

Head of Data and Insights Job Application Pack

Start date: September 2026

Full time, all year round

Salary: PO10, points 58 - 61 £75,688 to £79,621 p/a





Welcome from Hugh Greenway, Chief Executive Officer

The Elliot Foundation is a successful, charitable multi-academy trust specialising in primary academies. We consist of 36 schools spread across 3 different regions in the UK (London, East Anglia and the West Midlands) and a Head Office based in central London.

The simple fact that you are considering a job in primary leadership makes you one of the good guys. On behalf of the thousands of children currently in Elliot Foundation schools and those children yet to join us, thank you. Without people like you, there would be no future for our society or our world. You can play a pivotal role in growing a multi academy trust which supports schools to develop not just children's skill sets but their lifelong attitudes to learning and even their moral compass.

Working with The Elliot Foundation, you will be given continuous opportunities to challenge and develop your skills and work with a variety of experienced and skilled colleagues. If you have the ambition for yourself and the staff and children in our care, we will take you as far and sometimes further than you believed possible. I look forward to working with you.





Elliot Foundation

Head of Data and Insights Role

We are desperately seeking a data geek with next-level kitten herding skills to shape our strategy. You need to be enough of a geek to understand, and be excited by data flows and hygiene, but also a skilled enough people whisperer to build the 'botheredness' (and competence) in everyone from teachers to trustees.

We completed our physical infrastructure programme and implemented a new MIS in September 2025. With our cloud-based infrastructure finalised, we are poised for a data revolution. We are now recruiting a Head of Data and Insights to build on this solid base and lead the strategic development and operational delivery of data systems, analytics, and insights across our schools.

The core mission is to dramatically increase organisational data maturity, shifting us from relying on traditional practice to proactive, evidence-informed decision-making. We need a "Swiss Army knife" person who can fit in any level of the organisation to instill a deep, reflective approach to data, anticipating risks and moving beyond after the fact excuses for under performance.

Your first year will prioritise assessment and demographic data, focusing on strong data engineering and analytics to ensure consistency of system usage and measurement processes, while ensuring the quality of assessment remains central and avoiding a push toward greater administrative burdens on teachers.

Your task is to improve the quality of inference without increasing the burden of assessment upon staff. How can we know our children and ourselves better so that we can teach all children more effectively?

Elliot Foundation values



Put children first



Be safe



Be kind & respect all



Be open



Forgive



Make a difference

Our West Midlands cluster of schools

[Billesley Primary School](#)

[Chandos Primary School](#)

[Croft Academy](#)

[George Betts Primary Academy](#)

[Hollywood Primary School](#)

[Kings Norton Primary School](#)

[Kings Rise Academy](#)

[Peterbrook Primary School](#)

[Shireland Hall Primary Academy](#)

[Shirestone Academy](#)

[Tiverton Academy](#)

[Rounds Green Primary School](#)

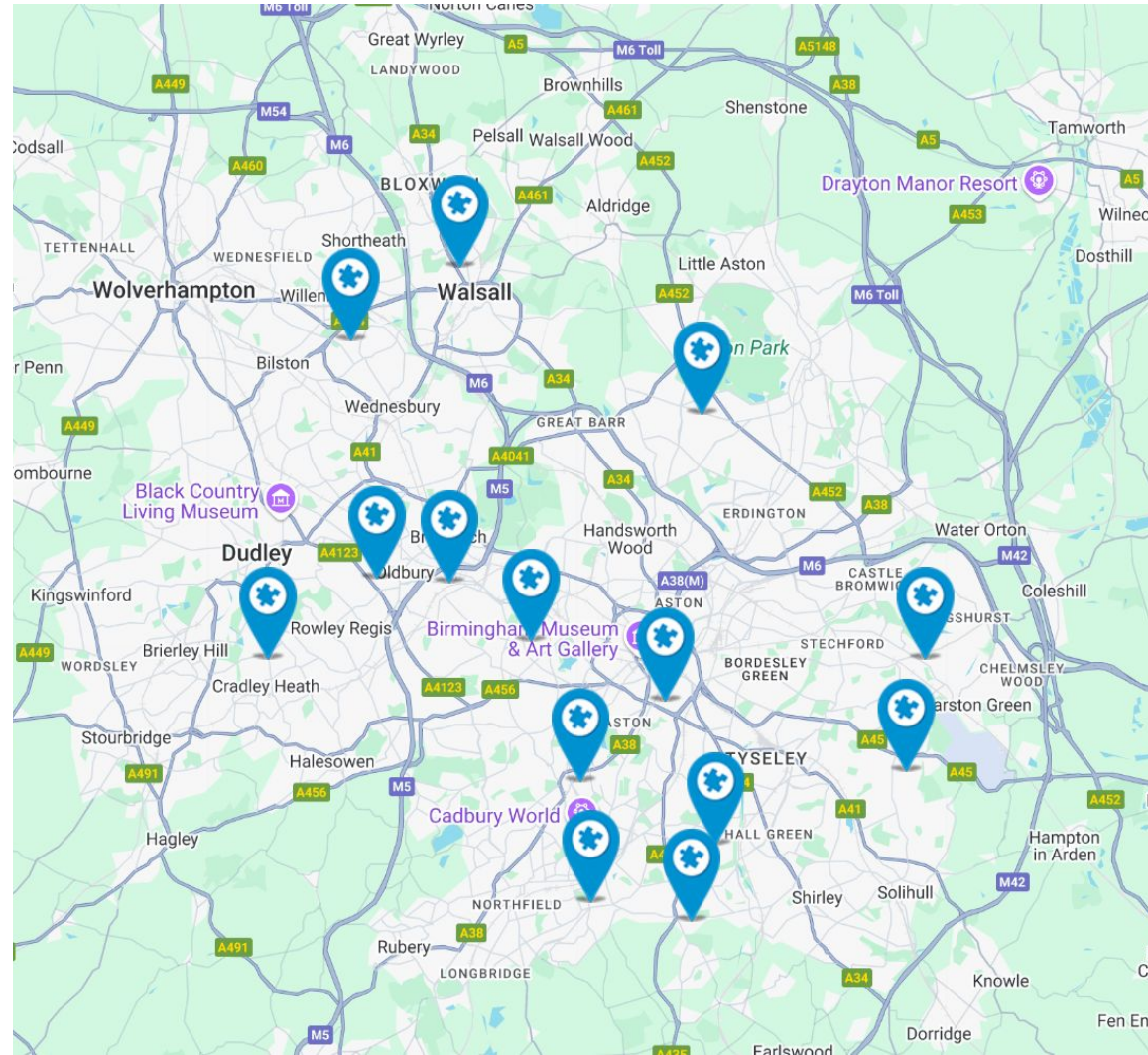
[Rowley Hall Primary School](#)

[Netherbrook Primary School](#)

[Valley Primary School](#)

[Woods Bank Academy](#)

To view an interaction map, or view all our schools, click [here](#).



Our East Anglia cluster of schools

To view an interaction map, or view all our schools, click [here](#).

[Cavalry Primary School](#)

[Elm Road Primary](#)

[Eyrescroft Primary School](#)

[Highlees Primary School](#)

[Millfield Primary School](#)

[Nene Infant and Nursery](#)

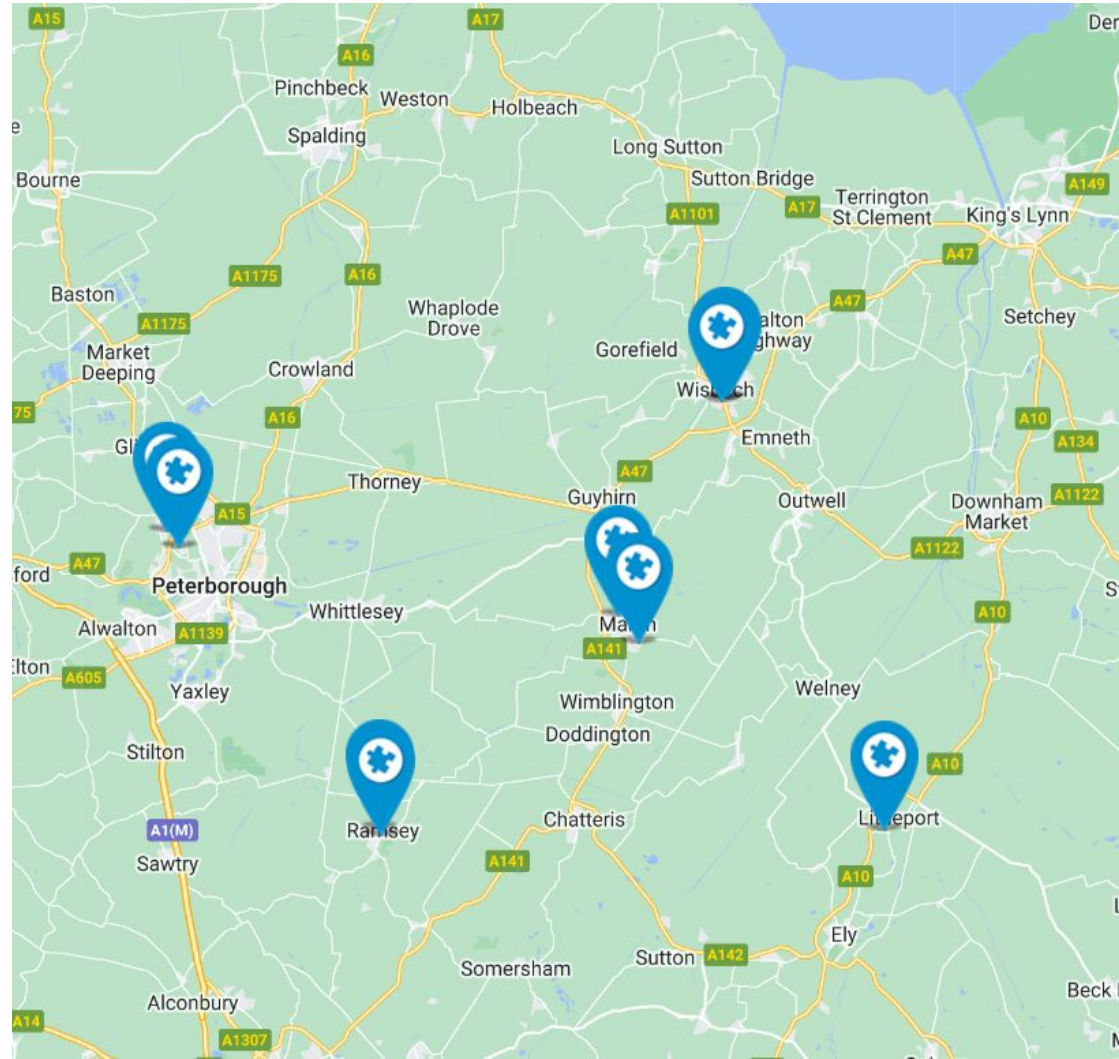
[School](#)

[Ramnoth Junior School](#)

[Ramsey Junior School](#)

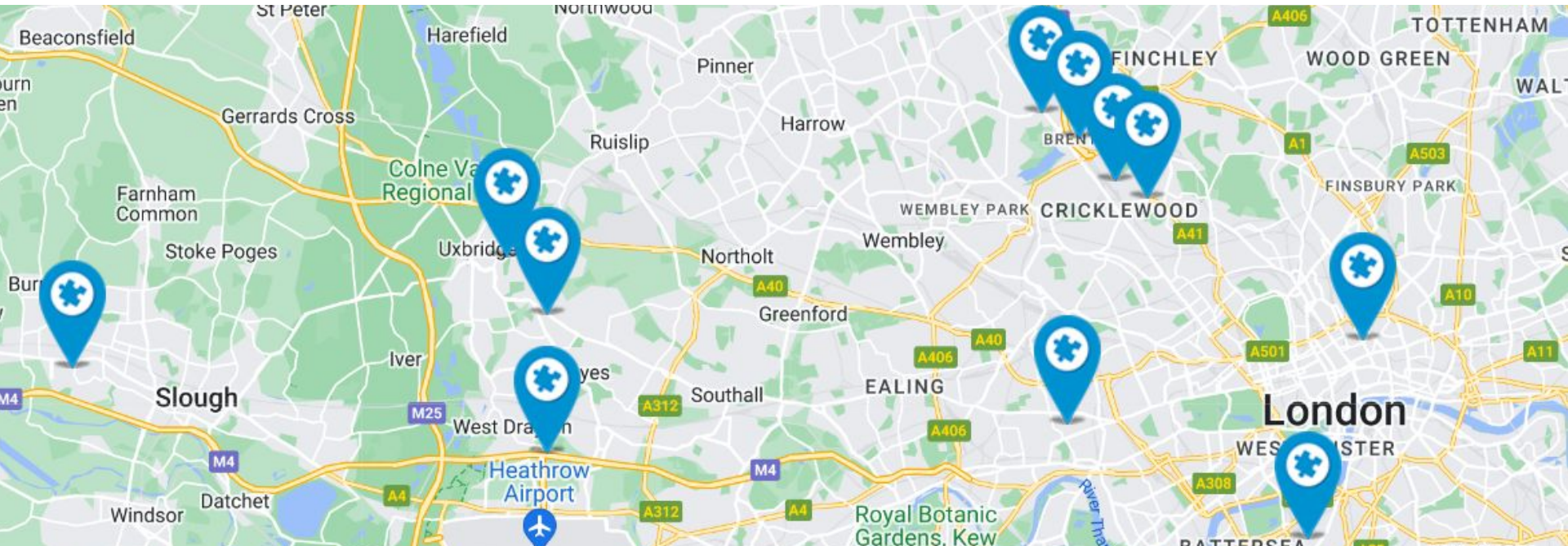
[Ramsey Spinning Infant School](#)

[Westwood Primary School](#)



Our London cluster of schools

To view an interaction map, or view all our schools, click [here](#).



Schools:

[Childs Hill Primary School](#)

[Claremont Primary School](#)

[The Cippenham School](#)

[Greenside Primary School](#)

[Griffin Primary School](#)

[Hillingdon Primary School](#)

[The Hyde School](#)

[John Locke Academy](#)

[Parkfield Primary School](#)

[Pinkwell Primary School](#)

Our approach

We create the environment that helps schools succeed. We ensure schools thrive by keeping them safe, solvent, legally compliant and educationally enriching.

Within these constraints, we encourage schools to develop an educational vision that meets the needs of their children and their respective communities. Curriculums across our schools differ and we resist a one-size-fits-all approach.

We'll support you every step of the way to create a school you can be proud of.



Staff benefits



Networking & collaboration opportunities



Free flu jab



Cycle and tech salary sacrifice schemes



Generous pension scheme



Free eye tests



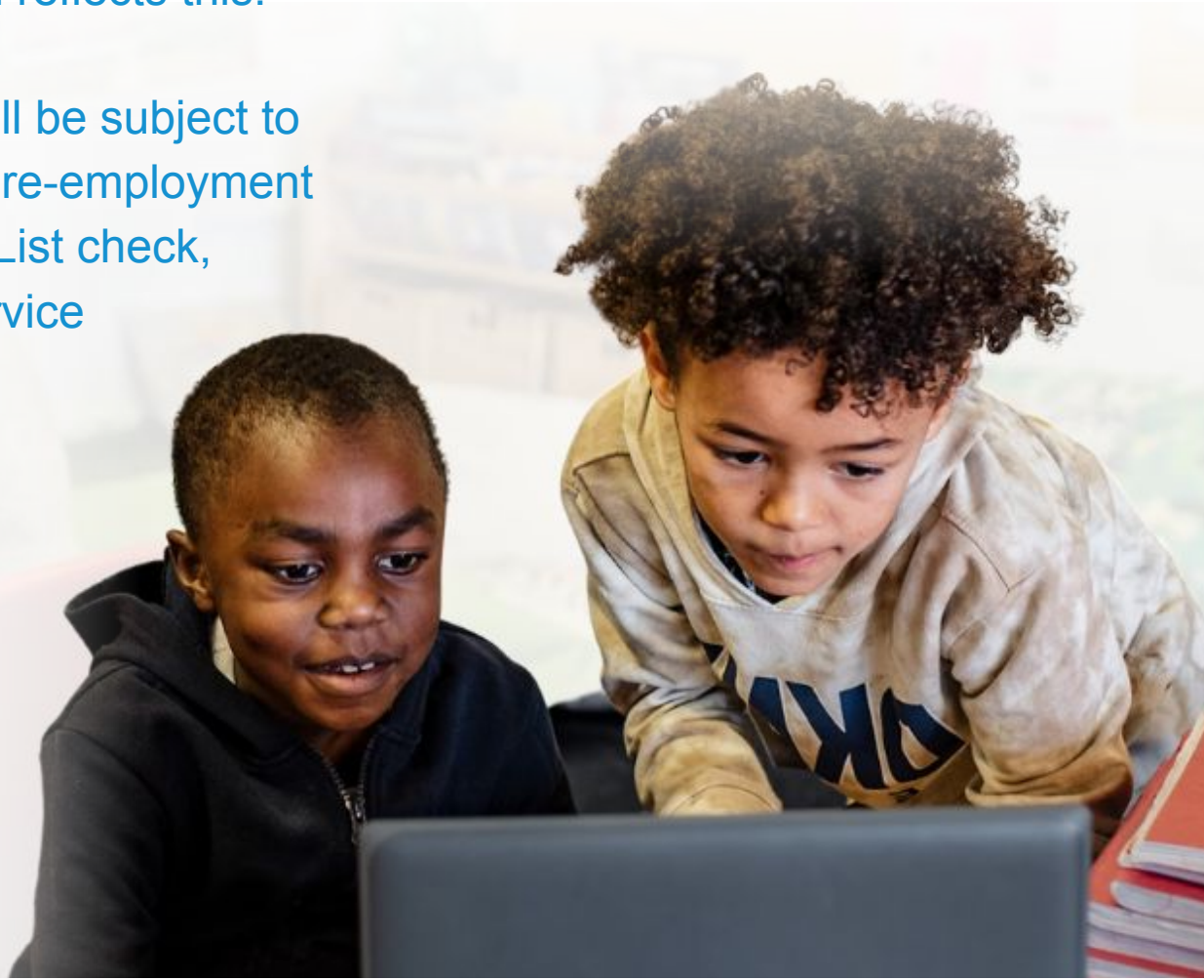
L&D opportunities

Safeguarding checks

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment and behave in a way which reflects this.

Appointment to this post will be subject to satisfactory safeguarding pre-employment checks including a Barred List check, Disclosure and Barring Service check, and references.

Please note, it is a criminal offence to apply for this post of employment if you are barred from working with children and young people.



Application

Before you apply:

Visit the Elliot Foundation website:

www.elliottfoundation.co.uk

If you wish to arrange an informal discussion in relation to the Trust and/or the specific role, please do not hesitate to contact us at recruitment@elliottfoundation.co.uk

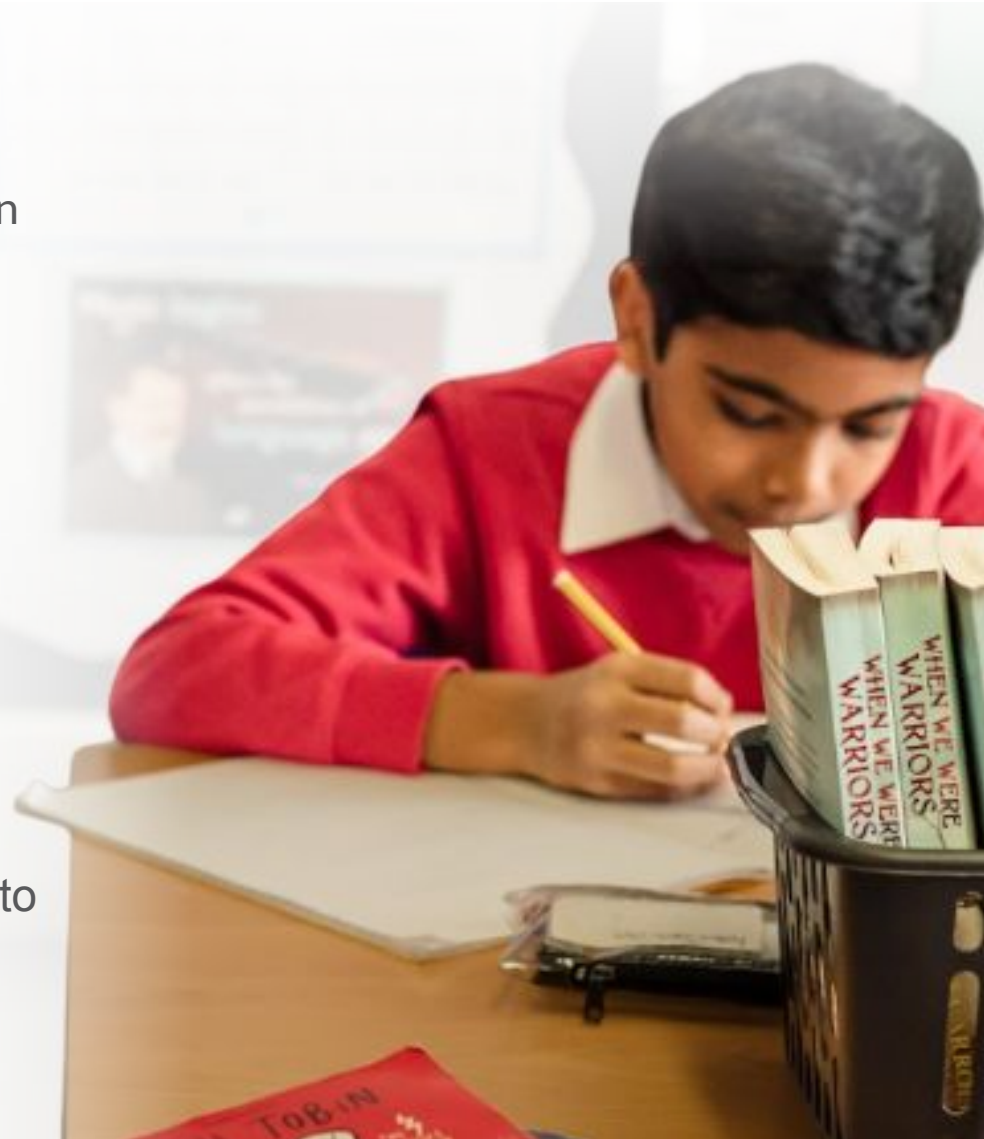
Important dates:

Closing Date: Tuesday 2nd of June, 9am

Interview Date: 9th of June 2026

How to apply:

Please complete the [application form](#) and send this, along with a covering letter setting out why you would be a good fit for this role, to Rida Begum, HR Administrator at recruitment@elliottfoundation.co.uk



Job Description:

Purpose of the Role

- To lead the strategic development and operational delivery of data systems, analytics, and insights across the Trust, ensuring high-quality data is translated into meaningful intelligence that drives school improvement, informs decision-making, and supports positive outcomes for all pupils.

General Responsibilities

- Promote and support delivery of the Trust's Vision and Goals
- Demonstrate the Trust's Values through the way in which we work and behave;
- Be aware of and comply with relevant policies and procedures, including those relating to safeguarding, health and safety, confidentiality and data protection;
- Embrace and celebrate diversity, ensuring equal opportunities for all;
- Contribute to the overall strategic priorities and aims of the Trust;
- Behave in a professional manner at all times demonstrating mutual respect, good manners, politeness and common courtesies for all members of our community. We expect employees to behave in a manner that role models positive behaviours for our students;
- Ensure own continuous professional development, seeking active opportunities for innovative and effective practice; and
- Undertake any other duties/responsibilities which may reasonably be regarded as within the grade of the post as defined.

Specific Responsibilities

Strategic Leadership & Data Strategy

- Develop, implement and embed a Trust-wide data and insights strategy, ensuring alignment with organisational priorities and school improvement goals.
- Lead the transformation of data into actionable insights to inform strategic planning and decision-making at all levels.
- Promote and facilitate a culture of evidence-informed practice, ensuring data is understood, accessible and available to be used effectively by leaders and staff.

Job Description:

Specific Responsibilities

Strategic Leadership & Data Strategy

- Work with key stakeholders to identify organisational key performance indicators and lead the development of dashboards and reporting frameworks to monitor progress and impact across the Trust.

Data Governance, Quality & Compliance

- Develop and maintain robust systems and procedures to ensure the accuracy, integrity, security, and currency of data.
- Oversee compliance with all statutory data requirements across the Trust, ensuring accuracy and timeliness.
- Work closely with governance and operational leadership to ensure data protection, security, and audit requirements are met.
- Act as the Trust's lead on data assurance, supporting internal and external reviews.

Insight, Analysis & Impact

- Lead the production of high-quality analysis and insight to support senior leaders, Trustees, and school improvement functions.
- Analyse trends and patterns in Trust data, supporting senior leaders to identify risks, gaps, and opportunities.
- Assist the evaluation of interventions and strategies to support targeted and effective resource allocation.
- Provide clear, accessible reporting and narrative to enable non-technical stakeholders to understand and act on data.

Systems & Data Infrastructure

- Oversee the development, implementation, and optimisation of data systems, including MIS and analytics platforms.
- Ensure systems are fit for purpose, user-friendly, and aligned with reporting and insight needs.
- Lead the planning and implementation of new digital platforms and tools to enhance data capability across the Trust, ensuring best value.
- Manage relationships with software suppliers and external partners in relation to data and reporting.

Stakeholder Engagement & Collaboration

- Engage with school and Trust leaders to ensure delivery of relevant, high-quality data and insights which meet stakeholder need.

Job Description:

Specific Responsibilities

Stakeholder Engagement & Collaboration

- Collaborate across teams to ensure consistent approaches to data collection, maintenance, usage and interpretation.

Leadership & Capacity Building

- Provide line management and professional leadership to the Trust Data Analyst
- Build organisational capability through training, guidance, and support, enabling staff and stakeholders to confidently and effectively use data systems and insights.
- Ensure clear processes and accountability for data collection across the Trust, including deadlines and quality standards.

Notes:

- This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of TEFAT. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed
- The responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment
- Recruitment and induction practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Barred list and enhanced Disclosure and Barring Service (DBS) check

Person Specification:

	Essential	Desirable
Education and Qualifications		
Educated to degree level or equivalent	X	
Evidence of continuous professional development in data, analytics, or leadership		X
Teaching qualification or equivalent		X
Knowledge and Experience		
Significant experience in a senior data, analytics, or insights leadership role	X	
Strong experience in data governance, data quality, and regulatory compliance (e.g. GDPR)	X	
Experience leading business intelligence, reporting, and advanced analytics functions		X
Experience delivering change and embedding a data-driven culture across an organisation	X	
Proven track record of developing and delivering data strategies aligned to organisational goals	X	
Experience in the implementation and delivery of key organisational systems within a school and at cluster/Trust level	X	
Professional Skills		
Technical data competency	X	
Ability to make sound judgements and prioritise conflicting demands ensuring deadlines are met	X	
Excellent interpersonal skills with the ability to manage various stakeholders effectively	X	

Person Specification:

Professional Skills		
	Essential	Desirable
Excellent written and oral communication skills	X	
Able to define requirements from all user groups and deliver data products to meet their needs	X	
Personal Qualities		
Self motivated, with a proactive, solution focussed approach to problem solving	X	
Strong attention to detail	X	
Flexible, mature and balanced approach	X	
Reliable, enthusiastic and committed	X	
Strong value of teamwork with the ability to support and contribute to the ethos of TEFAT	X	