

Candidate Information Pack:

Director of Schools (Primary)

Required for January 2023/April 2023

Welcome from the CEO	02
About L.E.A.D. Academy Trust	03
Our Vision, Principles & Impact	04
Our Academies	06
The Role: Director of Schools (Primary)	07
Job Description	08
Person Specification	10
What We Can Offer	12
How to Apply	12





Welcome from the CEO

Thank you for your interest in the post of Director of Schools (Primary) at L.E.A.D. Academy Trust. This is an exciting opportunity for an experienced and committed leader to inspire further positive change and drive continued innovation within our successful, growing Trust.

At L.E.A.D. Academy Trust, we passionately believe in the power of partnership working as a catalyst for ensuring more young people receive an exceptional education. From experience, our member schools know the transformative impact it can have.

At the same time, we recognise the importance of autonomy. Every school has its own context and challenges. We therefore encourage our academies to lead and manage in a way that preserves their individual identity and responds to the specific needs of their young people and community.

This combination of autonomy and collaboration across key areas of leadership and management, underpinned by a shared vision, principles and best practice, is what makes L.E.A.D. Academy Trust unique.

We are seeking to appoint a dynamic and inspirational leader to drive school improvement and quality assurance across our primary academies. Reporting to the Deputy Chief Executive and working collaboratively with the other Directors and our committed Executive Team, the successful candidate will play a critical role in providing support, advice and guidance that will enable our academies to thrive.

You will be an outstanding leader with proven experience of accelerating progress and raising standards across more than one school. You will also be able to communicate a clear vision for school improvement as well as inspire and lead others in complex change across schools.

In this application pack you will find further information about the Director of Schools (Primary) role and the part you would play in shaping the future of primary education at L.E.A.D. Academy Trust. Further information regarding our Trust can be found at:

www.leadacademytrust.co.uk.

We look forward to receiving your application.

Yours faithfully,

Diana Owen CBE
Chief Executive Officer

'I wanted to be part of an organisation that works in partnership, believes in collaboration and invests and understands the importance of high-quality leadership and management.'

Rebecca Riley, Deputy Headteacher,
Huntingdon Academy

About L.E.A.D. Academy Trust

Established in 2011, the L.E.A.D. Academy Trust has grown significantly to become a successful group of twenty-five academies, serving a wide range of communities, across the East Midlands and South Yorkshire. 84% of our academies are rated as 'Good' or above by Ofsted. We are committed to growing further and increasing our positive impact on more children and young people.

As a Trust, one of our core priorities is the development of outstanding leaders. We are therefore dedicated to providing an organisation that will:

- Develop inspirational school leaders for the future through high-quality recruitment, professional development and coaching.
- Invest in joint training, peer coaching, shared good practice and professional dialogue in a climate of trust.
- Continually improve, exploring new ways of working, alternative curriculums and innovation.
- Strategically plan to produce the next generation of high-quality school leaders.

L.E.A.D. is an ambitious and successful Trust. Through strong leadership we empower every member of our community to achieve and to drive continuous, positive change. We ensure our pupils access a deep curriculum, rich in experiences, life skills and academic achievement.

We believe in the power of partnership to drive the continuous improvement of our academies and the overall growth of our Trust. This is an exciting opportunity to join our dedicated team as we enter the next phase of our journey.



'Everyone is valued, everyone is supported, and if you hold the same values that L.E.A.D. has, then really consider coming to work with us.'

Becky Hyder,
Safeguarding Compliance Lead



Our Vision

Through outstanding leadership, we will provide the highest quality education to enable every pupil to **realise their full potential**.

Our Principles

To achieve our vision, we prioritise the four core principles for which our name stands:

- **Lead** ~ to show the way; to be first or foremost
- **Empower** ~ to give power to; to enable
- **Achieve** ~ to accomplish; to get or attain by effort
- **Drive** ~ to cause and guide progress; to impel forward

Our Impact

The challenge, support and direction provided by all across L.E.A.D. Academy Trust has been cited as a key strength within several academy Ofsted reports at both Primary and Secondary phases. Please see a sample of quotes from our most recent inspections:

'Leaders' actions have made a significantly positive difference to pupils and staff. This is a school of which the whole community can be proud.'

Noel-Baker Academy, February 2022

'Trust officers, Trustees and governors have provided effective support to improve the school.'

Cloudside Academy, January 2022

'Those responsible for governance know the school's strengths and priorities for further improvement. They hold leaders to account, effectively. The Trust has provided, effective support to leadership at all levels.'

Da Vinci Academy, October 2021

'Senior leaders, together with the Trust, make an excellent team. They have transformed the school since the previous inspection.'

Jubilee L.E.A.D. Academy, January 2020

'The school works effectively with the Academy Trust to develop the quality of leadership and management. Trust support in action planning has ensured that the school improvement plan is well focused, with termly targets that help governors to ensure the school remains on track to achieve its goals.'

Millfield L.E.A.D. Academy, March 2019

'The Trustees of the L.E.A.D. Academy Trust check that teaching and pupils' outcomes are continuing to improve, and that all groups of pupils are learning well.'

Uplands Junior L.E.A.D. Academy, March 2019

'Members of the academy advisory board and the Academy Trust provide challenge for leaders to improve their systems further.'

Windmill L.E.A.D. Academy, February 2019

L.E.A.D. Academy Trust
comprises of:

22
primary

..... and

3
secondary
academies

..... across

5
geographical
regions

..... with

11,000
pupils

..... and

1,500
members
of staff





Our Academies

Within our Trust, all academies strive to achieve:

- The highest standards of behaviour and conduct.
- Outstanding teaching and learning.
- A fully inclusive approach in which all children are equally important.
- A climate of mutual respect between the children, staff and community.
- Positive relationships.
- High aspirations for all involved with the school – a ‘can do’ attitude.
- A wide range of enrichment opportunities for all to get involved in.
- A celebration of all the cultures and faiths represented in the school.
- An organisation in which there are no excuses for underachievement.

‘School leaders, teachers and support staff strive to provide the best education for pupils.’

Cloudside Academy
Ofsted Report, 2020

L.E.A.D. Teaching School Hub

‘Working together to lead the highest outcomes for all.’

L.E.A.D. Teaching School Hub Lincolnshire was launched in 2021 as one of the 87 organisations to be awarded Teaching School Hub status by the DfE. The Teaching School Hub is designated to work with schools across Lincolnshire and throughout our Trust.

The role of the Hub and the Trust is to promote the importance of high-quality continuing professional development, from Initial Teacher Training through to executive leadership, supporting teachers throughout their career in a sequential and cohesive way.

During 2021/2022 the TSH delivered 167 days of CPD to 2,163 participants, supporting 233 schools in total. The ability to access this high-quality professional support is therefore a significant opportunity associated with joining our Trust.

For further information, please visit: www.leadtshublincs.co.uk





The Role: Director of Schools (Primary)

The overarching aim of the Trust is to create self-sustaining, self-improving schools aligned to the Trust's core principles and values. Our Directors of Schools are integral to achieving this by providing strong guidance to the academies they oversee.

Our Directors embody our core principles in everything they do.

They will:

- **Lead** positive change through effective challenge and support.
- **Empower** academy leadership teams to continuously improve.
- **Achieve** a culture of high expectations and close collaboration through all academies.
- **Drive** school improvement through a clear strategy and vision.

The Primary Directors each oversee a cluster of academies, grouped in regions. They are pivotal in driving forward initiatives and sharing best practice across the Trust and beyond.

This role reports directly to the Deputy Chief Executive (Education) and works closely with them, and the other Directors, to shape the educational priorities of the Trust.

'Headteachers are overwhelmingly positive about Trust membership, describing improvement in all aspects of their schools since joining the Trust.'

Ofsted Summary Evaluation, 2019



Job Description

Key responsibilities and accountabilities

Strategic leadership and standards

- Support school improvement planning and the design of intervention strategies to improve academic standards and outcomes, working towards the aim that all academies maintain at least a 'Good' rating, with the goal of eventually becoming 'Outstanding'.
- Work with Heads and other senior leaders to ensure the curriculum is broad, balanced and effective, within Trust parameters, while ensuring local flexibility.
- Develop further academy-to-academy collaboration.
- Contribute to the development and promote the Trust's vision, priorities and strategies for achievement and long-term success through operational objectives which are understood by all stakeholders.

Staff leadership and development

- Drive a culture of high expectations across all academies by supporting the development of the senior leadership teams.
- Work alongside academy leaders to support the up-skilling of core staff through advising/mentoring/coaching to build internal leadership capacity.
- Create a climate where senior leaders are empowered to achieve success through appropriate delegation of responsibility and accountability in a supportive environment.
- Work with senior leadership teams to recruit staff of the highest quality.

Operational management

- Advise academies on the effective management of the budget ensuring resources are targeted to key interventions.
- Ensure that all resources available to the academies are used in ways which are for the promotion and achievement of the schools' priorities, values and objectives.
- Work with senior Trust colleagues to prioritise resource allocation and maximise value for money in the academies.
- Work closely with Heads to oversee staffing resource.

Stakeholder management

- Nurture robust, open and effective relationships with all stakeholders across the Trust.
- Foster a culture of collaboration by actively participating in networks and exploring opportunities for academies to engage with, and work with other academies in the interest of school improvement.
- Support the partnership and networking of senior leaders to share and promote best practice, and to support each other with challenges.
- Work with other members of the leadership team to promote L.E.A.D academies as the schools of choice in the local community.
- Manage and influence relationships with governors and other key stakeholders.



Person Specification

The Director of Schools will be an experienced Headteacher, Executive Headteacher or Regional Director with the skills and knowledge to contribute to the development of a growing and highly successful organisation.

The successful candidate will possess the following experience, skills, knowledge and personal attributes:

Qualifications

- Degree level education with QTS.
- Relevant postgraduate qualifications.
- Evidence of a commitment to ongoing learning and continuous professional development.

Experience

- Demonstrable track record of raising standards in schools and securing improved Ofsted ratings.
- In the role of Headteacher preparing schools for successful Ofsted inspections and at least good impact in a school to school capacity.
- Direct responsibility and accountability for school improvement, raising standards and securing improved Ofsted ratings as a systems leader, over a sustained period.
- Managing and leading complex change across a school or group of schools.
- Leading and motivating Headteachers and other senior leaders to achieve success.
- Broad experience of analysing education data to inform successful education delivery.
- Overseeing and advising on resource management.
- Working collaboratively across a group of schools with impact on outcomes for children evidenced as a result of this work.

Knowledge and skills

- Detailed knowledge of effective school improvement practices that impacts student outcomes.
- Sound knowledge of educational policy developments and implications for in-school practices.
- Extensive knowledge of effective intervention strategies to impact on school standards.
- Extensive knowledge of curriculum development, implementation, evaluation and effective assessment techniques.

- Ability to articulate a clear vision for school improvement.
- Skilled in using a range of techniques to ensure effective collaboration across schools / academies.
- Producing reports which strategically review and evaluate resources and performance.

Personal attributes

- High-level interpersonal skills with the ability to inspire and motivate others.
- Excellent written and oral communication skills.
- Able to adapt and respond to change with a creative approach to problem-solving.
- Able to work both independently and as a key team member, with a purposeful and collegial style.
- Have high expectations for themselves and the people they work with.

Additional Requirements

- Committed to L.E.A.D. Academy Trust's vision and principles.
- Where appropriate be able to work at times convenient to other stakeholders, including evening meetings.
- Able to travel across the academies in the Trust.
- This role is subject to an enhanced DBS.

'The Trust's corporate vision of providing "the highest quality education to enable every pupil to realise their full potential" sets a constant backdrop and moral purpose to its work.'

Ofsted Summary Evaluation, 2019



What We Can Offer

We recognise that successful people place value on a range of benefits associated with their careers, including receiving professional recognition, commensurate financial reward, job satisfaction, opportunity to innovate and a balanced approach to work and personal time. We place value on these aspects too.

We offer:

- A competitive salary scale
- Access to the Teachers' Pension Scheme
- School Teachers Pay and Conditions, including school holidays
- Flexible working
- Access to excellent continuing professional development opportunities
- Opportunity to enhance and utilise our strong existing partnerships and networks

How to Apply

Candidates should submit a CV (including comprehensive details of key achievements and responsibilities) along with a covering letter which fully addresses the competencies outlined in the role description and person specification and outlines their interest in L.E.A.D.

Completed applications should be emailed to Danielle West (danielle.west@leadacademytrust.co.uk) by **08:00 GMT on Monday 19th September 2022**.

We understand that there is a long lead-in time for applications, so we would welcome the opportunity for initial confidential discussions with interested candidates before the closing date. Please contact Danielle West at the email above to arrange.

Final interviews and assessments will take place on **Wednesday 28th and Thursday 29th September 2022**.

The L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people, and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.



L.E.A.D. Academy Trust
Lead • Empower • Achieve • Drive

L.E.A.D. Academy Trust
5a The Ropewalk
Nottingham
NG1 5DU

Email: admin@leadacademytrust.co.uk

Telephone: 0115 822 5440