

The Roseland
Multi Academy
trust

Kindness
Responsibility
Ambition



www.theroselandmat.co.uk

School Improvement Lead
The Roseland Multi Academy Trust
Applicant Pack

Message from our CEO

Dear Applicant

The Roseland Multi Academy Trust's mission is to provide outstanding education for its communities, where everyone succeeds. This is an exciting time to join our Trust as we work to ensure that our schools develop and improve together.

The School Improvement Lead will join the Trust Improvement Team (TRIP) which is led by a Senior School Improvement Lead. As well as another full time School Improvement Lead, we have also seconded, for a fixed term, a School Improvement Lead who has a maths focus across the Trust. You will work closely with the team, the CEO and the Executive Leadership Team, which includes our Executive Headteacher for our primary schools and our three secondary Headteachers. Within the Executive Team you will also liaise with our CFO and Human Resources Manager. It is a close team and one that likes to challenge for improvement. The Trust also has external school advisers, one for primary and one for secondary. It will be important to work closely with our external advisers and establish strong working relationships that critically evaluate each school's improvement plans and their journey in achieving them.

This role is crucially important in the next step of our journey in achieving our mission. All of our schools have improved since joining the Trust. The Roseland Academy went to Outstanding in 2017 and will be inspected within the next academic year. The outcomes remain high and our Trust Improvement Team's role will be to quality assure all aspects of school life to ensure The Roseland Academy continues to offer outstanding education.

Our primary schools, Gerrans School and Tregony Community Primary School, are led by an Executive Headteacher and are both Good schools. Tregony Community Primary School has gone from strength to strength and has excellent outcomes. Gerrans School provides strong personal development and excellent extra opportunities for its pupils and is currently developing its curriculum intent and implementation in line with Tregony Community Primary School.

The Trust sponsored Treviglas Academy in 2019 as an Inadequate school and re-brokered Falmouth School in 2020, also graded Inadequate. Both schools are improving and this year received Requires Improvement in their most recent OFSTED reports. Both schools have new Leadership Teams and are on a good trajectory of school improvement.

If you are ambitious for school improvement and can collaborate effectively, then this is an exciting opportunity. We are looking for applicants who can think and deliver strategically, work well within an executive team to establish strong trusting but challenging relationships to ensure our schools go from strength to strength.

Chris Challis, CEO



Message from our Chair

Welcome to our Trust! Firstly, I must take the opportunity to thank you for your interest in this key position within our Trust. It is a role that will make a difference to those at the heart of the Trust and most importantly the children in our communities. School improvement is a rewarding role and if successful, you would be joining at an exciting time.

Our Trust is ambitious for the students and staff we serve. As trustees and governors we are determined to sustain the highest aspirations for all our young people. We are rightly proud of our reputation which has been built on the work of a dedicated team across the Trust.

Our schools have a history of collaborative working and this has developed further through the evolution of our Trust Improvement Team. We are a true family of schools. All schools within the Trust have used the good practice within schools to provide cross school support and challenge as well as finding effective ways to work with other schools outside of our Trust.

Headteachers within the Trust meet regularly and provide strong support and professional challenge. They lead talented and highly committed staff bodies. Staff wellbeing, welfare and professional development are priorities, and we all work to our Trust mission, vision and values and school cultures.

Education is an increasingly demanding sector to work in. Keeping abreast of policy changes and DfE guidance can be a challenge in itself. Some schools are further ahead in their improvement journey, or more established as a good or outstanding school than others, but all are working incredibly hard to make our schools fantastic learning spaces for our children.

I hope you enjoy reading this applicant pack, which provides more details about the role. I would like to thank you again for your interest in this post and look forward to receiving your application.

Nigel Hyde, Chair of the Board

The Trust

The Trust consists of three secondary schools (The Roseland Academy, Treviglas Academy, Falmouth School), two primary schools (Gerrans School, Tregony Community Primary School), OneCornwall (East) Teaching School Hub and our Central Team. The Teaching School Hub is a partnership of two outstanding schools in Cornwall within two different Trusts, including The Roseland Academy, but working together to provide the golden thread for teacher development including ITT, ECF and NPQs.

The Roseland Multi Academy Trust is responsible for encouraging and supporting all our schools to conduct robust and honest self-evaluations, develop their practice and ensure our students have the best possible learning environments. The Trust has a Central Team to support our schools to achieve their goals. We put our staff at the heart of everything we do to create a team spirit in our highly successful schools.

Mission, Vision and Values

Mission: *The Roseland Multi Academy Trust provides an outstanding education for our communities Where Everyone Succeeds.*

Vision: *To inspire a love of learning within environments that are happy, respectful and challenging where everyone feels valued and able to reach their full potential.*

Values: *Kindness - Responsibility – Ambition*

OneCornwall Teaching School Hub

Within the Trust we have been successful in establishing a Teaching School Hub through the recognised outstanding provision provided by The Roseland Academy. In Cornwall, the East Cornwall Teaching School Hub works in partnership with the West Teaching School Hub, creating OneCornwall Teaching School Hub.

The key functions are:

1. Initial Teacher Training: either as an accredited body which can recommend trainees for QTS (SCITT), as a lead school, or mutually agreed alternative approach of equivalent impact.
2. Appropriate Body: ensure Early Career Teachers have access to appropriate support and training, and manage their assessment and support as required.
3. Support the rollout of the Early Career Framework by acting as a delivery partner for an ECF lead provider.
4. Signpost and facilitate EEF-endorsed programmes, in partnership with Kingsbridge Research School.
5. Signpost, facilitate, and deliver DfE-approved CPD in line with the Department's Standard for Teachers' Professional Development.
6. Supporting the rollout of the new National Professional Qualifications by acting as a delivery partner for an NPQ lead provider.

Trust Improvement Team

The Trust has been in existence since 2016. We strive to fulfil our mission and vision and adhere to our values, whilst actively driving for continuous improvement. Our Trust Improvement Team (TRIP) focuses fully on the Trust and schools' strategic priorities and innovation through the improvement methods we employ. We maintain close collaboration, creative and critical thinking.

Our improvement journey commenced with the key hallmark initiatives encapsulated within our in-house CPD, Lead The Roseland Way and the Trust Improvement Days, known as MIP Days which drive professional development forward and encourage professional and personal growth. The content within this in-house programme continues to grow and further expand, based on the rising capacity within the Trust.

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Wellbeing, happiness and success of all our colleagues is paramount. Within our working environments we follow our own school cultures which enable us all to emulate daily our Trust mission, vision, values, and standards. All our staff access specific development opportunities and we encourage everyone to lead in their role.

We create opportunities through published research that inform a true collaboration, pursuit of explicit success criteria that is supported by ethical decision-making. We promote partnerships that provide rigorous feedback, a clear structure for improvement and continuing support where needed. Our aim is to develop a wide-ranging repertoire of improvement approaches that are explicit in its instruction, are impactful and are sustainable in the long term.

We have been working actively on driving our Trust improvement work forward. We have been engaged in developing ways to evaluate our performance across different areas over time. We aim to make evaluations even more systematic and even more comparable so that we can identify the areas of improvement more precisely and to further standardise the quality assurance process. The acute foci on the strategic plan, Trust improvement plan and school improvement plans are maintained throughout. The information generated enables reporting to our Trust Board to be precise, explicit and accessible.

Ofsted Reports

Falmouth School

<https://reports.ofsted.gov.uk/provider/23/137223>

Gerrans School

<https://reports.ofsted.gov.uk/provider/21/142662>

The Roseland Academy

<https://reports.ofsted.gov.uk/provider/23/136572>

Tregony Community Primary School

<https://reports.ofsted.gov.uk/provider/21/142668>

Treviglas Academy

<https://reports.ofsted.gov.uk/provider/23/145843>



About the Role – School Improvement Lead

Contract Type: Permanent/Full Time in line with STPCD

Salary: L11-16

Start date: 1 January 2024 / by negotiation

We are looking for a School Improvement Lead to join our Trust. The Roseland Multi-Academy Trust consists of three secondary schools, two primary schools and a Teaching School Hub. The Trust's mission is "to provide outstanding education for our communities, where everyone succeeds" and we put our staff at the heart of everything we do to create a team spirit in our highly successful schools.

The School Improvement Lead will be employed to work Trust-wide ensuring quality assurance and school improvement across our settings. You will join our Trust Improvement Team (TRIP), be supported by the Senior School Improvement Lead and CEO and will work within our Trust Executive Team, leading the development and use of quality assurance systems and improvement strategies.

This is a role for an aspiring leader who has the ability to critically evaluate educational processes, procedures, systems and policies to enable rapid and sustained improvements in aspects of the overall effectiveness of a school. The post-holder will be able to quickly form strong professional relationships with school leaders, gain their confidence and provide high level coaching that enables them to achieve their school's ambitions. You will have experience of outstanding practice in areas of the inspection framework and will have experience of successfully leading change for improvement that has positively impacted on students' attendance, behaviours and engagement in their learning. The ability to model best practice, use the best researched informed strategies, present in complete confidence and gain staff, student and parent confidence is essential.

The Roseland Multi Academy Trust is a highly successful and we are looking for candidates who:

- value and understand how Trusts work effectively and how best to galvanise collaboration across settings;
- can work cross-phase, leading and supporting both primary and secondary schools in educational practices and school improvement;
- can work with determination to make transformational change where it is needed with a proven track record of securing sustained school improvement;
- are excellent leaders, who inspires the best in others;
- are looking for a new role, working alongside an established CEO, in a Trust with a strong reputation and proven track record in school improvement;
- wish to join a highly effective Trust who have brought transformational change to our sponsored and re-brokered schools.

All our schools, the Central Team and the OneCornwall Teaching School Hub (East) share the same ethos and values. Every one of our school communities strives for our mission and this is reflected in what we do on a day to day basis.

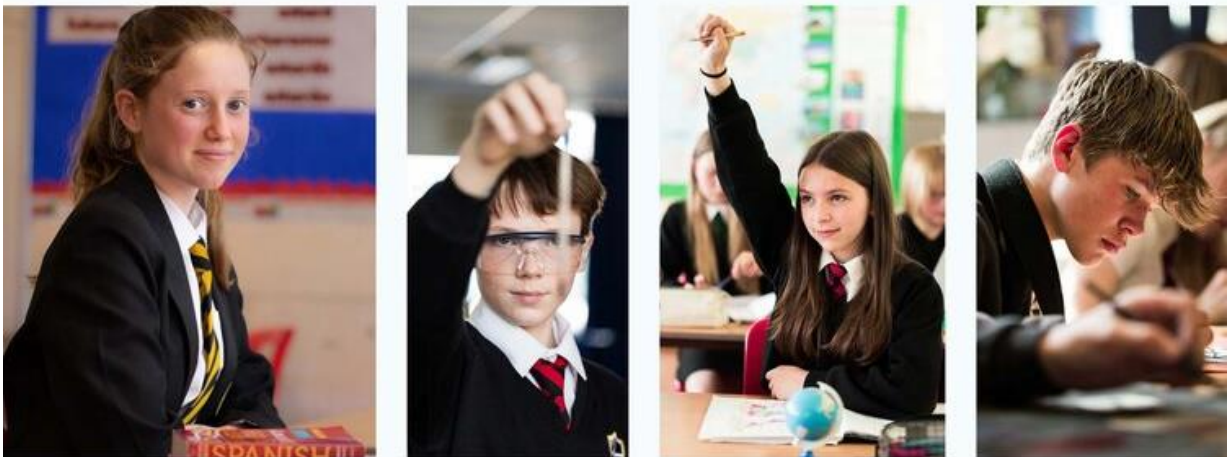
Our primary schools are led by an Executive Headteacher and shared senior leaders. This has developed true collaboration between staff in the settings. The three secondary school Headteachers work in collaboration and promote Trust working to support school improvement.

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The Trust recognises the importance of staff wellbeing and has supportive policies and procedures in place as well as collaboration opportunities across our settings. There is the option of homeworking after the first six months in post. Our school settings have free parking facilities. This role will involve travelling to and working at schools across the Trust, therefore, a driving license and access to a vehicle is essential. Where there is a requirement to travel to different schools, mileage is paid. Our schools are in relatively close geographical proximity to one another and the Central Team base is in the beautiful village of Tregony, near Truro in Cornwall.

If this exciting opportunity interests you, we would love to hear from you. We are keen to hear from dedicated and passionate professionals who are eager to progress their career in a highly successful Trust.

Further details for this post are available from Mrs Jodie Winter, Trust HR Manager: jwinter@theroselandmat.co.uk. Please note a completed application form needs to be submitted, available from the Trust's website, (CVs are not an accepted form of application).



Job Description

Job Title:	School Improvement Lead
Salary:	L11-16
Contract:	Permanent / Full-Time in line with STPCD
Phase:	Primary / Secondary
Responsible to:	Chair of the Trust Board / Chief Executive Officer / Senior School Improvement Lead

Main Purpose:

- To critically evaluate educational processes, procedures, systems and policies to enable rapid and sustained improvements in all aspects of the overall effectiveness of a school.
- To quickly form strong professional relationships with school leaders, gain their confidence and provide high level coaching that enables them to achieve their school's ambitions.
- To utilise your experience of outstanding practice in all areas of the inspection framework to successfully lead change for improvement that positively impacts on students' attendance, behaviours and engagement in their learning.
- To model best practice, use the best researched informed strategies, present in complete confidence and gain staff, student and parent confidence.

The School Improvement Lead will:

- Ensure rapid and sustained school improvement.
- Work closely with the Executive Leadership Team of the Trust to establish a culture of continuous improvement and high expectations of all stakeholders.
- Drive for significantly improved standards in Behaviour and Attitudes that creates a strong positive environment for inclusion.
- Ensure there is a strong focus on personal development that enables students to be healthy, stay safe, enjoy and achieve maximum potential, and make a positive contribution to the Trust and the communities it serves.
- Ensure that the best information systems are in place to provide timely, robust information and data to leaders that allow them to take appropriate impactful actions.
- Lead by example and model best practice regarding leadership, management, professional conduct, workload and personal development.
- Formulate the aims and objectives of the Trust and provide overall strategic leadership and direction.
- Establish robust structures for achieving the Trust's aims and objectives and monitor and evaluate progress towards the achievement of these.
- Lead and manage staff and resources.

Duties and Responsibilities:

Continuous Improvement

- Work as part of the Executive Leadership Team to plan, monitor, evaluate and challenge to enable effective school improvement.
- Develop school improvement plans so that academies and the team members are clear about the outcomes and means of undertaking support.
- Undertake reviews of the impact of the school improvement work.
- Analyse school performance data for the Trust and provide summary reports for the Trust Board.
- Be available for trustees to discuss all aspects of school improvement.

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- Collect data sets from schools on standards, tracking of progress, attendance and Pupil Premium specific data.
- Engage with external partners who provide support.
- Develop effective relationships with fellow professionals.
- Model and lead innovative approaches to school improvement, leadership and management.
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Qualities and Knowledge

- To have expert knowledge of safeguarding children.
- To be an expert in behaviour for learning,
- To have expert knowledge of curriculum design.
- Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all students.
- Build positive relationships with all members of the school communities, showing positive attitudes to them.
- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally.
- Work with political and financial astuteness, translating policy into the Trust's context.
- Communicate the Trust's mission compellingly and drive strategic leadership.
- Seek training and continuing professional development to meet own needs.

Students and Staff

- Demand ambitious standards for all students, instilling a strong sense of accountability in staff for the impact of their work on student outcomes.
- Ensure excellent teaching and learning in each school, including through modelling, training and development for staff.
- Establish a culture of trust and openness as a basis for sharing best practice.
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge and lead their own CPD.
- Identify emerging talents, coaching current and aspiring leaders.
- Hold all staff to account for their professional conduct and practice.

Other Areas of Responsibility

- To work alongside and support the CEO, Senior School Improvement Lead and Executive Leadership Team within the Trust.
- Undertake any relevant professional duties delegated by the CEO or Senior School Improvement Lead.
- To undertake some teaching.
- Be aware of, and adhere to, applicable rules, regulations, legislation, policies and procedures within the Trust including health and safety, equal opportunities, safeguarding, equality and diversity and data protection.
- Maintain confidentiality of information acquired in the course of undertaking duties for the Trust.
- You will work across all schools within the Trust and your base school will be negotiated with you.

Please note that this is not a comprehensive list of all tasks that the School Improvement Lead will carry out. The post-holder may be required to do other duties appropriate to the level of the role. This job description may be amended at any time in consultation with the post-holder.

Person Specification

Criteria	Qualities – Essential	Qualities – Desirable
Qualifications & Training	<ul style="list-style-type: none"> • Degree • Qualified Teacher Status • Knowledge/training in practices for outstanding teaching and learning • Understanding of school finances and financial management • Evidence of recent professional development at senior leadership level or of senior leadership responsibilities 	<ul style="list-style-type: none"> • NPQH (or working towards) • SENDCO qualification • Level 3 Safeguarding
Experience	<ul style="list-style-type: none"> • Successful acting headship/senior leadership and management experience in a school • Strong understanding of secondary school teaching and learning and curriculum accountability measures • Leadership of principles of outstanding teaching and learning with experience of classroom observation and feedback • Involvement in school self-evaluation and development planning • Demonstrable experience of successful line management and staff development • Understanding and experience of statutory safeguarding requirements, including safer recruitment • Evidence of fluent ability in use of data to evaluate performance and lead whole school improvement • Leader with a proven track record in raising standards 	
Skills & Experience	<ul style="list-style-type: none"> • Evidence of ability to maintain excellent working relationships with all staff and other stakeholders • Ability to think and act strategically • Skills, experience and ability to model and promote high quality learning and teaching to meet the needs of all learners • Ability to recruit, deploy, develop and retain staff • Outstanding all-round communication, advocacy and presentation skills • Ability to forge productive relationships with trustees, parents, learners, the local community, other schools and partners 	
Personal Qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all students and promoting the vision, values and mission of the Trust • Resilient and able to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality 	

How to Apply

If you are interested in this vacancy, please provide an application form for the attention of Mrs Jodie Winter, Trust's HR Manager, jwinter@theroselandmat.co.uk.

If you have any questions about the role, please contact Jodie Winter in the first instance. Application forms can be downloaded from our website (www.theroselandmat.co.uk/vacancies).

Safeguarding Statement

The Roseland Multi Academy Trust is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. All shortlisted candidates will undergo online searches as part of the recruitment process and the successful candidate will be required to undertake an Enhanced DBS check.

Further Information or visits to the school

Queries or questions, or to arrange a visit to the school, please contact the Trust's HR Manager: jwinter@theroselandmat.co.uk

Timeline

Closing date for applications: Open-ended

Shortlisting and interviews to be conducted in the Autumn Term 2023