



TRUST CURRICULUM & PEDAGOGY LEAD

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START DATE: SEPTEMBER 2026

SALARY: L10 – L14 (£64,691 to £71,330)

FULL TIME OR 0.8 FTE (4 days)

Enhance Academy Trust is looking to appoint a Trust Curriculum & Pedagogy Lead to join our established team.

Our Central Team consists of experienced professionals who work collaboratively with our academies to drive improvement, strengthen practice, and secure high-quality outcomes for all children. We are now seeking an exceptional and experienced education professional to take on the newly developed role of Trust Curriculum & Pedagogy Lead.

This pivotal role combines Trust-wide strategic leadership with meaningful, hands-on work and impact in individual academies. You will be responsible for securing excellence in curriculum and teaching across the Trust ensuring that all pupils receive high-quality, inclusive, evidence-informed learning.

In this role, you will:

- Lead the development and implementation of an ambitious Trust-wide primary core curriculum strategy
- Ensure the curriculum is inclusive, well-sequenced, and meets the needs of all learners
- Lead the development of Trust alignment across aspects of the wider foundation curriculum including the intent.
- Support leaders in schools to monitor the effectiveness of the implementation and impact of the curriculum.
- Establish a Trust-wide pedagogical framework underpinned by evidence
- Lead high-quality CPD for teachers and subject leaders
- Build strong professional relationships with academy leaders
- Lead the improvement of teaching and learning in individual schools and across the Trust
- Stay abreast of research developments and share innovative approaches.

We are a successful and growing Church of England Multi-Academy Trust currently comprising of 16 primary academies and a Post 16 Creative and Performing Arts free school. This is a unique opportunity to fast track your career as you will have the chance to gain new skills and expertise, and to extend your understanding of different leadership approaches by working across a group of academies. Please be assured that you will receive unparalleled access to support through working closely with our CEO, Deputy CEO and Director of School Improvement as part of the Trust's Executive Team.

If you feel that you have the necessary experience, skills and abilities to be successful in this position, we look forward to hearing from you. To arrange an informal and confidential discussion about the role please contact Mark Randall, CEO: mark.randall@enhanceacad.org.uk

To find more about our schools and the Trust, please visit our website:

<https://enhanceacad.org.uk/>

TRUST CURRICULUM & PEDAGOGY LEAD	Role reports to: Deputy CEO
Grade of post: Leadership Scale: 10 – 14	
<p>Purpose of the role:</p> <ul style="list-style-type: none"> • This role represents a new opportunity within the Trust, combining influential Trust-wide leadership with hands on delivery and impact in individual academies. • The core purpose of the role is to secure excellence in curriculum and teaching across the Trust. • The post holder will lead the Trust’s strategy to ensure every pupil receives high-quality, inclusive, evidence-informed learning. • Working in partnership with Trust and Academy Leaders, they will champion the design and delivery of an ambitious curriculum that raises achievement, particularly in core subjects and strengthens professional practice through high-quality CPD. • Through expert guidance, strong relationships, and clear strategic direction, the role will support academies to sustain high standards and deliver impactful, long-term improvement. • The Trust Curriculum & Pedagogy Lead will report to the Deputy CEO and be accountable for the overall quality of curriculum and teaching across all academies, providing strategic leadership, professional challenge, and targeted support while preserving each academy’s distinctive identity. 	
Job Description - Accountabilities:	
<p>These may be modified by the Deputy CEO, with your agreement, to reflect or anticipate changes in the post, legislation or needs of the Trust:</p> <ul style="list-style-type: none"> • Develop and effectively implement a Trust-wide primary core curriculum strategy. • Ensure that a highly effective and well sequenced curriculum meets the needs of all learners, with a strong focus on those from disadvantaged backgrounds and those with SEND. • Work in partnership with the Central Team and academy-based leaders to support academies in the implementation of an ambitious and inclusive core curriculum. • Ensure that the curriculum leads to strong outcomes for all pupils regardless of SEND/disadvantage. • Establish a Trust-wide pedagogical framework which includes assessment processes, ensuring that teaching strategies reflect the best available evidence and support all learners effectively. • Lead on the improvement of teaching and learning for all pupils across our Trust through working with individual colleagues, small groups, year groups or whole staff teams. • Lead the design and delivery of high-quality CPD programmes that strengthen teacher expertise and subject leadership. • Build excellent relationships with leaders in each academy founded on a strong contextual understanding. • Work with leaders in schools where the curriculum needs to be changed due to external influences such as pupil numbers, quality assuring the changes and the implementation. • Draw on skills and expertise within the partnerships to impact change. • Lead networks and across the Trust for collaboration/best practice sharing/development. • Stay abreast of research and development in curriculum and pedagogy; sharing approaches that may be beneficial to all academies. • Signposting where good practice exists in Trust academies and from wider research and sector innovation, facilitating peer-to-peer learning across the Trust. 	

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • First degree in subject specialism or equivalent • Qualified Teacher Status • Completed leadership qualification (NPQ or equivalent) 	
Experience & Knowledge	<ul style="list-style-type: none"> • At least 5 years' teaching experience • At least 2 years leadership and subject leadership experience or equivalent • Evidence of being an outstanding teacher • Clear evidence of having raised standards of achievement as class teacher and leader • Successful experience of curriculum development • Experience of setting specific targets and managing improvement or more widely • Experience of leading staff professional development • Strong knowledge of EYFS & National Curriculum coherence/progression • Evidence of having supported other staff in a coaching or mentoring capacity 	<ul style="list-style-type: none"> • Recent experience of providing professional advice and excellent understanding of curriculum and pedagogical issues relating to the core subjects, including latest inspection and research findings
Skills & Abilities	<ul style="list-style-type: none"> • Ability to plan and deliver effective training and development programmes which meet identified needs across the Trust • Excellent recent professional development and evidence of the impact of this CPD on the development of others • An ability to challenge and motivate others to create high performing teamwork and a forward-thinking organisation committed to improvement where all members are valued • Excellent ICT skills • Strong communication and interpersonal skills • A self-starter with the resilience and ability to plan individual programmes of work and achieve designated targets • An ability to work flexibly and a drive to achieve the best possible outcomes • The ability to think strategically and implement strategy efficiently, effectively and impactfully across the Trust. • Demonstrable evidence of accountability for success of an initiative • Strong analytical and data interpretation skills to inform decision-making 	<ul style="list-style-type: none"> • Good influencing/ negotiating skills • Capacity for future promotion

<p>Trust Ethos</p>	<ul style="list-style-type: none">• Enthusiasm for and commitment to the achievement of the Trust’s overall vision for success at all levels• Motivation to work with children and young people• Ability to build & sustain professional standards, relationships & personal boundaries with young people• Emotional maturity & resilience in dealing with challenging behaviours• Ability to contribute towards a safe & protective environment• Empathy with the aims and objectives of Enhance Academy Trust• Willingness to continue professional development• Commitment to maintaining high standards & expectations• Commitment to contributing to academy life as a whole• Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students	
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