



Welcome to Candidates



Dear Candidate,

Thank you for expressing an interest in the SCITT Director post. This is an exciting and important role, as this person will provide inspirational and effective leadership and strategic focus in order to shape the current and future quality of the teaching profession in Leicester and Leicestershire.

The key for us is that you are committed to leading with moral purpose and share our underpinning value of making a positive difference to our pupils' lives, today and tomorrow.

While the SCITT has been in existence since 2013, you will be joining at a particularly exciting time. The Mead Educational Trust (TMET) has recently created The Mead Institute of Professional Learning to connect the 'golden thread' of initial teacher training (ITT), the Early Career Framework (ECF), the National Professional Qualifications (NPQs) and beyond. The SCITT is one of the three pillars of The Institute, along with the Leicester and Leicestershire Teaching School Hub (LeLTSH) and bespoke professional learning for schools in TMET and more widely across the region.

I'm also delighted that TMET has been successful in its reaccreditation bid for the SCITT, in partnership with the Leicester and Leicestershire Primary SCITT based at Dovelands Primary School. This creates exciting opportunities, and the Director will be instrumental in bringing these to fruition in time for the implementation of the new ITT requirements in 2024.

I hope you find everything you need in this candidate pack, but if you have any questions about the role or The Institute, please do get in contact.

Best of luck in your application journey.

Sara McAdam

Director of The Mead Institute of Professional Learning

About The Mead Institute of Professional Learning

In January 2022 the TMET Board of Trustees gave approval to create The Mead Institute of Professional Learning, to become the hub for all training and continuing professional development delivered through the Trust.

The Institute encompasses responsibility for both the Teaching School Hub and the SCITT, and the SCITT Director will report to the Director of the Mead Institute of Professional Learning.

Our intent is that The Institute will bring together the excellent practice already in evidence in the SCITT and the Teaching School Hub and draw on this to develop additional, bespoke training and development opportunities for staff in all roles, post-16 students and education volunteers.

The work will be rooted in authenticity, coaching and evidence-based research, and will track and promote talent to provide the next generation of education leaders, teachers, managers and professionals.



Vision for The Mead Institute

Our vision is to be a leading provider of professional development both locally and nationally, enhancing our already strong reputation. Starting with Mead schools, The Institute will work alongside all staff, post 16 students and volunteers, providing them with the professional development they need to progress in their chosen careers and roles and to have job satisfaction.

Five strands

The Mead Institute of Professional Learning will encompass five key strands:

- Initial teacher training
- Professional development
- Leadership development
- School improvement
- Research development and quality assurance

Plans for The Mead Institute

- Acknowledge current good practice
- Retain all current high-quality training
- Consolidation of current offer
- A continuum of CPD; uniting TSH and SCITT
- Common learning principles applied across all areas of TMET
- Collaborative development of offer through The Institute
- Equitable opportunity for all
- United delivery of TMET professional learning
- Whole Trust model that fosters learning and is underpinned by distributed leadership

Guiding principles of The Mead Institute

- Cognitive theory of learning, based on Rosenshine's Principle of Instruction, will underpin the pupil focused professional development offer
- Best practice and industry frameworks will underpin programmes and approaches that initially will be tailored to TMET, e.g. Teaching Standards, leadership
- Mentoring and coaching will support professional development
- TMET branded and part of our unique offer to current and future employees
- Income generation by 2024, if not earlier
- Inclusive approach to professional development applying to all staff and volunteers
- Underpins TMET's approach to internal talent and succession planning
- Establishes career development routes and frameworks for all employees
- Recognised accreditation (where possible)
- Seeks out the best of the best nationally and internationally

SCITT

The Leicestershire Secondary SCITT (School Centred Initial Teacher Training) opened in 2013 at Rushey Mead Academy and came under the umbrella of The Mead Educational Trust in 2015.

The SCITT was founded with the specific goal of improving the quality of education for children across Leicester and Leicestershire.

Working in partnership with the University of Leicester, the SCITT has an excellent reputation for producing high quality, committed graduates ready to start their journey as educators.

Following the DfE's ITT review in 2021, which resulted in its decision to consolidate the number of ITT providers, TMET submitted a reaccreditation bid in partnership with the Leicester and Leicestershire Primary SCITT.

We are delighted that this was successful and will result in the merger of our secondary SCITT with the primary SCITT. The new SCITT Director will have a key role in ensuring the effective amalgamation and running of the new organisation, and in preparing for and implementing the new ITT requirements in 2024.

Teaching School Hub

TMET also encompasses the Leicester and Leicestershire Teaching School Hub, the focal point of an outstanding collaborative educational community.

The Teaching School Hub supports schools and trusts throughout the region to recruit, train, develop and retain the very best teachers, support staff and leaders working in all phases and types of schools, and at all stages of their careers.

The Teaching School Hub is responsible for the delivery of five core activities: Initial Teacher Training, the Early Career Framework programme, the new suite of National Professional Qualifications, Appropriate Body services and other CPD.

About TMET

Introduction

The Mead Educational Trust is an energetic and dynamic family of 13 primary and secondary schools in and around Leicester. As a family of schools, we leverage our collective strengths in order to make a positive difference to the life chances of children and young people and to our wider community.

At the heart of all we do is a commitment to provide our pupils access to a world-class education, our schools with excellent school-to-school support, and our staff with high quality professional development.

We value cross-phase, collaborative working and have deliberately recruited a mix of primary and secondary schools into the Trust. Our staff support and look out for each other, within and across schools.

All our schools share common values and core operational systems, applied locally with adaptations for individual contexts and needs. We have a small but mighty central team that supports our schools and helps to ensure we keep exceptional education provision at our core.

History

The Mead Educational Trust was formed in 2014, initially as a cross-phase partnership between Rushey Mead Academy and North Mead Primary Academy. Over the next two years the Trust welcomed three more primary schools and received DfE approval for our first secondary free school, Castle Mead, which opened in September 2019. Our second free school, Brook Mead, received the go ahead in June 2019 and opened in September 2021.

Today the Trust consists of eight primary schools and five secondary schools, all within a half hour drive of our central offices in Leicester City.

Core Purpose

Our family of schools are united in the belief that together we make a positive difference:

- for our learners
- through our governance
- through our leadership
- through our staff
- to the educational landscape
- through effective operations

Our Vision

To enable our pupils to become knowledgeable, conscious, compassionate and happy people who will make a positive difference wherever life takes them.

Our Values

The Mead family of schools have developed a set of guiding principles (the 7Cs) that define who we are and help to guide us in all that we do. These are:

Challenge: Providing an excellent education by having high aspirations for all. Providing a platform for pupils to challenge themselves and others, so they can become the best they can be and contribute actively to society.

Creativity: Providing pioneering, vibrant and transformative learning experiences that are open to all. Offering a well-researched and evaluated curriculum, which acts as the catalyst for personal growth.

Culture: Respecting and celebrating diversity, enriching the lives of our pupils. Providing inspiration to participate in, and respond to, artistic and cultural experiences.

Collaboration: Working effectively and harmoniously together across phases, knowing our strengths will influence every step of our development, and celebrating our successes.

Community: Building a sense of belonging in a reflective and stimulating environment. Celebrating care, kindness and difference, allowing positive relationships to flourish and ensuring communication is excellent.

Character: Nurturing and developing personal attributes such as perseverance, resilience, confidence, optimism, tolerance, respect, community spirit, honesty, integrity and dignity.

Courage: Committing to challenge racial and social injustice and to promote personal and societal change. Making decisions based on clear high moral values and delivered with compassion and integrity.



Job Description



SCITT Director

Grade/Salary:	L24-L28 full time, permanent post
Responsible to:	Director of The Mead Institute of Professional Learning
Responsible for:	Line management of the SCITT team
Location:	Rushey Mead Academy. There is an expectation that the post holder will be able to travel between Rushey Mead and TMET schools. The post holder can request to work for up to 60% of their time from home in line with TMET's homeworking policy, subject to the requirements of the job in any week.

Job purpose: Together we make a positive difference

- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all SCITT trainees.
- Lead the strategic and operational development of the secondary Leicestershire Initial Teacher Training (ITT) programme and advise the Partnership Group and TMET.
- Coordinate the secondary SCITT programme and ensure the quality and consistency of the programme across the participating institutions in the Leicester schools-centred ITT, ensuring that trainees receive high quality training, beyond the minimum entitlement as set out in the Core Content Framework.

Main duties and responsibilities:

Strategic Educational Leadership

1. Provide inspirational and effective leadership, vision and strategic focus to achieve the highest levels of performance and ensure a culture of continuous improvement and continuous professional development across the SCITT and its partners.
2. Act as an advocate for TMET, and its mission and values, in forming and developing effective strategic partnerships with national bodies, other educational institutions, businesses and the wider local community.
3. As a member of the wider TMET executive leadership team, work constructively and positively with the CEO, executive team, the Teaching School Hub Director, members of the Partnership Board and TMET's principals to shape and deliver the SCITT strategic plan.
4. Lead the Trust's national ITT developments and develop a shared vision for ITT collaboration across the Trust and partner schools.
5. Produce an annual self-evaluation document for our ITT provision.

Performance and Standards / Quality Assurance

1. Monitor, audit and evaluate the quality of all aspects of the programme delivery and report regularly, including relevant external benchmarking, to the Responsible Officer/Partnership Group/TMET executive and other relevant stakeholders as required.

2. Lead the SCITT secondary training team in exploring, introducing and implementing any new initiatives in line with national policy for ITT and the Core Content Framework.
3. Oversee all elements of the trainees' programme, including recruitment, programme design and delivery with the support of specialist Lead Subject Tutors and the University of Leicester and other specialists where appropriate.
4. Ensure partner school accountabilities and quality assurance measures are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
5. Coordinate the assessment of SCITT trainees for QTS and awarding of PGCE given by the University of Leicester in terms of reviewing written assignments and seminar presentations as appropriate.
6. Ensure all trainees are observed teaching on a regular basis.
7. Liaise with the University of Leicester to ensure that a sample of all secondary PGCE assignments is externally moderated and that any recommendations are followed up appropriately.
8. Liaise effectively with mentors and ITT coordinators in each participating institution and ensure that appropriate training is provided as needed.
9. Teach/deliver relevant aspects of the programme.

External leadership, networking and stakeholder management

1. Work with external agencies, including DfE, the East Midlands network of ITT providers, NASBTT and the University of Leicester to ensure the SCITT is correctly following national policies for ITT.
2. Liaise with other training providers and higher education institutions to develop collaborative working practices that maximise benefits to the SCITT. Secure the commitment of the wider SCITT community by developing and maintaining effective partnerships with, for example, schools, other agencies, the local authority, National College, higher education institutions, DfE and private sector.
3. Guide the headteachers and the Partnership Group concerning the development of key Initial Teacher Training strategy and policy issues.

Finance, Business Development, People and Performance Management

1. Set and monitor rigorous and robust performance management/appraisal targets for direct reports and ensure consistency.
2. Ensure that the SCITT operates within the financial limits that have been approved; be accountable for the business development of the SCITT including managing budgets and income generation to ensure sustainability.
3. Act in a financially responsible manner, consistent with the principles of good public financial management and charity financial management.
4. Ensure all SCITT staff are motivated and supported to develop their own skills, subject knowledge and careers.

Operations, Risk Management Governance & Compliance

1. Ensure that the SCITT complies with all legislative, statutory and regulatory requirements specifically in relation to Initial Teacher Training, safeguarding, confidentiality, equality and diversity, and health and safety.

2. Ensure that all tiers of governance are appropriately supported to provide effective governance of the SCITT's performance.
3. Act in compliance with the TMET Trust Board's Scheme of Delegation.
4. Ensure effective risk management policies, systems, controls and reporting requirements are in place.
5. Be directly accountable to the Responsible Officer/Partnership Group in the event of trainee appeals or any other problems/cause for concern matters which arise.

Additional Information Relating to the Post: The post is exempt from the Rehabilitation of Offenders Act 1974. Your employment is subject to satisfactory enhanced Disclosure and Barring Service check with barred list check and is subject to the requirements set out in the Education (Prohibition from Teaching or Working with Children) Regulations 2003 (as amended).

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Terms of Contract: This position is subject to the satisfactory completion of a six-month probationary period.

Annual Leave: The annual leave allowance is a fixed 30 days per year. In addition, the post holder receives eight bank holidays and a further four statutory days as set by the Trust during the Christmas holiday period. The annual leave allowance of 30 days is primarily to be taken during school closure time, however with the express permission of the Trust CEO, on occasion annual leave may be granted during term time.

PERSONAL SPECIFICATION

SCITT Director

Essential personal attributes:

Throughout the selection process the applicant will be assessed for the essential personal attributes for this role:

- Forward thinking
- Adaptability to changing circumstances and ideas
- Imagination and creativity
- Reliability and integrity
- Energy and enthusiasm

Attributes	Requirements:	Essential or desirable
A. Qualifications	Degree or professional qualifications.	Essential
	Qualified teacher status.	Essential
	Post graduate qualifications and/or evidence of commitment to further professional development.	Essential
B. Experience	Senior educational leadership experience.	Essential
	Teaching experience at secondary.	Essential
	Managing change effectively and ensuring a smooth transitional process.	Essential
	Brokering ITT placements in a variety of settings with demonstrable positive impact.	Desirable
	Experience of design, delivery and evaluation of ITT learning activities.	Essential
	Understanding the SCITT's role in supporting teacher recruitment in the local area, including an understanding of cultural and religious diversity therein.	Essential
	Understanding how to promote and implement the principles of inclusion and equal opportunities for staff and trainees.	Essential
D. Leadership Skills	Ability to articulate a vision for the SCITT that remains in line with TMET and national strategies.	Essential
	Ability to lead and manage people to work as individuals and as a team in managing change that maintains motivation and morale.	Essential
	Ability to secure the commitment of schools, staff, and the community to the SCITT and TMET.	Essential
	Ability to plan an annual SCITT budget to ensure that the resources are deployed effectively to achieve SCITT outcomes.	Essential
	Ability to sustain and develop knowledge and understanding of education and ITT systems locally, nationally and globally.	Essential
	Ability to work with political and financial astuteness, within a clear set of principles.	Essential
E. Communication Skills	Ability to communicate, negotiate and influence effectively across a broad range of stakeholders from employee to board.	Essential

How to apply

Expression of interest

We strongly encourage people interested in this role to have an initial conversation with our recruitment partner, Pam Rai to gain a deeper understanding of this exciting opportunity – for a confidential conversation please email pamrai@ambitionhr.com or call 07962 397850

The Mead Educational Trust is committed to safeguarding and promoting the welfare of children and young people. All applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

Application

To apply, please visit [SCITT Director - Eteach](#) Click apply and complete an on-line application form.

Deadline for applications to be received:

5pm Tuesday 4th April 2023

Interviews will be taking place on

Wednesday 19th and Thursday 20th April 2023

All applications will be acknowledged. If you have not received confirmation within 24 hours, call Pam Rai 07962 397850.

We look forward to hearing from you.



The Mead Educational Trust
343 Gipsy Lane
Leicester
LE4 9DD



www.tmet.uk



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