



Leigh Academies Trust

Candidate Briefing Pack

Director of Improvement – Maths



Chief Executive Introduction



Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for outstanding educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of September 2017, our Trust is comprised of 16 academies (7 secondaries, 8 primaries and 1 special) educating around 10,000 students, with one further Academy in pre-opening phase. The Trust is establishing four 'clusters' of academies: North West Kent; Central Kent; South East London; Medway.

Leigh Academies Trust is ambitious about the progress and development of teaching and learning within the Mathematics. Our mission is to create an outstanding organisation that inspires learners with excellence in academic achievement and personal development. Across the Trust we view Maths as a critically important curriculum area that all students must achieve success in to prepare them for the future.

We now want to go further and establish the Trust as a leading Mathematics educator. We want to innovate in the teaching of maths and prepare our students to go on to study Maths at a higher level with a view to building careers in their chosen field.

The next step is to appoint an additional Mathematics leader as part of our well-established and successful improvement team who can work across our schools – mainly, but not exclusively, secondary – to ensure that our students have a stimulating and enjoyable Maths education and build on the success we have already achieved.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE

CHIEF EXECUTIVE

Leigh Academies Trust

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Dartford, Kent. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve rapid educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to Academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It encompasses around 10,000 students, between the ages of 3 and 19, in 15 primary, secondary and special academies.

“Shaping Lives, Transforming Communities”

Leigh Academies Trust Vision and Values:

What we stand for;

- High ideals, strong moral values and boundless ambition to achieve excellence for all
- Strong collaboration and teamwork so that we are much greater than the sum of our parts

What we value;

- A ‘can-do’ attitude towards continuous improvement and innovation
- Creating confident young adults with high levels of resilience and integrity

What makes us distinctive;

- Small-school, ‘human-scale’ education to personalise the educational experience
- An enterprising culture to create close partnerships with industry and other educators.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions
- Innovative approaches to teacher recruitment and retention
- Fast track development of leaders for internal promotion opportunities
- Central reserves protect individual school budgets
- Substantial investment in cross-Trust initiatives to improve teaching and learning
- Close collaboration between senior leaders across the Trust
- Integration of primary and secondary approaches into all-through education
- Adequate scale to design and test new
- High quality strategic governance with wide business & professional experience
- Delivery models as government policies, rules and measures change.

Position: Director of Improvement – Maths
Responsible to: Education Improvement Director
Basis: Permanent, full-time
Location: Multi-site
Commencement: January 2018
Salary: £55-65k per annum

Are you an ambitious and outstanding teacher and leader?
Are you at the peak of your teaching career and are seeking progression?
Are you keen to join a growing multi-academy trust and make a difference?
If so, this role applies to you...

This is a rare and exciting opportunity for a leading practitioner in Mathematics to join the Trust and lead on innovation and improvement across all of our academies. You will have no formal timetable of your own. Your commitments will be rich and varied, working across Maths teams throughout the Trust to drive further improvements.

If, as an existing Head of Department or Assistant/Deputy Head Teacher, you have an outstanding track-record of success as both a teacher and a leader, we want to hear from you. As one of the country's most successful multi-academy trusts operating in North West Kent, Central Kent, Medway and South East London, we are now looking for a leading practitioner who can ensure that our students have a stimulating and enjoyable Maths education as well as raise standards of teaching and learning and drive levels of attainment across the Trust.

You will support and advise subject leaders and senior staff with an initial focus on KS3 and GCSE. The ability to do the same at A Level would be an advantage. The role will require a practitioner with a diverse skillset, exceptional knowledge of curriculum frameworks and first-rate leadership skills. You will also work with our Business Partnership Manager to ensure that our students experience the real world of Maths and explore the careers available to them.

In return, we will provide a highly innovative and largely unique role that will give you very high levels of job satisfaction working across a group of academies in close geographical range. All of our schools are firmly committed to achieving 'Outstanding' and will embrace your excellent contribution on this journey.

To aid your success in the role, you will be part of a supportive group of senior colleagues and you will be given the opportunity to undertake further development wherever possible, which could involve exposure to the primary sector.

Our successful candidate will be:-

- An enthusiastic and energetic leader of Maths or existing senior leader with proven success in your current role
- A motivational and engaging specialist with outstanding knowledge and high expectations of all staff and students
- Confident, inspirational, and able to communicate and deliver a clear vision for Maths across the Trust
- Committed to developing our children to reach their full potential regardless of background or circumstance
- Approachable and willing to work with staff across the Trust.

In return we can offer:

- A competitive salary which reflects your experience and expertise
- Excellent opportunities to develop your leadership skills and your overall career as a lead Mathematics educator
- Freedom to drive Maths education to make a real difference to student outcomes and their long term employability
- To be at the very centre of developments and to take Maths education to the next level.

As a Trust we seek to recruit talented individuals that can not only help to build the success of our academies but also people that are engaging and passionate about what they do.

When we recruit we look for specific experiences and qualities, however, we also place importance in diversity as we recognise the importance of people bringing their own diverse backgrounds, experiences, perspectives and ideas to the Trust.

For the role of Director of Improvement we would expect candidates to demonstrate the following:

- Personal impact and presence
- The ability to inspire and motivate staff and students
- Excellent interpersonal and communication skills
- Passion for all things scientific and a solid understanding of what outstanding Maths education looks like
- Significant relevant experience in a similar leadership role
- Creative and the ability to be innovative in finding solutions
- Excellent ICT skills
- Enthusiasm and energy
- The ability to think reflectively
- Reliability and integrity
- The ability to meet deadlines
- A sense of humour
- Effective organisational skills.

Performance Profile

Main purpose of role: To lead in the improvement of Maths education across the Trust in order to drive students to achieve the very best outcomes.

Main Responsibilities

Teaching & Learning

- Support academies to develop appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in Maths.
- Model best practice in teaching and leadership to support academy improvement.
- Support academies to ensure the development and delivery of an appropriate, comprehensive, high-quality and cost-effective curriculum programme which complements the Academy and Trust Improvement Plans.
- Support academies to ensure that assessment is moderated accurately across Maths and that verification of coursework is conducted both rigorously and accurately.
- Provide high impact teaching interventions across academies where necessary.

Progress

- Support subject leaders to provide accurate assessment data for academy senior teams.
- Support subject leaders in agreeing targets for Maths in line with the Academy and Trust Improvement Plans and work in collaboration with others towards their achievement.
- Make effective use of performance data and provide regular reports on progress to academies, the Trust Education Group and Governors, as appropriate.
- Identify and take action on issues arising from data, systems and reports: agreeing deadlines and priorities where necessary and reviewing progress on the actions taken.
- Develop curriculum programmes and extra-curricular activities to enhance student achievement.

Leadership

- Keep up-to-date with curriculum and pedagogical development within Maths and ensure relevant members of senior staff are also fully abreast of these as appropriate.
- Be pro-active in supporting staff development needs across academies.
- Take active steps to spread good practice within Leigh Academies Trust and beyond.
- Contribute to high quality training opportunities across Leigh Academies Trust.
- Contribute to the leadership of curriculum design across academies.
- Develop high quality resources for use in Trust academies and beyond.
- Contribute to the rapid development of new teachers and leaders in Maths across the Trust.
- Assist academies in preparing for Ofsted inspections.
- Prepare regular reports on standards for senior executives and Governors.

Application Process

Naturally we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

Applicants should apply via our online application process at the following link:

<https://www.jobtrain.co.uk/leighacademiestrust/displayjob.aspx?jobid=1091>

Suitable and interested candidates are encouraged to make contact with our CEO, Simon Beamish, which can be scheduled by contacting Emma Johnson, EA to CEO, on emma.johnson@latrust.org.uk / 01634 412 202.

The closing date for applications is **Friday 13th October 2017 at midday**. All applications will be acknowledged on receipt.

Shortlisting will be carried out shortly after and candidates will be notified to confirm their attendance at the interview stage. Interviews and associated assessment activities are scheduled for **Wednesday 18th October 2017**.

Queries

If you have any queries on any aspect of the application process or need additional information, please contact Olivia Couzins (Talent Manager) on 01634 412 240 or olivia.couzins@latrust.org.uk.