



Executive Leader of School Improvement

(with Secondary expertise)

Application Pack



Role

Executive Leader of School Improvement
(with Secondary expertise)

Salary

Teacher Pay and Conditions: Leadership Scale: Negotiable
for the right candidate based on previous experience and
evidence of impact

Working weeks/hours

Full or Part-time considered

Contract type

Permanent, Fixed Term or Secondment considered

Closing date for applications

9am on Monday 9th October, 2023

Interview date

17th October

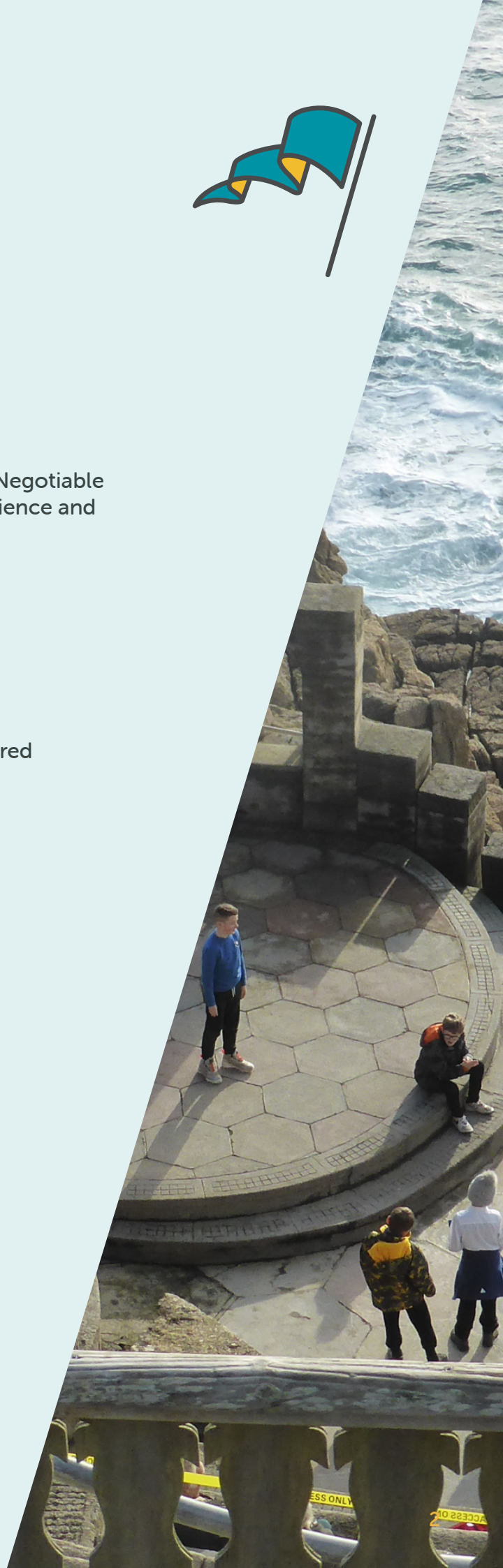
Start date

Negotiable

Completed applications to be sent to

vpeaker@leadingedgeacademies.org

*Leading Edge Academies Partnership
is committed to safeguarding and
promoting the welfare of students
and expects all staff to share this
commitment*



Executive Leader of School Improvement

(with Secondary expertise)



Leading Edge is a group of distinct and unique schools located in beautiful, coastal and island settings across Cornwall and the Isles of Scilly. We share an inspiring vision and mission, are values driven and are passionate about empowering children, young people, and adults to reach their personal best.

Our 2023 Challenge Partner Trust Peer Review recognised that: *"The Trust has developed a collegiate and democratic approach to both school improvement and organisational development, and this has, over time, served to create significant agency and buy in across the school teams into the work of 'Our' Trust".*

"The Trust is ambitious and driven by a moral purpose to deliver brighter futures for all their children".

We are at an exciting stage in the development of the Trust as we seek to recruit to the new role of Executive Leader of School Improvement. We're looking for an inspirational leader who shares our values and has the passion and skills to ensure the quality of teaching and learning across the Trust is consistent and effective.

We strive for a curriculum which inspires and offers something for everyone, preparing our pupils for their best possible future. You will build on the successes of our current school improvement model and will have the skills and experience to identify, deliver and embed change which has a real impact on pupils across all our schools.

In return we can offer:

- Excellent bespoke professional development
- Flexible working
- Exceptionally well-resourced learning environment
- A friendly and caring whole academy community
- Employee benefits
- An employee assistance programme and other wellbeing initiatives

For further information, please contact Vedette Peaker, Director of People, on vpeaker@leadingedgeacademies.org or visit www.leadingedgeacademies.org

In line with our safeguarding practices, we only accept completed application forms. The successful candidate will be subject to reference checks with previous employers and an enhanced DBS disclosure check.



Thank you for applying

Dear Applicant

I would like to start by wishing you a warm welcome to 'Leading Edge' and thank you for your interest in working for us.

We are currently a group of six distinct and unique schools located in beautiful coastal and island settings in Cornwall and the Isles of Scilly. We are lucky to include a mix of primary and secondary schools, as well as an all-through school with boarding provision and off island bases. This diversity makes for a dynamic and varied perspective.

The Trust achieves its vision and mission through co-construction, with everyone empowered to shape the future and contribute towards our success. We do this while embracing the distinctiveness of each school and holding children at the heart of every decision we make. We put fun, happiness and caring relationships at the heart of Trust and school development and as such, are looking for like minded people to join our amazing team.

If you share our vision and are values driven, like-minded and passionate about empowering children, young people and adults to reach their personal best, then Leading Edge Academies Partnership is the right choice for you.

I wish you luck in your application and look forward to welcoming you onboard.

Kelley Butcher



Job Title:Executive Leader of School Improvement
(with Secondary Expertise)**Salary Range:**Teacher Pay and Conditions: Leadership Scale:
*Negotiable for the right candidate based on
previous experience and evidence of impact***Hours:**

Full or Part-time considered

Base:

Hayle, with regular travel to all Trust schools

Responsible to:

CEO and the Trust Board

**Direct Supervisory
Responsibility for:**

To be confirmed as role develops

**Important Functional
Relationships: Internal/
External**Trustees and governors
Headteachers
Members of the executive team
Employees
Students

Main Purpose of Job

The Executive Leader of School Improvement will have delegated strategic responsibility for the leadership, development and implementation of our School Improvement Strategy in-line with our Trust values, mission and vision. Building on the success of our current school improvement model and strategic school improvement objectives, they will ensure that all schools provide the highest quality education for all pupils through the efficient and effective use of resources, people and partnerships.

Strategic School Improvement Objectives:

- All Leading Edge Schools provide a consistently good, or better, quality of education proven by strong outcomes and high aspirations by the end of the 2023-2024 academic year
- Develop and effectively deploy the expertise and talent within the Trust to support school improvement
- Explore and utilise external opportunities and partnerships to support school improvement
- Facilitate high quality professional development for teachers and leaders including subject specific pedagogy
- Maximise the benefits of our culture of collaboration and collective responsibility
- Develop an accountability mindset built on 'giving account' models of working
- Explore and implement further alignment across our schools where this will impact positively on school improvement
- Identify and implement ways to reduce leader and teacher workload
- Ensure a high quality of education for all pupils based on equity: particularly for our SEND and disadvantaged pupils
- Forge impactful links with the local and wider community to fulfil our civic duty and raise aspirations for all pupils
- Maximise the opportunities from the Research School on school improvement
- Effectively measure and be able to report on the impact of school improvement on pupil outcomes.

Safeguarding

To be aware of and work in accordance with the Trust's child protection policies and procedures to safeguard and promote the welfare of children and young people and to raise any concerns relating to such procedures which may be noted during the course of duty.

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of organisation recruitment and may change either as your contract changes or as the organisation of the school/ Trust is changed. Nothing will be changed without consultation and the job description will be reviewed annually as part of the Performance Management process.

	Essential	Desirable
Education & Training	• Qualified teacher status • Educated to degree level or equivalent	
Experience	• Ability to act as an innovative ambassador and professional advocate for the trust, with strong credibility and the capacity and personality to build relationships with • Evidence of recent further professional development which supports success in this post a wide range of people • Significant and successful experience of working as a Headteacher or Senior leader in a Secondary or cross-phase setting and/ or as a senior school improvement position with evidence of impact on school improvement • Evidence of impact on raising standards and improving pupil and student outcomes, particularly for disadvantaged students • A strong understanding and experience of the Ofsted framework and experience of rigorous self-evaluation and external review • Substantial and successful teaching experience and experience in curriculum development and assessment • Experience of delivering impactful professional development • Ability to think strategically • Experience of growing and developing teams of experienced and future leaders • A track record in developing collective responsibility for the success of all learners • Evidence of developing research-informed practice	• Proven experience of supporting the management and development of a successful school improvement team • Experience of engaging with partners to deliver impactful professional development

Knowledge, skills & Understanding

Essential

- Ability to build, lead and inspire a team to plan, deliver and evaluate change
- Ability to plan for rapid improvement strategically
- Ability to think strategically, build, communicate and deliver a coherent vision
- Ability to secure and report effective quality assurance
- Ability to measure impact of strategy
- Excellent leadership, motivational and management skills
- Excellent communication skills (written and oral)
- Ability to accurately evaluate the work of others and provide appropriate feedback and support
- Ability to effectively deliver and present to a range of audiences
- Up to date knowledge of pedagogy and a sound understanding of research in this area
- A solid understanding of effective curriculum design, particularly in the secondary phases
- Ability to work as part of a team and on own initiative
- Ability to monitor and evaluate educational provision and standards using a range of strategies
- Ability to use data analysis to support school improvement
- A good understanding of and commitment to reducing workload for leaders and teachers to support retention

Desirable

Personal Attributes

Essential

- Inspirational, charismatic, positive and enthusiastic
- Resilient, driven and with a good sense of humour
- Thrives on strong positive relationships
- Desire to work in accordance with the trust values
- High levels of integrity and compassion
- Ability to use own initiative and thrives on innovation and change
- Sound judgement and decision maker
- Willingness to work flexibly in accordance with policies and procedures to meet the needs of the trust
- A commitment to continuing personal development and training
- A commitment to safeguarding and promoting welfare of children and young people

Desirable



Application Guidance

Please complete the application form, filling in all relevant sections and return it by email it to: vpeaker@leadingedgeacademies.org

The information you provide will help our recruitment panel to make a fair decision during the selection process.

Closing Date

Please ensure your application arrives by **9am** on **9th October 2023** and that the post for which you are applying has been stated clearly on the application form.

Applications received after the closing date will not normally be considered.

Interview

Interviews for the post will take place week commencing **17th October 2023**. All applicants will be informed as to whether their application is successful within 2 weeks of the closing date.

Leading Edge Academies Partnership is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check prior to employment. Details of our Safeguarding and Child Protection Policy is available for your information.

Safer Recruitment

Leading Edge Academies Partnership is an equal opportunities employer and is also committed to safeguarding and promoting the welfare of children and young people. The Trust expects all staff and volunteers to share this commitment. All offers of employment are subject to the satisfactory completion of safer recruitment checks and references including an enhanced DBS check. CV's will not be accepted.

Safer recruitment is central to the safeguarding of children and young people. Our recruitment and selection procedures are based on current legislation, guidance, and best practice. We expect all applicants to review the Policies and Procedures relating to our safer recruitment practices.