



## Job Description

POST TITLE:	Regional Lead
LOCATION:	Milton Keynes and Corby
SALARY:	Leadership Scale L23-L27 (£76,122 - £83,956)
RESPONSIBLE TO:	Head of School Improvement, CEO and Trustees

*Our children and young people come from a wide range of backgrounds, and so do our colleagues. We aim to reflect and celebrate diversity in our workplace in order to create an inclusive culture that adds real value to our vision of inspiring the futures of us all through learning together.*

### **Job purpose including main duties and responsibilities:**

In addition to the Conditions of Employment for Headteachers laid down in the most recent version of the School Teachers' Pay and Conditions Document: **To provide strategic leadership and hold overall accountability for the direction of the hub, through the school improvement strategy and overall Trust strategic plan, that drives standards and quality in order to:**

- work with local governing bodies, Trustees, the Education team and other members of the core team (individual and collective), provide the strategic leadership and management that is innovative, and which enables the Hub to ensure high standards of education performance, high quality education and which promotes the educational vision driven by the core values of the Trust;
- secure the long-term success of the Hub and the Trust by maximising the skills and resources held across the schools, ensuring a sustainable model is created for future growth,
- build system-wide leadership capacity at all levels through actively improving and inspiring leaders in line with the IFTL ambitious outcomes,
- develop staffing structures and roles, responsibilities and expertise that allow the hub to rapidly support and Improve an underperforming school,
- work cohesively in partnership with the Trust executive team and school leaders to bring about rapid and sustained improvement
- secure validation through external Inspection and quality assurance procedures that are reported to the Education Team

- Drive the Trust strategic plan and engage actively with the steering groups

In addition to the Regional Lead, across the schools each school will also have a Head of School or Headteacher and, as such, responsibilities/duties may be delegated by the Regional Lead as appropriate ensuring they follow the core values and priorities set out by the Trust. For example, it is expected that much of the operational leadership and management of each school would be delegated to the Headteacher/ HoS. However, both the Regional Lead and the Governing bodies should be mindful that they are accountable to the IFTL Board of Trustees.

### **Key accountabilities:**

#### **1. Creating the future of the hub**

- drive and embed the IFTL strategic objectives and clear dictates of the school improvement strategy across the Schools within your hub;
- work with senior leaders to deliver the strategic vision for the Hub which is consistent with the Trust ensuring a self-sufficient model of school improvement and development of expertise that is sustainable and support future growth,
- motivate, inspire and lead others to create an innovative shared learning culture and positive climate through distribution of leadership and expertise through teams and individuals, that maximises skills and ensure the highest quality provision across the hub;
- translate the IFTL vision and priorities into agreed hub objectives and operational plans;
- develop Hub structures to maximise, improve and deploy both resources and expertise to raise achievement across all schools
- build capacity at all levels and in all areas of the school to support and Improve a school that faces challenging circumstances
- ensure talent spotting is integral to both strategic planning and professional development and effective succession planning at all levels across the Hub;
- build in regular opportunities for cross-schools and cross-leadership working to maximise strengths and develop further joint working.
- ensure financial stability across all schools through Improved economies of scale that meet the needs of the schools and support increased capacity, growth and development
- ensure schools are compliant with safeguarding and Health Safety expectations;

#### **2. Leading teaching and learning/outcomes and standards across the Schools**

- ensure the continuous and consistent focus on Improved pupils' achievement and progress, using data and benchmarks to monitor across the hub, between hubs and nationally;
- where the IFTL curriculum expectations has been agreed for the quality of education, ensure it is consistently implemented across the Hub;
- establish innovative creative, responsive and effective approaches to high quality education;
- set high expectations and set stretching targets for each school community;  
inspect, monitor, evaluate and review schools' practices and promote Improvement strategies;
- robustly tackle under-performance at all levels across the schools;
- support the Education team to Improve schools across the Trust when needed
- report accurately and regularly to the Head of school improvement.

### **3. Developing self and working with others**

- a. use Innovative ideas to ensure the hub is outward facing and visionary;
- b. ensure the development of, and maintain effective strategies and procedures for staff induction, professional development and performance review;
- c. promote and maintain a culture of high expectations and continuous Improvement for self and others;
- d. ensure effective planning, allocation, support and evaluation of work of teams and individuals;
- e. regularly review own practice, set personal targets and take responsibility for own development and seek external validation through Inspection to ensure quality assurance.

### **4. Managing the organisation**

- a. ensure the ongoing development of an organisational structure which reflects IFTL values and priorities and enables highly effective and efficient operations, that allow for future growth;
- b. ensure evidence-based Improvement plans and policies to promote continuous sustainable improvement;
- c. effectively strategically manage the human, financial and physical resources of the Hub to pool resources and to promote income generation;
- d. recruit, retain, develop and deploy staff to ensure a successful Innovative and highly performing hub.

### **5. Securing accountability**

- a. consistent with the IFTL Priorities, enable everyone to work collaboratively within the Hub and across the wider Trust;
- b. ensure individual staff accountabilities are clearly defined, understood, agreed and recorded;
- c. work with the Strategic LGB, Core team and Trustees to enable it to meet its statutory responsibilities and those defined in the IFTL scheme of Delegation;
- d. ensure every individual child has access to high quality teaching and learning,
- e. seek validation from external Quality assurance of Inspection;
- f. effectively report to the board of Trustees.

### **6. Strengthening community**

- a. create and promote positive strategies for challenging racial and other prejudice through leading the Headteachers/HOS in the Hub;
- b. ensure a range of community-based learning experiences are available across the Hub and within each school;
- c. collaborate with other agencies to ensure pupil and community needs are met;
- d. develop strategies, including the application of the IFTL priorities, to ensure strong community links are established and maintained;

- e. develop, where suitable, joint community events that promote the ethos of the Hub and IFTL.

*Schools benefit from a flexible approach to working arrangements – because of this, the tasks and responsibilities listed here are not definitive. Head Teachers may require particular additional duties to be undertaken to suit the specific school's requirements and these may be incorporated in the role requirements as long as they are at a similar and appropriate level to the other listed duties.*

#### Other information

Inspiring Futures Through Learning is committed to safeguarding and promoting the welfare of children. All employees are expected to share this commitment, to follow the Trust's safeguarding policies and procedures and to behave appropriately towards children at all times, both in work and in their personal lives.

All school based posts are defined as Regulated Activity and therefore this post is subject to an Enhanced with Barred List Criminal Records Bureau check.

REGIONAL LEAD PERSON SPECIFICATION			
	Essential	Desirable	Evaluated: AF: Application Form I: Interview P: Presentation
QUALIFICATIONS			
Qualified Teacher Status	X		AF
Degree or equivalent	X		AF
National Professional Qualification for Headship (NPQH)		X	AF
Higher Degree		X	AF
EXPERIENCE			
Successful high level teaching experience and experience of leading within more than one subject area / Key stage	X		AF, I, P
Considerable experience and expertise in developing practice in Assessment and Record Keeping at whole school level to secure improved levels of pupil achievement and accelerated progress		X	AF, I, P
An ability to demonstrate the highest-level skills in classroom organisation and management leading to the promotion of good behaviour and discipline across school	X		AF, I
Successful leadership of whole school curriculum development and initiatives to raise achievement for all children through analysis and pupil performance	X		AF, I, P
A full understanding of the National Curriculum and its implementation	X		AF, I, P
Leadership responsibility of/within a team	X		AF, I
An awareness of recent national initiatives aimed at raising achievement and school improvement strategies		X	AF, I, P

Experience of working with and supporting community initiatives, parent association groups and working parties	X		AF, I
Practical evidence of links with other schools, educational establishments and wider community to support transition and enhance teaching and learning and personal development across the whole school	X		AF, I, P
Knowledge of effective strategies for teaching pupils with SEN	X		AF, I, P
Understanding of and commitment to promoting and safeguarding the welfare of pupils	X		AF, I, P
Significant experience of leading lesson observations and providing quality feedback to teachers	X		AF, I, P
Financial understanding and/or management of budgets	X		AF, I
<b>LEADERSHIP QUALITIES</b>			
An ability to establish positive working relationships with colleagues and pupils	X		AF, I, P
High level of initiative, self-awareness and interpersonal leadership skills	X		AF, I, P
Ability to work strategically and collaboratively with the Trust, SLT and PATH Local Governing Body	X		AF, I, P
Understanding of effective budget planning and resource deployment	X		AF, I, P
Experience of performance management and supporting the continuing professional development of colleagues	X		AF, I
Successful involvement in staff recruitment, appointment/induction		X	AF, I
Initiate and manage strategic and continued improvement.	X		AF, I, P
<b>SELF MANAGEMENT SKILLS</b>			
Proven ability to sustain and develop high quality teaching and learning across the school to improve outcomes for children	X		AF, I, P
Knowledge of statutory requirements and the ability to ensure delivery within a broad, balanced and relevant and differentiated curriculum to support the whole child	X		AF, I, P
Chair meetings effectively		X	AF, I
<b>PERSONAL QUALITIES</b>			

Enthusiastic, honest, reliable, inspirational, resilient and empathetic	<b>X</b>		<b>AF, I, P</b>
A firm commitment to Equal Opportunities	<b>X</b>		<b>AF, I</b>
Committed to staff and pupil Wellbeing	<b>X</b>		<b>AF, I</b>
Demonstrate enjoyment of working with children and adults	<b>X</b>		<b>AF, I, P</b>
Excellent communication and interpersonal skills	<b>X</b>		<b>AF, I, P</b>
Ability to remain positive and enthusiastic when working under pressure.	<b>X</b>		<b>AF, I,P</b>
Meeting deadlines and managing own time effectively	<b>X</b>		<b>AF, I,P</b>
Confidence and commitment to direct, delegate, develop and inspire	<b>X</b>		<b>AF, I</b>
Ability to build and maintain good relationships	<b>X</b>		<b>AF, I,P</b>
Committed to personal CPD	<b>X</b>		<b>AF, I,P</b>