



Regional Director of Education

APPLICATION PACK

CONTENTS



WELCOME



WHO WE ARE



VISION &
VALUES



OUR SCHOOL
TRUST



OUR
ACADEMIES



PERSON
SPECIFICATION



JOB
DESCRIPTION



HOW TO APPLY

WELCOME



Welcome to our School Trust family and thank you for being curious about our two, newly created, regional Director of Education posts.

We are immensely proud of our School Trust family and everything we do is underpinned by our mission and beliefs. We want to ensure that all children, families, communities, and colleagues can flourish because they have been part of our Trust. We want to have a profound impact on the futures of our children so that they have choices and options which will enable them to flourish as they go through life. Quite simply, we put children first in all that we do.

Our vision is to grow a School Trust family that improves the expertise and excellence that we can offer our children. We want to impact on social mobility in the Southwest which currently is ranked as the third poorest region for social mobility and has the largest gap for disadvantaged children. We believe that we can offer a solution and we will privilege our most disadvantaged children.

We live our vision by working collectively as a family of schools with a shared responsibility for all children, no matter which school they attend. We empower each other to deliver an exceptional curriculum offer for children where they are cared for, inspired, challenged, and develop a love of learning.

We want every child to experience an excellent curriculum which is distinctive to their community and be taught by great teachers. Therefore, we nurture, develop and care for our colleagues so that they can provide the absolute best for our children.

We care passionately about children outside of our Trust as well. We collaborate and work with other schools and Trusts as well as being a National English Hub that specialises in early reading and phonics.

These newly created roles support our growth as a Trust and support a regional hub model. It is an exciting time to join our primary Trust and you will be part of the school senior improvement team leading and driving academic excellence through an exceptional curriculum offer to ensure that we are the solution to the educational challenges in the Southwest.

These roles are an opportunity to make a real difference to the life chances of over 2000 children and ensure that the Southwest is a great place to come to school. I would be excited to have the opportunity to discuss the role with you and invite you to visit us so that you can decide if we would be the right fit for you, your career pathway, ambitions, and passion.

A handwritten signature in black ink that reads "Tracey Cleverly". The signature is written in a cursive, flowing style.

Tracey Cleverly
Trust Lead

WHO WE ARE

A HIGHLY SUCCESSFUL, INCLUSIVE MULTI ACADEMY TRUST

Flourishing Futures

Our Trust was established in the summer of 2012 from its origins as a National Support School, at Ilsham C of E Academy. We have a Church of England foundation which is fully inclusive and welcomes both Church and Community schools. Admission criteria to all our academies is fully inclusive, welcoming those of all faiths or none.

The mission and core purpose of our School Trust is to enable Flourishing Futures for our children by working together as a values-led family of exceptional academies, delivering an entitlement to exceptional education across all our local communities and where every child flourishes. We believe that every young person, regardless of their background or context, can achieve and exceed the highest of expectations.

We operate a Hub model where academies in each local area work closely together to share knowledge and expertise on a regular basis whilst still benefiting from the support of all schools within the Trust family.

Our Hubs have been developed with scalability in mind, so that new schools and groups of schools can join and form new Hubs within the Trust.



OUR VISION & VALUES

MISSION

Flourishing Futures (John 10:10 He came so that they may have life and live it to the full)

VISION

To be an exceptional school Trust – We are committed to social mobility and a culture of belonging. We do this by investing in people, enabling every child to be taught by the very best teachers so that we can achieve social change and all children flourish.



VALUES

Empower, Excel, Together

BELIEFS

We believe that:

We are Stronger Together – We deliver and achieve more than we ever could individually

In a Sense of Belonging – Every member of our School Trust matters and know they belong

In Removing Barriers – Ensuring that where you begin does not limit your horizons

In Realising the Possible – You cannot be what you cannot see

EDUCATION

We are:

1. Ruthlessly ambitious for all who learn and work with us
2. Committed to bringing pupils together across the Trust to learn and flourish
3. Unwaveringly inclusive – determined in eradicating barriers to educational success
4. Committed to excellent teaching
5. Determined upon academic excellence for all in our communities
6. Compassionate, ethical and caring advocates for all in our communities
7. Outwardly facing and globally conscious

PEOPLE

We are:

1. Committed to the very best people development and empowerment
2. Determined to shout loudly and share proudly our successes
3. The best professional and technical experts (supporting education) in the sector
4. Committed to the very best understanding and management of risk

FINANCIAL

We are:

1. Providing the best possible public service for the best possible value
2. Determined to supplement our public income with shrewd income generation
3. Building financially sustainable models of educational improvement in our communities
4. Demonstrably efficient in all we do

OUR TRUST



11 SCHOOLS



9 CHURCH
SCHOOLS



9 NURSERIES



312 STAFF



100 TEACHING
STAFF



2000 PUPILS

WELLBEING

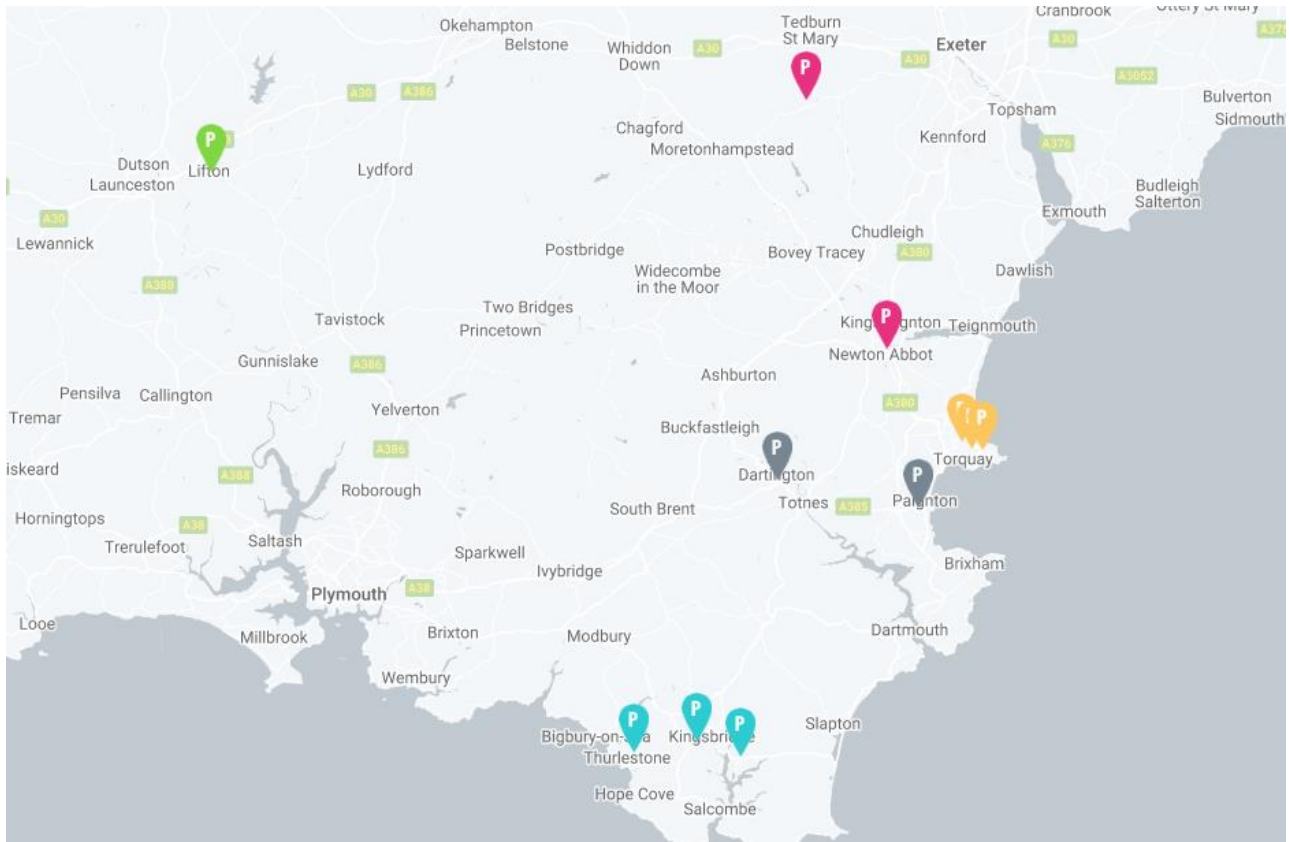
We put our people's welfare at the centre of everything and we know that this is more than just cake in the staffroom on a Friday (although that is nice too!). Our Wellbeing Strategy covers four key areas: Working environments, Personal growth, Health and lifestyle initiatives and Culture.

DIVERSITY, EQUALITY & INCLUSION

On our journey we are building a Diverse and Inclusive community. We are aspiring to promote our inclusivity, via curriculum and employee engagement. Together we want to break down barriers, enjoy each individual and celebrate the value they bring to our School Trust.

- We will work inclusively within our communities, embracing the varied localities we serve while sharing our common vision and values
- We will develop the very best leaders of the future, working to improve education and transform lives
- We will adhere unwaveringly to the 'Nolan Principles' of public service, which is made clear in our commitment to Ethical Leadership

OUR ACADEMIES



[All Saints Marsh](#)



[All Saints' Thurlestone](#)



[Charleton](#)



[Dartington](#)



[Dunsford](#)



[Ellacombe](#)



[Ilsham](#)



[Lifton](#)



[Little Stars](#)



[St Michael's](#)



[Warberry](#)



[West Alvington](#)

JOB DESCRIPTION

REGIONAL DIRECTOR OF EDUCATION

Salary: Leadership Pay Scale L19 – L24

Hours of Work: As outlined in the current School Teachers' Pay and Conditions document

Responsible to: Trust Lead and as delegated to Deputy Trust Lead

MAIN PURPOSE OF THE ROLE

Lead and drive the implementation of the core School Improvement offer through contributing to, delivering, evaluating, and reporting on the education offer to children through ensuring high quality curriculum, teaching and learning and professional learning in all academies. This includes leading on Trust School Improvement projects and leading areas of system wide school improvement initiatives.

STRATEGIC LEADERSHIP AND SCHOOL IMPROVEMENT

- Drive the strategic priorities for the Trust and be responsible for realising the mission, vision, values our core beliefs in the education offer.
- To ensure that the education core offer is implemented in all schools.
- To regularly monitor and evaluate the school improvement offer and work with the Deputy Trust Lead to adapt the offer as required.
- To uphold the Christian Distinctiveness within our Trust church schools and the ethos within community schools.
- To ensure a broad and aspirational curriculum, which is well sequenced, is in place in all academies and ensure that it results in exceptional outcomes and closed gaps.
- To be responsible for the implementation of the curriculum offer, including the ongoing development and offer for pupils.
- Be accountable for all academies in the Trust delivering excellent outcomes and close the gap.
- To ensure teaching and learning provision meets the needs of the most vulnerable and closes the gap through the development of effective, evidence-based pedagogical practice
- Lead on and take responsibility for school improvement projects and be accountable for timely and effective delivery of the projects to ensure exceptional outcomes for our pupils and that the gap is closed.
- To be accountable for Ofsted, SIAMS and external scrutiny outcomes regarding quality of curriculum and quality of teaching and learning.
- To ensure that each academy receives and implements the highest quality school improvement support through the school improvement offer and expertise across the Trust.
- Drive and sustain transformational change in schools which are causing concern.

- Monitor, evaluate and prepare reports on impact of the school improvement offer and ensure accurate reporting of data and information
- Be responsible for contributing to and implementing rigorous and sustainable educational policies and strategies to ensure compliance and impact on pupil outcomes
- To provide Executive Leadership or Headteacher support, where required, for schools causing concern or in category.
- To ensure the development of Leaders to have scalable and sustainable leadership solutions which deliver excellent educational outcomes and close the gap.
- To review and challenge pupil numbers, exclusions and mobility trends across schools.
- To develop the reputation of the Trust, locally, regionally, and nationally.
- To provide passionate, innovative, and consistent leadership.
- Lead training and professional development for all stakeholders
- To lead, as appropriate, system wide projects and initiatives e.g., ITE, English Hub, DFE initiatives.
- To be an active member of the Trust Leadership Team
- Prepare and present reports to governance and attend meetings as appropriate.
- Ensure that the local governance Quality Assurance Cycle is updated and implemented and support Local Boards as appropriate or directed.
- To seek out best practice and latest research development to connect joint practice development across the Trust.
- To be available to all schools in the Trust and be able to travel to all schools.
- To deputise for the Deputy Trust Lead as required.
- To be prepared to support day to day school leadership in cases where a school is vulnerable.

You are required to carry out such professional duties which form part of paragraph 60 64-67 of the School Teachers' Pay and Conditions Document which the CEO may reasonably ask you to undertake.

DEVELOPING PEOPLE AND RELATIONSHIPS

- To develop the reputation of the Trust, locally, regionally, and nationally.
- Develop and sustain effective, positive relationships with all external and internal stakeholders.
- To ensure that all colleagues access and benefit from the core offers and CPD strategy.
- To hold heads to account for ensuring strong relationships across staff in the hub, region, and Trust to ensure that collective working and best practice development is enabled.
- To conduct performance management of relevant Heads and system leaders
- Managing innovation and change with stakeholders across the Trust.
- Develop relationships with local and national trusts and organisations to support innovative practice
- Hold Headteachers, leaders and staff to account and take swift actions to tackle underperformance.
- Ensure, support and challenge leaders to ensure HR policies and Trust wellbeing approaches and policies are embedded in all academies.

RESOURCES: DEVELOPMENT AND DEPLOYMENT

- Support the establishment of priorities for expenditure across the Trust for school improvement
- Maintain effective and efficient management and organisation of the expenditure for school improvement, ensuring compliance with financial policies and best practice.
- Support Headteachers in effective budget management in schools in order to meet priorities.
- Be accountable for the delegated budget and monitor records of the annual expenditure, including PPG, EHCP funding to ensure value for money and impact on outcomes with Headteachers.
- Be accountable for overseeing the Sports Funding spend and its evaluation and impact
- Actively pursue project bids and development work which upholds the Trust commitment
- To generate income through providing commissioned school to school support outreach as required
- Be accountable for pupil numbers and promotion of the academies within the Trust.

GENERAL RESPONSIBILITIES

- To be available to all schools in the Trust and be able to travel to all schools.
- To put all children, in the Trust, at the core of all decisions and actions.
- Ensure safeguarding takes the highest priority in all areas of the Trust.
- Be aware of and support differences and ensure equal opportunities for all.
- Contribute to the overall ethos / work / aims of the Learning Academy Partnership.
- Establish constructive relationships and communicate with other professionals.
- Attend and participate in relevant meetings at academies and other events as required including governance meetings
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths and areas of expertise and use these to advise and support others within the organisation.
- To be a reflective practitioner who is active in the pursuit of their own professional development.
- To oversee and react to complaints about the academy as specified in the Complaints Policy.
- To maintain confidentiality about clients, staff, and other Trust business.
- To meet GDPR requirements in daily tasks and promote this in the role as an Executive Leader
- To ensure compliance with the Trust Equality and Diversity policy and approaches and promote this in the role as an Executive Leader.
- To report breaches and non-compliance with policies and procedures.



PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Degree • National Professional Qualification for Headship 	<ul style="list-style-type: none"> • Evidence of further study - this could be ongoing e.g., Masters, PHD etc. • NPQEL or equivalent • NLE experience
Experience	<ul style="list-style-type: none"> • Minimum 5 years Headship experience • Led a school through Ofsted inspections with at least Good judgements. • Headteacher experience with above national levels for pupil premium and vulnerable pupils • Track record in closing the gap with evidence of closed gaps in data outcomes • Experience of supporting schools in school improvement projects • Evidence of highly effective implementation of pupil premium strategy. • Experience of supporting Heads with school improvement priorities. • Experience of planning and managing professional development. 	<ul style="list-style-type: none"> • Led ITT provision • Ofsted inspector • NLE or LLE status or experience • Experience of leading system wide school improvement projects - regional or national. • Experience of implementing Trust wide strategies and leading teams.
Skills and knowledge	<ul style="list-style-type: none"> • Data analysis skills and the ability to use data and evidence to draw conclusions and actions. • To identify and address weakness in provision for vulnerable pupils. • To build effective working relationships with a wide range of stakeholders • Be analytical and forensic when considering data and information. • To support a culture of high challenge and low threat. 	<ul style="list-style-type: none"> • Led national projects • Developed and led a wide range of school professional development activities

	<ul style="list-style-type: none"> • To be able to hold leaders to account. • To understand system leadership and have evidence of leading across a system. • To identify barriers to vulnerable learners achieving high outcomes. • To support leaders and colleagues to identify, develop and implement evidence-based strategies for vulnerable pupils. • To support the complaints process. • To be able to use appraisal to effectively develop staff. • Hold a clean driving licence and able to travel between schools. • Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework 	
Personal Characteristics	<ul style="list-style-type: none"> • Effective communication skills. • Ability to initiate and lead change by inspiring and influencing others • Ability to build effective working relationships • Ability to listen to understand. • To be able manage own wellbeing and workload • To be able to support and challenge colleagues working in senior roles. • Analytical • Make decisions based on evidence as well as experience and current knowledge. • Committed to safeguarding and promoting the welfare of children • Willingness to work flexible hours, including evening and school holidays when necessary 	

HOW TO APPLY

Status

Permanent

Salary

L19 – L24
(Torbay)

Closing Date

Monday 27th June 2022
9am

Start Date

Flexible between September - April

Interviews

Tuesday 12th July 2022

Applying

Please apply by visiting

www.lapsw.co.uk/vacancies

Learning Academy Partnership

Address: Suite 4 Zealley House, Greenhill Way, Kingsteignton, TQ12 3SB

Visit: www.lapsw.co.uk

Telephone: 01626 248800

Email: people@lapsw.org

Twitter: [@LAPacademies](https://twitter.com/LAPacademies)

LinkedIn: <https://www.linkedin.com/company/learning-academy-partnership>

