



DIRECTOR OF LEARNING, PRIMARY RECRUITMENT INFORMATION PACK

Education House
Spawd Bone Lane
Knottingley
WF11 0EP

RECRUITMENT INFORMATION PACK

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Dear applicant

Thank you for your interest in becoming a Director of Learning, Primary, with Delta Academies Trust.

Delta Academies Trust is an educational charity that sponsors a chain of over 40 academies with a commitment to securing transformational change and sustainable school improvement, to ensure improved outcomes for the children and young people in our communities.

Our vision is to provide high quality education and deliver the best outcomes for young people with an ethos based on four founding principles of Quality, Partnership, Aspiration and Responsibility. At our core we aim to provide outstanding educational provision for students, firmly rooted in the context of the local community. We seek to support lifelong learning, and provide excellence in teaching through high expectations with adherence to traditional values and standards. Many of our academies serve challenging communities and have a long history of educational underperformance, we are determined that this will not be a barrier for achievement and we are committed to securing rapid and sustainable improvement in our schools.

This is an exciting time in our development as we continue to work hard to drive improvement in our Academies, through strong and purposeful leadership and high quality teaching and learning we are confident that we can have a positive impact upon the lives of young people, ensuring that all students achieve their potential, realise their aspirations and are well prepared for the next stage of their lives.

As a Director of Learning, you will be joining an ambitious and innovative organisation, we are therefore looking for a creative and committed group-wide subject leader who understands how to bring about improvement and manage change in schools, and deliver positive outcomes for our young people, staff, families and the wider communities that we serve. Our Directors of Subject lead the subject areas teams in Academies with confidence and commitment to ensure that the Academy delivers improved standards for all students.

Delta Trust academies are fully, inclusive, caring schools which promotes community and social cohesion based on the simple principles of courtesy, co-operation, tolerance and mutual respect. Our expectation is excellence from all students of all ages and abilities, and we provide them with the necessary challenge support to become responsible high achieving citizens.

Recognising potential and nurturing talent is at the heart of our values and by engaging all students in a relevant and exciting curriculum, we will raise aspirations, embed self-confidence and self-esteem and improve academic standards. We are determined to ensure that each student achieves the best possible examination results and as a result enhance their future employability opportunities.

If you share our vision and passion for young people and their families, and believe that you can make the difference at Delta Academies Trust then we would like to hear from you.

Paul Tarn
Chief Executive

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at **www.deltatruster.org.uk**

Delta Academies Trust - Our Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust. Our academies will:

- Change children's and young people's lives for the better, providing them with the skills, knowledge and understanding to be successful throughout life and contribute positively to their communities.
- Place learners at the heart of everything we do and ensure that we promote social responsibility, honesty, integrity and caring for others.
- Deliver outstanding academic outcomes for all pupils and students and engender in them the confidence and aspiration to be successful.
- Create a generation of young people who care about their environment and recognise that they can shape the future through their own actions.
- Recognise and appreciate the different beliefs others hold but will promote British Values and encourage active citizenship, promoting social cohesion.
- Promote scientific enquiry and the development of analytical thinking skills that enable pupils and students to question the world around them and evaluate received wisdom.
- Celebrate human creativity and the enrichment Arts bring to our lives and community.

Why work for Delta Academies Trust?

- You will be joining a team that is committed to changing lives through transforming educational outcomes. A Trust **highly committed** to ensuring that you benefit from high quality development and training.
- You will work alongside professionals in a fast-paced and **dynamic environment**.
- You will develop your skills alongside **like-minded colleagues**.
- Each of the Delta academies is committed to a climate of **mutual support** and **partnership** and to working closely with each other.
- **Career Development** - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include Ofsted training, safer recruitment, pediatric first aid and Evolve training. We also have a clear strand of Teaching and Learning CPD and an innovative and exciting Leadership and Development programme.
- **Pension** - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a **Cycle to work scheme**
- You will have access to **private medical Insurance** (Prices are provided on request)
- **Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff.
- **Child care vouchers by Sodexo** - Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.
- **Tech Salary Sacrifice Scheme** - this gives employees the opportunity of having the latest technology and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

The Core Team

The Core Team consists of a range of specialists, staff who are committed to working alongside colleagues within our academies to ensure that they have the support they need to succeed. These Specialists include; Senior Leaders, National Leaders of Education, Academic Subject Experts (Directors) for most areas including Primary and Business Support Services. Positions within the core team offer career progression and a range of opportunities.

Our Teaching School Alliances provide initial teacher training as well as on-going professional development courses and opportunities. Curriculum leaders, special needs specialists and support staff from the Trust regularly meet and are deployed to provide the support for school improvement. This mechanism of support is flexible and capable of expansion.

The Trust benefits from a range of expertise in Finance, Data, ICT, Facilities and Health & Safety, Human Resources and Governance and Compliance. The Core Team delivers centralised services supporting the non-teaching operations of our academies and ensures consistent working practices and best value for the group. Core services include:

- Financial management, centralised purchasing and payroll
- Governance and Compliance
- HR
- Legal support
- ICT strategy
- Curriculum design
- Post 16 leadership
- Business services
- Facilities management
- Continued Professional Development
- Audit services
- Data and Sims support



The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobssouth@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

DIRECTOR OF LEARNING, PRIMARY

Leadership Scale L5 – L9 (£43,021 - £47,490)

Full Time /Permanent

Required for as soon as possible

Do you have the ambition and determination to secure positive outcomes for our young people?

Do you want to work in a forward-thinking and aspirational academy group that places learning at the heart of everything it does?

We are seeking to appoint two new Directors of Learning for our Primary Academies to promote and enhance the quality of teaching and learning across all primary key stages, but specifically Key stage 2. The successful applicants will work across a cluster of academies giving direct support and challenge to teachers. These are newly created posts to promote and ensure that all children are given the opportunity to achieve their full potential by raising aspirations and achievement within mathematics and literacy with particular reference to targeted cohorts.

Delta Academies Trust is committed to high quality professional development and career opportunities for all staff. We are a Teaching School with a large alliance of schools in our partnership.

This is a unique role and a real opportunity to join a dynamic team working across the family of schools to raise achievement.

We are seeking to appoint dedicated, enthusiastic and motivated teachers focused on developing the life chances of our young people through inspirational and successful mathematics and literacy teaching. You will be an outstanding teacher, with a track record of excellent results and will have the potential to spread good practice and build capacity. We require a colleague who is committed to high standards of learning and student progress, who can help our students to reach their potential.

Delta Academies Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory enhanced DBS disclosure.

Closing Date: Friday 29th September at 12 noon

An application pack can be downloaded from

recruitment.deltatrust.org.uk

or by contacting our recruitment team on

0345 196 0095

or email

jobssouth@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure.

JOB DESCRIPTION
DIRECTOR OF LEARNING, PRIMARY

Salary: Leadership scale L5 – L9 (£43,021 - £47,490)

Hours: Full Time

Responsible to: Director of Education

Purpose of the role:

The purpose of the Director of Learning role is to provide pedagogic leadership as an outstanding classroom practitioner, playing a key part in raising standards through the model of their own excellent teaching and by supporting the professional development of their colleagues. The post will also involve working alongside and supporting teachers particularly in Y6 across a group of four or five academies. The ultimate aim will be to improve the learning experience and increase the achievement of our key stage 2 pupils, whatever their ability.

Duties and Responsibilities:

To promote and be committed to Delta Academies Trust's aims and objectives

To maintain and contribute to the development of teaching strategies in Maths and English

To promote and be committed to securing high expectations for learning and the raising of achievement within our academies by:

- delivering highly effective teaching and impactful intervention
- design curriculum plans appropriate to curricular and national tests
- develop schemes of work, resources, teaching and learning strategies
- mark work, assess, record, carry out gap analysis and report student progress
- provide a stimulating learning environment
- have due regard for maintaining health and safety and security in the area s/he uses
- contributing to review, monitoring and evaluation and the development of working practices
- participating in working groups and projects
- taking part in other professional development activities

Working with teachers within Delta Trust academies to improve attainment, classroom practice, and professional development;

- as a model of outstanding teaching
- raising pupil aspirations at all levels.
- raising attainment by leading improvements in teaching and learning

Working with teachers on classroom organisation and teaching methods/providing model lessons;

- leading continuing professional development activities
- holding workshops on classroom management, differentiation
- pace and challenge, co-coaching
- matching teaching approaches to pupil learning styles
- demonstrating model lessons
- team teaching
- developing strategies with colleagues to use with pupils experiencing difficulties
- keeping abreast of the new teaching and learning strategies
- identifying educational research to enhance existing practices
- developing action planning based on identified needs

Producing high quality teaching materials:

- updating existing and create new schemes of work and supporting their introduction
- leading the introduction of new technologies, white board technology, the internet and the academy learning platform
- sharing good practice with members of staff

Advising on Professional Development;

- designing and delivering professional development activities
- participating in the planning and delivery of focused in-service training days

Helping teachers experiencing difficulties;

- observing and feeding back on the teaching of colleagues experiencing difficulties
- providing a structured programme of advice and support
- give constructive criticism

If required, mentoring Newly Qualified Teachers;

- providing a weekly discussion and overseeing personal action planning

Initial Teacher Training:

- providing exemplar lessons for trainee teachers
- contributing to the assessment of students' teaching practice
- participating in the training of teachers within teacher training institutions
- acting as mentor to trainee teachers

Intervention;

- provide workshops for pupils operating below expectations
- provide targeted support for disaffected or more able students
- support strategies for helping particular groups such as underachieving boys

Other specific duties

- To undertake any other duty as specified by the School Teachers' Pay and Conditions Document not mentioned in the above
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description

**PERSON SPECIFICATION
DIRECTOR OF LEARNING, PRIMARY**

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
Graduate with qualified teacher status	*		A/C
Hold AST / SLE status or equivalent experience		*	A/I
An awareness of current issues in Maths/Literacy education	*		A/I
Knowledge of the new national curriculum requirements at KS2	*		A/I
Understanding of use of data to assess and inform teaching and learning	*		I
Experience of KS2 marking / testing procedures		*	A/I
EXPERIENCE			
Experience of leading, developing and enhancing the teaching practice of other staff		*	A/R
An excellent classroom practitioner that can model best practise	*		I/R
Relevant management experience		*	A/I
Using GAP analysis to effectively teach intervention groups at KS2	*		A/I
SKILLS			
Excellent classroom practitioner	*		A/I/R
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I/R
Effective behaviour/classroom management	*		A/I/R
An ability to demand high standards	*		A/I/R
Ability to lead	*		A/I/R
Ability to work independently and be a team player	*		A/I/R
Ability to develop and support other staff to develop a variety of teaching strategies	*		A/I/R
Ability to enthuse and direct students and staff towards raising expectations and levels of achievement	*		A/I/R
The ability to meet deadlines	*		A/I
Good ICT skills	*		A
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Flexible and committed to work across our group of partnership schools	*		A/I
Takes the initiative	*		I/R

Is self-motivated	*		I/R
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the Delta Academies Trust Group Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
A commitment to the ethos and values of the Delta Academies Trust	*		A/I
To display a responsible and co-operative attitude to working towards the achievement of Delta Academies Trust's aims and objectives	*		A/I
An ability to respect sensitive and confidential work	*		I
Commitment to own personal development and learning	*		I
Regular use of a car for business purposes (expenses reimbursed)	*		A
The post holder will require an enhanced DBS	*		C

Key: MOA=Method of Application, A=Application, I=Interview and assessment, R=Reference, C=Certificate