



BELIEF IN EVERY CHILD



WELCOME TO OUR TRUST

Thank you for your interest in this post. Please take some time to have a look at this pack, browse our website and our social media channels and gain a sense of who we are and what we stand for.

We are a highly regarded growing, collaborative and values driven Multi-Academy Trust in the beautiful South West of England. We have a very simple mission which is founded in a belief in the potential of every child.

This is expressed in three clear values:

- Equity
- Opportunity
- Community

Our reputation is built on our inclusive values, our relational approaches and our belief that equity and excellence sit side by side in the best schools. Our drive to genuinely achieve both is at the heart of our approach to school improvement.

Our Achieving More Together strategy is a key pillar of our strategic plan and is our answer to curriculum reform drawing on what we know about curriculum entitlement and high-quality teaching. We are looking for a talented leader to lead on the delivery of this strategy in schools. You will be instrumental in ensuring high-quality curricular programmes, expert teaching, and strong foundational skills are consistent features in every school.

Our schools are characterised by a strong ethos, ambitious cultures and compassionate environments. We work across nursery, primary and secondary education and serve predominately market towns and villages. We are close to the coast, and the hills as well as the edge of larger urban areas such as Exeter and Taunton. We have both pockets of affluence and of deprivation in all of our settings and are increasingly ethnically diverse. As such we are completely comprehensive – and proud to be so.

We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions. A large number of colleagues are currently undertaking leadership development training which ranges from the full suite of NPQs to some more bespoke leadership programmes run through our outstanding network of partners.

We take staff wellbeing seriously and pride ourselves on a family friendly approach across our schools. The best resource we can provide for pupils is highly skilled, happy and fulfilled staff.

We are looking for an individual who shares the same vision and values; if you believe that you have the skills, drive and vision to help us achieve our aims, we would be delighted to receive your application.

LORRAINE HEATH, OBE
CHIEF EXECUTIVE OFFICER



ROLE

School Improvement Partner: Curriculum and Pedagogy

Full time, permanent

Leadership L17 - L21 starting salary dependent on skills and experience

Start Date: April 2027, or sooner if available

Reports to: Directors of Education

The Blackdown Education Partnership is seeking a highly experienced and inspirational individual to join our team.

The School Improvement Partner: Curriculum and Pedagogy is responsible for the development and delivery of high-quality curriculum, teaching and assessment across the Trust. The postholder will champion evidence-informed practice and support schools to secure excellent outcomes for all pupils.

Working closely with Directors of Education, Headteachers and senior leaders, the postholder will develop a coherent Trust-wide approach to curriculum and pedagogy while recognising the individual context and strengths of each school.

You will be joining an ambitious, committed and hardworking team of staff who offer amazing support to schools and to each other and who are relentless in their drive to make a genuine difference to and lasting impact on our young people, families and the wider community.

If you are keen to find out more about the role, our Education Directors will be holding a series of information sessions over Teams where they will outline the key requirements of the post and be available to answer any questions. You can book into one of these slots by contacting Paula Gibson: gibsonp@bep.ac

Times available are;

- **Monday 2nd November Midday**
- **Thursday 5th November 4.30pm**
- **Monday 9th November 4.00pm**

CVs are not accepted, please complete the application form in full. If you can meet the requirements of this role, we would love to hear from you. All applications should be made by completing the online application form via E-teach available at www.bep.ac/vacancies and include evidence of how you meet the person specification for the role. For full details of the role, please see the job description and person specification.

Closing Date: Friday 13th November 2026 at 9.00am

Interviews: Thursday 26th November at Orchard Grove Primary School



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Key Responsibilities

Strategic Leadership

- Make a significant contribution to the development of and implement the Trust's vision and strategy for curriculum, teaching and learning ensuring consistency of ambition and impact across all schools and phases
- Ensure curriculum provision across all schools is of high quality, inclusive and aligned with Trust priorities.
- Lead the development of Trust-wide educational frameworks, policies and approaches.
- Promote a culture of continuous improvement, innovation and professional learning.

Curriculum Development

- Support schools to design and deliver high-quality curricula that meet statutory requirements and align with a shared, evidence-informed framework.
- Ensure curriculum coherence and progression across phases, particularly in relation to reading, writing, oracy and mathematics.
- Facilitate collaboration between primary and secondary schools to strengthen transition and curriculum continuity.
- Lead curriculum reviews and evaluations to identify strengths and areas for development.
- Advise Directors of Education on curriculum standards across the Trust identifying areas of strength and risk or underperformance

Teaching and Learning

- Champion evidence-informed approaches to pedagogy.
- Support schools to embed Trust-wide principles of effective teaching and learning including delivering training and coaching models.
- Support school leaders to improve classroom practice and pupil outcomes.
- Promote the effective use of assessment to inform teaching and accelerate progress.



School Improvement

- Work alongside senior leaders to identify priorities for improvement.
- Support the implementation of school improvement plans.
- Analyse Trust-wide performance information to identify trends and inform strategic decision-making.
- Coordinate targeted support for schools requiring improvement.

Professional Development

- Lead the development of a Trust-wide professional development strategy.
- Design and facilitate leadership and teaching development programmes.
- Build professional networks across schools to share expertise and effective practice.
- Support talent development and succession planning.

Inclusion and Disadvantage

- Promote high expectations and equitable outcomes for all learners.
- Support schools in narrowing gaps in attainment and achievement.
- Ensure curriculum and pedagogical approaches meet the needs of vulnerable and disadvantaged pupils.

Quality Assurance

- Contribute to Trust reviews, school evaluations and quality assurance activities.
- Monitor the impact of curriculum and pedagogical developments.
- Report regularly to the CEO, Executive Team and Trustees on educational performance and improvement activity.



External Engagement

- Maintain awareness of national educational developments and research.
- Represent the Trust within regional and national networks.
- Establish partnerships that enhance educational provision and professional learning opportunities.

Special Factors

- This role will involve traveling between schools within the Trust (and new ones that may join in the future). The reimbursement of travel costs to schools, other than the location of the central Trust office, will be as per the Trust's travel policy.
- There may be a requirement to work beyond school hours particularly in supporting school and Trust based events.
- Working patterns will be aligned with school term dates and holidays must be taken during school closure periods
- The post holder will contribute positively to the wider strategic leadership of the Trust
- The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility as required.
- Undertake any other duties commensurate with the grade and responsibilities of the post.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Policies and Procedures, and statutory requirements.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.
- To comply with the Academies Financial Handbook, members of the Central Team will be enrolled in the Local Government Pension Scheme (not the Teachers' Pension Scheme).



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Person Specification

Qualifications

Essential

- Qualified Teacher Status (QTS).
- Degree or equivalent qualification.
- National Professional Qualification (NPQ) or relevant leadership qualification.
- Evidence of substantial professional development in curriculum, pedagogy or school improvement.

Desirable

- Master's degree, NPQLT or equivalent qualification.

Experience

Essential

- Successful senior leadership experience in a school or multi-academy trust.
- Significant experience leading curriculum development and improvement.
- Proven track record of improving teaching, learning and pupil outcomes.
- Experience leading professional development and coaching programmes.
- Experience of using performance data to drive improvement.
- Experience working collaboratively across multiple teams or schools.

Desirable

- Experience across both primary and secondary phases.
- Experience of Trust-wide leadership.
- Experience of inspection preparation and quality assurance processes.
- Experience of leading system-wide improvement initiatives.

Knowledge and Understanding

Essential

- Deep understanding of curriculum design and implementation.
- Strong knowledge of effective pedagogical practice.
- Understanding of current educational research and evidence-informed approaches.
- Knowledge of assessment, accountability, and school improvement methodologies.
- Understanding inclusion, SEND and disadvantaged pupil strategies.
- Understanding of safeguarding responsibilities.

Desirable

- Knowledge of Multi-Academy Trust governance and operating models.
- Understanding of curriculum progression across all phases.



Skills and Abilities

Essential

- Ability to develop and communicate a compelling educational vision.
- Excellent strategic planning and organisational skills.
- Strong analytical and evaluative skills.
- Excellent written and verbal communication skills.
- Ability to influence, challenge and support senior leaders constructively.
- Ability to build effective relationships across diverse stakeholders.
- Ability to lead change and secure commitment to improvement.
- High levels of emotional intelligence, resilience, and professional credibility.

Personal Qualities

The successful candidate will demonstrate:

- A relentless commitment to improving outcomes for children and young people.
- High expectations and professional integrity.
- A collaborative and empowering leadership style.
- Intellectual curiosity and commitment to evidence-informed practice.
- Resilience, adaptability and optimism.
- A commitment to the values and vision of the Trust.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands, or final warnings as well as convictions, whether “spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.



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Benefits

We take staff wellbeing seriously and take active steps to reduce workload. We have a wellbeing offer which ranges from gym membership and support with personal fitness to talking therapies and subscribe to a Wellbeing service.

We also allow employees personal days to enable everyone to enjoy some flexibility over attendance and participation in events that they might not otherwise be able to.

We are always willing to consider flexible working requests and job-shares and pride ourselves on a family friendly approach across our schools.

WHAT YOU CAN EXPECT FROM US:

- Eligibility to join excellent pension scheme
- Option to make additional voluntary contributions to pension for local government pension scheme members which can help boost retirement benefits
- Access to a range of continuous professional development opportunities
- Trust wide charity events designed to encourage our people to participate in meaningful activities
- Access to wellbeing provision which offers information and advice on a range of workplace and personal issues
- Flexible working opportunities
- Enhanced special leave provision, including additional time off as part of our 'Personal Day' entitlement which supports employees to achieve a better work/life balance
- Free car parking
- On site catering facilities, all of which provide healthy and nutritious meals at a low cost
- Gym membership. Many of our schools have on-site gyms, the use of which is available to employees at a discounted rate
- Cycle to work scheme which enables employees to purchase a bike and accessories for their commute to work
- Free tea and coffee.





About Us

The Blackdown Education Partnership was formed in 2023 from the merger of two founding trusts: The Castle Partnership Trust and Uffculme Academy Trust. This merger brought together 5 primary and 5 secondary schools in Devon and Somerset. Since that time we continue to grow and are currently a 14 school MAT of 6 primaries, 8 secondaries, 5 pre-schools and one sixth form. We expect further growth in both the primary and secondary phases in the short to medium term.

We are also a strategic partner for SWiFT and run the mid-Devon and Somerset ITT hub on their behalf where we recruit and train the teachers of the future. We believe that education is transformative: it changes lives; and that schools are uniquely placed to engineer social change and deliver social justice through powerfully addressing disadvantage in all its forms. The trust that is placed in us to nurture and support our pupils into flourishing and confident young people is one which we are committed to justifying. We serve a diverse range of communities in Devon and Somerset and are dedicated to working in partnership with everyone invested in these communities to enrich our children's lives and empower them to carve out positive futures for themselves.

LEADERSHIP

Our Central Leadership Team brings together both the Education and Business Functions of the Trust with the sole function of enabling our schools to be better. We continually strive to deliver excellent student and business related outcomes in line with our values and mission. We fully embrace the Nolan Principles of Public Life and understand our core responsibility to advance education for the public benefit.

WORKING IN PARTNERSHIP

We recognise the power of collaboration, networking and sharing the of best practice to harness our collective energies for the benefit of our families and communities.

We run a number of Professional networks which bring positive contributions to our staff and secures powerful professional learning for those taking part. We are well connected to education leaders locally, regionally and nationally and many of our leaders are trustees for other trusts. We believe that we have a collective responsibility for all children and families in our communities irrespective of the schools they attend.





Our strategic plan has four pillars:

Achieving More Together

A curriculum strategy that delivers for every child in every school underpinned by a professional development framework that enables teachers to be as effective as they can be in their classroom practice.

Securing Equity

A strategy for delivering equity through access, inclusion, targeted support, challenging bias and appropriate resourcing.

Intentional Connections

A strategy for supporting the development of cradle to career programmes, character education, and an enhanced understanding of the world beyond the classroom.

Positive Places; People who Care

Our people and culture strategy: based around unconditional positive regard, a sense of the school's place in its community and an unrelenting focus on every employee contributing to the delivery of our mission.

This role is key to the successful delivery of the Achieving More Together Strategy, however it will inevitably support the delivery of our other plans as it evolves.

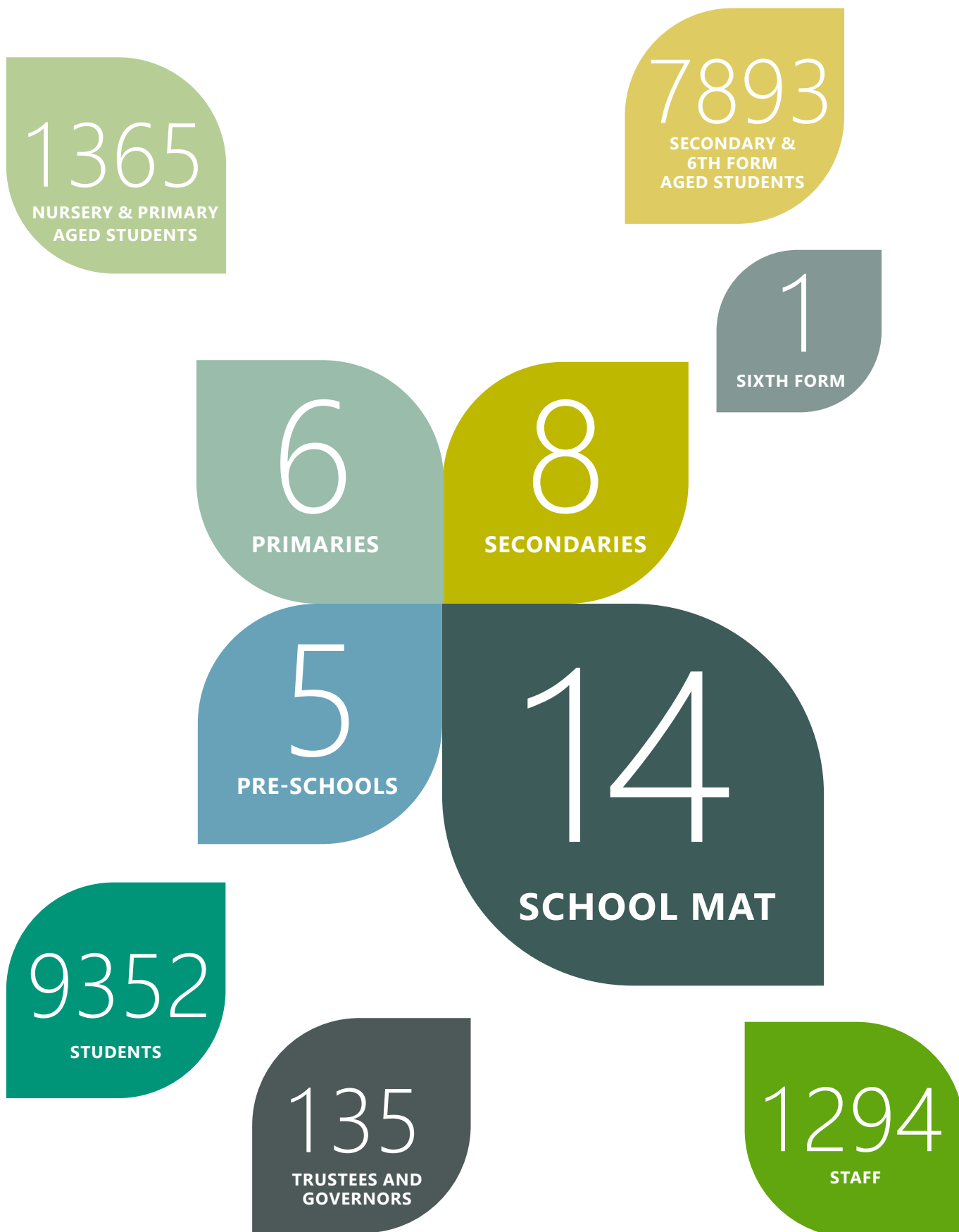
GOVERNANCE

Blackdown Education Partnership is governed by Members and Trustees. Members oversee the work of the Trust and are responsible for overarching decisions, and our Trustees are responsible for:

- determining the vision for the Trust and ensuring that its achievement underpins all strategic planning and decision making
- development, review and take ownership of the Trust's strategic and financial plan and monitor its implementation
- ensuring that all schools / academies within the Trust attain high standards and demonstrate at least good progress against national indicators
- ensuring the Trust maintains its vision and values and delivers the outcomes which it has defined for pupils and the Trust.



In numbers



Our Schools



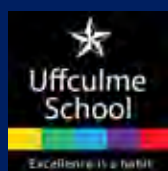
Clyst Vale
COMMUNITY COLLEGE



HOLYROOD
ACADEMY



The Castle School
ACHIEVE | BELONG | PARTICIPATE



**BLACKDOWN
EDUCATION
PARTNERSHIP**

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LOCATIONS

All our schools are situated in the beautiful countryside of Devon and Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



