

Director of Primary

Leeds Diocesan Learning Trust

Welcome from the CEO

Dear Prospective Candidate,

Thank you for your interest in the role of Director of Primary and in joining Leeds Diocesan Learning Trust (LDLT). This is a significant and exciting opportunity to play a key role in shaping the quality of education across our growing family of primary schools.

As a Trust of 13 primary schools, with clear ambitions for growth, we are seeking an experienced and highly effective leader who can combine strategic vision with a strong track record of school improvement. This role sits at the heart of our work to ensure that every child across LDLT benefits from an excellent education and is able to flourish.

At LDLT, our vision of *Loving, Living and Learning Together* underpins everything we do. We are committed to serving and celebrating our unique schools and communities, recognising that each academy has its own identity, context and strengths. This role is therefore about securing high standards across the Trust while respecting and nurturing the distinctiveness of each school.

We are looking for a leader who brings both credibility and influence, with the ability to work in partnership with Headteachers to provide professional challenge, support and clarity. You will play a key role in ensuring that our schools work together with a shared purpose, valuing collaboration, professional dialogue and collective responsibility for improving outcomes and experiences for all children.

Our work is rooted in Christian values, and we seek leaders who demonstrate these through their practice, showing compassion, integrity, courage and respect in all that they do. As a Church Trust, we are committed to enabling the flourishing of all, combining academic rigour with a deep commitment to personal development, inclusion and wellbeing.

This role offers a unique opportunity to shape education across the Trust: strengthening leadership, supporting schools to deliver high-quality provision, and ensuring that every child, regardless of background, is able to flourish.

If you are a reflective, values-driven leader who is ambitious for children's outcomes and life chances, committed to collaboration and inspired by the opportunity to serve within a values-based learning community, we would be delighted to receive your application.



Richard Noake
CEO of LDLT

About Leeds Diocesan Learning Trust

Leeds Diocesan Learning Trust (LDLT) is a growing family of primary schools within the Church of England Diocese of Leeds. The successful candidate will be employed by the Trust and work across all schools as part of the central team, supporting and strengthening education across the Trust. Established in September 2022, LDLT was founded with a clear vision of full flourishing through loving, living and learning together. As a Church Trust, it plays a key role in the Diocese of Leeds' commitment to education, providing high-quality support, challenge and collaboration to schools across the region.

LDLT is an inclusive Trust, welcoming both Church and community schools. It is built on a strong belief in serving and celebrating the unique identity of each school and its community, while creating the conditions for collaboration, shared learning and continuous improvement. Schools within the Trust retain their individuality, while benefiting from being part of a wider network with a shared vision and moral purpose.

The Trust currently comprises 13 primary schools located across North and West Yorkshire, including the areas of Craven, Leeds and Ripon. These schools reflect a diverse range of contexts, from small rural settings to larger suburban communities, all united by a commitment to providing high-quality education for the children they serve.

The central team plays a vital role, working in partnership with school leaders to drive improvement, build leadership capacity and ensure strong outcomes for all pupils. A key strength of the Trust is its emphasis on collaborative working, including peer networks, shared professional development and school-to-school support, ensuring that no school operates in isolation.

Our Vision and Christian Ethos

LDLT is guided by a vision that ***servicing and celebrating our unique schools and communities, we will love, live and learn together***. This vision reflects our shared commitment to create environments where children, staff, governors and all members of our school communities are valued as people of God, and where transformational learning and the flourishing of all are at the heart of everything we do.

Staff Support, Wellbeing and Benefits

LDLT is committed to being a Trust that values its people. We know that great staff create great schools. As part of LDLT, colleagues benefit from:

- **Generous Pension Schemes**

- Teachers' Pension Scheme (TPS) for teaching staff
- Local Government Pension Scheme (LGPS) for support staff

Both schemes offer excellent employer contributions and long-term financial security.

- **Holiday Entitlement**

Staff receive generous paid holiday entitlement, increasing with service and aligned to the local government national pay framework.

- **Cycle to Work Scheme**

Employees can benefit from our Cycle to Work scheme, supporting sustainable travel and staff wellbeing.

- **Professional Development**

We invest significantly in professional learning, offering:

- Trust-wide CPD programmes
- Leadership development pathways
- Collaboration through subject and phase networks
- Opportunities for career progression across the trust

For more information about the Leeds Diocesan Learning Trust, please visit www.ldlt.co.uk

Job Description and Person Specification

LDLT is looking to appoint an exceptional Director of Primary to lead and shape the next phase of school improvement across our growing family of primary schools.

This is an opportunity to join a values-driven and ambitious Trust at a pivotal stage in its development. As a Trust of 13 primary schools, with clear plans for growth, we are seeking a leader who can secure consistently high standards, strengthen leadership capacity and ensure that every child receives an excellent education.

The core role is to secure improvement in the educational provision at all LDLT schools supporting executive heads and headteachers as the responsible leaders in their school settings.

Working closely with the CEO, you will lead the Trust's approach to school improvement, ensuring alignment across our schools while respecting the distinct identity and context of each school. You will play a key role in ensuring that all schools contribute to, and benefit from, a high-performing Trust that improves outcomes for all children, including the most disadvantaged.

Responsible to	Chief Executive Officer
Contract	Full time, permanent.
Salary	Leadership scale, L18 - L30
Start date	1 September 2026
Location	Trust-wide (with travel across schools and central office)

Job Purpose

The Director of Primary will provide strategic leadership and operational oversight of school improvement across LDLT schools.

The role will ensure that the Trust delivers against national expectations for:

- high standards in curriculum, behaviour and attendance
- excellent teaching for every child
- targeted support for those who need it most
- a strong, collaborative Trust-led system

The postholder will lead the development of a coherent, evidence-informed improvement model that secures consistency, builds leadership capacity and ensures all schools are positioned to succeed within a growing multi-academy trust. They will ensure that each school delivers a high-quality, ambitious and inclusive curriculum that reflects its context and community, while meeting Trust expectations for standards, coherence and impact.

Key Responsibilities

Strategic Leadership

- Work to translate the Trust's vision and strategic priorities into clear expectations and consistent practice across all schools.
- Work closely with the CEO, the Board, governors and school leaders to shape and review the Trust's long-term educational direction, ensuring readiness for growth and increased scale.
- Lead the continued development and delivery of a Trust-wide school improvement strategy aligned to national policy and priorities drawing on research and proven practice.
- Lead the continued development of collaboration practice across the schools in the Trust and in partnership working with Local Authorities, Diocese, external agencies, and other schools and Trusts.
- Ensure the Trust remains outward-facing, responsive and aligned to emerging DfE reforms (including SEND and Inclusion reforms).
- Lead and develop, alongside school leaders, Trust-wide strategies to improve pupil outcomes, including achievement, attainment, progress, attendance and behaviour.
- Lead and develop, alongside school leaders, the curriculum of all schools in the Trust in the light of national curriculum review.

Quality of Education, Curriculum and Standards

- Ensure that each school has a broad, balanced and ambitious curriculum that is well-sequenced and enables pupils to build secure knowledge and skills over time.
- Ensure consistency in expectations for teaching, learning and assessment.
- Promote and embed evidence-informed teaching practices across all schools.
- Support leaders in evaluating and improving the quality of teaching through coaching, review and professional dialogue.
- Provide high-quality challenge and support to school leaders, ensuring a balance of accountability and professional trust.
- Ensure effective use of assessment and data to inform teaching, intervention and strategic planning.
- Champion high expectations for all pupils, particularly those who are disadvantaged or have SEND.
- Ensure that provision for vulnerable learners is effective, inclusive and impactful.
- Facilitate collaboration between schools, including networks, subject leadership groups and peer review ensuring that no school operates in isolation.
- Ensure that assessment approaches are aligned with curriculum intent and support accurate evaluation of pupil learning.
- Work with headteachers to support School Improvement Plans, SEFs or Ofsted and SIAMS Actions Plans, making suggestions where further improvements can be maintained and efforts should be prioritised.
- Lead the Trust's approach to inspection readiness, ensuring all schools are prepared for Ofsted and SIAMS inspections at any time.
- Support schools during inspection, external review processes and engagement with RISE.

A Strong Culture of Inclusion, Equality and Diversity

- Champion inclusion, ensuring that all pupils, regardless of background or need, are supported to succeed.
- Promote equality, equity, diversity and high expectations across all schools.
- Support schools to develop positive, inclusive cultures where staff and pupils feel valued and supported.
- Ensure that wellbeing of pupils and staff is considered within improvement strategies.

Governance

- Provide regular, high-quality reports to the CEO, Trust Board and relevant committees.
- Ensure robust systems are in place for monitoring and evaluating school performance.
- Support governance processes, including attendance at relevant meetings where appropriate.
- Following each school improvement visit, produce clear, evaluative written reports for Headteachers which identify strengths and areas for development, provide precise, evidence-informed recommendations and support school leaders in refining their improvement priorities.
- Work with head teachers to ensure that key findings from school improvement visits are shared appropriately with Local Academy Councils, supporting transparency and accountability.

Continuing Professional Development and Confidentiality

- Engage fully in the Trust's appraisal and performance development processes, demonstrating a commitment to continuous improvement and personal growth. This includes participating in regular reviews, reflecting on practice, and contributing to the setting and evaluation of professional objectives.
- Support leaders to review their performance and take a lead in delivering CPD for staff in schools.
- Take responsibility for ongoing professional development, proactively engaging with opportunities offered by the Trust. This includes attending relevant training, conferences, briefings and networking events that support excellence in professional practice.
- Demonstrate a high standard of professionalism at all times, including maintaining strict confidentiality in all matters relating to LDLT, its schools, pupils, leaders, staff and wider business.

Safeguarding

- Ensure safeguarding is central to all school improvement work and that a strong safeguarding culture is embedded across all schools.
- Work with leaders and external advisors to ensure safeguarding systems, processes and training are effective and compliant and regularly audit school processes and procedures for safeguarding.
- Uphold the highest standards of professional conduct and follow Trust and school safeguarding policies and procedures at all times.
- Act as Trust Designated Safeguarding Lead.
- Attend relevant safeguarding training, maintain an up-to-date understanding of child protection responsibilities, and act promptly on any concerns in line with statutory guidance, including Keeping Children Safe in Education.
- This role is subject to an enhanced Disclosure and Barring Service (DBS) check, satisfactory references and appropriate pre-employment safeguarding checks.

Terms and Conditions

This job description is current at the date of appointment. In consultation with your line manager, the post description may be varied to reflect or anticipate changes in the role. The post holder may be required to undertake any other duties commensurate with the grade of the post, including other miscellaneous work deemed suitable by Trust management.

Person Specification

Qualifications and Experience	Essential	Desirable
Qualified teacher status	✓	
Successful headship experience		✓
Successful senior leadership experience in a Church Trust or School		✓
Successful senior leadership experience ideally within the primary phase	✓	
Proven experience of effective senior leadership in more than one Primary setting		✓
Recent and relevant professional development, including safeguarding	✓	
Evidence of supporting successful school improvement planning and implementation in a variety of school contexts	✓	
Successful experience of leading school improvement	✓	
Experience of delivering CPD to colleagues	✓	
Experience of successful curriculum development and implementation	✓	
Experience of successful support for and impact on underperforming practitioners	✓	
MA or other higher-level qualification		✓
Current or recent experience in an HMI role or Ofsted / SIAMS Inspector		✓
Knowledge and experience of SIAMS inspection		✓
NPQH, or similar		✓
Knowledge, Skills and Abilities	Essential	Desirable
Up to date knowledge of key national initiatives and developments in primary education	✓	
Ability to support and maintain the distinctive vision of the Trust and its church schools	✓	
Ability to manage own workload to meet conflicting demands to ensure completion of tasks to deadlines	✓	
Excellent organisational skills, with the ability to keep accurate and appropriate records	✓	
Ability to provide clear records of school visits that identifies key targets and areas for development and improvement	✓	
Ability to develop strong working relationships with colleagues, demonstrating a high level of interpersonal skills	✓	
Ability to build trust with all staff and maintain discretion and confidentiality	✓	

Up to date knowledge of Ofsted, DfE, SIAMS and national statutory requirements and guidance for schools and Multi-Academy Trusts	✓	
Ability to motivate, lead and engage colleagues	✓	
Ability to communicate effectively (both orally and in writing) to a variety of audiences	✓	
Knowledge and skills to evaluate and improve education provision	✓	
Knowledge and understanding of data analysis and the important impact this can have on pupil achievement	✓	
Qualities	Essential	Desirable
A commitment to positive teamwork and collaboration to achieve results	✓	
A commitment to continuing professional development	✓	
Excellent interpersonal skills, approachable to all members of the Trust	✓	



Selection Process Guidance

Safeguarding and Safer Recruitment Checks

LDLT is committed to safeguarding and promoting the welfare of children and young people, and all recruitment processes reflect our obligations under Keeping Children Safe in Education (KCSIE). All appointments are subject to safer recruitment checks, including an enhanced Disclosure and Barring Service (DBS) check, verification of identity and qualifications, online checks, employment history scrutiny, and the receipt of satisfactory references. Any gaps in employment will be explored during the interview process.

Equality and Diversity

LDLT is an inclusive employer and is committed to ensuring equality of opportunity for all applicants. We welcome applications from individuals of all backgrounds, faiths and protected characteristics. Recruitment decisions are made solely on the basis of merit and alignment with the values, ethos and requirements of the role. We are dedicated to creating a workforce that reflects the diversity of the communities we serve.

How to Apply

All applications must be submitted using the official application form, which ensures a fair and consistent process for all candidates. Applicants should complete all sections in full and provide a supporting statement that demonstrates how they meet the job description and person specification. CVs alone cannot be accepted in place of a completed application form. All applications must be received by the closing date stated in this pack. Shortlisting will be carried out against the published criteria. Please send all completed applications to: Info@LDLT.co.uk

Shortlisting

Applications will be shortlisted against the criteria outlined in the person specification. The selection panel will carefully review each application, and shortlisted candidates will be contacted directly to confirm next steps. Candidates who are not shortlisted will be informed following the completion of this stage.

References

References will be requested for all shortlisted candidates prior to interview, in line with safer recruitment guidance. One reference must be from the candidate's current or most recent employer, and, where applicable, one must be from a role involving work with children. Referees will be asked about the candidate's suitability for working with young people and any concerns related to safeguarding.

Interview

Shortlisted candidates will be invited to attend a two-stage interview process, designed to assess strategic leadership, system thinking and alignment with the Trust's vision.

The selection process is likely to include a range of assessment activities such as a strategic presentation, a case study, a data or school evaluation task, a stakeholder panel activity and a formal interview.

Throughout the process, candidates will be assessed on their ability to lead school improvement at scale. Candidates will be provided with full details of the interview process, including tasks and timings, in advance of the selection day.

Final Selection

Following the completion of all interview activities, the selection panel will evaluate each candidate against the requirements of the role. Decisions are made objectively based on merit, safeguarding considerations and the needs of the school. Candidates will be informed of the outcome as soon as possible after the selection meeting.

Offer of Employment

Any offer of employment will be made subject to all safer recruitment checks being completed satisfactorily, including enhanced DBS clearance, verification of identity and qualifications, medical clearance, and the receipt of references deemed suitable by the Trust. The successful candidate will be issued with a conditional offer followed by a contract of employment once all checks are confirmed.

Timeline

- Application deadline: Tuesday 21st April 2026, 12pm
- Shortlisting: Wednesday 22nd April 2026
- Interviews: Tuesday 28th and Wednesday 29th April 2026

While every effort will be made to adhere to published dates, the Trust reserves the right to make adjustments where necessary.

For a telephone conversation with the CEO please contact Info@LDLT.co.uk to arrange.

Questions and Contact Details

If you have any questions about the role, the Trust, or the recruitment process, please do not hesitate to get in touch.

Enquiries can be directed to Info@LDLT.co.uk

