



**SANCTA
FAMILIA**
CATHOLIC ACADEMY TRUST

Director of Education

Job Description

March 2026



Job Title	Director of Education
Contract Type:	Permanent
Location:	London
Reporting to:	Chief Executive Officer
Salary Range:	Salary, commensurate with skills, experience and benchmarked to industry standards of a high-performing Trust
Working hours:	37.5 hours per week
Closing date:	23:59 pm Monday 13 th April 2026

CEO's Welcome

Thank you for your interest in the Director of Education role at Sancta Familia Trust. Our vision is clear: **we exist to provide an exceptional education for every student, every day; driven by love, service, humility and our Catholic faith.**

Our values of Love, Service, Personal Development, and Faith drive our behaviours towards ourselves and each other.

- **Love** – “love one another as I have loved you.” *John 13:34*.
- **Service** – we serve the needs of others, and we respect everyone - seeking to understand rather than be understood. *St Francis of Assisi*
- **Humility** – we aim to be the best, but we know that to do so we must put ourselves last - "think first the foundation of humility. The higher the structure is to be, the deeper must be its foundation." *St Augustine*
- **Faith** – God has given us faith, and we have courage to use it - “have courage! Get up; he is calling you.” *Mark 10:4*

We lead a family of Catholic schools from across South London where everyone is known, loved, and adds value to our community.

We believe in autonomy with coherence – we have a duty to share and implement best practice across our schools but also encourage the development of next practice to drive continual improvement.

We will succeed by being a little bit better tomorrow than we were today through excellence in faith, service, personal development and academic progress.

This means (our pillars):

- **Faith:** we take time every day for service, reflection, and prayer.
- **Service:** we serve our communities - with preferential treatment - for those who are poor in spirit or circumstance.
- **Personal development:** every member of trust works hard to develop their talents each week.
- **Academic progress:** we provide an excellent education for every student, every day.



Our current position

- We currently serve the London Boroughs of Merton, Sutton, Lambeth, and Croydon.
- We are a growing Catholic family of 7 schools (6 x primaries and 1 x secondary).
- We educate more than 3,500 students (3,523).
- We employ almost 700 staff (686).

Our current schools are high performing. Typically, our headline results at KS2, KS4 and KS5 are significantly above national. For example, the per cent of students achieving the expected standard in Reading, Writing and Maths is 81% and those achieving 5+ in English and Maths at GCSE is also 81% - approximately 20% above national averages for both.

You will be joining a new yet highly successful group of schools. Your challenge will be to work with our school communities to help us get even better.

By 2030-31, we have set ourselves a very ambitious goal to be internationally renowned for excellence in faith formation, service, development of talents, and academic progress.

As Director of Education, you will play a crucial role in driving our progress towards this vision. We are looking for someone who can live our values, has a track record of excellence across schools, and is passionate about the transformative impact of Catholic education.

If you have any questions, please feel free to email me at m.feely@sanctafamilia.co.uk.

Yours faithfully,

Michael Feely,

Chief Executive officer, Sancta Familia Catholic Academy Trust



Main Purpose of the Role

Put simply, to help us to achieve our ongoing vision of providing an excellent education for every student, every day. In addition, to help us achieve our ambitious five-year goal to be internationally renowned for excellence in faith formation, service, development of talents, and academic progress.

We are looking for an exceptional candidate to help us to achieve something very special. We aim to be the Catholic Academy Trust of choice for students, staff, and families. We are dedicated to becoming a bastion of excellence within education.

Over the next few years, we are on route to grow rapidly. Our Archbishop has asked us to grow from our current seven schools to family of around 30 schools. The Director of Education will provide strategic leadership for education across our 30 schools. This will involve working with executive leaders, headteachers, trust-leads, staff, students, families, parishes, and wider stakeholders.

We believe in the concept of autonomy with coherence. This means we have a duty to share and implement best practice across our schools but also encourage the development of next practice to drive continual improvement. As Director of Education, you will lead on what autonomy with coherence looks like across education: helping to coordinate excellence across our schools, help our schools learn from schools outside of our Trusts, and incorporate learning from other industries / sectors that can be transferrable to education.

This Trust-wide executive role exists to:

- Strengthen system leadership across primary and secondary phases.
- Ensure coherence in curriculum intent, implementation and impact.
- Secure consistently strong academic outcomes and personal development.
- Embed Catholic ethos authentically within educational practice.
- Provide executive oversight, professional challenge and strategic support to Executive Heads and school leaders.

The role does not replace the statutory responsibilities of Headteachers but provides Trust level direction, accountability and quality assurance to secure excellence for all pupils.

The postholder will be accountable for the collective educational performance of the Trust.

Strategic Context

Sancta Familia Catholic Academy Trust is an ambitious Catholic Trust committed to excellence in education across all phases.

Our five-year plan is for the Trust to be internationally renowned by 2030/31 across four defining pillars:

- **Faith**
- **Service**
- **Personal Development**
- **Academic Progress**

The Trust Director of Education will play a central role in delivering this ambition.



Within this plan, the Director will:

Step 1 – Establish Educational Foundations

- Codify what excellence means within Sancta Familia schools across faith, service, personal development and academic progress.
- Establish clear educational entitlements for pupils, staff and families.
- Define consistent curriculum and quality expectations across all phases.

Step 2 – Embed Curriculum and Teaching Excellence

- Develop educational coherence and progression from Early Years through to post-16 (and beyond where applicable).
- Embed high-quality teaching and learning frameworks.
- Ensure high quality provision and support across SEND, safeguarding and inclusion.

Step 3 – Deliver Consistent Entitlement

- Ensure educational systems enable excellence in every classroom.
- Secure sustained academic progress for all pupils.
- Ensure personal development and faith formation are intentional and measurable.

Step 4 – International Recognition

- Establish Sancta Familia as internationally recognised for excellence in faith formation, service, talent development and academic outcomes.

The Director of Education is the senior Trust leader responsible for translating this strategic ambition into coherent educational strategy, consistent practice and measurable impact.

Key Responsibilities

Executive Leadership, Strategic Oversight & Operational Capacity

As a senior executive leader of the Trust, the Director of Education will strengthen leadership culture, build system capacity and ensure that educational standards remain central to Trust decision-making.

The postholder will:

- Line manage Trust Executive Heads and oversee Headteacher performance management arrangements (directly or via Executive Heads, as determined by the CEO).
- Set clear, measurable and ambitious objectives aligned to Trust strategy and the four pillars, holding leaders accountable for standards, culture and pupil outcomes.
- Provide high-quality professional challenge and support to Executive Heads and Headteachers.
- Coach and mentor senior leaders to strengthen strategic thinking, resilience, instructional leadership and organisational effectiveness.
- Ensure leadership development activity strengthens curriculum implementation, teaching quality and pupil outcomes across all schools.
- Establish structured opportunities for collaboration across Trust schools, reducing variability and building collective capacity.
- Ensure effective identification, evaluation and dissemination of best practice across phases.
- Promote purposeful school-to-school support where it strengthens quality and coherence.
- Develop and maintain strong, constructive relationships with diocesan education services and relevant professional bodies.



- Represent the Trust in regional and national forums, ensuring Sancta Familia contributes positively to education more broadly.
- Contribute actively to Trust-wide strategic planning, policy development and long-term educational vision.
- Advise the CEO and Board on the educational implications of strategic decisions, risks and priorities.
- Ensure that educational standards, curriculum quality and pupil outcomes remain central to all Trust-level decision-making.
- Maintain up-to-date knowledge of national policy, curriculum reform and inspection developments, ensuring the Trust remains forward-looking and responsive.
- Uphold and promote the Catholic ethos and mission of the Trust in all aspects of leadership.
- Undertake any other duties commensurate with the seniority, scope and strategic nature of the role, as directed by the CEO.

Delivery of the Four Pillars

Work as part of the Trust's senior executive team to develop, implement and evaluate the educational strategy aligned to the Trust's four pillars.

The Director of Education will:

- Translate the Trust's five-year ambition into measurable educational priorities across all phases.
- Work with the CEO to define excellence across each pillar and ensure this is clearly articulated to leaders, staff and stakeholders.
- Establish Trust-wide standards for educational quality and performance.
- Ensure alignment between Trust strategy and school-level improvement planning.
- Hold Executive Heads and Headteachers accountable for delivering outcomes aligned to Trust priorities.
- Ensure that educational strategy remains coherent, ambitious and sustainable.

The postholder will be accountable for all educational outcomes tied to the objectives of this role.

Curriculum Strategy & Phase Coherence (All Phases)

Provide strategic direction and leadership for curriculum design and implementation across Early Years, Primary, Secondary and Post-16 (where applicable).

This includes:

- Establishing a coherent curriculum architecture that secures strong progression between key stages.
- Ensuring subject curricula are knowledge-rich, well-sequenced and inclusive.
- Embedding Catholic Social Teaching and spiritual formation meaningfully within curriculum frameworks.
- Ensuring curriculum intent is ambitious and clearly understood across the Trust.
- Supporting leaders to respond effectively to curriculum reform, qualification changes and updates to accountability frameworks.



- Overseeing cross-phase alignment to ensure strong transition between primary and secondary education.

The Director will ensure curriculum quality is consistently strong and demonstrably impactful.

Teaching, Learning & Assessment

Be accountable for the quality of teaching and learning across the Trust.

This includes:

- Establishing clear, evidence-informed pedagogical principles.
- Ensuring professional development strengthens classroom practice at all levels.
- Supporting strong early reading foundations in primary and subject depth and rigour in secondary.
- Ensuring assessment systems are robust, proportionate and effectively used to improve outcomes.
- Monitoring the quality of teaching through structured review processes.
- Ensuring high expectations for behaviour and engagement are embedded across all schools.

The Director will ensure teaching excellence drives both academic progress and personal development.

School Improvement, Quality Assurance & Accountability

Lead and refine a rigorous Trust-wide quality assurance framework.

This includes:

- Establishing clear target-setting processes across phases.
- Analysing attainment, progress and performance data at Trust and school level.
- Identifying trends, risks and areas for improvement.
- Overseeing school reviews, curriculum reviews and leadership evaluations.
- Supporting schools in preparation for inspection and external review.
- Leading or contributing to targeted intervention strategies where improvement is required.

The Director will provide clear, analytical and evaluative reporting to the CEO and Trust Board on standards and performance.

Faith Formation, Service & Personal Development

Strengthen and develop the Trust's distinctive Catholic educational mission.

This includes:

- Ensuring faith formation is intentionally embedded within curriculum and school life.
- Promoting meaningful service opportunities.
- Establishing clear expectations for character development and pupil leadership.
- Supporting enrichment and talent development across schools.
- Ensuring that personal development outcomes are measurable and evaluated.



While the postholder is not required to be Catholic, they must demonstrate a clear commitment to promoting and strengthening the Catholic ethos and mission of the Trust.

Inclusion, SEND & Safeguarding

Ensure consistently high standards of inclusion and safeguarding across all phases, providing strategic oversight and assurance at Trust level.

This includes:

- Promoting and embedding a strong safeguarding culture in every school, ensuring vigilance, professional curiosity and clear lines of accountability.
- Providing strategic oversight of safeguarding across the Trust, ensuring robust compliance with statutory guidance and best practice.
- Monitoring safeguarding assurance processes and advising the CEO and Board on safeguarding standards, risks and emerging concerns.
- Ensuring leaders understand and fulfil their safeguarding responsibilities, intervening where practice falls below Trust expectations.
- Securing high-quality SEND provision that is fully integrated within curriculum delivery and teaching practice.
- Promoting equitable outcomes for disadvantaged and vulnerable pupils through rigorous monitoring and targeted improvement strategies.
- Analysing inclusion and safeguarding data across schools to identify trends, address gaps and ensure vulnerable pupils receive timely and effective support.
- Holding Executive Heads and Headteachers accountable for inclusive practice and pupil outcomes.

Inclusion, safeguarding and excellence must be mutually reinforcing priorities across the Trust.

Why Join Us?

We value our leaders and are committed to creating an environment in which you can thrive both professionally and personally.

As Trust Director of Education, you will benefit from:

- Leadership Group Pay Range in accordance with the School Teachers' Pay and Conditions Document (STPCD).
- Membership of the Teachers' Pension Scheme with employer contributions.
- A generous holiday entitlement – 35 days across the year (not including bank holidays).
- A generous benefits package e.g. reduced gym memberships, virtual GP appointments etc.
- Access to a generous professional development offer, with dedicated time and investment to support continued executive growth.
- The opportunity to shape educational strategy across a growing family of Catholic schools.
- Executive-level influence within a Trust with clear ambition and strong moral purpose.
- A collaborative and driven community focused on excellence, integrity and shared mission.
- The opportunity to grow professionally within a Trust at a formative and strategically significant stage of development.



Our people are central to our success. We are committed to developing leadership capacity, encouraging innovation and supporting our senior leaders to think strategically and act decisively.

Person Specification

The Trust Director of Education will be an exceptional educational leader with a proven track record of improving standards across more than one school or phase. The successful candidate will combine strategic clarity with disciplined execution, strengthening curriculum coherence, securing high-quality teaching and driving sustained academic progress across primary and secondary phases.

Comfortable operating at executive level, the Director of Education will hold senior leaders to account, provide professional challenge and support, and advise the CEO and Board on educational performance and risk.

While not required to be Catholic, the postholder must demonstrate a clear commitment to Catholic education and the ambition to help establish Sancta Familia as internationally renowned for excellence across faith, service, personal development and academic progress. Integrity, sound judgement and the ability to inspire confidence across the Trust community are essential.

Criteria	Essential	Desirable
Qualified Teacher Status (QTS).	✓	
Substantial and successful senior leadership experience across multiple schools or phases.	✓	
Proven track record of leading school improvement at scale.	✓	
Strong understanding of inspection frameworks and accountability measures.	✓	
Secure knowledge of curriculum progression across primary and secondary phases.	✓	
Demonstrated ability to influence, challenge and support senior leaders.	✓	
Clear commitment to the ethos and values of Sancta Familia Catholic Academy Trust.	✓	
Willingness to actively promote and uphold the Catholic identity and mission of the Trust.	✓	
Secure and up-to-date knowledge of safeguarding legislation and statutory guidance.	✓	
Demonstrable experience of leading or overseeing safeguarding culture at senior leadership level.	✓	



Commitment to safeguarding and promoting the welfare of children and young people.	✓	
Experience of executive leadership within a Multi-Academy Trust.		✓
Experience of successful leadership with Catholic Education.		✓
Experience of senior leadership coaching or mentoring.		✓
Postgraduate qualification in leadership or education.		✓
Experience of system leadership beyond a single organisation.		✓
Experience of successfully supporting schools to achieve Ofsted and CSI outstanding / exceptional.		✓

Safeguarding & Safer Recruitment

This post is subject to an Enhanced Disclosure and Barring Service (DBS) check.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and leaders to share this commitment. As a senior leader, the postholder will model and uphold the highest standards of safeguarding practice.