



Application Pack

Director of Education - Secondary Lydiate Learning Trust

Start Date:	As soon as possible
Closing Date:	8:00am, Friday 26 April 2024
Shortlisting:	Friday 26 April 2024
Proposed Interview Date:	Thursday 02 & Friday 03 May 2024
Post Scale:	Leadership Scale L28 – L33
Salary:	£91,633 - £103,578 Negotiable Salary for suitably qualified and experienced candidate.
Contract Term	Full Time/Permanent

HOW TO APPLY

To submit your application please use TES Quick Apply



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”.

We do this by...

- 1) Empowering individuals through learning;
- 2) Fostering a “can-do” attitude that leads to continuous improvement;
- 3) Producing confident young adults with high levels of perseverance, proficiency and integrity;
- 4) Encouraging families and our schools to work together to support student learning;
- 5) Providing a happy, safe, supportive environment where students can learn effectively;
- 6) Developing the whole child with a comprehensive offer of wider curriculum;
- 7) Engaging with our students to inspire, contribute and care;
- 8) Developing leadership at all levels for students, staff, governors and our communities;
- 9) Promoting an enterprise culture that creates close working partnerships with business and wider partners;
- 10) Committing to having honest conversations about our strengths and our opportunities for growth.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.
- **COMMUNICATION** - Communicate effectively and listen to one another for understanding and compassion.

Equal Opportunities

LLT is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Safeguarding & Enhanced DBS Checks

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expect staff to share this commitment and maintain a vigilant and safe environment. All posts are subject to an enhanced DBS check. All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures.

About Us

Lydiate Learning Multi Academy Trust consists of two large secondary schools and two primary schools who are currently converting to academy. The schools are Deyes High School, Childwall Sports and Science Academy, The Grange Primary School, Sefton and Knotty Ash Primary School, Liverpool.

All of the schools within the Trust are working together with the ambition of becoming outstanding.

We are an expanding Trust; and working with several schools at present in a supporting capacity and hope that they will join us too.



Some of the key activities of interest at this point in time include:

- The opening of the £40 million new build school at Deyes High School.
- The introduction of Primary schools into Trust.
- The further development of our community offer. Building on our initial venture of Childwall in the Community.

Lydiate Learning Trust is very forwarding thinking and if you join our team your own professional development will be just as important to us as it is to you.

At Lydiate Learning Trust we aim to equip our staff to deliver their very best and offer a generous benefits and training package. Our overall collective aim is to “engage, enable, empower”.

“We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passions”.

Our central services team is based in Wavertree Technology Park, close to the M62 and other key road networks. There is ample free parking, and the modern offices are comfortable and flexible. Our schools are spread across Liverpool and Sefton but are again, easy to access. We are also all actively linked by Microsoft Teams, as a result, we will work together effectively as one big team. We know, as a team, we are stronger together. We pride ourselves on our inclusive culture, ask our colleagues to contribute to collective creativity, open-mindedness and growth.

If you are interested in joining us on our journey to affect life chances through providing outstanding learning centres, please view the job description attached, peruse our school and Trust websites or contact Rachel at r.turner@lydiatelearning.org for an informal discussion. We welcome your application and look forward to meeting you.

Welcome



Dear Candidate,

A very warm welcome to Lydiate Learning Trust (LLT), I am delighted that you are interested in this exciting opportunity to join the Lydiate Learning Trust and help us move forward with the next chapter of our development.

The role of Executive Director of Education (Secondary) is critical and never more as we enter the next phase of our development. The postholder will be a “shoulder partner” to our headteachers, senior leaders and staff teams across our family of schools. They will work closely with our Director of Education (Primary). They will, therefore, need to understand what school improvement looks like and have a passion for teaching and learning. Personally, you need to be collaborative, strategic, have emotional intelligence, a sense of humour and be able to effectively coach, mentor, challenge and support.

In addition to our schools, Lydiate Learning Trust has a thriving and large initial teaching training centre (SCITT), and this plays a very important role in the supply of next generation of teachers within the Trust and beyond. The postholder will be asked to liaise with the leaders of AMP SCITT and co plan although not directly part of the team. Many of our staff are members of the Chartered College and we deliver national professional qualifications in partnership with the Best Practice Network. We also frequently engage in school improvement work beyond the Trust where our work is recognised by others, including the DfE. We would ask the postholder to contribute to this as and when it was appropriate.

This post will report directly to the Chief Executive Officer and be reportable to the Board of Trustees, holding overall responsibility for standards and outcomes in our Secondary schools.

We are a small Trust that currently works across the Liverpool City Region, but our intention is to expand, and we have the approval to do so. Currently we have two large Secondary schools and two Primary Schools. The secondary schools are Deyes High School, (Sefton) and Childwall Sports and Science Academy (Liverpool) and the primaries are The Grange, (Sefton) and Knotty Ash Primary, (Liverpool). All schools and our SCITT are currently rated Good by Ofsted and our ambition is to drive up standards to outstanding. We know from qualitative evidence and external reviews this year that our schools are improving. If you share the drive and ambition we have for our students, their families and the community, then we would like to hear from you.

Lydiate Learning Trust has a very strong Board of Trustees who are exceptionally committed, giving long hours and offering challenge and support in equal measure. Their skills and professional background are diverse, and they work well together as a team. They have a clear vision, values and strategic direction. Please read more about them on the Lydiate Learning Trust website. Ultimately, it is correct to say that the Trustees share our vision that children only get one chance and deserve the very best start in life.

Lydiate Learning Trust is financially stable and can provide services to all of our schools inhouse.

As CEO, I am supported by a very strong Executive team. The postholder will join this team alongside the Director of Education (Primary), Director of HR, Director of Finance and Operations and the Executive PA/Project Manager. The postholder will line manage the school improvement team (secondary) and work to drive teams further to benefit everyone within the Trust.

I hope this introduction to Lydiate Learning Trust answers any questions you may have and leaves you excited to work with us. If you do, however, have more questions or require further information, please do not hesitate to contact me via our Executive PA, Rachel Turner at r.turner@lydiatelearning.org I look forward to reading your application and hopefully meeting you in person.

Warmest wishes,



Ann Stahler (CEO)

Lydiate Learning Trust

We Offer

At Lydiate Learning Trust we believe in recruiting talented, capable people and developing them to fulfil their career ambitions so that we Engage, Enable and Empower our young people. We offer:

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| ❖ A future vision map and professional development | ❖ A friendly Trust which looks after the wellbeing of its staff |
| ❖ A highly competitive salary | ❖ Coaching (internal and external to the Trust) |
| ❖ A staff development programme and appropriate CPDL | ❖ A high quality and supportive onboarding programme |
| ❖ Family friendly policies | ❖ Your own devices e.g. Microsoft Surface |
| ❖ Excellent occupational health and employer assistance programme | ❖ A modern and relevant approach to appraisal |
| ❖ Cycle and Technical salary sacrifice scheme | ❖ Annual Flu Jabs |
| ❖ Hybrid working | ❖ An excellent Pension Scheme |
| ❖ Union recognition | ❖ Personal recognition and reward |

Job Description

Executive Director of Education – Secondary

Reporting to:	Chief Executive Office.
Working base:	Blended working combining Trust Central Office, all School sites and hybrid working
Salary:	Full Time (Teachers T&C) L28 – L33 £91,633 - £103,578

Key Responsibilities	<ul style="list-style-type: none">• Working as part of the Executive MAT leadership team to provide strategic direction to the Trust.• Working with the Executive team and school leaders to improve the quality of provision across the Trust and to ensure that all academies are delivering the highest possible educational provision and achieving excellent outcomes for students within LLT academies.
School Improvement	<ul style="list-style-type: none">• Setting academic standards and driving educational performance cross the Secondary schools in LLT.• Leading on school improvement ensuring it is based on research, contemporary, continuous and sustained.• To ensure that the necessary actions needed to bring about improvement are implemented quickly and effectively and to ensure such actions have the required impact.• Oversee the development of the curriculum in the schools.• Develop and maintain a monitoring and evaluation cycle providing formal reports to the Trust Board, CEO and Executive team on a regular basis.• Co-ordinate the work of those conducting external reviews e.g. Academy Improvement Partners, SLE's etc.• Promoting and securing excellent Teaching, effective learning, good behaviour within our outstanding safeguarding culture.• Monitor and evaluate the quality of teaching and standards of learning and achievement of all students including all groups to meet challenging targets.• Design and co-ordinate all Trust CPDL.• Lead on the development of policies and practices across the Trust that promotes inclusion and high achievements through effective teaching, learning and assessment.• Be coach and mentor for others with the ability to model and exemplify good practice and act as consultant on best practice.• Research, stay ahead and share innovation and best practice in school improvement.• Working with the Headteachers overseeing school operational aspects relevant to the role e.g. timetable.• Working with the Director of Finance and Headteachers to oversee the ICFP process and achieve best value.

Developing Self and Working with Others	<ul style="list-style-type: none"> • Work with all leaders within the Trust to build a professional learning community. • Be the lead professional responsible for School Improvement and raising the standard of teaching for all teaching staff across the Trust. • Be responsible for ensuring appraisal arrangements are effective in securing outstanding academic performance and effectively plan and deliver professional development activities for others. • Build a collaborative learning culture across the Trust and actively engage with other Trusts and schools to build effective learning communities. • Committed to your own professional development, regularly review own practice and set personal targets. • Identify and pursue leadership and management development opportunities (to be agreed and negotiated with the CEO who will give support throughout).
Securing Accountability	<ul style="list-style-type: none"> • Work with the CEO to ensure the Trust's accountability to a wide range of groups such as parents and carers, governors, the RSC, DfE. • Work with the Trust Board and Governing Bodies to ensure that they meet their responsibilities and offer the appropriate degree of challenge to the school's leadership and performance. • To report to the Trust Board and Academy Governance Committees as and when required. • Be responsible for the Trust's Self-Evaluation in relation to school improvement and be able to present a coherent, accurate and insightful account of the Trust's performance to a wide range of audiences. • To oversee the data, performance and outcomes for all secondary schools. Reporting on data and performance as required. • To be part of the Headteacher Performance Management and appraisal.
Strengthening Community	<ul style="list-style-type: none"> • Engage effectively with our internal and external Trust community to deepen a sense of partnership. • Collaborate with other Trust's, schools and organisations in order to share expertise and bring positive benefits to our schools. • Collaborate at both strategic and operational levels with parents and carers, fellow professional and across multiple agencies in relation to school improvement. • Provide effective communication and promotion of school improvement initiatives across the Trust and beyond.
Growth and Development of the Trust	<ul style="list-style-type: none"> • Is, or aspires to be, a strong, dynamic and inspirational middle leader. • Has excellent subject knowledge and a personal commitment to ongoing professional development. • Has strong pastoral instincts and a commitment to excellent pastoral care for all pupils. • Has a desire to contribute to the school's thriving co-curricular programme. • Is eager to share in the joy of learning inside and outside the classroom and is committed to academic excellence. • Wishes to actively promote the school's ethos and values, including curiosity, academic excellence and enrichment, among the student body. • Has the highest aspirations for both students and staff. <p>Will maintain a sharp and efficient grasp of syllabus requirements and curriculum development.</p> <p>Will help the team to lead every student through their studies.</p>

	<p>Will be committed to leading, developing and supporting departmental staff, both in relation to their teaching and broader contributions to school life.</p> <ul style="list-style-type: none"> • Communicates well with the ability to inspire others. • Is able to lead and work as part of a team, with excellent communication skills. • Is able to prioritise and manage their time effectively and demonstrate resilience. • Can think flexibly and possesses excellent skills of organisation and problem solving. • Promotes a culture of equality, diversity and inclusion among pupils and departmental colleagues so everyone feels they fully belong.
General	<ul style="list-style-type: none"> • Support and promote the values and ethos of Lydiate Learning Trust. • Be aware of the responsibilities under Data Protection Legislation for the security, accuracy and significance of the personal data held in the School's systems. • Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the School and to be one of the designated persons for child protection. • Work in accordance with the Trusts Health and Safety Policies and Procedure. • Undertake such other duties as laid down in the School Teachers Pay and Conditions Document and those delegated by the Headteacher. • Work as part of an SLT group in any Trust school to support development as and when required. • To set an example of personal integrity and professionalism.
General Professional Duties	<ul style="list-style-type: none"> • The job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document. The post is otherwise subject to the Conditions of Service for School Teachers in England and to locally agreed conditions of employment.

The above list is not exhaustive or exclusive. The role requires the postholder to be professional, co-operative, and flexible in line with the business needs of the Trust.

Person Specification

Director of Education - Secondary

E= Essential/ D= Desirable

Qualifications & Training	
Qualified to degree level or equivalent	E
PGCE	E
Qualified teacher status	E
Evidence of continuous professional development	E
National Professional Qualification (NPQH, EL, SL)	D
Master's level degree qualification	D
Experience	
Strong record of educational leadership at Headteacher/Deputy Headteacher/Advisory/Trust level, including demonstrable impact in raising standards, improving academic outcomes and having personal impact	E
Track record of leading initiatives successfully across more than one school, influencing and supporting other leaders to have impact and achieve success in improved outcomes	E
Experience of developing and delivering successful school improvement programmes resulting in impact in improved outcomes across schools	E
Experience of successfully supporting through coaching and mentoring, and challenging senior staff	E
Experience working at Board level and with governance committees to shape and implement long-term strategy	E
Experience of designing tracking and monitoring systems and implementing these to secure improved outcomes	E
Experience of managing people, budgets and resources effectively	E
Recent experience of Ofsted either as an inspector, or as a leader managing a school(s) through successful inspection(s)	E
Abilities, Skills & Knowledge	
Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders	E
Able to develop collaborative working for mutual benefit and improvement	E

Able to prioritise workload, particularly under pressure, to meet deadlines and use initiative	E
Effective Partnership working skills, able to draw on and build upon strengths of others to secure outstanding results	E
Able to build a culture of outstanding performance with improvements in standards of teaching, learning and behaviours	E
Able to communicate with any audience effectively at any time, strong written and verbal communication skills	E
Able to interpret and present complex data	E
Excellent report writing skills	E
Excellent IT skills and the use of modern technologies for communication and independent learning	E
Good knowledge and understanding of people, governance and budget management and financial systems	E
Excellent interpersonal skills and emotional intelligence	E
Available and approachable to all staff at all levels	E
To have the highest levels of integrity and probity, committed to the highest levels of effort, endeavour and standards	E
Personal Qualities	
A strong commitment to the values of LLT	E
A strong commitment to the trust and its strategic objectives	E
A resilient, positive mind-set	E
Confidential References	
Positive recommendation from all referees, including current employer	E