and direction with thought, business acumen and a commitment to the Trust's core values.

Our Local Governing Bodies

Governors focus on the quality of education and the curriculum to ensure that every child is receiving a broad and balanced education, improving outcomes for all pupils, and wider community engagement.

Executive Team



School Improvement Education Leads and Advisors

We have a high-quality group of school improvement leads and advisors who deliver our package of school improvement support for schools including primary and secondary specialists, SEN advisors, a pupil premium advisor and a Data Manager. Our advisors work closely with our school and trust leaders in partnership throughout the year.

Headteachers

Our Headteachers are a crucial part of our School Improvement Team. There is a significant amount of school-to-school partnership work that has great impact across our schools from across school leadership models and moderation. Schools find the advantages of working with a supportive peer group of successful heads a valuable asset of being part of our trust. Heads share expertise and support colleagues, which we value greatly.



*“Making remarkable
change happen”*



We are Unity

– *Characterised by ethical leadership and ambition for improvement at pace* –

Unity Schools Partnership is a family of 32 schools—9 secondary (including 5 sixth forms), 2 middle, 17 primary and 4 special schools, located predominantly in Suffolk, but also on the Essex, Norfolk and Cambridgeshire borders as well as Romford in East London.

We share the same values and face similar issues, while providing a close network of support and challenge. We recognise the unique characteristics of each of the communities we work in and how they are reflected in distinctive school cultures. We are committed to a partnership that respects, sustains, and supports.

We encourage cultural diversity, celebrate the special qualities of each of our schools and recognise that communities must develop and grow to become sustainable. Our model is about creating interdependence – schools that are more self-sustaining than stand-alone academies, less dependent than local authority schools and more independent than schools in corporate chains.

We all subscribe to a set of shared values, principles and operational processes that ensure quality education for all our young people. Our central belief is that every young life is special – open to possibility, gifted with the potential to change the world for the better. Our ambition is to unlock the potential of all children, remove the barriers that limit aspiration and ensure that all our children succeed.

We will work with schools that can subscribe to these values and who are prepared to take responsibility and share resources with others. This approach is already improving the life chances of pupils in primary, special and secondary schools throughout the trust.

ETHICAL
LEADERSHIP

INCLUSION

EXCELLENT
COMMUNICATION

ENDLESS
AMBITION

STRONG
RELATIONSHIPS

BELIEF IN
SUCCESS
FOR ALL

Why be part of the Unity team?



At Unity Schools Partnership our objective is to smash through barriers to make remarkable change happen. We pride ourselves on being an educational organisation that puts children first, going the extra mile for the vulnerable and disadvantaged, and every one of us has an impact on unlocking our pupils' potential. We are committed to providing a working environment where our employees can grow and thrive. We value collaboration, wellbeing, diversity, equality and work-life balance. Throughout our diverse family of schools and within our vibrant central hub we nurture talent, whether you are at the beginning of your career or looking to grow your expertise. With a plethora of business support and school-based roles, we have something for pretty much everyone. You bring the talent, we'll provide the career. Be part of the team and make remarkable change happen.

PERSONAL & PROFESSIONAL GROWTH

We recognise the importance of providing professional development opportunities and support you with a CPD programme to equip you for now and your next steps. Our aim is to retain your talent and so we actively encourage and facilitate movement within the Trust. In fact, 67% of our executive team comes from internal promotions and we have enabled a number of staff to follow their passions and embark on a new career within the Trust. From apprenticeships to leadership training, we offer open doors, not glass ceilings.

MEANINGFUL WORK THAT MAKES A REAL CONTRIBUTION

All roles within the Trust contribute towards ensuring our pupils receive the education they deserve so they can achieve their potential. We rely on our teams to take the initiative to make things better, to work smarter, to collaborate within teams and across teams to be the best we can be, so our pupils can be the best they can be. We facilitate collaborative working across schools and multi-disciplinary projects to share best practice and maximise our skills, talent and knowledge sharing.

WELLBEING & SAFEGUARDING

Of course, as an educational organisation, safeguarding is front and centre of what we do. But our care extends to our employees too. We value every member of staff as a person in their own right - everyone needs support in different ways and at different points in their lives. We have invested in wellbeing systems to ensure you get the right support at the right time and whenever you need it.

FAIRNESS & FLEXIBILITY MATTERS

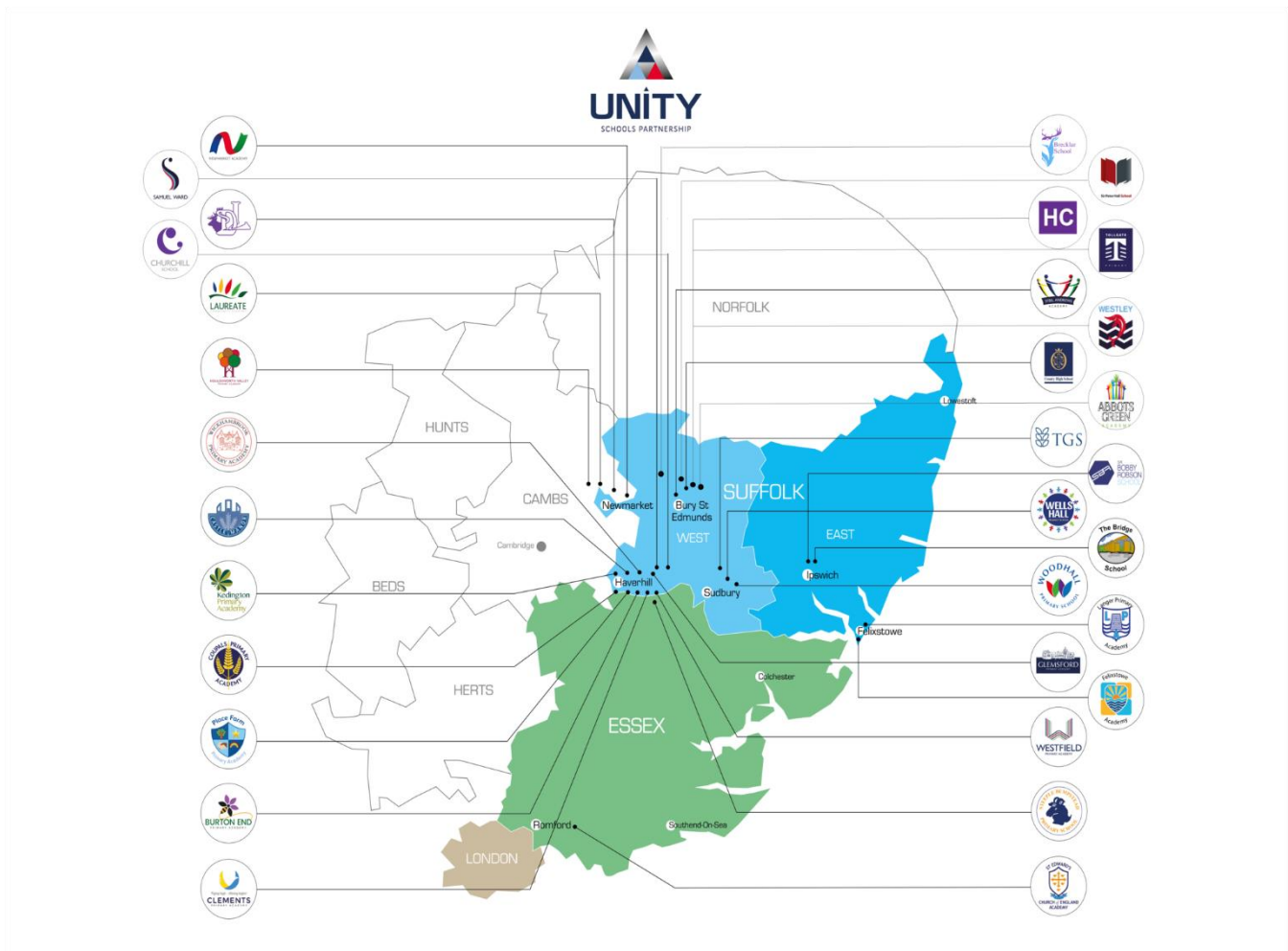
We pride ourselves on being fully committed to equality and diversity best practice. We follow Teachers' Pay and Local Government pay scales for fair compensation and transparency. Our benefits package includes final/average salary pensions, wellbeing service, an employee assistance programme, cycle to work scheme, flu vouchers and EV leasing. In addition, we recognise the need for and benefits of flexible working and hybrid working and are pleased to offer these where appropriate for the job role.



Work with us • Learn with us • Grow with us

www.unitysp.co.uk

Our Schools



Drawing on research findings from the Education Endowment Foundation and leading educational thinkers, our work supports schools in bridging the gap between research and practice. We provide evidence-informed CPD, share valuable messages and signpost the 'best bets' of research to promote classroom practice that is rooted in evidence.

Unity Teaching School Hub in Suffolk is the designated Teaching School Hub for 180 schools within Forest Heath, St Edmundsbury, Mid Suffolk and Suffolk Coastal. We're committed to providing all schools in the area with excellence in professional learning from Initial Teacher Training through to Executive Leadership, via the Early Career Framework and the National Professional Qualifications. Unity Teaching School Hub aims to grow and nurture great staff, teachers, and leaders, ensuring every pupil, regardless of their background, experiences a great education.



Unity Schools Partnership and our schools are committed to the communities in which we serve, for example our trust wide happy sheds initiative provides essential goods and support to families disproportionately affected by the cost-of-living crisis. In addition, our schools work towards a variety of quality marks and net zero environmental initiatives.



Our Curriculum and Pedagogy

We aim for the best practice anywhere in the country led by successful implementation across the trust. Working together, Trust Leadership, Headteachers and the Central Team support each school in the development of their curriculum. We ensure all students, regardless of background, needs and abilities, have access to the same opportunities. Our school improvement team, including our subject advisers, support our schools across phases to drive forward and ensure parity across our academies.

In our secondary schools, at the core of our curriculum is a belief that the English Baccalaureate (English, Maths, Science, History or Geography and a language) provides the best range of experiences for the majority of learners, and that achieving well in these subjects will enable them to access more skilled employment and further education. Therefore, our schools encourage a high level of participation in EBacc subjects, as this ensures that students keep their options open for the next steps of their education and have a solid foundation of academic knowledge for a life-long love of learning. Under the direction of our Secondary Director, our trust subject leaders support core subject to lead on the design of curriculum provision and resources for English, Maths, MFL and Science across Key Stage 3, Key Stage 4, and Key Stage 5. This includes the monitoring, evaluation and review of standards and provision within departments across each of our schools. The subject leaders support schools to improve teaching and learning and the academic success of all pupils, ensuring the highest standards of teaching, learning and achievement for all our students.

In our primary schools, we use the CUSP curriculum developed by our trust primary adviser, Alex Bedford, and our Primary English lead, Lauren Meadows. Our network of schools support each other through sharing resources and our primary subject advisers and specialists are on hand to provide support and share their expertise. Our curriculum is underpinned by evidence, research, and cognitive science. Modules are deliberately sequenced for robust progression and allows teachers to focus on the lesson. There is an emphasis on oracy and vocabulary acquisition, retention and use to break down learning barriers and accelerate progress. A rich diet of language and vocabulary is deliberately planned for. Specific skills are discreetly taught and practised so that they become transferrable. The sequenced modules activate prior learning, build on skills, and deepen knowledge and understanding. Learning, vocabulary, and content is cumulative; content is learned, retrieved, and built upon. In 2023-24 our trust wide project &iLearn will introduce iPads for every pupil in years 4-6 to prepare them for an increasingly digital world and provide equitable access to learning in school and out of school. This will integrate with CUSP and facilitate efficient and effective teaching practice so teachers can attend to what matters. Wickhambrook is already experienced in iPad use for all KS2 classes.

Connected



Our work is built around
|
cognitive load theory
|
principles of instruction
|
evidence informed practice

Cumulative



We believe learning isn't an event
|
It must be
knowledge-rich
|
vocabulary-rich
|
skilful

Coherent



Sequence matters
|
systematically planned
|
explicit instruction
|
supports acquisition of curriculum content

Our Primary Schools

School	Roll	Location	%PP	Headteacher	OFSTED
Abbots Green	468	Bury St Edmunds	18	Ang Morrison	Good (June 23)
Burton End	394	Haverhill	21.3	Graham Almond	Good (Jan 20)
Clements	227	Haverhill	30	Vicky Hogg	Good (Nov 21)
Coupals	336	Haverhill	20.2	Jane Sendall (Exec. HT)	Good (Jan 23)
Ditton Lodge	191	Newmarket	9.9	Melanie Moore	Good (Nov 21)
Glemsford	197	Glemsford nr Sudbury	24.9	Nick George	Good (Apr 23)
Horringer Court Middle (10-13)	301	Bury St Edmunds	19.9	Steve Palmer	Good (Mar 20)
Houldsworth Valley	325	Newmarket	28.9	Lisa Tweed (Exec. HT)	Good (Oct 19)
Kedington	204	Kedington nr Haverhill	6.4	Vicky Doherty	Good (Mar 19)
Langer	132	Felixstowe	44.7	Martha Hughes	Serious Weaknesses (Mar 20)
Laureate	216	Newmarket	17.6	Dave Perkins	Good (Mar 19)
Place Farm	390	Haverhill	27.9	Jane Sendall (Exec. HT)	Good (Oct 22)
Steeple Bumpstead	173	Steeple Bumpstead nr Haverhill	12.1	Mary Nicholls	Good (July 23)
Tollgate (3-10)	279	Bury St Edmunds	30.5	Hannah Brookman	Good (May 17)
Wells Hall	425	Gt Cornard, Sudbury	24.2	Ros Towns	Good (Oct 21)
Westfield	380	Haverhill	27.1	Andy Hunter (Exec HT)	Good (Feb 19)
Westley Middle (10-13)	432	Bury St Edmunds	27.5	Ben Jeffery	Good (Dec 16)
Wickhambrook	188	Wickhambrook b/w Newmarket+Haverhill	13.3	Hannah Tyzack	Outstanding (Feb 12)*
Woodhall	360	Sudbury	30.6	Lisa Tweed (Exec. HT)	Good (Dec 19)

*Not yet inspected since joined the trust.



“

Thank you for a truly inspirational CPD day with thought provoking speakers and takeaways I can use in my work.

JULY 2022 WHOLE TRUST PD DAY FEEDBACK

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Staff Benefits and Wellbeing

We want to recruit and retain the very best people in their area of expertise. Everyone who works for the trust contributes towards improving outcomes for children in one way or another. Some have a direct influence and some have an indirect influence, but everyone plays their part.

Our primary focus is the children – smashing through barriers and making remarkable change happen. To make this a reality we have to allow teachers to teach and leaders to lead. Every role within the trust supports them and enables them to concentrate on what matters – high-quality teaching and learning for all our pupils.

With that in mind, retaining quality staff and positively affecting their wellbeing is paramount. We want everyone to feel that they are important and valued in their roles, and that the right people have the right opportunities to progress within the trust. We care deeply about inclusive working practices and diverse teams. If you'd prefer to work part-time or as a job-share, we'll facilitate this wherever we can – whether to help you meet other commitments or to help you strike a great work-life balance. We're keen to ensure we're designing an organisation that works for everyone. We are deeply passionate about equal opportunities and celebrating the diversity of our staff. Our Equality, Diversity and Inclusion Group support a number of activities in schools and across the trust which includes celebrating International Women's Day.

We celebrate professional development and career development. We benefit from a well-established Teaching school and access to national experts. We have an active talent management programme to support our staff in their current roles and in their future career within the Trust and beyond. We also offer executive coaching to leaders and executives to assist them with identifying and achieve their professional goals.

The HR department has worked to provide numerous staff benefits, such as Wellbeing Support, Legal Advice Helpline, salary sacrifice electric car schemes, discounted gym membership, Cycle to Work Scheme, 24/7 Help and Advice Line for all family and work aspects. We also offer teacher and local government pension schemes and flexible working.

Work with us. Learn with us. Grow with us.

Staff Benefits and Wellbeing

Staff Wellbeing is prioritised to ensure that all of our colleagues feel valued and supported in the work they do. At Unity Schools Partnership we adhere to the DfE Wellbeing Charter and are pleased to be able to offer a range of employee wellbeing benefits, which include:

- Workload reduction commitment including sharing resources, AI via our MIS, and limited communications outside of normal working hours.
- Two-week autumn half term.
- Staff feel valued and listened to via line management meetings, surveys, professional growth (appraisal) meetings, team meetings and staff forums.
- Discounted gym memberships (dependant on location)
- Lift gym workouts available via LifeWorks, our employee assistance programme
- Access to 'LifeWorks' mental health support
- Face to face wellbeing sessions
- Self-care resource pack
- Annual staff wellbeing survey and wellbeing group

Professional Development

The success of our school is built on the dedication of our staff, and we are passionate about promoting professional development and training and are always looking for innovative ways to provide CPD as well as developmental and leadership opportunities for staff.

At the core of this is an extensive CPD offer which caters for the needs of our staff and students in terms of developing subject knowledge, pedagogy and the wider responsibilities that go with serving our community.

Working closely with the Unity Teaching School Hub, we are able to support career progression through our bespoke middle leaders' programme in addition to being able to offer the full range of NPQs.

Key Elements of our CPD offer:

- Instructional Coaching linked to developing pedagogy
- Members of the National College portal
- Professional courses funded via the apprenticeship levy.
- Internal CPD opportunities throughout the academic year
- Strong links with the Unity Teaching School Hub
- Access to NPQs
- Trust wide professional development and wellbeing day
- Trust wide leadership events
- Our Unity Research School provides evidence informed CPD for our staff and neighbouring schools

Unity Schools Partnership has created a subsidiary trading company Unity Schools Partnership Education (UE). Having a separate legal entity that is free to trade independently with other commercial organisations as well as schools, gives scope and opportunities for greater impact and reach within the wider sphere of education. The ability to generate income from outside normal educational funding streams, allows the Trustees and the Executive team to consider wider opportunities which may have sat beyond the parameters of a multi-academy trust, giving greater scope to invest more into its income generating activities, with the scope to deliver even greater outcomes for children and young people. The values embedded within UE are built upon the foundations of the values within the trust and complement the ethos of "making remarkable change happen." UE has remitted over £0.5m back into Unity Schools Partnership schools through the development of a tutoring brand, the on-going curriculum development work and consultancy. By working with Unity Schools Partnership, you may have the opportunity to work on a commission basis beyond a standard career in education and develop some ideas of your own.

EXECUTIVE TEAM MEMBER JOB DESCRIPTION



ROLE TITLE	Director of Education (Primary)
CONTRACTED HOURS	Full time
LOCATION	Haverhill, Central Trust Team Schools across Suffolk, Cambridge, Norfolk, Essex and Havering.
GRADE / SCALE POINT – SALARY	L31-L35 with extension to L37 for exceptional performance
TERMS AND CONDITIONS	Teachers
REPORTING TO	Executive Director of Education (Primary) and the Chief Executive Officer
RESPONSIBLE FOR	Headteachers at allocated schools and relevant central team staff

INTRODUCTION

The ambition of Unity Schools Partnership is to achieve a step change in the quality of education provided by primary, secondary and special schools. The trust's ambition is that its schools are achieving top quartile performance by 2023.

The step change is rooted in:

- a common vision of excellence
- a high-quality model of how excellence is achieved
- geographical hubs of schools in close proximity which understand their specific communities and serve them with distinction.

The trust expects its work to be characterised by:

- ethical leadership
- an ambition for improvement at pace
- the expectation that remarkable improvements can be achieved.

The trust expects that:

- every child in its schools is known, valued and supported to succeed
- agreed minimum expectations of practice in schools are based on robust evidence and evaluation
- the trust is known for its commitment to and success with vulnerable pupils and those with special educational needs.

CORE JOB PURPOSE

- Lead improvement to excellence across the trust's schools so that they are achieving top quartile performance by 2026.
- Promote and develop the trust's local, regional and national profile.
- Champion high quality professional development as a distinctive feature of the trust.
- Promote and implement the vision of the trust to achieve a step change through:
 - a common vision of excellence
 - a high quality model of how excellence is achieved
 - geographical hubs of schools in close proximity which understand their specific communities and serve them with distinction.
- Inspire and enable leadership characterised by ethical leadership, an ambition for improvement at pace and the expectation that remarkable improvements can be achieved.

- Inspire and enable leaders to develop high quality education where every child in its schools is known, valued and supported to succeed, agreed minimum expectations of practice in schools are based on robust evidence and evaluation and the trust is known for its commitment to and success with vulnerable pupils and those with special educational needs.
- Line manage headteachers and other relevant central team staff to facilitate an inclusive culture within the trust and promote excellence in recruitment, training and performance.

Key Responsibilities

Education/School Improvement

1. Support the CEO in setting the vision and purpose of the organisation. Ensure that the organisation reflects and lives the ethos and values set by the Board of Trustees and delivers the strategic goals set by the Board.
2. Work with the CEO, Executive Director of Education (Primary), Board of Directors, Local Governing Bodies and staff to deliver the Trust's vision, aims and objectives through inspirational and motivational leadership, clear strategic direction, demanding and measurable targets and supporting development plans.
3. Work in close partnership with the Executive Director of Education (Primary), the CEO and the Board to develop a relationship based on openness, transparency and absolute integrity.
4. Alongside the Executive Director of Education (Primary) and the CEO, ensure that Trustees have access to all relevant data, information and options to support their decision-making.
5. Act in compliance with the Board's scheme of delegation.
6. Ensure that all tiers of governance, defined in the Trust's scheme of governance, are appropriately supported to provide effective governance of the Trust's education performance, including empowering local governing bodies to provide leverage for improvement.
7. Ensure that systems and reporting structures are in place so that the Board is able to effectively, appropriately and proportionately govern the strategic and operational education risks of the Trust.
8. Lead improvements across trust schools so that educational performance is in the top quartile by 2026. Work with senior management teams at all levels to challenge, motivate and empower them to attain ambitious outcomes that maximise the educational and personal development of pupils and which meet the demands of the wider communities served.
9. Work with the Executive Director of Education (Primary) to advise the CEO and trust board on developing the trust's strategy for improvement. Support the delivery of excellent teaching and learning throughout all academies within the Trust through the promotion of high-level professional standards, and rigorous monitoring and evaluation of teaching quality and pupils' achievement.
10. Inspire leaders to achieve remarkable education by commissioning and overseeing executive education functions of the Trust and the education performance of the Trust. Specifically, lead the thinking and impact of headteachers.
11. Ensure that the Trust's activities remain consistent with the charitable objects of the Trust and supports the CEO to ensure governance is compliant with the spirit and letter of the Trust's Articles of Association and charity and company law more generally.

12. Work in partnership with the Executive Director of Education (Primary) and the CEO, to provide an outward face of the Trust and be responsible for promoting an external world view of the Trust that reflects its charitable objects, its values and secures its positive reputation.
13. Remain abreast of educational developments impacting on Unity Schools Partnership and its academies, both locally and nationally, and ensure senior leaders are well briefed and operate within a flexible environment that is responsive to change.
14. Work closely with the CEO, Deputy CEO and Director of Finance and HR, and the rest of the Executive Team, to ensure the responsible and sustainable management of financial and capital resources of the Trust.
15. Operate within the financial limits that have been approved, act financially responsibly and consistently with the principles of good public financial management and charity financial management.
16. Ensure that the staff performance management scheme is applied consistently across the academies.
17. Contribute to the Trust's quality assurance framework assessment of the effectiveness of the Trust's education functions and its use to inform priorities for development planning.
18. Contribute to ensuring that the Trust has robust policies, procedures and systems for the collection, analysis and interrogation of education performance data at the level of pupil, class, year group, academy, region and Trust.
19. Ensure that education performance data informs priorities for action at all levels of the Trust.
20. Alongside the Executive Director of Education (Primary) and the CEO, ensure that systems ensure that each academy's performance assessment is robustly moderated and verified to maintain an accurate and up-to-date assessment of each school's educational strengths and weaknesses.
21. Reflect the values of the Trust in their behaviours and working with external partners and the media.
22. Contribute to the Trust having influence in wider education policy formulation.
23. Contribute to the Trust's media relationships so that they are managed to be consistent with our charitable objects and the Trust's ethos and values.
24. Ensure that at all levels and in all of its functions the Trust's primary focus will be on securing a positive learning experience for every young person in each of our academies.
25. Take on the role of Executive Headteacher across schools, if needed, at the request of the CEO.

SAFEGUARDING

Unity Schools Partnership is committed to safeguarding and promoting the welfare of children and young persons at all times. You will be responsible for promoting and safeguarding the welfare of all children with whom you come into contact, in accordance with the Trust's and the School's Safeguarding policies.

The post holder is required to obtain a satisfactory Enhanced Disclosure from the Disclosure and Barring Service (DBS).

GENERAL

1. Actively contribute to and promote the overall ethos and values of each school and the wider Trust.
2. Participate in training and other learning activities and performance development as required.
3. Maintain consistent high standards of professional conduct, tact and diplomacy at all times in dealings with pupils, parents, staff colleagues, external agencies and any other visitors to the school or wider Trust.
4. Maintain absolute confidentiality and exercise discretion with regard to staff / pupil information and the Trust's business at all times.
5. Act as an ambassador for the school and the wider Trust within the local community and beyond, ensuring that the ethos and values of the Trust are promoted and upheld at all times.
6. Undertake any other reasonable tasks and responsibilities as requested by the Trust Board, CEO or Executive Director of Education (Primary) which fall within the scope of the post.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<p>Educated to degree level, with evidence of continuing professional development.</p> <p>Qualified teacher status.</p>	<p>NPQH.</p> <p>Relevant postgraduate qualification.</p> <p>Further relevant professional studies.</p>
Knowledge	<p>An excellent understanding of the schools' sector and education more broadly, with a strong grasp of contemporary educational issues including the inspection agenda.</p> <p>Knowledge of key strategies for raising students' achievement and advancing effective teaching and learning, set within the communities served by Unity Schools partnership.</p> <p>Detailed and up-to-date knowledge in subject, national policy, classroom management strategies, inspection procedures and statutory requirements.</p> <p>Knowledge of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children.</p>	<p>Project management techniques including budget and resource management.</p>
Experience	<p>Successful career experience, a proven track record as a headteacher, and knowledge of outstanding primary school practice.</p> <p>Strong track record of performance managing professional staff; driving morale, raising standards and promoting a team ethos, ideally with regard to a multi-site organisation.</p> <p>Proven success in building effective partnerships and links including with central government, schools, local authorities, to maximise networks and opportunities.</p> <p>Experience of working effectively with a Board/Governing body to create a vision and form the direction for an organisation.</p> <p>Successful experience of promoting inclusion, equality and diversity.</p>	<p>Experience of leading outstanding primary school practice.</p> <p>Experience of leading/managing complex/multiple organisations or trusts and sites.</p> <p>Experience of dealing with government officials and policy makers.</p> <p>Experience in/work with industry/business.</p> <p>Experience of school inspection or school to school support.</p> <p>Experience of designing leadership and management structures in education settings.</p> <p>Evidence of successful management of change.</p>
Skills and Aptitudes	<p>An inspirational leader.</p> <p>A strategic thinker who can work with the schools, trust leaders and the board.</p>	<p>Demonstrate political acumen.</p> <p>Capitalise on appropriate sources of external support and expertise.</p> <p>Manage industrial relations.</p>

	<p>Committed to ethical leadership: to the highest standards in all areas of school life, including behaviour, academic, and enrichment.</p> <p>Well-developed presentation and writing skills, and comfortable with public speaking.</p> <p>Analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for the Trust.</p> <p>Effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential.</p>	<p>Negotiate and manage conflict, providing appropriate support.</p>
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How to apply

If you wish to discover more about this exciting opportunity, need any further information or to arrange a tour and an informal discussion, please contact Tim Coulson, CEO on tcoulson@unitysp.co.uk or calling 07388 949917.

In addition, as part of the application process you will need to provide a supporting statement, setting out your vision, relevant experience, skills and competencies for the role of Director of Education (Primary).

Please visit unitysp-careers.co.uk to apply

Closing Date: 9.00 am 20th June 2023

Interview: w/b 26th June 2023