



TrustEd Schools Alliance



**TrustEd Director: Standards
Recruitment Pack**



April 2026

Dear Candidate

On behalf of our TrustEd Schools Alliance, we would like to thank you for your interest in the post of TrustEd Director: Standards. This is a cross-Trust post working across our nine primary and secondary schools.

This is a post has arisen to add capacity to well established Trust Central Executive team. We are looking for a candidate who understands what makes schools effective and who has a deep understanding of what makes Multi Academy Trusts successful. We are interested in candidates who also have the vision and ability to build on existing good practice and lead the future development of our school improvement strategy.

The TrustEd family is made up of nine schools with central offices in the Shropshire market towns of both Bridgnorth and Church Stretton. All our schools are in South and Central Shropshire, just to the West of the West Midlands conurbation. TrustEd works closely with our Headteachers who contribute freely to each other's schools according to need, in a collaborative and open way, within a strong Trust structure and Trust processes. We look forward to appointing a colleague who shares our Trust collaborative vision.

One of our schools is a Church of England school; this means we have mixed MAT articles. We enjoy a very positive relationship with our Diocese. The successful candidate will need to support our commitment to preserving the special qualities of our Church school.

If you would like further information about the post or to visit our Trust in person, then please contact Scarlett Pilkington on 01746 760509 or scarlett.pilkington@trusted-schools.com. We would be happy to book you an appointment.

We do hope that you will decide to apply and look forward to receiving your application which should be sent to scarlett.pilkington@trusted-schools.com or via post to Trust Office, c/o Oldbury Wells School, Bridgnorth, WV16 5JD. Please include a letter, (not more than 2 sides of A4), explaining your experience and suitability for the post.

Closing Date for applications: Wednesday 13th May 2025 at midday.

Thank you once again for your interest in the post.

Yours sincerely

Sarah Godden
CEO - TrustEd Schools Alliance



Post: TrustEd Director: Standards

Employer: TrustEd Schools Alliance

Key stage: Primary or Secondary knowledge or expertise, and the ability to work cross phase

Working pattern: Full time – in line with STCPD

Contract type: Permanent

Leadership Pay Range: L29 to L33

Line Manager: Deputy CEO: Director of Education

Travel: All Trust Schools as required

Start Date: September 2026

Purpose of Post:

The TrustEd Director: Standards will be employed to work Trust wide leading assigned work linked to improving standards and other aspects of improvement across our schools.

We are looking for a colleague who can lead our Trust work on improving Standards for all pupils, particularly the most vulnerable. In the first instance, the postholder will be responsible for leading Trust wide work on inclusion and inclusive practice. This is alongside working with other Trust Executives and Headteachers on aspects of school improvement as required.

The skills and experience we're looking for

- A 'trust-minded' colleague, who values and understands how MATs work most effectively, the mechanisms that Multi Academy Trusts can use, and how MATS best galvanise collaboration across schools.
- A colleague able to work across primary and secondary schools.
- A leader with determination to make transformational change where it is needed with a proven track record of securing sustained school improvement (e.g. as a Headteacher, Inspector, LLE).
- An inclusive leader with a commitment to comprehensive, community-based schools, where staff, learners, LGBs and parents / guardians are all valued and included.
- An excellent leader, who inspires the best in others.

What the trust offers

- An important role, working alongside an established central executive team in a MAT with a strong reputation and proven track record in school improvement.
- An opportunity to work in a role that is focussed on making a real difference to the education of our learners to ensure that they flourish and are ready for their next steps in education and their future lives.
- An exciting opportunity to work collaboratively within a MAT supporting our schools in educational practices and school improvement.
- A committed and pro-active trust who provide strong support and guidance, with a collaborative and strong team ethos.
- A local trust, whose schools serve the communities and market towns of south and central Shropshire where stewardship is a key value and at the heart of our work.
- To join a highly effective TrustEd Executive Team and Board who have ensured business and financial security, and who have brought transformational change to our sponsored schools.

Together we are TrustEd

Flourishing

Together at TrustEd we have the highest ambitions for our pupils. All of them. This inclusive ambition is for our young people to flourish within and for themselves, their school, their communities, and their futures. Our Trust serves across south and central Shropshire, we know that if our pupils thrive, then our communities will gain too.



Collaboration

Together at TrustEd we know we benefit from working as a team, and value the contributions of our school communities and partners. We are stronger from sharing our thinking, professional knowledge and experience. This helps us to be resourceful, resilient, and to bring combined wisdom to decision making.

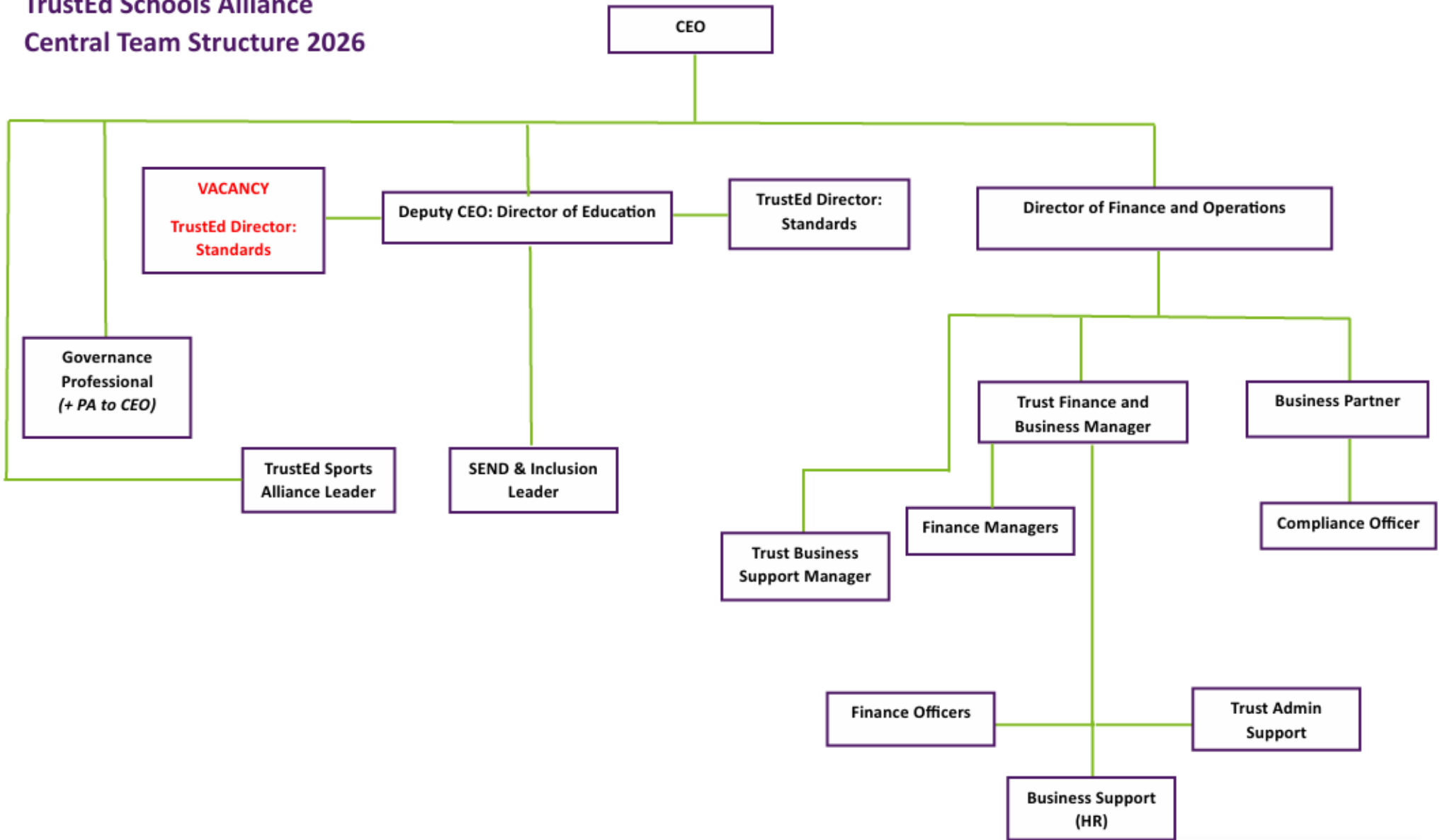


Stewardship

Together at TrustEd we understand the importance of the work we do, in serving our pupils and communities. We embrace the responsibilities that come with this stewardship, acting with courageous advocacy in their interests. We use Character Education in our teaching and in our work together. We place our values at the heart of our work in our schools, especially, compassion & kindness, fairness & equality, and honesty & integrity.



TrustEd Schools Alliance Central Team Structure 2026





Person Specification – TrustEd Director: Standards

Requirements (Essential, unless otherwise indicated)
1. A strong track record in school leadership (essential).
2. Currently leading in or across schools or through a professional organisation / framework (e.g., Ofsted, LLE) (desirable).
3. Willingness to work for Ofsted or another similar externally validated organisation (essential).
4. Experience of working for, in, or with a MAT or Local Authority (as a Headteacher, Deputy Headteacher, Executive officer, inspector, consultant or similar) (essential).
5. Qualified teacher status with a graduate level qualification (essential).
6. Relevant professional qualification NPQH, or other– or working towards – or willing to undertake. (essential)
7. Relevant professional qualification or further study (eg Masters, NPQEL), or working towards (desirable)
8. Substantial and successful teaching and leadership experience in the education setting (essential).
9. Commitment to supporting the values of our CE school (essential).
10. Experience of leadership in more than one school / post or working cross-school (essential).
11. A proven track record of leading school improvement, raising standards and record of success in supporting other school (essential).
12. Proven commitment to professional development in leadership and management (essential).
13. Demonstrate a strong understanding of change management and how best to achieve this successfully (essential).
14. Understand and be able to demonstrate impact of their work in a system led school improvement approach (essential).
15. Experience of professional coaching, auditing, QA systems or similar (desirable)
16. Have the best interests of pupils, and the highest ambitions for all pupils, as the guiding principles of personal practice (essential).
17. Have personal leadership qualities that inspire the work and trust of others, and the humility to use this authority with wisdom and compassion (essential)
18. Consistently demonstrate integrity, determination, positivity, fairness / equality and strength / resilience in professional practice (essential).
19. Demonstrate the ability to communicate clearly the trust's vision and motivate and inspire the school community in the constant pursuit of excellence (essential).

20. Have a proven track record of working within teams, leading groups, and securing the support of other key professionals / staff (essential).
21. Have a strong understanding of quality assurance methods and use them expertly (desirable).
22. Ability to support schools to sustain and develop pupils' high standards of behaviour and ability to consistently promote pupils' welfare. Demonstrate this in current work (essential).
23. Knowledge of and passion for 'quality first teaching', school systems and actions to ensure high quality teaching and learning (essential).
24. Ability to synthesise information to evaluate other schools (essential).
25. Ability to operate complex systems relating to personal work and that of others (essential)
26. Ability to write high quality evaluations and reports to guide the future actions of others (desirable).
27. Capacity to respond effectively and efficiently to complex short- and long-term challenges, and ability to think strategically and identify opportunities for future development and improvement (essential).
28. Ability to demonstrate highly effective management skills and to apply these skills during times of educational and financial pressure (essential).
29. Up to date knowledge of statutory requirements, Ofsted and curriculum and ability to translate this into policies and administrative practices (essential).
30. Up to date knowledge of pastoral, safety and inclusion matters and is able to apply this for 'in the moment' advice and guidance for school leaders, and to longer term administrative / monitoring practices (essential).
31. Appreciation of the value of partnerships with external organisations (educational, local, regional, and national) and ability to maintain these for the benefit of the trust (essential).
32. Appreciation of the value of partnerships with internal partners, such as the Trust schools, Trust, Sports Partnership, and the Diocese (essential).
33. Expert communication skills with demonstrable experience of communicating effectively to different audiences across different channels (essential).
34. Knowledge of what an engaging, rigorous, broad and rich curriculum is and how to develop one across a school (essential).
35. Understanding of how financial considerations connect to all aspects of school life and ability to maximise resources (essential).
36. Experience of managing staff and contributing to HR processes such as performance management and capability (desirable).
37. Current contribution to the development and implementation of a broad and rich curriculum and the informal / wider curriculum (essential).
38. Experience of, or commitment to, working closely and collaboratively with a Trust or across schools (essential).
39. Experience of working in partnership with Governors or a Trust, providing information and advice (essential).
40. Welcomes the opportunity lead work across a Trust, developing and implementing its expectations (essential).



JOB DESCRIPTION

Post - TrustEd Director: Standards

Employer: TrustEd Schools Alliance

Leadership Pay Range: L29 to L33

Line manager: Deputy CEO: Director of Education

Work Base: Trust Central Offices (Bridgnorth or Church Stretton)

Travel: All Trust Schools as required

Post Outline:

The TrustEd Director: Standards will be employed to work Trust wide leading assigned work linked to improving standards and other aspects of improvement across our schools. In the first instance, the postholder will be responsible for leading Trust wide work on inclusion and inclusive practice. This is alongside working with other Trust Executives and Headteachers on aspects of school improvement as required.

They will work within our Trust Executive Team, on improvement strategies, with other Trust employees, and our Headteachers / SLTs. This team works together well, and headteacher teams are established as being involved in appropriate collective decision making, within a secure Trust framework. The TrustEd Director: Standards will be educationally and strategically focused on achieving the highest standards, providing clear leadership and direction for school improvement.

They will support, develop and deliver targeted school improvement intervention through the development of professional learning. The specific responsibilities of the TrustEd Director: Standards will change in line with the needs of the Trust and our schools. Therefore the TrustEd Director: Standards will be someone who is flexible and willing to adapt to the areas of which they are asked to lead.

They will support, develop, and deliver targeted school improvement interventions through the development of professional learning.

Key Accountabilities:

Reporting to DCEO, this post holder will be accountable for

- Providing regular high-quality challenge and support for Headteachers and academy leaders in assigned areas and projects.

- Design and implement projects, new approaches or protocols using effective change management strategies.
- Establishing high quality school improvement systems and activities.
- Operating as a link Executive for identified schools and LGBs.
- Work for an externally validating provider such as Ofsted to ensure they bring external standards to the Trust.
- Coordinating some of the work of key school leaders as they undertake joint work (e.g., Curriculum Deputies group, Attendance leaders).
- At DCEOs instruction conducting school improvement work in schools or as reasonably requested by Headteachers.
- Carrying out sufficient QA processes to know schools well, as required by DCEO and providing bespoke and effective support to targeted academies to enable continuous improvement.
- Co-ordinating the work of any assigned colleagues.
- Using an excellent understanding of educational and leadership issues to ensure the smooth running of academies.

At an academy level, the key tasks include:

- Maintaining a rigorous focus to ensure school strategies are making a measurable difference.
- Considering and recommending adjustments to improvement systems and processes as seen in working practice in our schools.
- Rigorously scrutinising individual academies' work, reporting any issues to the DCEO or CEO.
- Supporting ambitious academy improvement planning.
- Helping to prepare assigned academies in a highly effective way for their next Ofsted inspection.
- Supporting and challenging assigned school leaders to be effective.

Undertake any other duties of a similar level and responsibility as may be required:

- Work in concordance with the culture and ethos of the trust.
- Deputise for the DCEO where required.
- Be responsible for the Health and Safety, security and welfare of self and colleagues in accordance with policies and procedures, reporting all concerns to an appropriate person.
- Be responsible for working in accordance with policy relating to the promotion of Equality, Diversity, and Inclusivity
- Taking on a short to medium term secondment in school leadership, where essential.

Undertake any other duties appropriate to the grade of the post as requested by the CEO or DCEO.

TrustEd Schools Alliance is committed to safeguarding and promoting the welfare of its students and expects all employees and volunteers to share in this commitment.

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