



GREENSHAW
LEARNING TRUST



GREENSHAW
LEARNING TRUST

RECRUITMENT PACK

Greenshaw Learning Trust,
ORU Sutton,
Throwley Way,
Sutton,
SM1 4AF



Telephone: 020 3988 0218

Email: info@greenshawlearningtrust.co.uk

Dear candidate

Thank you for your interest in the role of Senior School Improvement Lead at Greenshaw Learning Trust. This is an exciting opportunity for an ambitious senior leader with significant experience in rapid school improvement, particularly leadership development of behaviour and culture. Greenshaw Learning Trust has at its heart effective collaboration and the sharing of the very best practice not only throughout the organisation, but across and with other like-minded educational organisations, further improving the life chances of as many young people as possible. This is a permanent contract and the candidate will be expected to be able to travel to any GLT school.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for pupils. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The Trust and our school websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information at recruitment@greenshawlearningtrust.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

Yours sincerely

Liz Easaw

Director of Primary Education



ABOUT OUR TEAM

The Primary School Improvement Team is part of the Trust Shared Services which supports GLT schools. Our team works to build leaders' capacity to improve outcomes particularly for our most vulnerable children ensuring all are safe, happy and successful. Our strategy focuses on ensuring that every child is ready for the next stage of education. We empower our Headteachers to decide and deliver their school improvement plans whilst collaborating closely to achieve the following ambitions:

- Increase standards for all in writing and in maths so outcomes increase to be above national average by 2026 and in top 20% by 2027.
- Increase reading, writing and maths combined measure outcomes for disadvantaged pupils by the end of KS2 to be in line with or above national average outcomes for disadvantaged by 2026 and above by 2027.
- Pupils with SEND make accelerated progress against ambitious targets as evidenced through progress against long-term outcomes in individualised learning plans and an increase in standards for pupils with SEND in reading, writing and maths.

Led by the Director of Education, our team of Assistant Directors, Senior School Improvement Leads and School Improvement Leads (specialists in their domains) prioritise leadership development of pedagogy, curriculum and culture in all GLT primary schools.

In line with our core founding value of collaboration, that our success has been founded upon, our Primary School Improvement Team develops guidance, strategies and shares strong practice. Our work is informed by research and evidence-based approaches and is adopted, adapted or advanced by schools in line with our mantra that we are Always Learning

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

Salary calculated in line with Leadership pay scale, points 17 - 22

- **National: £76,772 - £86,803**
- **Fringe: £78,215 - £88,237**
- **Outer London: £80,884 - £90,906**

HOURS OF WORK

Full time, 32.5 hours per week

PLACE OF WORK

The candidate would be expected to be able to travel to any GLT school, though we will make reasonable efforts to primarily deploy you in schools closer to your home location

PENSION SCHEME

- GLT will recognise continuous local government service for redundancy purposes in line with the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999.
- Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Senior School Improvement Lead - Behaviour & Culture
Responsible to:	Director of Education or Assistant Director of Education (Primary)
Responsible for:	School Improvement Leads

ROLE OVERVIEW

We are looking for an enthusiastic Senior School Improvement Lead to support the Director of Education and the Assistant Directors and to perform a leading role in raising standards, challenging performance, supporting improvement and school effectiveness to ensure that all pupils attending a Greenshaw Learning Trust school achieve their full potential.

MAIN DUTIES AND RESPONSIBILITIES

- Support the Director of Education and Assistant Directors (Primary) with rapid school improvement across the Trust, providing extended additional, in-school, leadership and learning support when required.
- Lead as Head of School or deputise for a headteacher or in a GLT school if required.
- Actively promote the GLT culture of high expectations by supporting school leadership teams to improve standards across all schools.
- Line manage members of the wider School Improvement Team, as directed by the Director of Education or Assistant Directors.
- Lead the ongoing development behaviour curriculum and character curriculum, supporting leaders' capacity to implement, monitor and evaluate effectiveness.
- Lead and drive significant GLT projects including intensive SEMH interventions, collaborating with colleagues in the SEND, Early Years and secondary teams.
- Lead SEF reviews and other reviews evaluating school systems, culture and teaching.
- Demonstrate collaborative whole system leadership as an integral part of the Trust senior leadership team working to improve educational outcomes for the benefit of all of the children in the schools in our Trust.

RAISING STANDARDS

- supporting headteachers and their leaders to adopt, adapt or advance strategies and implement them effectively to increase statutory outcomes for disadvantaged pupils.
- building leaders' capacity to analyse and use a range of data for action planning.
- supporting Headteachers to develop senior and middle leaders.

- supporting school evaluation and school improvement planning to raise standards in all primary schools in GLT, particularly focused on positive and inclusive learning environments.
- supporting primary schools with developing and implementing interventions and strategies to rapidly improve pupil progress.
- supporting schools to meet the needs of pupils with SEND to access learning so that they achieve excellent outcomes.

DEVELOPING BEHAVIOUR CURRICULUM, SYSTEMS & CULTURE

- providing support and guidance to Headteachers, Behaviour Leads, SENCOs within schools to implement and evaluate their behaviour curriculum and inclusion strategies.
- working with schools to develop strong behaviour systems which support all pupils in achieving high standards of behaviour.
- supporting schools to ensure that their culture and systems support pupils with SEND and eligible for Pupil Premium so those pupils access and make excellent progress in all aspects of the curriculum.
- supporting schools to evaluate and improve their anti-bullying strategies.
- supporting school leaders to embed strong professional development systems which promote great teaching so that all pupils make exceptional progress

DEVELOPMENT OF PASTORAL PROVISION

- supporting schools to develop a range of pastoral interventions and set up and evaluate internal provision so that all pupils are able to be safe, secure and successful in schools.
- collaborating with Attendance, Safeguarding and SEND teams to develop strategies to support pupils with anxiety, EBSA and other mental health barriers.
- supporting schools to develop broad and holistic personal development programmes.
- supporting schools to develop strong systems to promote excellent attendance.

DEVELOPMENT OF COLLABORATION WITHIN AND BEYOND GLT

- supporting schools' collaboration with local authority inclusion teams, safeguarding and wider services to support pupils and parents / carers.
- promote school to school collaboration; facilitating partnerships and networking in departments to share and promote best practice.
- contributing to professional development programmes across GLT primary schools (e.g. aspiring senior leaders, aspiring headteachers).
- coordinating and leading relevant networks in your remit.
- line managing relevant School Improvement Leads
- working across GLT to ensure the development of a world class Universal Offer.

- supporting the Director and Assistant Directors in ensuring high quality teaching, particularly in Phonics, reading and writing and any academic or pastoral catch up interventions are embedded and having impact.
- ensuring that relevant data is accurate, timely, and used effectively in and across all schools.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Good Hons. Degree.	x	
Qualified Teacher Status.	x	
Skills and experience		
Demonstrable experience in senior leadership role, particularly in schools requiring rapid improvement.	x	
Demonstrable experience in raising standards in behaviour and culture across one or more schools.	x	
Experience as Assistant Headteacher or Deputy Headteacher	x	
Experience developing leaders in and across teams and / or schools.	x	
Training and development in behaviour management, pastoral approaches, mental health	x	
Experience of using and supporting others to use key data sources to inform target setting, curriculum and pedagogy.	x	
Recent and successful experience as a senior leader within a school setting or within the school improvement service with demonstrable examples of raised standards and attainment.	x	
Extensive experience of coaching and developing teachers and support staff to adapt teaching for pupils with SEND and those with low prior attainment		x
Experience as a Headteacher		x
Experience as SENCO and / or leading inclusion		x
Experience teaching and leading Early Years provision		x
Experience developing and embedding in oracy		x
Experience of leading schools serving communities with high levels of disadvantage		x
Experience in change management		x
Experience of providing effective challenge resulting in improved outcomes		x

Experience of analysing data and supporting in SEF process and development of SIPs		x
Personal attributes		
Commitment to social justice through education.	x	
Demonstrable adaptive expertise in your teaching and leadership	x	
Ability to quickly build rapport and credibility.	x	
Current educational issues, including national policies, priorities and legislation	x	
Demonstrable understanding of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance.	x	
Principles and practice of educational inclusion, diversity, and access.	x	
Developing choice and flexibility to meet the learning needs of every pupil		x
Committed to the safeguarding of children	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on **27th April 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held on **6th May 2026**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post as soon as possible.



**GREENSHAW
LEARNING TRUST**



ORU Sutton,
7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



info@greenshawlearningtrust.co.uk



www.greenshawlearningtrust.co.uk