



Director of Education

Applicant Information Pack

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Dear Candidate

Thank you for your interest in the newly created post of Director of Education in the Diocese of Ely Multi-Academy Trust (DEMAT).

DEMAT is a unique organisation that celebrates the power of education and curriculum alongside a distinctly Christian ethos to support all pupils achieve their very best. With 39 primary schools and nearly 8000 pupils across four local authorities the significance of this post is great. As our new Director of Education, you'll provide the strategic leadership supporting our schools in designing & implementing challenging and aspirational curriculum models.

Our schools are broad in context and our communities are unique. We work with our headteachers to provide high quality, effective and efficient support from the Trust so that teaching staff can focus on the things that matter most – delivering a great curriculum for the benefit of the pupils.

Your leadership will be key in enabling staff to deliver the Trust's curriculum vision through collaboration, support and challenge.

In joining, you will find an organisation that is purposeful, determined and impassioned in its obligation to drive lasting impact. We invest in our team members, support aspiration and provide development pathways that you are unlikely to find anywhere else.

I would like to thank you for your interest in this exciting opportunity and hope you're inspired to join us.

I'd encourage you to visit the schools and Trust to find out more about who we are and how we work. Should you wish to speak directly, or have any questions, please get in touch.

Best wishes



Adrian Ball
Chief Executive



An overview of the Trust

The Diocese of Ely Multi Academy Trust (DEMAT) exists to enable Church of England schools to continue to achieve educational excellence through Christian-based ethos and values. It will establish a lasting legacy of a financially and pedagogically self-sustaining organisation, enabling professionals and schools to continue to improve and evolve through collaborative support and challenge.



Our Mission

Our Mission is to support and encourage the work of academies in DEMAT, promoting Christian distinctiveness through high quality education of children and young people. DEMAT will work with all phases of Church schools in the Diocese (Cambridgeshire, Peterborough, West Norfolk, Suffolk). DEMAT will also support any community school should such support be sought, since all schools in the Diocese are members of the wider Diocesan community. This covers a diverse geographical area of 1,508 square miles, comprising city, market town and rural areas. The region has an extreme range of socio-economic circumstance, from extreme wealth to areas with significant poverty.

Core Values:

- To ensure that our academies are centres of excellence, with a focus on academic outcomes and the nurture of resilience & respect.
- To promote high quality professional development and encourage mutual support in the pursuit of effective teaching and good pupil progress.
- To develop innovative and aspirational thinking, building on our long educational heritage and to make use of the latest research in pedagogy and child development.
- To foster, maintain and celebrate Christian distinctiveness in our schools.
- To ensure our academies have a particular vocation to the least advantaged, enabling them through education to change their life opportunities.



Core Purpose:

Our school improvement approach seeks to build strong capacity to improve from within, a culture that looks outward, and never stops trying to be better. Schools which join DEMAT are able to help shape our work, and benefit both from the support they receive and the opportunities for school improvement they are able to offer. The behaviours we expect to see:

- We encourage strong and capable system leaders;
- We enable our people to excel, to provide outstanding education;
- We build trust and respect across our academies.



As a MAT, the way we wish to grow is to develop long term relationships within and across communities in which there is an opportunity for continuous improvement.

The principles by which we will manage the organisation:

- Openness and honesty in building DEMAT, be transparent, sharpen accountability and drive improvement.
- We will operate a simple, efficient organisation and seek wherever possible to measure value for money in terms of impact on learner outcomes.
- We operate an effective and strong governance framework.
- Tight control of our resources to achieve economies, efficiencies and effectiveness.

The purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance.

The quality and effectiveness of our governance is pivotal in ensuring that we are successful in delivering our Mission as well as achieving our Vision.

Governance is pivotal to the effective and efficient running of DEMAT, including all academies, their local governing bodies, our Board of Trustees and the Shared Services Team. As a Trust, our moral purpose is to improve life outcomes for our children, by making our academies the best that they can possibly be.

We are very fortunate to have high quality and dedicated volunteers in the form of Trustees at Board level and governors at local governing body (LGB) level, who work with us in partnership to offer robust support and challenge.



The Right Reverend Stephen Conway, Bishop of Ely

A good education opens doors — transforms life chances — it leads to fulfilment and is a gateway to opportunity. What happens in our homes, in school, in the playground, with friends, shapes our lives, develops our character and prepares us to live in our multi-dimensional society and to contribute to it. We learn that all is possible because we matter uniquely to God.

This is what the Church of England, through its church schools, has been providing for 200 years. We do not run faith schools. Church schools are places where children from all faiths and backgrounds, and children of all abilities, are welcomed and encouraged to thrive and be happy. The Trust is another extension of our promise to continue this legacy, and I am delighted that DEMAT is successfully fulfilling this role for future generations.



Application process

Closing date for applications: 10am on Friday 18 October 2019. Any applications received after this date or late by email will not be accepted.

Shortlisting of applicants: Friday 18 October 2019.

Candidates shortlisted for interview will be notified by via email on Monday 21 October 2019. Unsuccessful applicants will also be notified.

Interviews: Wednesday 23 October 2019 to be held at Grace Building, Ely.

Informal discussions with Adrian Ball, CEO of DEMAT can be arranged upon request.

Please contact Laura Barton, HR Co-ordinator via email at: laura.barton@demat.org.uk or tel: 01353 656760 (option 4) to make arrangements.



Please return your completed application form to:

Laura Barton
HR Co-Ordinator
Diocese of Ely Multi Academy Trust
Grace Building
8 High Street
Ely
Cambridgeshire CB7 4JU
Or via email: laura.barton@demat.org.uk

The HR team within DEMAT shared services can be contacted on 01353 656760 (option 4). Please do contact us if you require further information.