



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'

Regional Director of Education



Recruitment Pack



Welcome to the Diocese of Salisbury Academy Trust (DSAT)

and thank you for your interest in working with us. The Trust is based at the Diocesan Education Centre in the historic village of Wilton, located three miles to the West of the medieval city of Salisbury.

In this pack we have enclosed some interesting and useful information about the Trust, which works with twenty-two academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

Our Trust

Brief outline of who we are and what we do

Job Advert and How to Apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

Privacy Notice

We want you to be aware of how any personal data you provide will be processed up to and beyond the appointment of a successful candidate.



Letter from Director of Education

Dear Colleague,

Thank you for showing an interest in the post of Regional Director of Education within the Diocese of Salisbury Academy Trust (DSAT). This is a new post, adding to our existing Academy Improvement Team and should you decide to apply for this position, you will be joining DSAT at an exciting time, in a period of Trust growth and growing collaboration and development within our existing academies across Wiltshire and Dorset.

DSAT is a strategic and forward-thinking Trust and recognises the strengths, needs and challenges across all its academies. We are looking for a professional who is welcoming, compassionate, highly organised and self-motivated, who can support the promotion of high expectations and aspirations throughout the Trust. The successful candidate will be a key member of our Academy Improvement Team, meeting new challenges and working in partnership to drive forward improvements in all our academies. Being committed to excellence within all our academies, you will be working in collaboration to build strong partnerships with a range of stakeholders, working across the Trust for the growth of thriving Christian learning communities, allowing us to achieve our vision of going 'beyond expectations for all of God's children'.

As Regional Director of Education (RDE) you will work closely with our other RDEs and take a strategic leadership role in one or more of our geographically placed Hubs as well as Trustwide working to build strong and effective links supporting the improvement journey of all of our schools. As a member of the Academy Improvement Team, the successful candidate will be expected to be a strategic leader within a specific aspect of our work; teaching, learning and assessing; curriculum; Early Years or behaviour and inclusion. There will also be opportunities for designing and delivering professional learning both at Trust level and in individual schools.

If you are interested in this exciting role, I would be delighted to talk to you informally. Please contact Nicki Summerill nsummerill@dsat.org.uk or 01722 548519, who will make an appointment for us to talk.

I look forward to hearing from you.

Best wishes,

A handwritten signature in black ink, appearing to read 'Jo Hicks'.

Jo Hicks
Director of Education

Job Advert



Job Title	Regional Director of Education
Location	Dorset and Wiltshire
Contract Type	Permanent, Full Time (we will consider a part-time role for the right candidate)
Salary	L16-L22
Pension	Teacher's Pension Scheme
Contact	Jo Hicks through Nicki Summerill nsummerill@dsat.org.uk , 01722 548519
Closing Date	Monday 12 th September 2022 @ 9am
Interview Date	Thursday 22 nd September 2022
Start Date	1 st January 2023

With the ongoing expansion of our Trust, we are able to advertise for a full-time Regional Director of Education to join our existing team and support our on-going plans for improvement in the Trust. This a great opportunity for a dynamic and committed person to join us at an exciting time in our development.

The post holder will be an active member of the Academy Improvement Team and work with individual academies to enable them to secure rapid improvement and sustain high quality practice. This role will involve significant travel around the Diocese as well as home/office working.

We are looking for a high-quality candidate who can:

- Secure accelerated and sustained school improvement through leadership of the Trust Improvement Model
- Build Trust-wide understanding and ownership of the Trust Improvement Model
- Build the capacity of headteachers to accurately self-evaluate and empower them to lead and secure sustained academy improvement
- Regularly review and support vulnerable academies, working alongside leaders to ensure a rapid improvement journey
- Demonstrate significant evidence of successful school improvement at a primary level with extensive experience of inspection
- Support the Christian ethos of the Trust

In return we can offer you:

- Opportunities for CPL
- An exciting staff wellbeing and benefits package
- A dedicated, caring and enthusiastic team
- A varied working environment
- A competitive salary



The Diocese of Salisbury Academy Trust is committed to safeguarding and promoting the welfare of children and equal opportunities in employment and expects all staff and volunteers to share this commitment.

How to Apply

When you have enough information to make your decision to apply, please complete all sections of the application form. References for shortlisted candidates will be requested before interviews. Please note that CV's will not be accepted.

Job Description

Job Title: Regional Director of Education

Reports to: Director of Education

Accountable for: Performance and improvement of schools within and across Hubs.

Performance management of group of Headteachers.



Key Responsibilities:

- To secure accelerated and sustained Trust-wide improvement through the leadership of the Trust Improvement Model (TIM).
- To hold leaders and Academy Standard and Ethos Committees (ASECs) accountable for the improvement in outcomes, bringing strategic direction for school improvement as well as challenge and support at all levels.
- To lead the Trust's monitoring and evaluation strategy including: quality assurance and impact of schools' internal accountability structure and self-evaluation process; rigour of academy improvement plans; differentiated Academy Improvement Meetings (AIMs); leadership of collaborative professional learning (CPL) opportunities.

School Improvement

1. Be accountable for accelerated and sustained school improvement through strategic leadership of the Trust Improvement Model, ensuring Trust-wide ownership and differentiated and bespoke delivery, to secure accelerated and sustained school improvement
2. Be accountable to the Director of Education, meeting on a regular basis to report on progress and discuss areas for on-going development
3. To hold to account and provide direct intervention support for those Headteachers and ASECs where leadership and overall effectiveness is not yet good and therefore requires rapid improvement
4. To appraise a number of Headteachers, building a strong working relationship with these leaders and others to support the development of their professional practice and ensuring that actions bring about performance enhancement quickly and effectively

School Leadership

1. To contribute to and facilitate the DSAT programme of CPL for all staff.
2. To be accountable for identifying risks and reporting to the DE/RDEs.
3. To work in a leadership role within a school, should the need arise.
4. To provide leadership support to boost and sustain capacity within a school, should the need arise.

Trust

1. To prioritise the safeguarding of all children in the Trust at all times.
2. Deliver the Trust Improvement Model such that school leaders are empowered, accountabilities and support structures continuously evolve, and improved outcomes are evident against key performance indicators
3. To coach headteachers and senior leaders, supporting the growth of professional confidence in all aspects of school improvement, which positively impacts on school and Trust wide outcomes
4. To extend collaborative working between academies, spreading best practice and enhancing outcomes across Hubs and the Trust as a whole.
5. Research and draft documents, policies, schedules and handbooks in collaboration with the DE/RDEs.
6. Ensure that Trust policies, protocols and handbooks are followed by others.
7. Produce written and oral reports for the DE on work in schools.
8. To be a champion for the Trust, supporting its growth, leading aspects of the Trust's due diligence process and working with new joiners to enable them to deliver effective provision and outcomes as rapidly as possible, or strengthening and sharing their best practice for the benefit of others.

Other

1. Carry out such other tasks as deemed appropriate by the CEO and DE.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree level qualification • Successful Headship / Senior Leadership that has led to demonstrably strong outcomes • Experience in organisational, resource and financial management 	<ul style="list-style-type: none"> • Accreditation / experience as an OFSTED inspector, SIP, NLE or LLE • Higher level qualifications
Knowledge and Experience	<ul style="list-style-type: none"> • Knowledge of the OFSTED Inspection criteria and processes • Experience of working with senior leaders in schools • Experience of supporting successful school improvement, across more than one school • Experience of writing and presenting policy and strategy and recommending appropriate future action • Experience of effective partnership working and of developing good working relationships with all stakeholders • Experience in the analysis and evaluation of performance data across more than one school 	<ul style="list-style-type: none"> • Knowledge and experience of SIAMS • Experience of working at Director level within an organisation
Leadership and Management Skills	<ul style="list-style-type: none"> • Proven ability to develop and implement strategies to achieve positive outcomes • Ability to quickly adapt to change • Proven ability to generate and deliver collective vision and shared purpose • Demonstrable commitment to on-going development and the learning of new skills where required by the role • Ability to collect evidence and make sound judgements against agreed criteria • Effective organisational skills • Advocacy, facilitation and negotiation skills • Supportive of the Christian ethos of the MAT • Excellent interpersonal skills with personal credibility to challenge and influence at senior level 	<ul style="list-style-type: none"> • Understanding of the statutory and financial framework in which Academies operate • Familiarity with the workings of an Academy Trust
Personal Qualities	<ul style="list-style-type: none"> • Demonstrable personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards • High levels of personal resilience and dedication • The ability to reflect critically but constructively on a range of educational issues, challenges and opportunities • Commitment to support the aims of the MAT • Commitment to Church schools • Ability to and enthusiasm for travel within the Diocese in order to carry out duties 	<ul style="list-style-type: none"> • The ability to provide spiritual leadership within the context of Church school leadership • Eternal optimism!



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'

Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children and young people at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.



'I can do everything through Christ, who gives me strength'



Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board was formed to support their work and to promote new schools. The Diocese today extends over 2,000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. The SDBE works across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in their care. DSAT is open to both church and non-church affiliated schools across the region.

To find out more about our Trust, and to see a map of our locations, please go to www.dsat.org.uk/welcome.