



Job Application Pack

Regional Director

Start September 2022

Permanent, Full time, All Year Round

Salary: L32 – L37

Welcome from the CEO

Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer outstanding teaching and learning and exceptional personal support in an inclusive, faith based environment. I became a teacher because I believe in equal opportunities for everyone.

I also believe that every child has the right to an excellent education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our mission is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic family of Trust's.



About the Trust

Archway Learning Trust, previously Bluecoat Academies Trust was formed in April 2014 as a result of the very long and successful history of Bluecoat Academy. We recently welcomed three further secondary schools in Derby to the Trust and opened Bluecoat Trent Academy, a secondary Free School in Nottingham in September 2021.

The Trust comprises of Bluecoat Aspley Academy, Bluecoat Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy, Bluecoat Primary Academy, The Nottingham Emmanuel School and Sixth Form, The Long Eaton School, Lees Brook Community School, Alvaston Moor Academy, Bluecoat Trent Academy and the Bluecoat SCITT Alliance (School Centred Initial Teacher Training).

Our aim as a Trust is to shine a spotlight nationally and internationally on our inclusive ethos so that more schools and academies can be encouraged to take up our approach to inclusive, enriching, knowledge based teaching, preparing young people for lifelong learning based firmly on our Christian principles.

The growth of the Trust is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.

We are proud of our diverse student population and passionate to create a staff team reflective of this diversity. We actively welcome applications from all backgrounds and you can be assured of a warm welcome at Archway.

Our Schools

Bluecoat Aspley Academy

Bluecoat Aspley Academy has approximately 1500 students, including 500 in the Sixth Form, based in the city centre. Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust).

The Academy is both distinctively Christian and inclusive with all students being part of a large, diverse and multi-ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy is a School of Sanctuary, welcoming students and families from all backgrounds. Believe in yourself, in others, in God centres around everything we do by acting out the values of faith, family, hope and respect. Wellbeing for all is extremely important and the Academy strives to support all.



Bluecoat Aspley
believe in yourself, in others, in God



Bluecoat Wollaton
believe in yourself, in others, in God

Bluecoat Wollaton Academy

Bluecoat Wollaton Academy has 800 learners and is both distinctively Christian and inclusive, with a relentless ambition to enable every member of our Academy 'family' to be the best they can be. Bluecoat Wollaton was graded as 'Outstanding' in all categories in its Ofsted inspection in 2018. The school's outcomes place it consistently in the top 10% in the country and it was also awarded the highly coveted World Class Schools Quality Mark, which is awarded to the top schools in the country.

Bluecoat Beechdale Academy

Bluecoat Beechdale Academy is a growing school, with over 800 students on roll. The numbers have increased each year since our sponsorship began and we are delighted with the growing confidence that local families are expressing by making Beechdale their first choice school in increasing numbers. Bluecoat Beechdale Academy is not formally designated as a Church of England Academy, but shares the ethos and many of the Archway values.



Bluecoat Beechdale Academy
Believe, Belong, Achieve



Bluecoat Primary
believe in yourself, in others, in God

Bluecoat Primary Academy

Bluecoat Primary Academy opened in January 2015. The primary school is located near our Bluecoat Beechdale Academy in a brand new state of the art building on Harvey Road and is home to 420 primary aged children, 26 Nursery pupils and a small focus provision for children with ASD. Like Bluecoat Aspley and Bluecoat Wollaton Academy is both distinctively Christian and inclusive.

The Nottingham Emmanuel School

The Nottingham Emmanuel School is a Church of England secondary and Sixth Form, with 1,000 students, including over 140 in the Sixth Form. The £25 million site is located near the banks of the River Trent in West Bridgford. The School is a diverse community, serving families and students from every academic, social, faith and ethnic background. Emmanuel has been praised nationally for its outstanding work as an effective, inclusive Church school.





Bluecoat SCITT

Based at Bluecoat Aspley Academy, the Bluecoat SCITT offers school based Teacher training in a range of schools and subjects. As an accredited provider of school based teacher training, we are committed to training outstanding teachers to work within the East Midlands region. Our comprehensive one year School Direct Training Programme is offered for both Primary and Secondary trainees, as well as a salaried option in certain subjects.

Bluecoat Trent Academy

The Bluecoat Trent Academy (BTA) opened its doors in September 2021 with the founding cohort of Year 7 pupils. BTA is an 11-16, non-faith school. For the first year BTA accommodates six forms of entry, growing to eight forms in subsequent years.



The new build for the academy will be built on the former site of Clarendon College, on the edge of Forest Fields, close to Mapperley Park. Whilst the new academy is being constructed BTA will, for the first two years, be based in its own building on the site of Bluecoat Aspley Academy on Aspley Lane. The school will be underpinned by the ethos of all the Archway academies whilst establishing its own unique vision and values.

Lees Brook Community School



Lees Brook Community School

Lead Believe Create Succeed

Lees Brook Community School (LBCS) based in Derby has 1,120 students and is a school that puts its students at the heart of everything it does. The school's motto 'Lead, Believe, Create, Succeed' was chosen by its students and is at the core of everything that the school does. Lees Brook is passionate about its extra-curricular provision in particular the thriving Duke of Edinburgh scheme. Lees Brook is a school that cares for the people within it.

Alvaston Moor Academy



**Alvaston Moor
Academy**

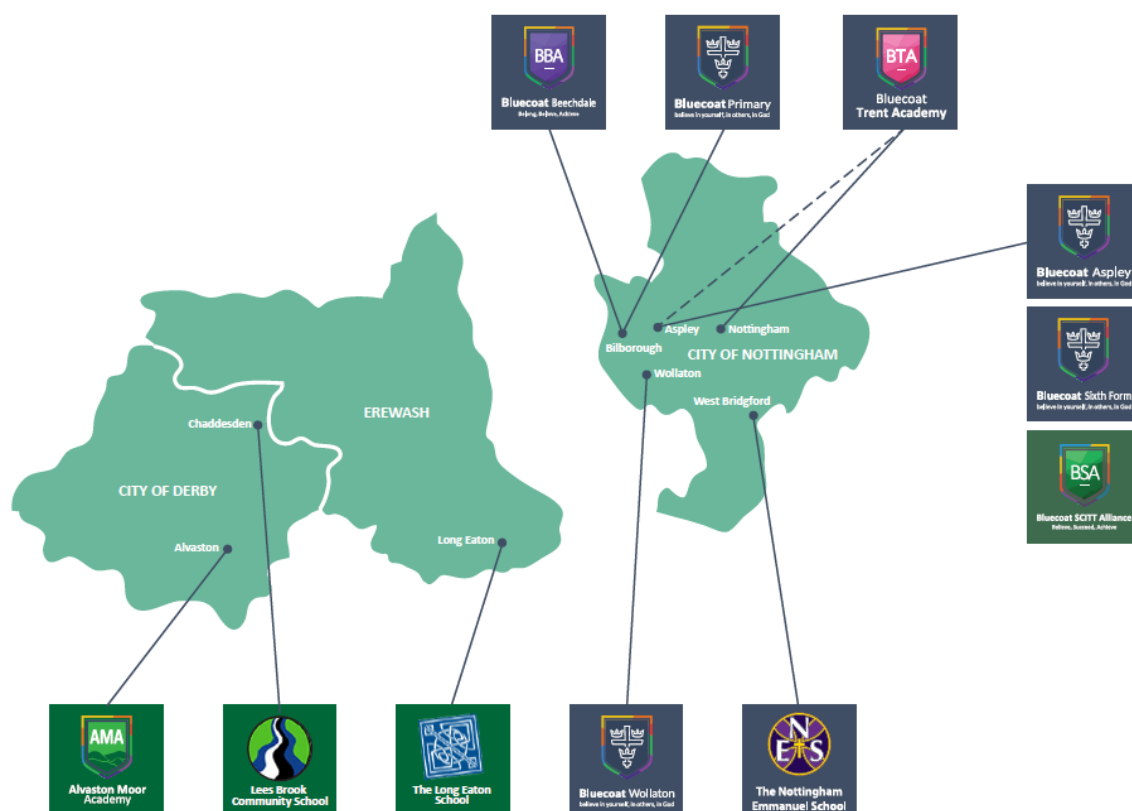
Alvaston Moor Academy has 890 students on roll and places a strong emphasis on the importance of hard work and academic achievement. Our Academy vision is at the heart of everything we do, 'Ambition, Manners and Achievement'. We also recognise the importance of positive relationships, equality and respect. Situated in the heart of the City of Derby, it serves a diverse local community and serves families from many different backgrounds. The curriculum offered is broad and specifically designed to engage and challenge its students.

The Long Eaton School

The Long Eaton School with 1,078 students is built on a long tradition of academic success, dating back to 1910. The school has gained an excellent reputation for the quality of its educational provision and its developments in Literacy and Numeracy have earned the school the prestigious Quality Mark and our approaches have been shared nationally as a model of good practice.



School Locations



Welcome from the MAT Team Regional Director- Stuart Anderson



The Regional Director provides direct line management and support for a cluster of Academies within the Trust. They have a secure understanding of each school over time and the staff and contexts within which they will operate. They are there to address performance, drive change and raise standards by understanding the school's needs, working with its Principal and wider staff in order to facilitate appropriate Trust (or wider) support. Moreover, they ensure that children in that school are best served by Archway Learning Trust in the ethos upon which the Trust prides itself.

Further details found at <https://www.archwaytrust.co.uk/about-us/head-office-team-education-2/>

Corporate Services – Michelle Walshe – Corporate Services Director



Enables effective governance for the Trust that meets the various regulatory requirements; oversees the marketing and communications of the Trust and drives service improvement through the leadership of service management.

Further details at <https://www.archwaytrust.co.uk/governance/>

Operations – Nathan Jeremiah – Operations Director



Change management, strategic planning and effective people management to create a highly agile, scalable and user focused technology experience. Playing a key role in growing the Trust and ensuring that through every step of the Trust's development technology always acts as enabler.

Further details at

<https://www.archwaytrust.co.uk/about-us/head-office-team-education-2/>

Finance – Liz Rodrigues – Chief Finance Officer



Liz joined Archway Learning Trust in October 2021 and is an FCA with over 20 years' experience. Having previously worked in a variety of industries including software consultancy and event management, Liz brings a commercial mind-set to the CFO role. She is committed to delivering both value for money and service excellence amongst the finance functions.

HR- Kirsty Woolls – People Strategy Director



Kirsty has worked in Human Resources in the Education sector for almost 20 years and most recently as HR Director in a large Trust of 21 schools operating across 10 local authorities. As People Strategy Director, Kirsty is responsible for the operation of all HR strategies and policies as well as the lead for industrial relations, reporting to Trustees and the lead professional in regards to senior level HR casework. Kirsty also provides professional advice in relation to HR and employment matters for all our leaders. Kirsty is committed to prioritising Employee Wellbeing, Engagement, Development and in improving the Archway people offer for all colleagues.

The Vacancy

The Trust is seeking to appoint a Regional Director who will provide leadership, direct line management and support for a cluster (region) of Academies within the Trust. The grouping of these academies are defined by the CEO in conjunction with the Trust board and the Regional Director; they are intended to be stable enough to allow the Regional Director to have a secure understanding of each academy over time and the staff and contexts within which they will operate.

The Regional Director is there to drive up standards by understanding the academy's needs, working with its Principal and wider staff in order to facilitate appropriate Trust (or wider) support and, moreover, ensuring that children in that academy are best served by our Trust in the ethos upon which our Trust prides itself. Please refer to the job description for specific responsibilities'.

Candidates should pay attention to the job description/person specification and explain within their application how they meet the criteria, whilst also describing what they will bring to the post from their own knowledge and experience.

Applications

For more information about Archway Learning Trust and the vacancy, please visit www.archwaytrust.co.uk/vacancies. To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role.

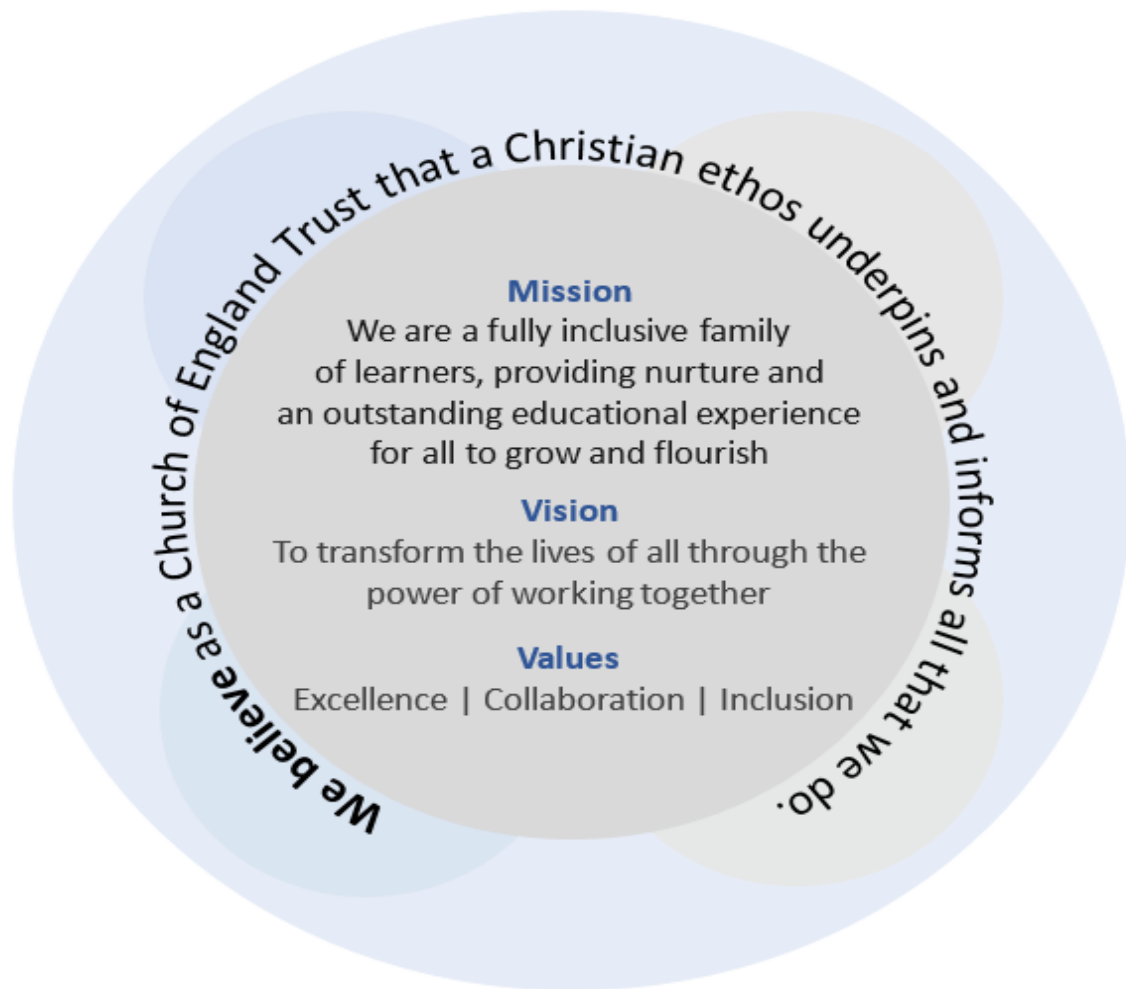
Closing Date: 9am, Monday 9th May 2022

Interview Date: TBC

Due to the number of applications we receive, it is with regret that we cannot respond to every application, if you do not hear from us within two weeks of the closing date, please assume that on this occasion your application has unfortunately not been successful.

Trust Ethos, Mission, Vision and Values

The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.



Working Together, Transforming Lives

Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

Job Description

POST TITLE: Regional Director - Education

GRADE: Leadership Spine 32-37

RESPONSIBLE TO: Chief Executive Officer

JOB PURPOSE

As a Regional Director the post holder will provide leadership, direct line management and support for a cluster (region) of Academies within the Trust. The grouping of these academies are defined by the CEO in conjunction with the Trust board and the Regional Director; they are intended to be stable enough to allow the Regional Director to have a secure understanding of each academy over time and the staff and contexts within which they will operate.

The remit of Regional Director is clear. They are there to drive up standards by understanding the academy's needs, working with its Principal and wider staff in order to facilitate appropriate Trust (or wider) support and, moreover, ensuring that children in that academy are best served by our Trust in the ethos upon which our Trust prides itself. The specific functions for this are outlined below.

SPECIFIC RESPONSIBILITIES

Whilst not exhaustive in their reach, the core functions of the role are outlined here:

- 1. To be responsible to the CEO for the education outcomes and standards of the academies in the region.**
- 2. To be the line manager for the academy principals in the region and to work with academy principals to provide support, challenge and guidance as appropriate.**
- 3. To oversee the delivery of services to academies from the ALT central education team.**
- 4. To champion and promote the ALT ethos and purposes.**

In summary, this is a high profile role which is seen as pivotal to Archway's Strategic Ambitions for both growth and national recognition. It is a demanding role intended for an inspirational leader who is already a strategic, innovative and confident leader with a flexible and calm approach. The post holder will be required to share best practice across the academies, draw on the talents of the staff, and build on the Trust's strengths.

As Regional Director you will have a track record of addressing performance, driving change and raising the standards. They will need the tenacity and integrity to deliver in challenging circumstances and the ability to communicate a vision that inspires and motivate staff and students and the Trust as a whole. Previous experience of managing change and working collaboratively to deliver school improvement are essential and they will have had proven success in their Headships prior to this role.

Main Duties and Responsibilities

- 1. To be responsible to the CEO for the education outcomes and standards of the academies in the region.**
 - Support and challenge the performance and standards of education within the region
 - Support and challenge the principals in the analysis of pupil level data in order to secure raising standards of progress and attainment
 - Support and challenge the principals within the region in order to bring about swift and incisive action which leads to an improvement in standards
 - Provide expert advice on approaches to raising standards within each of their academies
 - Review mobility and exclusion trends including the sign off of alternative provision decisions
 - Contribute to pre-Ofsted preparation, Ofsted follow up and other academy reviews

- Keep informed of local, national and international policy, practice and research in relation to academy improvement and advise accordingly

2. To be the line manager for the academy principals in the region and to work with academy principals to provide support, challenge and guidance as appropriate.

- Line manage the principals in the academies in the region
- Conduct the performance management and reviews of the Principal alongside the chair of governors
- Agree challenging and meaningful targets for improved attainment by supporting ALT academies in self-evaluation and improvement planning
- Review all end of KS exam performance and support and/or challenge accordingly
- Visit the academies over the course of the academic year to review key areas of school performance
- Be the point of contact for dealing with any critical incidents in the region
- Develop a plan for improvement within the region
- Develop a n Academy Improvement Plan within each academy in conjunction with that Principal
- Approve curriculum and assessment models in academies
- Responsible for ensuring any risks or opportunities are flagged to the centre so that appropriate actions can be agreed
- Lead by example in adhering to all financial policies and processes
- Responsible for overseeing the curriculum led financial planning activities at a regional and academy level
- Support positive engagement with the IT Service (Central, Regional and Academy level) so that schools and IT service work effectively together and plan appropriately
- Be involved in the recruitment process of SLT colleagues within the academies

3. To oversee the delivery of services to academies from the ALT central education team.

- Oversee intervention strategies in the region
- Ensure that the academy receives high quality school improvement services through the ALT school improvement /central education teams
- Liaise with Service Directors to ensure that the academies receives high quality advice and support in relation to finance, Human Resources, IT, Estates and Governance
- Provide opportunities for academy to academy support through subject network meetings and other collaboration opportunities
- Provide opportunities for principals to meet and network within their region through regional Principal forums
- Liaise with the local authorities, and other multi academy trusts in the region and develop strategic partnerships that will further support the work and effectiveness of the academies in the region
- Ensure academies in the region are compliant with ALT's safeguarding policies and practices via the central team
- Oversee and respond to complaints about the academy
- Working alongside the CEO, to liaise with regional school commissioners and DFE officials

4. To champion and promote the ALT ethos and purposes.

- Be an ALT reference point in the region; to create a sense of belonging to the ALT family of academies.
- Support the promotion of new ALT academies in the region and oversee their development within the national projects team
- Work with the academies to develop and disseminate highly effective practice both within and across the region and trust wide
- Attend key events in the life of the academies in the region as the ALT representative
- Work with the Trust and its governance structure to enable it to meet all statutory responsibilities.

- Work within the governance and financial Schemes of Delegation and Archway Learning Trust policies and procedures.

Person Specification	Essential	Desirable
Education, Knowledge and Experience		
Qualified teacher status (QTS/QTLS) and/or equivalent experience in holding a management role within an educational organisation	X	
Experience of successful school leadership	X	
Trained to degree level, (or in exceptional circumstances with equivalent relevant experience)	X	
Holds a Master's Degree or higher		X
Experience of the successful management of complex relationships	X	
Experience of leading policy initiatives in education and school improvement in a regional or multi school capacity		X
Detailed knowledge of school performance data and systems	X	
Evidence of driving change and developing high quality systems and procedures	X	
Evidence of being solutions focused with the ability to think creatively, engage others in developing solutions and the ability to inspire others to achieve desired outcomes	X	
A proven track record of developing high quality and successful relationships with school leaders at all levels	X	
Project management knowledge and experience	X	
Successful Ofsted experience in their own Headship	X	
Strong understanding of the Ofsted Process	X	
Ability to grow and build successful teams	X	
Skills		
Ability to understand, analyse, and explain school performance data	X	
Ability to build and maintain strong, sensitive relationships at all levels with multiple stakeholders, including local and central government and the Department for Education	X	
Excellent use of interpersonal and communication skills, including public speaking, written and verbal	X	
Evidence of successful human and financial management	X	
Ability to interpret and implement new legislation and directives within the ALT ethos	X	
Excellent analytical skills that enable the successful planning and implementation of change	X	
Ability to manage priorities in a pressurised environment whilst meeting agreed deadlines/ timescales	X	

Acting as a pro-active self-starter able to respond quickly and flexibly to changing deadlines and targets	X	
Understanding of changing education policy and the academy movement	X	
Ability to influence and negotiate in public and political arenas	X	
Ability to think commercially and engage with a variety of stakeholders	X	
Experience		
A dynamic and innovative vision of the post and its potential	X	
A demonstrable commitment to improving the life chances of pupils through transformational change in schools	X	
Possess integrity, personal credibility and gravitas which inspire commitment, enthusiasm and confidence	X	
A life-long learner who understands the importance of new ideas, taking risks and using challenges as an opportunity to grow and learn	X	
A willingness to personally embrace and celebrate the ethos and values of the organisation	X	