

Director of Education

Creative Education Trust



*Creative
Education
Trust*

Dear Colleague



Thank you for your interest in the role of Director of Education at Creative Education Trust.

With the successful appointment of our current Director of Education to Chief Executive Officer, we require an exceptional individual to lead our Education Team through its next phase of growth and development.

Since our foundation in 2010, Creative Education Trust has been committed to enabling young people to build successful lives through a strong foundation of learning, resilience, and employability. We now support 17 schools across the Midlands and East Coast, educating over 14,500 students. Our mission is to provide every child with an excellent education, fostering not just high academic attainment but also intellectual curiosity, practical skills, and a well-rounded character.

Those of us who have set up Creative Education Trust come from a wide variety of professional backgrounds in education, academia, business and the creative industries. What unites us is the desire to improve educational prospects and life chances for children who have not always had the schools they deserve, nor had access to the knowledge and skills that will equip them to be successful in the world they will encounter when they leave full-time education.

It is an exciting time to join the Trust, as our current Director of Education, Nicole McCartney steps into her new role as Chief Executive next academic year. This means that we have a unique opportunity available as our Director of Education at Creative Education Trust. This role is key to the continued success of the Trust in shaping the educational experiences and outcomes of thousands of students across our family of schools. The successful candidate will build on the solid foundations laid by Nicole, and will champion high expectations for all children, ensuring that every student thrives, regardless of their background. This will require an experienced leader with the expertise to continue to improve school performance and secure strong Ofsted outcomes, whilst empowering staff and students alike to achieve their full potential. This rewarding role has far-reaching impact, influencing communities and future generations.

“We are seeking a highly experienced and inspirational individual, with strategic vision and the ability to drive innovation, foster collaboration among leaders, and share best practices to ensure consistent excellence.”

Our Head of Recruitment, Sarah Catchpole, would be delighted to discuss this role with you and is available on sarah.catchpole@creativeeducationtrust.org.uk.

I look forward to receiving your application.
Yours sincerely,
Abbie Rumbold
Chair of Board of Trustees

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 14,500 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT OUR SCHOOLS



Our schools provide an education that is academically rigorous and practical, inspired by the principles of creativity, innovation and enterprise.

The Creative Education Trust schools' network currently consists of eleven secondary schools and six primary schools across the Midlands and East Anglia. All but one of these are sponsored academies. We are at the forefront nationally of improvement in academic standards, curricular innovation, the building of cultural capital for our students, and professional development for our staff.

We plan to expand the number of schools in the network to between twenty and twenty-five over the next few years. This scale will allow our schools to collaborate even more effectively and to work together to develop imaginative new ways of providing education. It will also allow us to offer diverse career paths within Creative Education Trust for our staff and to harness the skill and experience of our subject and school leaders to strengthen the rapid improvement work that we do with newly joined schools. Our aim is to continue to develop a collaborative network of like-minded and ambitious schools which wish to give the best start in life to our pupils to enable them to succeed in the 21st century.

You can find out more about Creative Education Trust, its achievements and ambitions on our website: www.creativeeducationtrust.org.uk



Education Trust schools provide a knowledge-rich curriculum integrated with modern skills and creativity.

We are now a network of 17 schools across the East and West Midlands and on the East coast, educating 14,500 children and young people.



LEADERSHIP AND GOVERNANCE

Creative Education Trust was founded by Marc Jordan, who is currently Chief Executive and a Board Director. Marc is a social entrepreneur with a background as a senior executive and consultant in the creative industries, culture and heritage. Marc will be retiring in August 2025, and Nicole McCartney will step into the role of Chief Executive.

The Director of Education will report to and will work closely with the Chief Executive and collaborate with the other senior Executive Directors in the head office team.

Creative Education Trust is governed by a Board of Directors chaired by Abbie Rumbold. The Board is made up of senior figures in education, business, law and the creative industries.

The Board is advised on educational matters by its sub-committee, the Education Standards Committee. This is chaired by Frances Soul, who is a successful and experienced educator, having worked with a number of multi-academy trusts.

A complete set of professional biographies of current Board Members may be found at <https://www.creativeeducationtrust.org.uk/page/?title=Board+of+Directors&pid=1007>

SUPPORT FOR OUR STAFF

Continual Professional Development

Being a learning organisation, professional development is at the heart of Creative Education Trust. We offer extensive training and development for both teaching and support staff.

The central Learning and Development approach is calibrated to the Trust's strategic priorities, and largely informed by the schools' own requirements. Many of the central sessions are led by, or involve, expert input from staff across our network. Regular sessions bring together professionals in areas such as middle and senior leadership, colleagues new to the teaching profession, subject and pastoral specialist areas, and finance.

In addition to formal training, there are many opportunities to connect with fellow professionals across our network. These opportunities include: primary and secondary cross-Trust events and competitions; learning opportunities within other schools; and subject, specialism and project- specific meetings across the different Trust schools.

Health and Wellbeing

The Trust provides access to a confidential Employee Assistance Scheme through Health Assured. The service is available 24 hours a day, 7 days a week. Employees are encouraged to use this free confidential service which provides you with unlimited access to advice, information, and face to face counselling support on a range of issues including emotional, personal, legal and financial, work or relationship issues for yourself and those living within your household. There is also an online portal which provides a range of tools on wellbeing.

Professional Fees

If you are required to be professionally qualified as part of your job role, you will be reimbursed for one professional fee per year.

You can find out more at:

www.creativeeducationtrust.org.uk



DIRECTOR OF EDUCATION JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

This full-time post may be based at home. The appointees will be expected to attend regular meetings at Creative Education Trust's head office in London, and a considerable amount of time is expected to be spent in the Trust's schools.

SALARY

Negotiable – dependent on experience.

REPORTS TO

Chief Executive Officer

THE ROLE

To take a senior and proactive role in the effective strategic leadership of Creative Education Trust with particular responsibility for:

- Setting the educational vision for the next phase of the Trust's development including sustainably embedding our EduTech strategy.
- Turning this into a well-defined set of strategic objectives and delivering outcomes for all students
- Ensuring that there are robust, cost-effective and practical operational delivery plans.
- Providing effective and inspiring leadership to the central education team and our head teachers and principals.
- Ensuring that our schools successfully meet the objectives of the national accountability regime.
- Leading our curricular innovation work and ensuring it is embedded in the practice of our schools.
- Being a flag-bearer for Creative Education Trust as a leader in educational excellence.
- Working collaboratively with senior colleagues and the Board to ensure that Creative Education Trust flourishes in a sustainable way.
- Be a confident public face for the Trust and deputise for the Chief Executive at local, regional and national levels as required.

www.creativeeducationtrust.org.uk

MAIN RESPONSIBILITIES

STRATEGIC LEADERSHIP AND STANDARDS

- Further establish Creative Education Trust as a leader in educational excellence and success.
- Develop consistent and appropriate improvement strategies for schools at different phases of development, impacting all students equitably.
- Continue to build and develop the central education team to keep pace with change.
- Identify and mobilise cross-trust improvement capacity from within schools through ElevatEd, our learning and development platform.
- Monitor the performance of all schools effectively.
- Keep abreast of national developments in accountability and policy.
- As a member of the Executive Committee, take joint responsibility with senior colleagues for all aspects of the strategic direction and day-to-day operations of the Trust.

CURRICULUM

- Ensure the alignment of curriculum design and development across Creative Education Trust to provide pupils with an effective programme of learning and positive progression to further education, higher education and employment.
- Take the key strategic role in the oversight and effectiveness of safeguarding, working with the Director of Safeguarding and Personal Development to ensure both compliance and culture.
- Ensure the effective operation of quality review processes, reporting to the Board on issues raised and proposals to improve the performance and efficiency of the curriculum.
- Work with the Director of Finance and other senior colleagues on school budgeting and curriculum and timetable planning to ensure a productive balance between financial efficiency and breadth of curriculum.
- Take a strategic role in the assessment and introduction of new and emerging technologies to enhance and extend the learning experience of pupils and to support improvements in the quality of teaching.

LEADERSHIP AND DEVELOPMENT OF STAFF

- Provide inspirational and practical leadership to the central education team, building it and

shaping it to meet the demands of a growing trust and changing conditions.

- Oversee the line management of all Creative Education Trust's Headteachers and Principals, providing appropriate support and challenge as required, and ensuring that they are motivated in their work by the shared vision and principles of the Trust.
- Engage proactively with all Headteachers and Principals to ensure that all Trust schools receive the highest quality improvement advice.
- Be responsible via the Education Standards Committee to the Creative Education Trust Board for educational standards and educational performance of all the Trust's schools.
- Ensure that high-quality training of education staff is provided at all levels, whether through external providers or in-house programmes.
- Work with colleagues in Human Resources to ensure a regular and timely supply of high-quality teachers is available to Creative Education Trust schools.
- Ensure that there are opportunities for the identification of future leaders and that suitable development opportunities are made available to them.
- Support the Board and Chief Executive in the recruitment of Principals and Headteachers.
- Strategic leadership of teaching and learning across the Trust.

PARTNERSHIP WORKING

- Work with Creative Education Trust Principals and Headteachers to develop capacity through identifying and celebrating outstanding practice; encouraging and facilitating cluster working.
- Develop partnerships with key stakeholders including other Multi-Academy Trusts, especially the members of The Queen Street Group, the Department for Education, local authorities, Teach First, Ambition School Leadership and any other individuals or agencies who are important to the success of Creative Education Trust.

THOUGHT LEADERSHIP

- Be proactive in keeping Creative Education Trust up-to-date with the latest issues in education and the use of emerging technologies.

You can find out more at:

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- Keep abreast of developments in the UK independent and state education systems, as well as internationally, and evaluate new ideas for implementation as appropriate.

- Promote and establish Creative Education Trust at the forefront of educational excellence and curricular innovation, communicating effectively our vision and ethos to all stakeholders.

The post holder's responsibility for promoting and safeguarding the welfare of children and young people with whom they come into contact will be to adhere to and always ensure compliance with the Trust's Child Protection Policy. If, while carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in any academy or the Trust they must report any concerns to the Academy's Child Protection Officer or the Director of Safeguarding.

The job description will be reviewed at least once a year, and it may be subject to modification or amendment at any time after consultation with the post holder.

The duties may be varied to meet the changing demands of each school at the reasonable discretion of the Chief Executive.

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Educated to degree level or equivalent. • Qualified Teacher Status. • NPQH 	<ul style="list-style-type: none"> • Additional Leadership or management qualifications. • Further degree.
EXPERIENCE AND EXPERTISE	<ul style="list-style-type: none"> • Exceptional record of leadership and management experience gained in school leadership, inspection work or educational management in a multi-academy trust or local authority. • Experience as a successful school leader. • A track record of decisive impact on improvement in school standards. • Experience of successfully moving schools sustainably beyond Ofsted 'good'. • Significant experience of leading curriculum development. • Extensive experience of developing and leading CPD activities. • Relevant portfolio of experience in teaching and learning, school improvement and achievement, attainment and progression. 	<ul style="list-style-type: none"> • Experience of working within the inspectorate.
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Detailed knowledge of and insight into the characteristics of effective teaching and learning and how improvement can be achieved. • Knowledge of Frameworks for Inspection and of the operation of the accountability regime. • Up-to-date and in-depth knowledge of current developments in education and the practical implications of these. • An interest in the use of new technologies in the promotion of learning. • Understanding of how organisations work and how to build and motivate effective teams. • Understanding of how to function effectively as a leader in a distributed organisation. 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • A credible and authoritative leader who can inspire others through their achievements and personality. • An excellent and persuasive communicator who can take people at all levels with them, capable of persuading others to adopt different methods and approaches if necessary. • Significant personal presence and demonstrable experience in successfully building, leading and managing teams. • A practical idealist who believes that children come first, and that education is the key to human flourishing. • Someone who believes in the Trust's mission to put creativity at the heart of education because it is a component of personal and occupational success in the 21st century. • A proven ability to think strategically and deliver operationally. • Ability to establish and maintain a culture of learning, excellence and efficacy. • A demonstrable drive and determination to deliver success. • Evidence of ability to build strong working relationships. • An enquiring mind and a commitment to the exploration and evaluation of new ideas and new technologies. • A strong interest in pedagogical process and curriculum development. 	

	<ul style="list-style-type: none"> • Wide ranging experience in the professional development of others. • Flexible and resilient under pressure. 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting equality, diversity and inclusion for students and staff. 	
SAFEGUARDING	<ul style="list-style-type: none"> • A firm commitment to supporting and promoting safeguarding and student welfare. • Demonstrable and up-to-date experience of legal frameworks in relation to Keeping Children Safe in Education and safeguarding in education. 	

Creative Education Trust (CET) is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, workers and all other members of the school community to share this commitment. The CET Recruitment Policy follows the guidance set out by Keeping Children Safe in Education. All shortlisted candidates are subject to online DBS checks and referencing prior to interview, and all offers of employment are subject to an enhanced DBS Check and where appropriate a Prohibition from Teaching search. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. CET is committed to developing, maintaining, and supporting an inclusive culture and environment for the benefit of its employees and the communities it serves.