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| **Job Description** |
| **Post:** | Strategic Traning Lead |
| **Pay range:** | L17-21 |
| **Reporting to:** | CEO |

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| **To lead on the following areas of the Lime Trust People Strategy**1. The health and wellbeing - of our learners and employees- matters more than anything else.
2. **We will ensure robust systems are in place to safeguard everyone**
3. **Diversity and inclusion make us stronger and open our minds to the world and each other.**
4. **We must invest in the development of all our employees, recognising their skills, talents, ambitions, and potential**
5. We must seize the potential of technology bridging barriers and opening opportunities for all.
6. We serve, and are accountable to, our communities: learners and their families
7. By modelling environment sustainability, we help shape an important legacy to the next generation
8. **We will invest in effective recruitment and retention strategies to attract and retain our highly skilled workforce**

**Overall purpose of the post:*** To assist in delivering the strategic vision and underlying principles of the Trust
* To advise the CEO and Trust Board on all matters relating to Professional Development, Initial Teacher Training, Early Careers Teachers, NPQ’s, Teaching School Hubs and Career Pathways
* To develop and build external and internal relationships with the Trust’s major partners such as the DfE, the Teaching School Hubs, Local Authorities
* To support the development of effective recruitment and retention systems, whilst growing our own workforce.
* To ensure performance management systems systematically improve the quality of our workforce.
* To provide support and advice to headteachers on all aspects of Positive Behaviour Support including de-escalation and positive handling techniques, (Team Teach).
* To operate as the strategic lead for safeguarding across Lime Trust
* To provide strategic support and guidance to schools in times of leadership challenges
* To undertake all other tasks reasonably assigned by the CEO
* To lead by example and model best practice regarding professional conduct, workload and personal development
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| **Main duties and responsibilities:****Executive team** * To work in partnership with School Improvement Team and Human Resources Teams where overlap occurs
* To build relationships with external partners and settings
* To support in the effective development of the Trust
* To work alongside the Executive and Trust Board to shape the future of the Trust, including exploring and pursuing opportunities with other settings and establishments
* To provide timely challenge, support and guidance to all schools and settings within the Trust
* To help ensure education is at least good in all Lime schools and settings
* To shape and drive the Trust’s educational strategic objectives at all levels.

**Partnership with Teaching School Hubs / ITT Providers / Education Establishments*** To provide strategic leadership on all Teacher Training activities for the Lime Trust
* To develop the partnership with the TSHs / Ambition as a point of contact for recruitment, retention, and development of teachers across the Lime Trust
* To work with TSH partners to develop ITT recruitment across the regions and establish robust mechanisms to support the development of ITT provision.
* To support the delivery of the Early Career Framework
* To be a Lead facilitator for ITT / ECF (both ECTs and Mentors) and NPQs as required
* To plan and deliver clinics and other training sessions as required
* To support the delivery of the National Professional Qualifications (NPQs) for school leaders, ensuring that all schools engage with this provision as the main tool for leadership development
* To be a Lead facilitator for NPQs
* To work with strategic partners to develop other opportunities to improve the quality of teaching and leadership.
* To develop and implement the Career Pathway for Lime staff
* To develop a suite of pedagogical CPD for new and existing staff
* To devise an effective TA CPD programme
* To liaise with the appropriate bodies.

**Positive Behaviour Support / SEND*** To lead on Positive Behaviour Support across the Trust including the development of policies and procedures, the use of de-escalation and positive handling techniques (Team Teach)
* To develop and provide strategic oversight of SEND and inclusion across all Lime schools
* To develop Trust wide strategies for SEND pupils, in partnership with stakeholders and local external settings, reporting to trustees on impact.
* To provide strategic support and guidance to SENDCos across the Trust
* To support quality assurance procedures across the Trust.
* To analyse academy performance, diagnose issues, broker support, monitor impact and build capacity within schools in relation to SEND
* To use an excellent understanding of current educational issues and legislation, particularly in relation to SEND, to ensure the trust is kept at the forefront of national agendas.
* To work closely with schools on their strategies for Looked After Children
* To work with schools to devise, monitor and review attendance plans in order to raise attendance in all schools
* To share effective practice where necessary

**Safeguarding*** To ensure schools have regular internal and external safeguarding reviews
* To ensure all staff receive on-going training
* To provide support and commission supervision for Designated Safeguarding Leads (DSL’s) and Headteachers
* To monitor, analyse and collate in order to provide guidance on lessons learned from incidents, low-level concerns and LADO referrals at Trust level
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| **All staff will:** * Promote equality of opportunity
* Follow safeguarding guidelines and child protection policy/procedures
* Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management/appraisal
* Promote positive attitudes and behaviour
* Be committed to achieving the Trust values
* Promote the Trust in the community
* Work in partnership with all colleagues including the Trust Board/ Academy Councils
* Support Codes of Professional Ethics/Safe Practice in the Staff Handbook
* Have regard for and act in accordance with Health and Safety policy/practice
* Celebrate success of pupils and staff

The post holder shall ensure that the duties of the post are undertaken with due regard of the Trust’s policies and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation.  |
| The job description should not be viewed as a comprehensive description of the post. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to:* Comply with any reasonable request from those in a position of authority to undertake work of a similar level that is not specified in this job description
* Work with and alongside other staff to ensure that the Trust provides the best possible outcomes for all children
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| **Person Specification** |
| **Post**  | Strategic Development Lead |
| **Pay range** | L17-21 |
| **Reporting to:** | CEO |

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| **Criteria** | **Qualities** | **Essential/ Desirable** |
| **Qualifications** | Hold Qualified Teacher Status  | E |
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| **Knowledge and understanding**  | Have knowledge and understanding of SEND provision | E |
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| **Experience**  | Have Senior Leadership experience within a school setting  | E |
| Have experience of leading partnership work across a number of settings | D |
| Have experience of project management  | D |
| Have experience of working with a range of stakeholders  | D |
| Have led professional development in a range of contexts  | E |
| **Motivation and personality**  | Able to act as a system leader | E |
| Able to communicate confidently with a range of stakeholders, across varied settings and contexts | E |
| Ability to travel across the Trust geographical area.  | E |