



DIRECTOR OF EDUCATION RECRUITMENT PACK

MARCH 2024



THE LEARNING PARTNERSHIP

Welcome from the Chief Executive Officer



On behalf of the The Learning Partnership, I would like to thank you for your interest in the role of Director of Education.

It is my pleasure to welcome you to The Learning Partnership. Formed of two local trusts, The Learning Alliance and The Learning for Life Partnership, we are a diverse new multi-academy trust delivering excellent educational provision for pupils in primary and secondary schools across the North West.

We are ambitious about the future, and passionate about ensuring young people have access to the very best opportunities and life chances. We believe we have the knowledge and skills to influence the education system to make this a reality for all pupils.

We have 15 schools across the North West and each school is strengthened by the additional support we can provide as a larger multi-academy trust. This is because by working together, we have more resources to effect greater change for our pupils and the wider communities we serve.

We are looking forward to embarking on this journey and working together to deliver on our promises to pupils, staff, and the wider region.

With best wishes

Dan Thomas
Chief Executive Officer



About the Trust



The Learning Partnership is a multi-academy trust with fifteen schools across Cheshire and Staffordshire.

Our family of schools consists of nine Primary Schools, four Secondary Schools, a Studio School and a University Technical College. We provide education to over 6500 students and employ over 1100 staff.

The trust believes in allowing each school to retain its distinctive identity and ethos whilst also being able to support the ambition of individual schools, helping children to reach their potential and benefit from the greater resources that partnership within the trust brings.

Our vision

Our vision is to transform education, delivering teaching and learning which fully equips all our young people, particularly those from disadvantaged backgrounds, to become positive, engaged, successful members of society.

Our values

People - To attract, develop and retain high quality staff; build a sustainable long-term talent pipeline for our schools; and become the employer of choice in the education system in our communities, in order to deliver the best outcomes for our pupils.

Passion - Developing a trust culture which ensures our passion for education is reflected in the way our staff, pupils and communities work together to be the best they can be.

Performance - Maintaining a relentless focus on delivering excellent outcomes, securing strong destinations, and supporting the broader development of our pupils, staff, and schools, whilst holding ourselves to account to ensure we are a strong, sustainable, and effective trust.

About the Role



The Learning Partnership is looking to appoint a highly qualified and experienced school leader as our new Director of Education.

We are searching for a Director of Education who will be instrumental in driving this vision and the development of our diverse group of schools. to achieve our strategic aims.

The successful candidate will be focussed on delivering high standards across the organisation and our strategic aims, providing strong and decisive leadership for school improvement across the trust.

The Director of Education will be a member of the Executive Leadership team and will be responsible for the overall provision of the quality of education across the Trust. This role is supported centrally by a team of school improvement colleagues.

The Director of Education will be responsible for ensuring that trust schools harness the very best practice from internal specialists and through external collaboration and partnership. They will provide expert advice and guidance to school leaders to empower them to make effective, strategic decisions in their settings that positively impact the lives of our students and the communities we serve.

About the Role



The Director of Education will:

- Have overall responsibility for reporting to the CEO and the Board of Trustees on the strategy, improvement initiatives and performance of each academy.
- With the CEO and Deputy CEO, be accountable for the academic performance of the academies and holding the leadership teams to account.
- Work with each academy to ensure they are prepared for regulatory inspections and monitoring visits.
- In conjunction with each Principal, ensure improvement strategies are mapped out, actioned and followed up.
- Have overall responsibility for securing appropriate assessment and target setting systems including direct support to the Principals on self-evaluation, ensuring it is rooted in secure data.

The Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff appointments are subject to satisfactory references and enhanced checks with the Disclosure & Barring Service (DBS), and appropriate online searches in line with the requirements in Keeping Children Safe in Education (2023).

The Learning Partnership is committed to the promotion of equality of opportunity and the elimination of discrimination; all applicants should note that they will be considered on the basis of suitability regardless of disability, gender, race, religion, age, sexual orientation and marital status or any other discrimination which is unfair or unreasonable. We particularly welcome applications from black, Asian and minority ethnic candidates, LGBTQ+ candidates and candidates with disabilities because we would like to increase the representation of these groups at The Learning Partnership. We want to do this because we know greater diversity will lead to even greater outcomes for children. We are proud to be an employer that holds Disability Committed and Menopause Friendly status.



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Job Description

Post:

Department of Education

Contract:

Full time

Salary:

Competitive

Responsible to:

The Trust Board

PURPOSE OF THE ROLE:

The Director of Education is a member of the executive leadership of the Trust and will be responsible for the leadership and operation of The Learning Partnership's School Improvement provision.

- To define quality across The Learning Partnership academies.
- To be responsible for the cycle of continuous improvement in schools.
- To have line management responsibility for all academy headteachers.
- To be responsible and accountable for the delivery of the strategy for all through education with the understanding of the different contexts of each school across The Learning Partnership, ensuring there is continuity and progression across all key stages and phases of education. Working closely with the CEO/DCEO to ensure progression is consistently planned and implemented.
- To direct, advise, guide and support Headteachers with the delegated responsibilities as set out in the Scheme of Delegation; ensuring that they are aligned to the organisation's vision and ethos and have effective consistent strategies in place for securing rapid and sustained educational progress, assuring the board with effective reporting and evidence of improvement, statutory compliance and gaining organisational alignment in The Learning Partnership's approaches.
- To lead key initiatives as directed by the CEO/DCEO.
- To direct, advise, guide and support Headteachers with the authority of the CEO in promoting the role of each academy in community transformation and the communication of each school's work.
- To work with the CEO for community partnerships to ensure integration of The Learning Partnership's work at all levels.
- To develop the Trust talent spotting strategy.
- To attend key events in the life of The Learning Partnership and its schools as the Trust representative to include Local Governing Board meetings where required.
- To attend MAT Leadership Team meetings/Education, Standards and Performance Committee/Exec Board/Full Board of Trustee meetings where required.
- To take on other agreed responsibilities as directed by the CEO across the Trust and in its schools.

KEY PRINCIPAL ACCOUNTABILITIES

Cross Trust School Improvement

- Agree curriculum and assessment non-negotiables with the CEO, Local Governing Bodies and Principals to meet statutory and pupil requirements that meet the Trust's aims and local needs.
- Provide highly effective strategies to support and challenge each academy Principal to secure rapid improvements in the quality of provision.
- Secure and sustain innovative and effective quality of education throughout the academies by ensuring each Principal has in place sound strategies for monitoring and evaluating the quality of education and standards.
- Create a positive culture of challenge, support and high expectations. Through robust and effective monitoring and evaluation, identify and act on areas of improvement. In conjunction with the Principal, monitor, evaluate and review the quality of education and the progress/attainment of pupils throughout the academies.
- Work with academy leaders to challenge under performance at all levels and ensure effective corrective action, support and review.

Strategic Leadership

- Lead Trust-wide school improvement.
- Work with other leaders to develop school improvement plans, which identify priorities and targets for ensuring that pupils achieve high standards and make strong progress, increasing teachers' effectiveness and securing rapid school improvement.
- Keep abreast of educational developments and best leadership practice in order to introduce appropriate innovation.
- Ensure structures deliver pupil progression and high attainment and achievement.
- Understand the importance of the regulatory environment in which the Trust and MATs operate, and a commitment to ensuring appropriate safeguards are in place, as well as a personal commitment to the safeguarding and wellbeing of children and young people.
- Ensure all groups of learners, especially disadvantaged and those with SEND, are championed across the Trust.
- Lead, deploy and manage the Trust's school improvement service, demonstrating value for money and impact on outputs.



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Developing self and others

- Treat everyone fairly and equitably, working with all staff to build effective teams.
- Develop a culture of personal responsibility that recognises excellence and supports appropriate strategies to deal with under performance.
- Motivate and enable all staff to carry out their respective roles to the highest standard.
- With the CEO and DCEO, develop the capacity of the educational leadership and management, particularly senior teams.
- Willingness to undertake HMI inspector training and inspect regularly.
- Ensure regular, open communication with the CEO and DCEO, the Executive Team and the Trust Board.
- Challenge, motivate and empower others to attain ambitious outcomes.
- Present complex information in a consistently credible manner to the Trust Board and external parties

Supporting TLP

- Embody the values and ethos of the Trust so that it is intrinsic and permeates all aspects of your work and that of the Trust's academies.
- Participate in Trust-wide activities in order to share best practice, contribute to the development of Trust strategies and policies and promote the academies in a local and national context.
- Strengthen each academy's positive image in the wider community. Work with the CEO and DCEO in developing network groups and contribute to network meetings.
- Promote the academies and the Trust to a range of audiences.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas.
- To present professionally and credibly when representing the Trust.

Person Specification

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Qualified Teacher Status • Relevant management qualification either NPQH or equivalent or a MA(Ed) or equivalent 	<ul style="list-style-type: none"> • Current OFSTED inspector or willingness to undertake training and inspect regularly • DSL trained
Experience	<ul style="list-style-type: none"> • Successful and substantial experience of senior leadership in secondary education and understanding of primary education at a senior level • Proven track record of leading impactful school improvement • Team leadership, including during development and/or improvement • Developing and delivering staff development programmes • Implementing teaching and learning strategies to improve quality and pupil attainment • Experience of School Improvement either as a Senior Leader or as a SIP or equivalent • Experience of successful performance management by monitoring, evaluating and delegating effectively 	<ul style="list-style-type: none"> • Evidence of developing organisation wide collaboration • Leading a school improvement team in a MAT • Experience of SEND in mainstream and/or special schools • Involvement in a national or regional successful school improvement programme • Evidence of critical/self-reflective educational research including papers and publications • Speaking or involvement in national or regional events on school improvement issues
Skills and Knowledge	<ul style="list-style-type: none"> • Can analyse and interpret complex information and explain key elements with credibility to a range of audiences including Trustees • Expert knowledge of legislation and guidance on curriculum requirements and key stage delivery at secondary phase, and an understanding of primary • Excellent communication and organisational and interpersonal skills 	<ul style="list-style-type: none"> • Knowledge of academy finance

Person Specification

Essential

Desirable

Skills and Knowledge

- The ability to inspire, challenge and motivate others and create effective relationships between all stakeholders
- Ability to build effective working relationships with staff and other stakeholders
- In depth knowledge and understanding of the wider educational agenda including current national policies and educational issues
- Clear decision-making skills and a proven track record of problem solving and conflict resolution

Personal Qualities

- Relish accountability and take personal responsibility for own actions
- Excellent critical thinking skills and intellectual curiosity and rigour
- Work flexibly and with emotional resilience. highly approachable, very grounded and make sensible judgements, even when under pressure
- High expectations for and belief in bringing out the best in all
- Commitment to upholding and promoting the ethos and values of the Trust
- Outgoing and assertive personality, a cheerful yet firm ambassador for the Trust

How to apply...

To arrange an informal, confidential discussion regarding this role, please contact Laura McGunigle at Satis Education on 07931 384693 or email Laura@satiseducation.co.uk

- **The closing date for application is:** Thursday 11th April 2024
- **Shortlisting:** Friday 12th April 2024
- **Longlisting interviews will be held:**
 - Thursday 18th April 2024
 - Tuesday 23rd April 2024 (Day 2)

Please read the information in this pack. If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to the role.

Please send your application to admin@satiseducation.co.uk



www.tlptrust.com
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