



ATHENA
LEARNING TRUST

School Improvement Lead

Application Pack

Closing date:

20th March 2023, 9am

Interview date:

22nd March 2023

www.athenalearningtrust.uk





Job Title: School Improvement Lead

Start date: September 2023

(we take time to find the perfect person for our Trust!)

School base: This role will be based across our North Devon Schools, working for five days per week in a school setting.

Contract type: Full time

Closing date: 20th March 2023, 9am

Interview date: 22nd March 2023

Salary: L14 – L17 (£61,042 - £65,699)

For exceptional candidates we may have some flexibility.

Contract term: Permanent

At Athena Learning Trust, we are inspired by wisdom, creativity, collaboration, innovation and learning. At our six schools - Altarnun Primary, Atlantic Academy, Bideford College, Egloskerry Primary, Launceston College, and Launceston Primary School – we are dedicated to providing a learning environment that develops all to their full potential.

We believe that education is the key to unlocking a better future, and our mission is to support all schools and their communities in achieving world-class education. With many years of experience in the field, we understand that knowledge brings freedom - freedom from illiteracy, innumeracy, and exclusion from learning. We are passionate about helping schools to provide the education to bring opportunity, choice and freedom to all.

Athena are looking for inspirational, deep thinking and engaging School Improvement Leads to join our senior leadership team.

This is an incredible opportunity to support and influence quality improvements in teaching and learning across our trust, achieving exceptional outcomes for students, and to expand on your leadership and educational expertise.

We are seeking applicants who are aligned with our values and have the talent and passion to deliver our vision successfully. You will be joining a team of dedicated individuals who are committed to fostering a positive school culture and community that encourages interaction, friendship, collaboration, understanding, and cultural diversity among students and staff.

If you want to make a meaningful impact and support the leadership and improvement of the trust while taking advantage of the lifestyle that our beautiful coastal settings provide, we want to hear from you. Apply now and be a part of our dedicated team working towards a brighter future for all of our students.



These are just a few of the reasons to join Athena:

People:

Our teachers, leaders and staff are great people and a great team together

10 Insets:

We love learning together; we devote 10 inset days a year to all-staff CPD

No burnout:

We cut low-impact workload and champion staff wellbeing

Distraction-free:

We help bring about distraction-free learning

Backing:

We back our teachers 100%, with access to practical support when it's tough

Impact:

We improve our children's reading, revision, results and life chances

Leaders:

We see every staff member and student as a school leader

Time:

We value staff time really highly and devote ourselves to always investing it well

Balance:

We want staff to enjoy holidays to do things that make us happy and healthy

Why Athena?

At Athena Learning Trust, we pride ourselves on creating an inclusive and diverse work environment where staff happiness and wellbeing are a top priority. As part of our team, you'll also have access to a range of benefits, including:

- Competitive pay and opportunities for professional development, as we are a growing trust
- Generous holidays and access to the outstanding teacher pension scheme
- Perkbox, our benefits scheme that offers a wide range of savings and perks
- An Employee Assistance Programme to support your health and wellbeing
- Modern, well-equipped schools, with outstanding facilities and on-site parking
- The option to participate in a nationally recognized cycle to work scheme
- Access to quality CPD to ensure professional success and personal satisfaction
- A team of dedicated staff who are passionate about supporting teaching and learning
- A trust culture which is creative, innovation, fun, fair, developmental, values diversity and inclusion and which is supportive of staff and pupils

Join our team and be a part of an organisation that is committed to providing an excellent education for all students, regardless of their background or circumstances. Apply now and experience the difference in a rewarding and meaningful career in education.

Thank you for your interest in the position of School Improvement Lead at Athena Learning Trust.

If you have any questions, or if you would like a further discussion about the role, in the first instance please contact our

People Operations team: Tel: 01566 701683 E-mail: people@athenalearningtrust.uk



Job Description:

Job Title: School Improvement Lead

Grade: L14-17

Responsible to: Director of Education

Important Functional Relationships:

Internal: Principals, senior leadership and teaching staff, as well as Governors and Trust Shared Service.

External: local/national improvement networks

Main Purpose of Job:

School improvement leads contribute to, and lead on, trust strategy, culture, ethos, systems, approaches and resources to support school leaders to provide a world-class education for children.

Main Duties and Responsibilities:

- Develop our curriculum, assessment, behaviour, teaching, raising standards and CPD strategy.
- Lead by example on the vision and values of the Trust in all aspects of their work and with all of the staff and students of the Trust and schools.
- Contribute to the development of a consistent Trust-wide approach to school improvement, maintaining and promoting the integrity of the Trust.
- Work collaboratively with Principals and governing bodies of our Trust schools to identify areas for development and ensure they have an effective plan for school improvement.
- Inspire and enable others to lead, characterised by ethical and ambitious improvement at pace and relentless striving for excellence.
- Support Principals, leaders and teachers of Trust schools with appropriate guidance and advice regarding curriculum, teaching, assessment, CPD and school improvement, and coordinate the provision of such support, guidance, and advice.
- Engage any relevant Trust Shared Service staff and draw on their experience and expertise to support school improvement.
- Build and maintain relationships with the Trust's internal and external stakeholders and partners and liaise with external agencies on behalf of the Trust on matters relating to the operation of all Trust's schools.
- Promote school to school collaboration in both primary and secondary schools and work with other stake-holders
- Promote and develop cross-phase collaboration, innovating across phases to drive improvement in student outcomes.
- Ensure that the services and resources of the Trust are developed and deployed, within the Trust and outside, cost effectively and in accordance with the appropriate policies and procedures
- Recognise own strengths and areas of expertise and use these to work collaboratively, advising and supporting others
- Be aware of and adhere to applicable rules, regulations, legislation and procedures including the Trust's Equal Opportunities Policy and Code of Conduct, national legislation (including Health and Safety, Data Protection).
- Maintain confidentiality of information acquired in the course of undertaking duties for the department
- Undertake other duties reasonably requested and appropriate to the grading of the post as required



Person Specification

Qualifications:

Must be a qualified teacher and educated to degree level, preferably with a bachelor's degree in education or related field and with evidence of continuing professional development. Further professional qualifications e.g. masters level degree/NPQH/further relevant professional studies would be an advantage

Knowledge:

- Knowledge around the science of learning
- Knowledge of evidence-informed teaching practice.
- Knowledge of evidence-informed CPD practice.
- Able to be a purposeful leader of systems and processes.

Experience:

- Demonstrable experience of leading highly effective secondary school practice
- Experience of coaching, mentoring, directing and challenging senior members of staff
- Experience of designing, tracking, monitoring, evaluating and reporting on systems and data capable of bringing outstanding outcomes
- Experience in effectively promoting and implementing CPD
- Experience of developing and implementing cross-phase collaboration, subject and leadership networks
- Successful proven experience of promoting inclusion, equality and diversity
- Demonstrable experience in achieving school improvement and effective reflection and self-evaluation
- Experience of managing budgets, people and resources effectively and in accordance with the scheme of delegation
- Experience of formal communications and procedures, including exclusions

Skills and Abilities:

- The ability to champion strategic priorities and deliver change through a growth mindset
- Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders
- Effective collaboration skills, with the ability to build and draw on the strengths of others to generate outstanding results
- Able to analyse issues, make informed judgements and take appropriate actions and accept responsibility for results
- Able to recognise and lead on safeguarding priorities and best practice
- Excellent written and verbal communication skills Able to use initiative, prioritise and meet deadlines
- Resilient, with the ability to deliver a complex and demanding workload
- Results orientated, analytical approach with excellent project management and organisational skills
- Able to appreciate issues of confidentiality
- Knowledge and understanding of people, governance, budget management and financial systems
- Knowledge of legal issues relating to managing a school, including child protection procedures, equal opportunities, race relations, disability, human rights, employment, health and safety legislation and data protection

Attributes:

- High degree of emotional intelligence
- Good interpersonal and relationship management skills including being able to influence, negotiate and deal with conflict
- Committed to improving the life chances of young people and motivated by a desire to provide high standards of service delivery
- Able to confidently explain ideas, concepts, deliver presentations and training to a range of stakeholders
- Positive, professional and able to demonstrate an understanding and commitment to equal opportunities and diversity
- Commitment to support the Trust's agenda for safeguarding
- Willingness to occasionally work flexibly outside usual working hours and attend evening meetings

To apply:

To apply for this job, please complete the application form overleaf.



We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are warmly invited.

Safeguarding Statement:

Athena Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to DBS clearance and appropriate pre-employment checks.

