



ATHENA

LEARNING TRUST

Applicant Pack

School Improvement Lead



Atlantic Academy
Part of the Athena Learning Trust



Altarnun Primary School
Part of the Athena Learning Trust



Bideford College
Part of the Athena Learning Trust



Egloskerry Primary School
Part of the Athena Learning Trust



Launceston College
Part of the Athena Learning Trust



Launceston Primary School
Part of the Athena Learning Trust



Job Title: School Improvement Lead	Start date: Easter or September 2023 (we will take the time to find the perfect person for our Trust!)
School base: This is a home based position but there is an expectation that the candidate will be based in schools for 5 days per week.. Our Lead will work for periods of time at schools across our Trust, with additional travel and accommodation paid. For the remainder of this academic year the post holder will work at Atlantic Academy in Devon.	Contract type: Full time
Closing Date: We reserve the right to close to applications at any time - please don't delay in applying.	Salary: L14 – L17 (£61,042 - £65,699) For exceptional candidates we may have some flexibility. Considering relocating to our beautiful coast and country location? We might be able to help with costs.
Interviews to take place at our Trust offices in Dunheved House during December and onwards.	Contract term: Permanent. Possible relocation and R & R for exceptional candidates

Our Trust

Our Trust is vibrant, energetic and has exceptional people in our shared service functions. You will be joining an existing high quality school improvement team who give first class practical support to our schools. We focus on the happiness and healthiness of our pupils and our employees, with a practical focus on wellbeing for our teaching staff, from 'light touch' marking to addressing behaviour centrally to ensure disruption free learning. We have a comprehensive employee assistance programme and a scheme offering rewards and savings at a large range of shops and supermarkets.

Our vision is to develop adventurous and ambitious students, who have the character, resilience and self-awareness required to be successful, whatever their background or circumstances. We seek to teach and support them to be successful, responsible young people by learning the knowledge, skills and values that are essential for society.

Our students are amazing. We have exceptionally high aspirations for them and seek to support all our students no matter what their background or circumstances.. As a Trust we share information and best practices to ensure we focus on an excellent and sustainable 0-19 learning journey for children, with a strong focus on our school and Trust community. The Trust offers expert teaching to students to help them shape and achieve their future goals without limitation. We want to equip every student with the knowledge, skills and values they need to achieve the very best that they can.

We support all our schools with an extensive range of shared services, including: trust-wide leadership and management, tailored and supportive CPD, safeguarding, external network opportunities and high quality expertise in teaching and learning, school improvement, financial, administrative, estates and HR.

If you want to spend your time delivering high quality teaching and influencing the outcomes for young people whilst taking advantage of the lifestyle that miles of beautiful coastline, beaches and scenery that our settings can provide - we want to hear from you.

What's in it for you?

We can offer you an amazing place to work and some great benefits, including:

- A modern, well equipped schools with outstanding facilities.
- A team of dedicated and enthusiastic staff who are passionate about teaching and learning.
- A Trust culture which is fun, fair, developmental, and supportive of staff and students.
- Opportunities to access quality CPD, to ensure professional success and personal satisfaction.
- Inclusion in *Perkbox* - our benefits scheme which provides a range of great savings and perks.
- An Employee Assistance Programme to give practical support for your health and wellbeing.
- The option to be part of a nationally recognised cycle to work scheme.
- A focus on staff happiness, healthiness and a holistic approach to wellbeing.
- Generous pension and holidays.
- A large network across the primary and secondary settings.
- Attractive pay and opportunities to develop skills across a growing Trust.
- Amazing support from cross Trust systems and leading school improvement initiatives.

We are looking for intelligent inspirational individuals who will complement and work well with the existing school improvement team, whilst consolidating practice and embedding it in our schools. Passionate about excellent progress for all the young people in our care, you will foster our culture of achievement and improvement, with a focus on wellbeing. If you believe that your own educational beliefs and aspirations would fit with our Trust ethos, we want to hear from you.

If you have any questions or if you would like a further discussion about the role, in the first instance please contact HR, on: (01566 701683 ✉ hr@athenalearningtrust.uk)



We are seeking to appoint a **School Improvement Lead**.

Job Description:

Title:	School Improvement Lead
Reporting to:	Director of Education
Salary Scale:	L14 – L17 (£61,042 - £65,699)
Role:	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.

Responsibilities:

The School Improvement Lead will:

- 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.
- Collaborate with other members of the leadership team and all stakeholders to 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 agreed by the Board of Trustees.
- Undertake any tasks reasonably requested by the CEO or Board of Trustees.

Person Specification:

Person Specification – School Improvement Lead	Essential/ Desirable
Education and Experience	
Applicants should be educated to degree level, with evidence of continuing professional development	E
Qualified teacher status	E
Masters level degree/NPQH	D
Further relevant professional studies	D
Demonstrable experience of successfully leading major change to achieve impact within a large multi-site organisation	D
Demonstrable experience of leading highly effective secondary school practice	E
Experience of working effectively with a Board/Governing Body to create vision and form the direction for an organisation	D
Experience of coaching, mentoring, directing and challenging senior members of staff	E
Experience of designing, tracking, monitoring, evaluating and reporting on systems and data capable of bringing outstanding outcomes	E
Experience in effectively promoting and implementing CPD	E
Experience of developing and implementing cross-phase collaboration, subject and leadership networks	E
Successful proven experience of promoting inclusion, equality and diversity	E
Demonstrable experience in achieving school improvement and effective reflection and self-evaluation	E
Experience of managing budgets, people and resources effectively and in accordance with the scheme of delegation	E
Experience of formal communications and procedures, including exclusions	E
Recent experience of Ofsted leadership	D
Skills and ability	
The ability to champion strategic priorities and deliver change through a growth mindset	E
Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders	E
Effective collaboration skills, with the ability to build and draw on the strengths of others to generate outstanding results	E
Able to analyse issues, make informed judgements and take appropriate actions and accept responsibility for results	E
Able to recognise and lead on safeguarding priorities and best practice	E
Excellent written and verbal communication skills	E
Able to use initiative, prioritise and meet deadlines	E
Resilient, with the ability to deliver a complex and demanding workload	E
Results orientated, analytical approach with excellent project management and organisational skills	E
Able to appreciate issues of confidentiality	E

Knowledge and understanding of people, governance, budget management and financial systems	E
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	E
Attributes	
High degree of emotional intelligence	E
Good interpersonal and relationship management skills including being able to influence, negotiate and deal with conflict	E
Able to maintain a positive and professional demeanour	E
Able to confidently explain ideas, concepts, deliver presentations and training to a range of stakeholders	E
Other	
Committed to improving the life chances of young people and motivated by a desire to provide high standards of service delivery	E
Able to demonstrate an understanding and commitment to equal opportunities and diversity	E
A commitment to support the Trust's agenda for safeguarding	E
Willingness to occasionally work flexibly outside usual working hours and attend evening meetings	E
Occasional work outside normal working hours	E
Ability to travel to other Trust sites	E
Current driving licence and use of own vehicle	E

To apply:

To apply for this job, please complete the application form:

[Word Application](#)

[PDF Application](#)

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.