

Information Pack for Applications Head of School Improvement



Our Vision

Life changing opportunities through education for every student.

NST's vision is to establish world class education through schools that are centres of excellence for personal development, leadership, teaching and learning.

The focus of the Trust is on providing exceptional, life changing opportunities for students from a wide range of social and economic backgrounds, many of whom have experienced exceptional levels of economic and social deprivation.

Thank you for your interest in our organisation. We look forward to receiving your application to become part of the Northern Schools Trust at an exciting and pivotal moment in the organisation's development.

Please do not hesitate to contact us if you have any questions.

Letter from the Chief Executive, Nigel Ward and Chair of Trustees, Dr Geoff Wainwright.

Dear Candidate,

Thank you for applying to become an important member of our Trust team with the opportunity to play a substantial role in the future of our organisation as we seek to achieve the ambition of offering world class education to all of the young people in our care.

In 2006 the establishment of North Liverpool Academy provided the catalyst for developing high-quality secondary education in what had previously been a forgotten community. In 2013, Liverpool Life Sciences UTC and The Studio Liverpool opened with unparalleled links to regional employers and HE providers offering a curriculum model for 14-19 education that capitalises on some of the most exciting career prospects for young people in the region.

Since the formation of the Northern Schools Trust in 2014, all three schools have built a reputation for ambition, quality and integrity in the City.

Following careful consideration, Trustees now believe the time is right to build on the success of existing schools by expanding to include a significant group of primary partners and other secondary schools.

Our intention is to develop regional clusters of all-through provision in the City that will support families from early years through primary, secondary and post-16 education and on to exceptional destinations.

To deliver our vision we have an exceptional team of staff. We seek to be the most attractive employer so we recruit outstanding staff and enable them to grow and flourish within the Trust.

As we grow, we are looking for professional colleagues to join a school improvement team that will support school leaders to deliver continuous and ambitious development in their academies.

It is important to recognise that this role is central to a period of significant growth for the Trust. This is an opportunity for the successful candidate to make a substantial contribution to transforming and improving the educational landscape in our region and influence the life chances of many young people.

We are looking for an experienced person with a demonstrable track record of improvement in the sector. You will have the skills, experience and ability to motivate and inspire individuals and teams at all levels within the organisation.

We look forward to reading your application. If you have any questions or would like further information then do not hesitate to contact the team who help.

Kind regards

Nigel Ward

Chief Executive

Dr Geoff Wainwright

Chair of Trustees

Post advertisement

Post: Head of School Improvement

Pay scale: Highly competitive to be agreed with successful candidate. We include the opportunity to agree flexible working arrangements.

Contract: Permanent

Start date: January 2024 or sooner if possible.

The Northern Schools Trust Vision: Life changing opportunities through education for every student.

We are aiming to recruit a Head of School Improvement as a member of the Trust's Executive Leadership to focus on school improvement and quality assurance across schools within the Trust. As we grow, this will include primary, secondary and post-16 provision.

You will be responsible for establishing and leading the support, advice and guidance that enables our school leaders to succeed and improve so that we can deliver the highest quality for all our children.

You will initially work closely with our schools to establish the school improvement team and services they need to deliver sustainable improvement.

This is an extraordinary opportunity for someone to play a pivotal role in development of the Trust at a time of significant growth.

We are looking for someone who:

- Is an experienced leader able to develop teams and demonstrate a track record of successful school improvement.
- Has the ability to communicate a clear vision for improvement.
- Has strong knowledge and understanding of the education landscape including, for example, awarding bodies or OFSTED.
- Has experience of whole school leadership or leadership in a large organisation.
- Can provide evidence of their ability to objectively evaluate school performance and identify strategies to support improvement.
- Can inspire others to lead complex changes.
- Has the ability to make a significant contribution to a forward-looking strategic leadership team.

In return you will:

- Be a member of the Trust Executive Leadership Team, joining a strong and dynamic team of professionals.
- Be instrumental in shaping the strategy and actions to deliver the Trust vision in all our schools.
- Develop your career through effective mentoring and professional development.
- Develop your track record of successful implementation of trust growth.
- Be paid well and provided with a wide range of employee benefits.
- Have access to teacher or local government pension schemes.

Candidates can find out more about the Trust and our schools via the Trust website: <https://northernschoolstrust.co.uk/>. Candidates are welcome to have an informal discussion about the role with Nigel Ward (CEO) or Phil Lloyd (Executive Principal). Arrangements can be made by contacting via email, Moira Hennessy m.hennessy@northernschoolstrust.co.uk.

To apply for this role:

Application Forms and further details can be completed via our website or through this direct link: **LINK TO BE ADDED**

Supporting Statement – no more than two sides of A4

The closing date is: 9:00am Friday 25th August 2023 with interviews scheduled to take place early September 2023.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. The successful candidate will be required to complete an Enhanced Disclosure and Barring Service (DBS) check.

Further information is available by contacting Moira Hennessy, Director of HR via e-mail: m.hennessy@northernschoolstrust.co.uk.

Background Information

NST's vision is to establish world class, primary, secondary and specialist schools that are centres of excellence for personal development, leadership, teaching and learning. The focus of the Trust is on providing exceptional, life changing opportunities for students from a wide range of social and economic backgrounds, many of whom have experienced exceptional levels of economic and social deprivation.

The trust objectives are:

- Build a strong infrastructure
- Raise attainment and improve progress.
- Deliver life changing opportunities for young people.
- Ensure strong leadership and governance.

By the end of the AY2022-23, Northern Schools Trust included the following institutions:

North Liverpool Academy
Liverpool Life Sciences UTC
The STUDIO Liverpool

The strategic plan for growth over the next two years is based on the following guidelines:

- We recognise the rapidly changing education landscape and seek to respond positively to growth opportunities that will build on the Trust's success to date. Subject to due diligence, we would seek to accommodate reasonable requests from individual schools, trusts or the RSC.
- As we grow we will consider geographical clusters within the trust e.g. Liverpool, Sefton, Wirral etc. However, we will also endeavour to maintain a boundary on the geographical range of growth i.e. one hour's drive from the founding school (North Liverpool Academy).
- We will grow by approximately 1-4 institutions in 23/24 academic year, unless there is a strategic reason to consider more e.g. a strong, established cluster of schools requests entry.
- We will maintain an effective balance between school improvement capacity (good/outstanding schools) and vulnerable schools. This will be assessed on a case-by-case basis.
- Over the next three to five years we envisaged having at least three clusters of secondary and primary schools. North and South Liverpool and South Sefton. We are planning to attach between four and six primary schools to each of our secondary schools, therefore by the end of the period we will have at least 22 schools within Northern Schools Trust.
- We foresee having a group of schools that covers mainstream primary and secondary along with special and potentially alternative provision (SEMH).
- We will explore the possibilities offered through both expansion and the free school programme, wherever it fits within our educational vision.

Our Schools

By the end of the Academic Year 2023-24 the Trust will include a cluster of primary schools.

At the end of the Academic Year 2022-23 the Trust includes the following schools.

Institution	NoR	Phase	Date of entry
North Liverpool Academy	1360	11-19	Founding member
Liverpool Life Sciences UTC	527	14-19	01/09/2013
The STUDIO Liverpool	300	14-19	01/09/2013
Totals	2187		

North Liverpool Academy

Ofsted Rating: Good

Principal: Emily Vernon

A true community school, focused on creating a centre of learning excellence. It's ethos and core values are built around a culture of enjoyment and achievement.

North Liverpool Academy opened its' doors in 2006 following the merger of two under achieving schools. It is now the most oversubscribed, non-selective school in Liverpool demonstrating that it is a school of choice for parents and children.

The school location deprivation indicator is in quintile 5 (most deprived) of all schools and this is replicated by the pupil population. The school population is extremely diverse with 17 of 17 ethnic groups represented. The proportion of students who are disadvantaged or SEND or EAL is well above the national average in all year groups.

The school curriculum includes a strong academic foundation through provision of Ebacc subjects enhanced by a wide range of options for students to develop their talents and interests. The curriculum has a particular strength in delivering exceptional outcomes in tech levels and vocational subjects. Student progress places NLA amongst the highest performing non-selective schools in the City.

Sixth form at NLA is in a phase of strong growth with an increasing number of pupils choosing to stay into KS5 alongside a year on year increase in external applicants joining the school for post-16 courses. Students progress successfully to a wide range of destinations including Oxbridge and Russell Group universities.

North Liverpool Academy lies at the heart of its local community. It prepares our young people for the exciting challenges and opportunities ahead. Its curriculum inspires a lifelong passion for learning and equips students with the confidence and skills to take advantage of the tremendous opportunities on their doorstep and further afield.

The STUDIO Liverpool

Ofsted Rating: Good

Principal: Jill Davies

The STUDIO is recognised as Liverpool's best place to study for a career in the digital, tech and creative sectors with an excellent record in placing our students in tech and gaming businesses.

Alongside Liverpool Life Sciences UTC, the school caters for the region's largest school based sixth form.

The school location deprivation indicator is in quintile 5 (most deprived) of all schools and this is replicated by the pupil population. The proportion of students with special educational needs or disabilities is well above national average. The proportion of disadvantaged pupils is well above national average.

The curriculum is underpinned by EBacc subjects forming a strong academic foundation, but substantially enhanced with a focus on specialist subjects to support progression into the industry.

Rated Good by Ofsted, with outstanding features, including behaviour and safety in school. Inspectors noted that the ethos is motivating students to succeed academically and create their own successful futures. This is achieved through strong core values based on professionalism and respect. Students feel safe and valued and staff model professional relationships with and for our students.

Teaching professionals in The STUDIO have a wealth of both teaching and industry experience within the creative and digital industries. They are here to help students get the best results in core curriculum subjects as well as best prepare them for a career with up-to-date industry insights.

Students progress from The STUDIO to a wide range of destinations including specialist University programmes developed in partnership with, for example, Abertay University Computer Games specialist undergraduate programmes. Studio alumni include local entrepreneurs and BAFTA award winning animators.

Liverpool Life Sciences University Technical College

Ofsted Rating: Good

Principal: Jill Davies

The first school in the UK specialising in science and health care for 14 to 19-year olds.

Liverpool Life Sciences UTC opened its' doors to students in September 2013. Alongside The STUDIO the building now caters for the region's largest school based sixth form.

It provides excellent academic and vocational education by working closely with local employers to create the next generation of scientists, healthcare practitioners, engineers and entrepreneurs.

The school location deprivation indicator is in quintile 5 (most deprived) of all schools and this is replicated by the pupil population. The school population is extremely diverse with 14 of 17 ethnic groups represented. The proportion of students who are disadvantaged is well above the national average.

The curriculum is underpinned by EBacc providing a strong academic core, but is substantially enhanced with a focus on specialist science and health care programmes such as industry led project based learning and accredited professional qualifications in engineering technology.

Students have access to world class resources and facilities, and a curriculum developed in conjunction with business partners and delivered by experts both in and out of the classroom.

Liverpool Life Sciences UTC is the only state school in the country to employ University Professors and PhD students as part of the teaching faculty.

Students progress to a wide range of destinations, principally linked to science and healthcare pathways. Alumni include a substantial number of medics and healthcare professionals alongside engineers and researchers. Destinations include Oxbridge, the Dyson Institute, the Crick Institute, GCHQ, Unilever, Astra Zeneca and JP Morgan amongst many others. Programmes include traditional undergraduate courses alongside high quality engineering and science apprenticeships with companies such as Jacobs Engineering and Unilever.

Partners include University of Liverpool, Siemens, Novartis, Unilever, Pro Lab Diagnostics, 2Bio and Liverpool Community Health to name but a few. Recent developments include the introduction of innovative apprenticeship pathways for students to key engineering hubs including Ford, Jaguar Landrover and Surface Transforms

Organisation Structure and Executive Leadership Team

This post alongside a small number of others are integral to the next stages of development within the Trust.

Your role within the organisation structure and Executive Leadership Team will be discussed during the recruitment process.

Post:	Head of School Improvement
Purpose:	<p>As a member of the Trust Executive Leadership team this post is responsible for:</p> <ul style="list-style-type: none"> - Development and implementation of the Trust school improvement strategy. - Coordination and delivery of school improvement support. - Contributing to the evolution of established quality assurance within the Trust. - Reporting to Trust board on the quality of education and impact of school improvement activity.
Reporting to:	Executive Principal
Liaising with:	Trust leaders including school leaders.
Working time:	To be agreed with successful candidate.
Salary	To be agreed with successful candidate.
MAIN (Core) DUTIES	
Responsible for:	<p>As a member of the Trust Executive Leadership Team you will:</p> <p>Be an active member of the Trust Leadership team</p> <p>Play a significant role in successful growth and development of the Trust.</p> <p>Develop and implement the Trust’s school improvement strategy in collaboration with school leaders.</p> <p>Provide an evidence-based evaluation of quality in schools and identify focussed areas for school improvement.</p> <p>Provide support and challenge to school leaders to secure high quality staff and student performance.</p> <p>Analyse trust performance data to inform targeted school improvement activity.</p> <p>Produce evidence-based reports to the Executive Leadership team and Trust Board on the quality of education and impact of school improvement.</p> <p>Contribute regularly to policy updates and trust external communication.</p> <p>Take strategic responsibility for key developments within the Trust as identified by the CEO.</p>

	<p>Apply knowledge of statutory and regularly guidance to ensure compliance across all schools.</p> <p>Represent the Trust within external networks as identified by the CEO.</p>
<p>Postholder will be expected to:</p>	<p>Knowledge and expertise</p> <p>Apply extensive knowledge and experience in leading schools to improvement planning, due diligence and targeted intervention if schools face challenging circumstances.</p> <p>Use experience to ensure that schools are well prepared for external scrutiny including inspection.</p> <p>Utilise knowledge and experience in the sector to evolve quality assurance systems and processes designed to support improvement.</p> <p>Lead change to deliver improved performance.</p> <p>Oversee the quality of education in schools.</p> <p>Encourage collaboration between schools and with key partner agencies to support school improvement.</p> <p>Ensure compliance with guidance on the quality of education across all schools.</p> <p>Problem solving</p> <p>With Executive Leadership team, create and review structures to reflect the Trust’s values within each school context so processes are effective.</p> <p>Work with Executive Leaders (including Headteachers) and school improvement team to monitor and evaluate the academic performance, leadership and management of academies.</p> <p>Provide strategies for continuous improvement towards the trust aim for outstanding schools.</p> <p>Lead change both strategic and operational.</p> <p>Delegate key responsibilities within the team.</p> <p>Resources</p> <p>Identify opportunities across the group for financial gains and sharing of resources through collaboration.</p> <p>Work with Executive Leaders to ensure best value for money.</p> <p>Identify and attract alternative income to support school improvement activity.</p> <p>Work with Trust CEO, Finance Director and Headteachers to oversee curriculum led financial planning in academies.</p>

People Development

Contribute to driving a culture of high expectations.

Ensure Headteachers and school leaders receive the support they need.

Support leadership development within Trust.

Support Headteachers in attracting and recruiting the highest caliber of staff to the organization.

Line manage members of the School Improvement Team.

Seek continuous personal development.

Support the development of staff careers within the Trust through high quality professional opportunities.

Influencing and managing relationships

Nurture effective collaboration and high quality working relationships across the Trust.

Foster a culture of collaboration.

Enable partnership working within the Trust.

Establish effective working relationships with school leadership teams.

Know all NST schools well.

OTHER SPECIFIC DUTIES

To be aware and work in accordance with school and trust policies including child protection to ensure we safeguard and promote the welfare of children and young people, raising any concerns relating to the procedures noted during the course of duty.

To support the NST Mission Statement and ethos.

Play a full part in the life of the Trust and our school communities, supporting the vision and ethos, encouraging staff and pupils to follow this example.

To actively promote trust policies.

This post is subject to the enhanced level of disclosure.

This job description is current at the date shown but, in consultation with you, may be changed by line manager to reflect or anticipate changes in the job commensurate with the salary and job title.

Person Specification	
Post Title: Head of School Improvement	
Experience and Qualifications	
Degree and Qualified Teacher Status.	AF
Relevant post-graduate qualifications.	AF
Evidences of ongoing professional development.	AF/I
Evidence of substantial senior leadership experience in schools or directly relevant organisations.	AF/I/R
Demonstrable experience of leading or supporting school improvement.	AF/I/R
Experience of promotion of equality and diversity.	I
Experience of evidence-based evaluation of quality of education.	AF/I
Experience of evidence-based evaluation of leadership and management.	AF/I
Experience of supporting staff development.	AF/I
Experience of supporting leadership development.	AF/I
Experience of collaboration across schools.	AF/I
Experience of different phases of education.	AF/I
Knowledge and Skills	
Strong knowledge of the current education landscape.	AF/I
Clear views on challenges and opportunities in education in the medium / long term.	AF/I
Demonstrable knowledge of more than one phase of education (EYFS/primary / secondary / post-16)	AF/I
Knowledge of successful school improvement practice.	AF/I
Good knowledge and understanding of performance data analysis.	AF/I
Excellent communicator.	AF/I/R
Strong written communication skills including production of evaluative reports.	AF/I
Good knowledge of curriculum development, implementation and measuring impact.	AF/I/R
High professional standards.	AF/I/R
Clear moral purpose.	AF/I/R
Ability to respond positively to constructive feedback.	AF/I/R
Ability to hold others to account	AF/I/R
Ability to manage workload and that of others.	AF/I/R
Understanding and commitment to safeguarding and promoting the welfare of children and young people.	AF/I/R
Working commitments	
Able to manage working hours flexibly to meet the demands of the role.	AF/I
Willingness to undertake further professional development.	AF/I
Willingness and ability to travel to all locations within the Trust and further afield when necessary.	AF/I
Be committed to the values, ethos and culture of Northern Schools Trust.	AF/I
Contribute to local governing bodies of schools within the Trust.	AF/I

Equal Opportunities and Safeguarding	
Knowledge, understanding and commitment to safeguarding the wellbeing of children and young people.	AF/I
Suitability to work with children	AF/I
Commitment to equality, diversity and inclusion.	AF/I
Ability to recognise discrimination and willingness to put policy into practice.	AF/I

AF – Application Form

I – Interview

R - References