



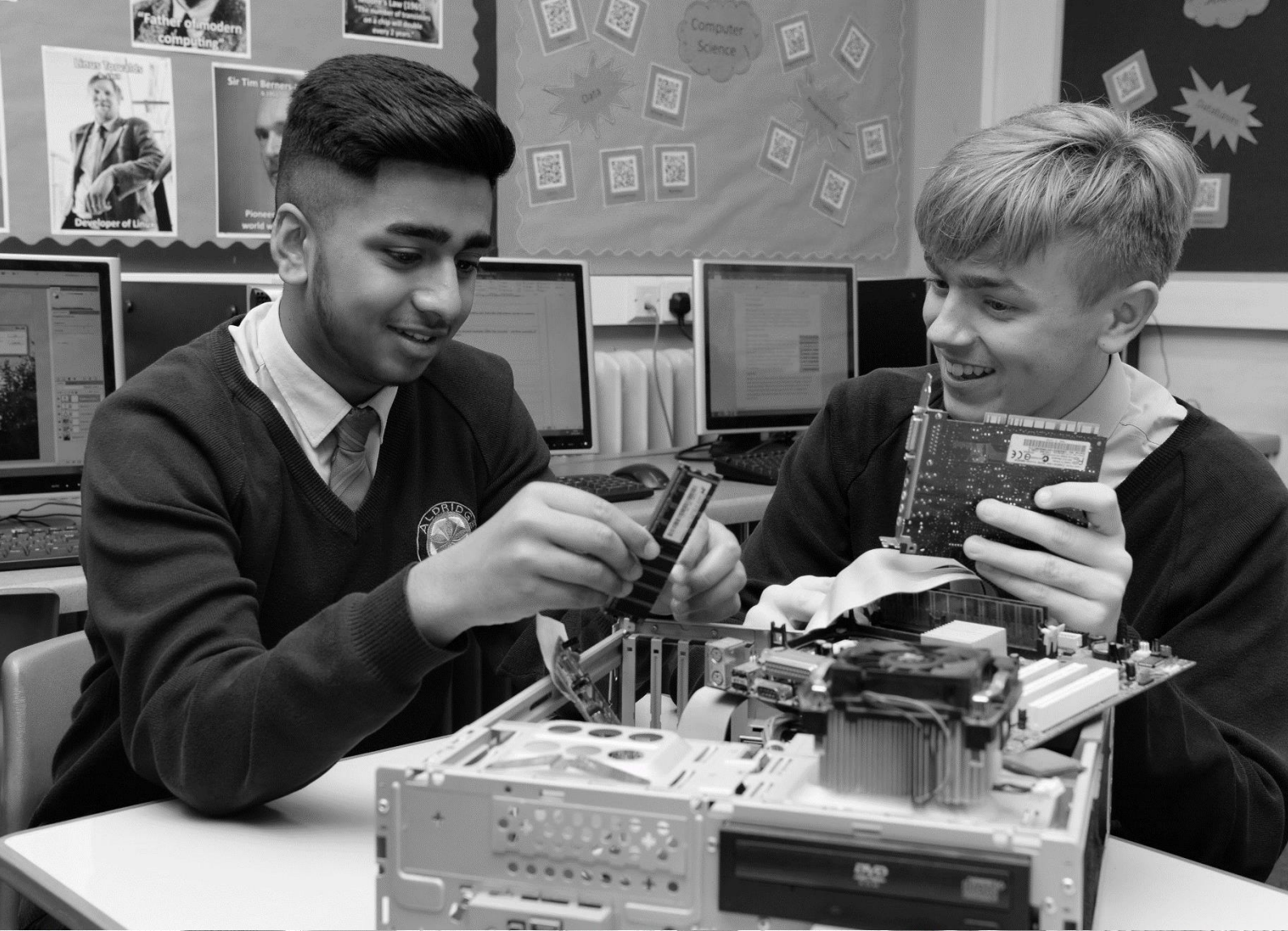
THE MERCIAN TRUST

Subject Improvement Leads

Application Pack

THE MERCIAN TRUST

ALD - ALDRIDGE SCHOOL
GRB - Q3 ACADEMY GREAT BARR
LAN - Q3 ACADEMY LANGLEY
NLS - NEW LEAF SCHOOL
OAK - OAKWOOD SCHOOL
QHS - QUEEN MARY'S HIGH SCHOOL
QMG - QUEEN MARY'S GRAMMAR SCHOOL
RUS - RUSHALL PRIMARY SCHOOL
SOA - SHIRE OAK ACADEMY
TLS - THE LADDER SCHOOL
TPN - Q3 ACADEMY TIPTON
WSS - WALSALL STUDIO SCHOOL



Are you ready to contribute to the strategic development of a curriculum area across a diverse and ambitious family of schools?

Are you passionate about your subject, and want to make a positive difference to thousands of students' futures?

The Mercian Trust is seeking to appoint dynamic and innovative Subject Improvement Leads to drive excellence in your subject area across our family of schools. At The Mercian Trust, we are known for being a forward-thinking, diverse, and inclusive academy trust rooted in our local communities here in the Black Country. This is a unique opportunity to influence curriculum design, teaching quality, and student outcomes at scale, working collaboratively with school leaders and subject teams in line with our Vivid Vision for equitable education to ensure that students have the best outcomes to allow them to move into sustained, ambitious destinations.

As a Subject Improvement Lead, you will:

- Champion high standards in a subject area through strategic leadership and subject expertise.
- Work across our Trust through either a seconded placement to a particular school to meet a specific need, or across a group of schools supporting identified school improvement needs.
- Work with school leaders and subject teachers to develop curriculum planning and delivery, assessment development, and intervention strategies in specific schools and across our Trust.
- Work in specific schools to plan and teach aspects of the curriculum or develop colleagues through team teaching.
- Support professional development and coaching for subject leaders and teachers in your subject area.
- Use data insight to drive improvement planning and close gaps in attainment.
- Share your expertise through Trust CPD and subject based Professional Learning Communities.
- Contribute to our strategic goals for equitable education and ambitious destinations.

Growing your career with us

This career development opportunity is designed specifically for current middle leaders and aspiring senior leaders who are eager to progress to the next stage of their leadership journey. By joining our Trust, you will become part of an organisation that places a high value on professional learning and development, seeing it as a cornerstone of wider leadership growth. Here, you will be supported to develop your leadership skills within a culture that champions continuous improvement, collaboration, and professional growth.

Our Professional Growth and CPD programmes have been nationally recognised within the Trust sector, and we work with a range of the highest-quality partners to ensure that your learning journey is as comprehensive and valuable as possible.

This role will provide you with an opportunity work at a number of our schools, all located within only a few miles' drive of each other in Walsall and Sandwell, and develop your leadership knowledge, skills and experiences. You will benefit from the opportunity to experience the diversity of our different school settings. You will also have the opportunity to showcase your accomplishments as well as working alongside expert staff and engaged students. All roles are permanent positions and will be paid on the Leadership scale. You will be employed by The Mercian Trust and initially placements will be determined by the needs and requirements of our schools.

By joining The Mercian Trust, you will be offered a comprehensive benefits package including; a highly competitive salary to reflect the role; a range of high-quality staff benefits including a cash-back health scheme, exclusive discounts and gym membership, and cycle salary sacrifice schemes; a full programme of CPD and professional growth support tailored to your role; and opportunities to broaden your skills and develop your career as part of a large and diverse Multi Academy Trust.

Our Blueprint for leadership and culture

At our Trust, how we do things is as important as what we do. We are proud of our Blueprint which sets out our principles, values and professional behaviours. These are central to our Trust and compliment the distinctive ethos and cultures in our schools.

Our leaders align to our Blueprint and this is a central foundation to our leadership curriculum and development programme. By working with us at the Mercian Trust, you will have the opportunity to develop as leader aligned to these principles, values and professional behaviours whilst developing your leadership knowledge and skills.

Please take ten minutes, visit our website, watch some of our short films in the 'Our Trust' section, and if you like what you see, are excited by this opportunity and are aligned to our Blueprint, then we would love to hear from you.

Finding out more

You will want to find out more about our Trust, our schools, and these roles and we are delighted to be opening our doors on **Tuesday 4th November 2025 between 4.00pm and 6.00pm at Q3 Academy Great Barr, B43 7SD** (just a couple of minutes from M6 J7) so you can join us for a coffee and find out more.

By joining us, you will be able to meet our CEO, Dan Parkes, and our Executive Leadership Team, who will be able to answer your questions, share more about our current schools and those due to join us, and give the information you need to support your application.

To join us that evening, please fill in this form to secure your place: [Click Here](#)



If you are unable to join us on this evening, and would welcome a phone call with an Executive Leader, please contact Lin Koo, Executive PA to the CEO on 01922 211 388 Ext. 1211 or email Lin.Koo@merciantrust.org.uk

Applying

Please complete the application form, giving us specific information about your leadership aspirations and experience.

We need applications to be submitted by 12noon on Monday 17th November 2025, with a view to holding interviews during the week commencing 1st December 2025. Start dates will vary depending on the role but we are keen to discuss the specifics with applicants before and during the application process.



STRATEGIC PLAN 2025-2030

The Mercian Trust’s Strategic Plan for 2025–2030 marks an important transition from our pioneering chapter to a confident, maturing stage of development. Rooted in our commitment to social mobility and social justice, the strategic plan sets out a bold and innovative vision for the next five years—one that builds on our distinctive identity and shared values across a diverse family of schools.

Our strategy is anchored in three long-term priorities: purpose, people, and place. We aim to increase opportunities and improve outcomes for all students, recruit and retain exceptional staff, and deepen our engagement with communities and external partners. This is underpinned by a culture of inclusive leadership, continuous improvement, and purposeful innovation—ensuring every school flourishes and every learner experiences “life to the full.” As we move forward, we are thinking in decades, not just academic years, and we are excited for innovative and aspirational leaders to join us in shaping the future of education across Walsall, Sandwell and the Black Country.

THE MERCIAN TRUST
Who we are is not changing...

 **Solidifying Our Identity**

	Our Mantra	Life to the full in pursuit of what is good, right, and true.
	Our Mission	Our social mobility and social justice mission to increase opportunities and improve outcomes.
	Our ambition for students	Children and young people who fulfil their potential , go on to thrive in the world of work and make a positive contribution to the local, national, and international community.

All Trusts' long-term 'expectation'



Strengthening Our Foundations

	<h3>Continuously Improving</h3>	<p>Ensure continuously improving schools, leaders, teachers, and student-facing support staff. Ensuring continuously improving professional services to and for schools, business support staff, and systems.</p>
	<h3>Sustainable and resilient</h3>	<p>Build capacity and resilience within sustainable operating models for all our schools, services and partnerships. Maximise use of digital, data and AI to strengthen professional practice and reduce administrative workload.</p>
	<h3>A Participant and Contributor</h3>	<p>Take responsibility for contributing to system and sector improvement in our local communities.</p>

Our long-term strategy (not just the next 5 years)



Securing Our Anchors

	<h3>Equitable Education</h3>	<p>Expertly preparing each student for life and work regardless of social, economic, or personal circumstances. Developing transferable knowledge, understanding, skills, and character in children and young people to enable each to succeed in school, outside of school, and beyond school.</p>
	<h3>Distinctive Schools</h3>	<p>Developing and sustaining a diverse family of schools that meet the needs, aptitudes and aspirations of all children and young people. Leveraging our distinctive nature and USPs so that pupils, parents and communities choose our schools.</p>
	<h3>Leading Improvement & Innovation</h3>	<p>Strengthening our capacity to be flexible and agile as we pioneer with purpose and innovate pragmatically for the benefit of children and young people in our region.</p>



Seeing Our Vivid Vision 2030



Purpose

Increasing Opportunities and Improving Outcomes for students

We will be recognised as a trust of **exceptional schools** of all phases, key stages, and settings by providing a **home for everyone** – the right school place and provision for every child and young person so that they **succeed in school** and move into **sustained, ambitious destinations**.



People

Recruiting, retaining and developing staff and volunteers

We will be recognised for our **purpose-driven people**; an **employer of exceptional staff** supported by dedicated volunteers. Our team **embraces change**, invests in **professional growth** and masters the use of **digital technologies and AI** for the benefit of children and young people.



Place

The communities we serve through our work and our partnerships

We will be recognised for **leading collaboratively in our region** – deeply rooted in the towns of the Black Country. We will be known for our **reciprocal, meaningful partnerships** with parents, alumni, employers, charities and other schools and school trusts **working together** to support children and young people.





OUR TRUST BLUEPRINT FOR LEADERSHIP AND CULTURE

OUR PURPOSE

Increasing opportunities, improving outcomes.

OUR MANTRA

Life to the full in pursuit of what is good right and true

OUR PRINCIPLES

[P1]
**Social Mobility
and Social Justice**

[P2]
**Belonging and
Inclusion**

[P3]
**Innovation and
Improvement**

[P4]
**Safeguarding and
Wellbeing**

OUR VALUES (WHO WE ARE)

[V1]
We Care

We are:
Kind
Compassionate

We are uncompromising
in our pursuit of:
Excellence
Rigour

[V2]
We are Courageous

We are:
Ambitious for all our
students and staff

We are:
Agile, flexible and bold
in our decision-making
(including taking the
'difficult decisions')

[V3]
We are Candid

We are people of:
Honesty
Sincerity

We welcome:
Clarity
Feedback
Critique

[V4]
We are Accountable

We model:
Leadership
Integrity

We demonstrate:
Objectivity
Openness

OUR PROFESSIONAL BEHAVIOURS

In our work:

We work with accuracy and precision; we are inquisitive and professional
We demonstrate positivity, resilience and determination.

In our relationships:

We uphold and embrace fairness, equitability and teamwork.
We collaborate respectfully, and demonstrate commitment to each other.

In our development:

We engage with quality educational research.
We develop ourselves and others through tailored professional learning.

In our approach:

We are outward looking with a pioneering spirit.
We navigate change with a commitment to serve our local communities.

The Mercian Trust

The Mercian Trust is one of the largest and leading regional Trusts in the West Midlands with 12 schools and over 10,000 students. We are making strategic investments of time, focus, and resources into realising our Vivid Vision for 2030, alongside the development of our strategic foundations and anchors. This is all set alongside our identity and mission to increase opportunities and improve outcomes for children and young people. Our Vivid Vision for Purpose, People and Place outlines our ambitious plans for our students, our staff and our local communities.

The Mercian Trust was incorporated in January 2018 and currently governs nine secondary schools, comprising selective grammar schools, large comprehensive schools, an alternative provision free school and a 14-19 specialist studio school. In 2021, the Regional Schools Commissioner approved the merger between The Mercian Trust and Q3 Academies Trust. The formal merger transfer was completed on 1st May 2022 when all nine academies of the two Trusts became part of the same family of schools governed by The Mercian Trust. In summer 2025, our first Primary School and our first Special School joined our Trust, along with a Pupil Referral Unit bringing our family of schools to twelve.

- Aldridge School (11-18)
- Q3 Academy Great Barr (11-18)
- Q3 Academy Langley (11-16)
- New Leaf School (Pupil Referral Unit)
- Oakwood School (Special School)
- Queen Mary's High School (11-18, selective)
- Queen Mary's Grammar School (11-18, selective)
- Rushall School (Primary School)
- Shire Oak Academy (11-18)
- The Ladder School (Alternative Provision)
- Q3 Academy Tipton (11-18)
- Walsall Studio School (14-19)

The Members of The Mercian Trust include The Vine Trust and the Queen Mary's Foundation. Both are charitable organisations focussed on improving the futures of local young people.

Trust ethos & values

Our name is rooted in history and expresses a geographical identity and ambition. The ancient kingdom of Mercia encompassed much of what we now recognise as the West Midlands – and crucially for us it included what we now call the Black Country. It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship. Now, a thousand years later, we look to demonstrate the same spirit in our approach. We are a family of schools committed to each other – diverse in nature, proud custodians of our history and success, but together, one charitable trust with a common purpose.

Our Trust exists to equip our students to:

- Realise their potential
- Thrive in the world of work
- Make a positive contribution to the local, national and international community.

Our mission is **increasing opportunities** and **improving outcomes**. Our mantra is ***Life to the full*** in pursuit of what is ***good, right and true***.

Job Description: Subject Improvement Leads

The overarching roles and responsibilities of a Subject Improvement Lead are listed below. These are not exhaustive and the role and school specific responsibilities will be determined in consultation with successful candidates.

Leadership and Management

- Provides strategic leadership for your subject area across our Trust's schools, aligning with our Blueprint for leadership and culture.
- Work with executive leaders and school leaders to design, develop and implement Continuous School Improvement (CSI) cycles in our schools
- Build capacity in school subject teams through coaching, mentoring, and collaborative planning.
- Lead curriculum development and intervention strategies to ensure consistency and excellence across our schools.
- Communicate effectively with senior leaders, subject teams, and external partners to drive improvement.
- Ensure all teachers set high expectations which inspire, motivate and challenge all students.
- Motivate and work with others to promote a positive culture that promotes personal excellence, educational equity and high expectations of all members of our schools and our Trust.
- Model professional behaviours and values aligned with the Trust's ethos
- Embed Trust ethos and our common purpose in Trust strategy through your school-based work.
- Act always in accordance with the agreed values and ethos of the Trust.

Knowledge and Understanding

- Use your knowledge and understanding of your subject area to ensure that our schools continue to improve outcomes for our students.
- To constantly update your own knowledge, understanding and expertise of evidence-based research related to all areas of school leadership and school improvement
- Demonstrates deep subject expertise your subject area, including curriculum design, assessment frameworks, and pedagogical approaches.
- Understands the national education landscape, including Ofsted frameworks, attainment measures, and the implications for social mobility and equity in education.
- Applies data analysis to identify trends, gaps, and opportunities for improvement across schools.

Continuously (or rapidly) developing school improvement– particularly when facing challenging circumstances.

- To assist in the identification of the root causes of underperformance at subject level, working professionally alongside other school leaders, headteachers and executive leaders to respond to these challenges.
- To contribute to school capacity to improve and sustain subject and curriculum improvements over time.
- To provide regular support and challenge to those you lead to drive improvement in leadership, professional practice and by extension the quality of education and standards of education in each school.
- Drives rapid improvement in teaching quality and student outcomes through targeted support and challenge.

- Leads Trust-wide initiatives to close attainment gaps and raise standards, particularly in disadvantaged contexts.
- Uses evidence-informed strategies to implement change and monitor impact.
- Supports schools in developing robust improvement plans and evaluating progress.
- Champions innovation and agility in response to emerging challenges and opportunities.
- To promote and safeguard the welfare of the children and young people while ensuring the welfare and wellbeing of teachers, leaders, student-facing support staff and business professional services staff across our Trust.

Staff Development

- Designs and delivers high-impact CPD programmes tailored to specific subject needs within schools and across our Trust
- Facilitates professional learning communities in your subject area across the Trust to share best practice and foster collaboration.
- Works with school leaders to embed a culture of continuous learning and reflective practice.
- Promote a culture where all staff embrace their own professional development within their career lifecycle and professional wellbeing.
- Develop highly effective relationships with other leaders and staff in our schools and our Trust based on respect and challenge with a focus on coaching, training and the development of professional practice.
- Develop a deep understanding of the needs of our schools, and provide leadership in your area of responsibility to enable rapid, continuous improvement as a result of professional practice.

Miscellaneous

- Work flexibly across our schools to meet identified needs and deliver school and Trust improvement and development priorities.
- Any other duties as directed by the Executive Director of Education or Headteacher in a base school.

Person Specification – Subject Improvement Leads

QUALIFICATIONS	ESSENTIAL (ALL)	DESIRABLE	EVIDENCE
QTS (including QTLS)	X		Application/ Certificate
Honours Degree or Equivalent	X		Application/ Certificate
Master’s degree / Post-graduate Leadership & Management Qualification		X	Application/ Certificate
Other Relevant and Recent Professional Development	X		Application / Interview

KNOWLEDGE AND UNDERSTANDING	ESSENTIAL	DESIRABLE	EVIDENCE
Demonstrate understanding of and commitment to ensuring a culture of safeguarding across the organisation.	X		Application / Interview
Knowledge and understanding along with a proven track record of subject leadership in your subject area.	X		Application / Interview
To constantly update your own knowledge, understanding and expertise of evidence-based research related to all areas of subject leadership.		X	Application / Interview
Ability to articulate clearly ‘what excellence looks like’ and provide the vision and ambition to deliver it.	X		Application / Interview
Experience of leading curriculum development and assessment strategies in your subject area,	X		Application / Interview
Deep understanding of curriculum design and pedagogy	X		Application / Interview
Understanding of, and empathy with, our Trust operating model and work towards a Trust-led education sector.	X		Application / Interview

SKILLS AND ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
A commitment to our Trust blueprint for leadership culture.	X		Application / Interview
Intellectually rigorous approach to leadership with detailed understanding of what excellence looks like within your subject specialism	X		Application / Interview
Ability to understand and analyse student, school and staff data / management information and insights.	X		Application / Interview
Able to demonstrate successful change leadership within your current role.	X		Application / Interview
Ability to inspire, challenge, motivate and empower teams and individuals to achieve high performance.	X		Application / Interview
Ability to bring your own exciting imagination, creativity and vision to realise the strategic plans of our schools and our Trust.	X		Application / Interview
Able to see the ‘big picture’ and translate this into reality.	X		Application / Interview
Ability to inspire and challenge colleagues to raise standards		X	Application / Interview

Person Specification – continued

EXPERIENCE WITH IMPACT	ESSENTIAL	DESIRABLE	EVIDENCE
School leadership experience with impact over time which is relevant to the role and requirements.	X		Application / Interview
Demonstrable impact on improving student outcomes	X		Application / Interview
Commitment to engaging with educational research with impact.		X	Application / Interview
Experience of leading, training, mentoring and coaching others with impact.	X		Application / Interview
Composing, implementing and evaluating school based improvement and development plans.	X		Application / Interview
Relevant examples of leadership and impact.	X		Application / Interview
Ability to lead improvement across multiple schools		X	Application / Interview



OUR OFFER TO YOU

- A superb staff team committed to doing their absolute best for all in our school community.
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together).
- A wealth of support for your ongoing continuing professional development, including a Trust-wide programme for leaders drawing on expertise from across the Mercian Trust and external professional coaches.
- A comprehensive employee assistance and staff benefits package including UKHealthcare (cash-back health plan and 24:7 video call and telephone access to GP and counselling) and a discounts portal (ranging from gym membership to discount cards and vouchers for online and high street retailers).
- There will never be a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team.

SAFEGUARDING AND SAFER RECRUITMENT

- The Mercian Trust is committed to equal opportunities, safeguarding, and promoting the welfare of children and young adults. We expect all staff to share this commitment. As this post involves working in regulated activity unsupervised with children all post-holders are subject to satisfactory pre-employment checks including an online search check, Enhanced Disclosure and Barring Service check.
- You are required to uphold all relevant policies in respect of child protection and safeguarding, which are based on KCSIE (2025) and Working Together to Safeguard Children (2018).
- You are required to demonstrate and model the Nolan Principles (The Seven Principles of Public Life): Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership.
<https://www.gov.uk/government/publications/the-7-principles-of-public-life>
- You should demonstrate your commitment to our equality policy and all our related work to promote diversity, inclusion and belonging.

KEY INFORMATION – HOW TO APPLY

Post	Subject Improvement Leads
Responsible to	Executive Director for Education / Headteacher
Contract and Salary	Full Time Role will be paid on the leadership pay spine and will be commensurate with the specific role and experience. The pay range will be between Leadership L2 – L17 on a four-point scale and will be commensurate with the specific job role and prior experience.
Closing Date	Monday 17 th November 2025, 12noon
Interview Dates	Week commencing 1 st December 2025
Start Date	Easter 2026 but open for negotiation
Recruitment Event	Tuesday 4th November 2025 between 4.00pm and 6.00pm at Q3 Academy Great Barr, B43 7SD. To join us that evening, please fill in this form to secure your place: Click Here
Informal Confidential Conversations and Visit of School	To speak to someone about this post and/or to arrange a school visit, please contact Lin Koo, Executive PA to the CEO on 01922 211388 Ext. 1211 or email Lin.Koo@merciantrust.org.uk
How to apply	Please complete the Online Application Form via our Mercian website. Please ensure your supporting statement outlines the following: <ul style="list-style-type: none">• How your recent and relevant experience has prepared you to be successful in this post.• How your vision and leadership align with the school and our Trust’s Blueprint for leadership and culture.• How the impact you have had in your career to date is an appropriate foundation for you to undertake this role. Please note – your ability to communicate a wide range of information with appropriate examples and evidence clearly and concisely in your supporting statement will be assessed as part of the shortlisting process.

