

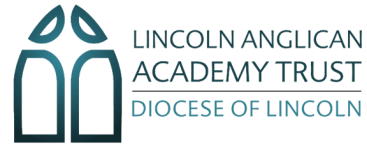
A CHURCH OF ENGLAND MULTI-ACADEMY TRUST
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



Lincoln Anglican Academy Trust
Education Development Advisor



Education Development Advisor



SALARY

Grade 16 Points 52 - 56 £66,606 - £70,866FTE

HOURS

37 hours per week, 52 weeks per year

START DATE

As soon as possible

LOCATION

Lincoln Anglican Academy Trust
(Supporting Trust Schools across Lincolnshire, home and school hybrid working)

APPLICATION DEADLINE

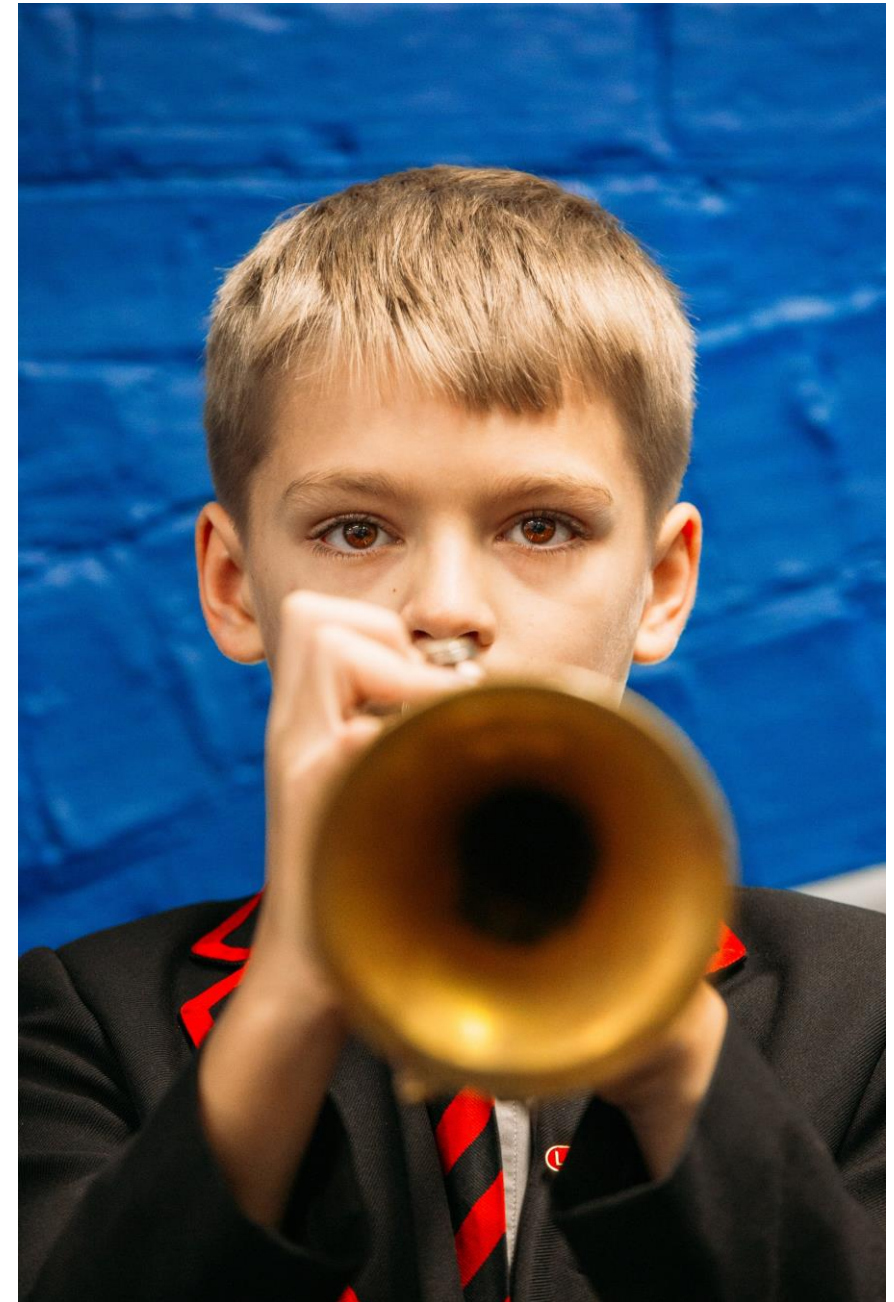
Sunday 23rd February 2025

INTERVIEWS

w/c 3rd March 2025

For an informal discussion about the role, please contact Sam Eden,
Director of Education by emailing sam.eden@laat.co.uk

Please go to [My Trust Careers](#) to apply



Welcome from the CEO of The Trust – LAAT

Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.





Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



What our Colleagues say about us...



'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'

"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"

'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'

'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

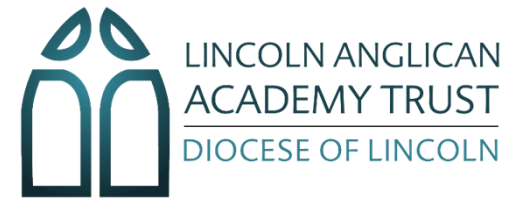
You are the God who sees me (Genesis 16:13)

We see you and believe you deserve the very best

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.
- We also offer apprenticeships within the Trust that support career pathways for Teaching Assistants, provide opportunities for Wellbeing Champions and enhance digital skills.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.
- All colleagues have access to;
 - Over 70 online courses to support development
 - 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
 - Free of charge counselling sessions
 - Personalised wellbeing coaching
 - Virtual GP - Accessible by smart phone, or computer with same day appointments



About Lincoln Anglican Academy Trust



LAAT is dedicated to supporting school improvement and Christian distinctiveness, whilst maintaining each school as a special and unique place in the heart of its unique context. LAAT has been approved by the Department of Education as an academy sponsor to operate a number of academies under a single charitable company. It welcomes applications from Voluntary Controlled, Voluntary Aided and Community schools from the full spectrum of Ofsted judgements.

Since it was established LAAT has demonstrated its ability to provide excellent school improvement and back-office support to its schools, taking the majority to Ofsted Good.

Our Excellence, Exploration and Encouragement powered by Equity vision statement encapsulates the Trust we are today and the Trust we aspire to be in the future. It has meaningful resonance with the work we do and our commitment to overcoming the social inequality faced by our children and young people. We are passionate about improving the life chances of every child in our care, meeting them where they are.



Education Development Advisor – The Role

The Lincoln Anglican Academy Trust is a multi-academy trust formed by the Diocese of Lincoln. We are a family of 23 schools brought together by a shared vision to improve the life chances of all our children through Excellence, Exploration, Encouragement within a distinct ethos. Established as a multi academy trust by the Diocese of Lincoln in December 2013, we are a unique organisation that celebrates the individuality of every school whilst promoting an uncompromising belief in the power of collaboration to support all our c4000 pupils to be the best they can be.

The Lincoln Anglican Academy Trust has an exciting opportunity to appoint an Education Development Advisor to work with its diverse range of academies across the Diocese of Lincoln. We are seeking to appoint an experienced and innovative individual to join our supportive central Education Team. The successful candidate will have a proven track record of leading school improvement and be committed to the development of outstanding schools.

Our Education Development Advisor (EDAs) are a pivotal part of our central team, supporting and advising schools on how to move their schools on in the next step of their improvement journey. EDAs have a breadth and depth of expertise, and the successful candidate will be able to contribute to and enhance this offer with a proven track record of tangible impact in schools, including the improvement in strong outcomes for children in secondary education.

We are particularly keen to hear from candidates with experience in leading Church Schools and Curriculum Design. **Candidates with a specialism in SEND are welcomed.** In our schools, we aim to build strong and cohesive partnerships with the central team; EDAs are a critical part of this and therefore excellent interpersonal and communications skills are a must. Along with this, EDAs need to have strong coaching skills to enable and empower school leaders to problem solve and develop leadership, at all levels, within their schools. The successful candidate will need to be able to demonstrate a strong understanding of the move from school-based leadership to leadership over a portfolio of schools and the very different functions of leadership within the role of an EDA.

Supporting schools with their professional development is a key part of the role of EDA. Whether this is signposting schools to tailored CPD to meet their school improvement needs or creating bespoke CPD for a school or group of schools.

Therefore, the successful candidate will have experience of creating and leading on development in schools with proven impact on outcomes for children. As a Diocesan MAT, we uphold the Church of England's Vision for Education and are looking for someone to join our team who can support not only this but our own vision for Education, celebrating the Christian Distinctiveness of our schools.

Job Description

The main purpose of this role is to support an effective school improvement service across the Trust, ensuring that the Trust has up to date, accurate data of school standards.

To develop appropriate professional partners and analyse and report on data appropriately to the needs of the Trust.

To be responsible for the line management of designated Headteachers within the Trust.

Work collaboratively and strategically with the central Education Team and DCEO, CEO and Executive Leadership Team in the development and implementation of a specific area of a whole Trust strategy reflective of the skills of the post holder and the needs of the Trust.

Key Tasks and Responsibilities

General Duties

Promote the distinctive work and mission of the Trust and our academies in ways consistent with up-to-date educational thinking and developments with regard to the legal status of schools.

Support all schools, offer guidance to Headteachers, informing SLT and the Board of Directors of all developments.

Identify risks within assigned schools which could lead to poor outcomes for children and provide accurate, rapid intervention plans.

Quality assure the school improvement provision within assigned schools, advising on adjustments in order to improve or maintain a positive progress trajectory.

To encourage schools to engage with their Trust Hub Partner Schools as part of the Trust universal school development offer.

Use data effectively to monitor and evaluate the performance of all schools within the Trust.

Develop robust school improvement support in collaboration with other providers if required.

Lead training of governors and staff, as necessary.

Develop key partnerships with a range of school improvement providers including neighbouring dioceses and Local Authorities and provide tailored support for schools.

Engage with the academy conversion process in matters of school improvement.

Prepare reports as requested for ELT/ Board of Directors and the Director of Education.

Actively promote the work of the Trust and enhancing the Trust culture both inside and outside of the Trust.

Encourage good relationships with immediate colleagues, other staff, volunteers and external contacts.

Participate actively in supervisory and line management processes, including conducting Head teacher Growth and Development (appraisal).

Participate in appropriate professional development.

Liaise with Education Team colleagues in a timely way, regarding assigned schools and their progress, communicating risks clearly and discussing actions and evaluating impact.

Maintain the Trust's specific Educational Principles through the work and relationships with schools.

Other

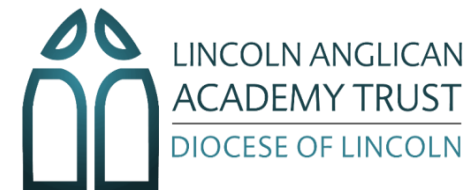
The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.



Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience

Essential

Desirable

| | | |
|---|---|---|
| Qualified Teacher Status | * | |
| Proven track record of successful teaching, training and leadership in an educational setting | * | |
| Proven track record of school improvement (Clear evidence of impact must be provided e.g. data trends, reference to external reports such as Ofsted etc). | * | |
| Experience in a senior leadership position with a minimum of Deputy Headship. | * | |
| Professional experience, knowledge and understanding of schools such as to evoke respect from those working in schools in the Trust in a way appropriate to the differing audiences of both secondary and primary schools | * | |
| Professional expertise in a specialist area of education (e.g., a specific subject, Early Years, SEND, Curriculum etc.) | * | |
| Experience of leading presentations and workshops at school level, professional conferences and training events. | * | |
| In-service qualification in training and/or management | | * |
| Experience as an NLE/LLE/SLE | | * |

Professional knowledge and understanding

| | | |
|---|---|---|
| Ability to demonstrate commitment to safeguarding and promoting the welfare of children. | * | |
| Understanding of current educational issues relating to curriculum, inspection and school improvement and the ability to articulate this knowledge in a way appropriate to differing audiences. | * | |
| Up to date understanding of the Ofsted inspection framework and inspection landscape. | * | |
| Working knowledge of the SIAMs inspection framework and inspection process. | | * |

Safeguarding Children

| | | |
|---|---|---|
| Current Safeguarding Training | | * |
| Enhanced DBS Clearance | * | |
| Awareness of the importance of safeguarding and promoting the welfare of children | * | |
| A commitment to maintaining up to date knowledge of child protection legislation and guidance | * | |

Personal and Professional Skills and Attributes

| | | |
|---|---|---|
| Proven ability in strategic management across more than one organisation | * | |
| Demonstrable coaching skills. | * | |
| Demonstrable ability to build and develop partnerships with other stake holders in education. | * | |
| Strong organisational skills, with the ability to plan complex work schedules. | * | |
| Competent in using a range of IT programmes and able to learn to use new technologies to improve efficiency and effectiveness | * | |
| Positive attitude with confidence to promote new initiatives and challenge the status quo | * | |
| Evidence of Continuous Professional Development | * | |
| The ability to develop the Trust's Christian vision and values within a school setting. | * | |
| A commitment to a local church, having a living Christian faith. | | * |
| A commitment developing and supporting the Christian Distinctiveness of our schools. | * | |

Approach to work - Candidates should

| | | |
|--|---|--|
| Have exemplary standards of conduct | * | |
| Possess sensitivity and awareness of other's needs | * | |
| Maintain confidentiality at all times | * | |
| Demonstrate sound work ethics | * | |
| Be consistent and fair | * | |

Behaviour Competencies - Candidates should

| | | |
|--|---|--|
| Be respectful and able to act with tact and diplomacy | * | |
| Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils | * | |

Other - Candidates should

| | | |
|--------------------------|---|--|
| Be a positive role model | * | |
|--------------------------|---|--|

THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



BE PART OF SOMETHING BIGGER



LINCOLN ANGLICAN
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DIOCESE OF LINCOLN

Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

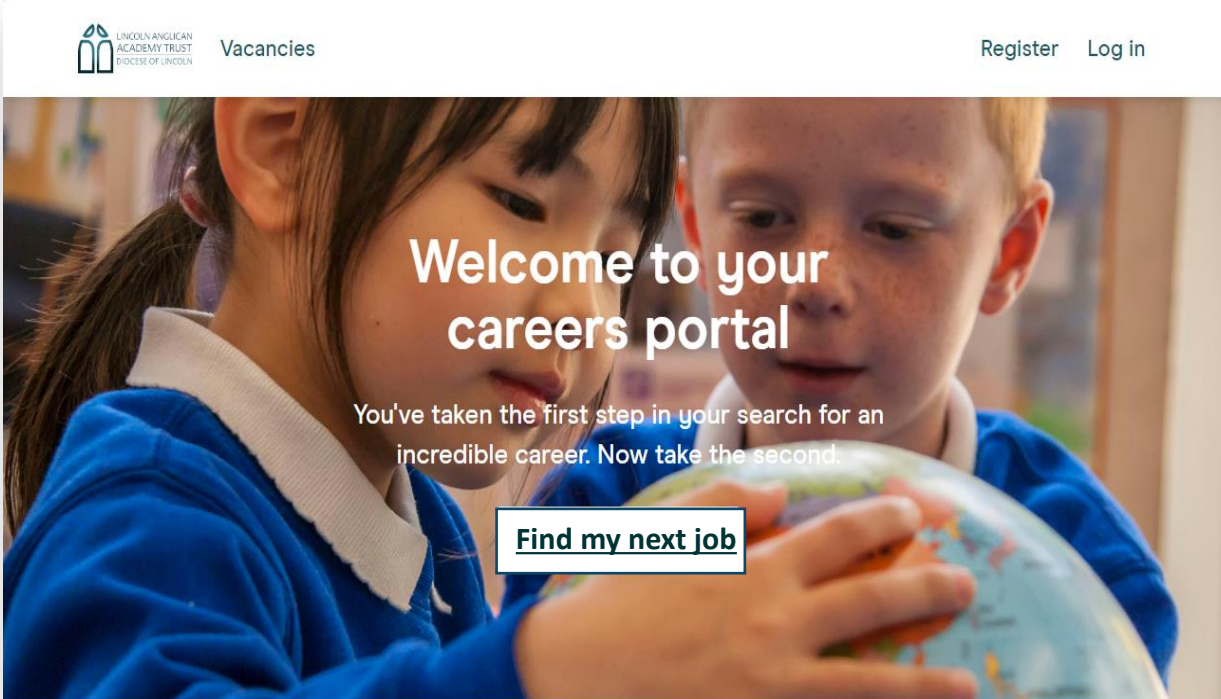
Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.



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Vacancies

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Welcome to your
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You've taken the first step in your search for an
incredible career. Now take the second.

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