



LEADING THE WAY
FOR GENERATIONS

Director of Education

Candidate Information Pack



Welcome

Welcome to Stanley Learning Partnership (SLP) and thank you for your interest in working with us.

In this pack we have enclosed some interesting and useful information about SLP, a Primary Multi-Academy Trust, currently comprising of nine schools, located in County Durham.

You can find out more about our Trust on our website: [Stanley Learning Partnership](#)

This pack includes:

Welcome and contents	Page 2
CEO background and context	Page 3
The role & our strategy	Page 4
Our community of schools and current Ofsted position	Page 5
Our schools	Pages 6-10
Advertisement	Page 11
Job description	Page 12-13
Person specification	Page 14
Selection process	Page 15



Chief Executive Officer - background and context

Established in January 2017 with initially 2 schools, (Greenland Community Primary School and South Stanley Infant & Nursery School) the Trust has grown year on year. Our success is due to the collaborative way in which we work, with an emphasis upon supporting every school and building an innovative partnership of academies that excites, inspires and empowers our people to be the best they can be.

We have the privilege of educating approximately 1300 pupils and employ circa 285 members of staff. Collierley Primary School is scheduled to join us this Summer, taking our MAT to ten primary schools.

Every school, without exception, lies in the heart of their respective diverse communities, from those areas which are relatively affluent with pockets of rural disadvantage to those with higher levels of deprivation and challenges around SEND and levels of achievement.

SLP does not operate a one-size fits all approach but celebrates each school's individual identity. Our collective vision is to ensure that, through an inspiring and inclusive curriculum, our learners are prepared for the next stage in their education, acquiring attributes to support them in making a positive contribution to their community.



The Trust school's currently work collaboratively and successfully in a strong, supportive relationship for school improvement, which includes peer review, a lead practitioner programme, attendance working group and research school support. A high value is given to celebrating success with trust-wide events, such as: annual talent showcase, sports awards, star awards, firework display, Maths and Science days.

Having consolidated our position as a Multi-Academy Trust, we are now at a point where we are looking to build on our existing Central Team, who provide expert support in Finance, Human Resources, Marketing, ICT, and Estates Support. This enables senior leaders to focus on our core business of providing a first-class education, realising staff and pupil potential, and ensuring all our people thrive.

We also have a proven track record of providing opportunities to develop, extend and challenge your professional knowledge and skills.

We not only want to sustain our improvement to date, but also to ensure the educational capacity necessary to welcome more academies to join the Trust. This newly established post will help us do just that.

Reporting to me, and deputising in my absence, the successful candidate will line manage our Headteachers and work closely with them and senior leaders to drive forward continuous trust-wide improvement. The successful candidate will play a significant role in our Executive Leadership Team, contributing to the overall development of the Trust.

If you really want to make a difference and feel that these values align with your own, then we would like to hear from you, and look forward to receiving your application.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mark Stewart'. The signature is fluid and cursive.

Mark Stewart,
Chief Executive Officer



The Role

The job description and person specification set out in detail the requirements of the post and the experience and skills of the person we are looking for. The following information, however, gives a flavour of the broader qualities and values we are seeking.

We seek a leader who is aspirational for all young people, and all our colleagues, regardless of their starting points; someone who can articulate what excellence looks like and who will inspire and empower others to achieve it; an individual who can ensure that we continue to build our collective capacity to achieve change at scale and who can successfully navigate the opportunities and sometimes challenges of working across a multi-site organisation.

The successful candidate will have proven leadership skills and your colleagues will value your strong sense of duty, your empathy, and your ability to build relationships at all levels. You will have worked hard to build a climate of openness, respect, and trust in your present role so that staff at all levels feel comfortable raising issues knowing they will be heard and valued. Equality and diversity are part of your core values based on your respect for people.

You will be able to demonstrate that you care fundamentally about children, about staff and about the role of education and because you understand the vital impact that education has. You will strive for high standards in all areas and have the experience, skills, drive and energy to enable others to have the same ambition.

Our Strategy

SLP believes that every child can achieve. We strive to provide learning environments that allow children to develop their talents, both as individuals and as a collective, empowering them to succeed.

Whenever possible we encourage our children to contribute to the life and work of school, giving them a greater sense of belonging so they share, respect and trust in the start in life we offer them.

Our committed staff work together collaboratively, valuing and supporting each other's skills, knowledge, and expertise to provide the highest quality of teaching. Synergy and teamwork ensure we share best practice enabling us to develop professional relations built on loyalty, integrity and respect, qualities that are then filtered into the classroom.

Irrespective of our children's ability or background, our rich and engaging curriculum meets their individual needs, ensuring they all reach their full potential every day.

Leaders are supported by a network of strategic groups which share good practice, and plan for and deliver key development projects across the Trust. Our aim is to empower all staff through high quality professional learning, strong relationships and a clear sense of purpose to help drive the ongoing process of improvement.

Our community of schools and current Ofsted position

SLP currently comprises of nine primary schools each with their own unique identity and ethos, which reflects their own context. Collierley Primary School is scheduled to join the Trust this Summer, taking us to ten primary schools.

Annfield Plain Infant School

Latest Ofsted, October 2018 - **Graded Good**

Headteacher: Mrs Ann Kane

(PAN) 120 (NOR) 73

Annfield Plain Junior School

Latest Ofsted, January 2020 - **Graded Good**

Headteacher: Mrs Inez Burgess

(PAN) 168 (NOR) 120

Bloemfontein Primary School

Latest Ofsted, November 2022 - **Graded Inadequate**

Headteacher: Mrs Laura Liddell

(PAN) 226 (NOR) 183

Burnhope Primary School

Latest Ofsted, January 2019 - **Graded Good**

Headteacher: Mrs Lisa Bryson

(PAN) 105 + 24 Nursery (NOR) 99

Collierley Primary School (joining Summer 2023)

Latest Ofsted, October 2022 - **Graded Good**

Headteacher: Mrs Angela McDermid

(PAN) 224 (NOR) 132

East Stanley School

Latest Ofsted, February 2018 - **Graded Good**

Headteacher: Mrs Joanne Williams

(PAN) 238 (NOR) 197

Greenland Community Primary School

Latest Ofsted, November 2019 - **Graded Good**

Headteacher: Miss Anne-Marie Lewis

(PAN) 357 (NOR) 338

Langley Park Primary School

Latest Ofsted, October 2018 - **Graded Requires Improvement**

Headteacher: Mr Dan Walton

(PAN) 210 + 38 FTE Nursery (NOR) 197

South Stanley Infant & Nursery School

Latest Ofsted, November 2019 - **Graded Good**

Headteacher: Mrs Louise Thompson

(PAN) 180 + 26 FTE Nursery (NOR) 132

South Stanley Junior School

Latest Ofsted, February 2022 - **Graded Requires Improvement**

Headteacher: Mrs Rachel Bell

(PAN) 208 (NOR) 165

Click here to visit [Annfield Plain Infant School](#) website

Annfield Plain Infant School offer a nurturing Early Years Foundation Stage and Key Stage 1 provision for up to 120 children aged 4 – 7 years.

From January 2024, we are delighted to expand our offer, to include a Nursery provision.



Our aim is to provide a caring community which is based on mutual trust and respect for the values and beliefs of others. We provide a safe and stimulating environment, which enables children to achieve their personal, creative, and academic potential in order to become lifelong learners.

In our most recent Ofsted Report (October 2018) our school was graded as “Good” in all areas.

Click here to visit [Annfield Plain Junior School](#) website

Annfield Plain Junior School offers KS2 education for up to 168 children aged 7 – 11 years old.



At Annfield Plain Junior School we are a caring school where each child receives a high standard of education that is broad, challenging, and full of opportunities to excite and motivate them in their learning. We want children to embrace challenge, value achievement and strive to be the best they can be. At the heart of our vision is that we are a Rights Respecting school.

Our school community believes that everyone has the right to achieve their full potential: socially, emotionally, and academically. Therefore, we will work in partnership with our community to provide a safe, stimulating, and challenging learning environment. The provision of quality learning and teaching is at the heart of our vision.

In our most recent Ofsted Report (January 2020) our school was graded as “Good” in all areas other than personal development on which we were graded as “Outstanding”.

Click here to view [Bloemfontein Primary School](#) website



At Bloemfontein Primary and Nursery School we offer Key Stage 1 & 2 education for children aged 4-11 years. We strive to create an exciting, caring, safe and secure environment in which children make excellent academic progress whilst having fun!

We ensure that children are provided with a wide range of opportunities through sporting activities, residential trips both nationally and internationally, computing and a creative based curriculum.

At Bloemfontein, we strongly feel that we provide an education for life and a thirst for learning. We place an emphasis on good manners, respectful behaviour, and positive relationships.

In our most recent Ofsted Report (November 2022) our school was graded as “Inadequate” in 3 areas other than Behaviour and Attitudes and Personal Development in which we were graded as “Good”. The Trust has acted swiftly in implementing support from a variety of sources, including external consultants and expertise within the Partnership to get us back on track to be Good.

Click here to view [Burnhope Primary School](#) website:

Burnhope Primary School and Nursery offers EYFS, Key Stage 1 & 2 education for up to 129 children aged 3-11 years old.



At Burnhope Primary School we always go above and beyond to offer our children a variety of exciting activities both inside and outside of school. Our staff work together to provide an environment where each child feels valued and welcome.

Being a small school means we know all of our children and families incredibly well and have strong links with our community. We aim to help all children meet their full potential in all aspects of their development so they can thrive and have a successful future.



In our most recent Ofsted Report (October 2018) our school was graded as “Good” in all areas.

Click here to view [Collierley Nursery and Primary School](#) website - joins SLP in Spring 2023

Collierley Primary School offers Key Stage 1 & 2 education for up to 224 children aged 3-11 years old.

At Collierley Nursery and Primary School we believe that the ethos of the school is central to establishing, achieving, and maintaining high standards in all areas.

Our aims are simple:

We want all children to have the best possible start in life.
We want all children to not only feel safe and cared for at school, but also to enjoy learning!



We are very proud of our school, its rich heritage, and its spectacular site. As an outdoor and active school, we are always looking for ways to improve and we have plans to further develop the fantastic grounds to further enhance the curriculum for all of our children.

We are all dedicated to ensuring that the school has a friendly, caring atmosphere to help each child have an outstanding primary education. Ensuring that we are very much a **'Village School'** and that children are given every opportunity to achieve and excel, within a safe, caring environment. We want staff and pupils to fulfil their potential and feel part of our small school **'family'**.

In our most recent Ofsted inspection (October 2022) our school continued to be grades "Good" in all areas.

Click here to view [East Stanley Primary School](#) website

East Stanley School offers Key Stage 1 & 2 education for up to 238 children aged 4-11 years old.

At East Stanley Primary School, we believe that all children should be **supported and encouraged** to reach **their full potential**.



We want them to enjoy learning and our **broad and engaging curriculum**.

Our vision is to create a school which is at the heart of the community. A place where we will encourage independence and creative thinking, by providing our children with the skills that will enable them to achieve their full potential in our constantly changing world.



In our most recent Ofsted Report (March 2018) our school was graded as "Good" in all areas.

Click here to view [Greenland Community Primary School website](#)



Greenland Community Primary School offers primary education for up to 357 children aged 4 – 11 years old. Our state-of-the art building which opened in September 2013 provides an inspiring, up-to-date learning environment for all children.

At Greenland we have high expectations of our staff, children, and parents. We aim to provide the best possible education through a challenging and exciting curriculum and to be a school of which everyone can be justifiably proud. We actively promote our ethos of supporting every child to achieve success and aspire without limit.

We are currently in the Top 5% of schools nationally for progress in mathematics and reading.



In our most recent Ofsted Inspection (November 2019) we were graded “Good” in all areas.

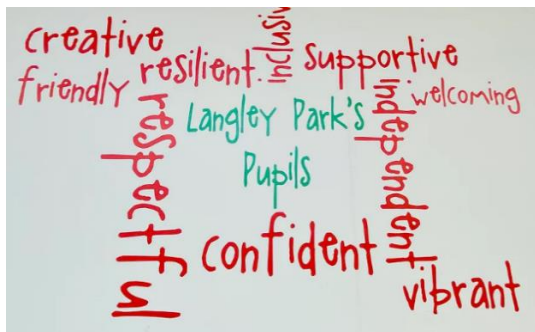
Click here to visit [Langley Park Primary School website](#).

Langley Park Primary School is a through primary for up to 210 children aged 4-11 years old. In addition, we offer a pre-school Nursery provision accessible from the age of two for up to 38 children.



We have high expectations of children both academically and socially and firmly believe that our children can achieve and excel in both. While we challenge and direct them, we support and encourage them in equal measures. We pride ourselves on seeing each child individually and encouraging them to share, develop, and take pride in their many talents inside or outside of the classroom.

At LPPS, we fully appreciate the importance of establishing close family links and endeavour to ensure that immediate and extended families are an integral part of school life. Our aim is always to work together to have safe, happy learners.



In our most recent Ofsted Report (May 2019) our school was graded as “Requires Improvement” in all areas with the exception of Personal development, behaviour and welfare which was judged as “Good”.

Click here to view [https: South Stanley Infant and Nursery School website](https://www.southstanleyinfantandnurseryschool.co.uk/)

South Stanley Infant and Nursery School offers up to 26 (FTE) places for Nursery children aged 2, 3 and 5 years old and 180 places for children aged 4-7 years old.

At the centre of the school's ethos is the simple belief that all of our pupils deserve the very best educational opportunities available to them.



At SSINS, we believe that our pupils are entitled to an education that allows them to develop a sense of curiosity about the wider world, enables them to develop into responsible, caring citizens and importantly...ensures that they love coming to school to learn.

We encourage all of our pupils to aim to be the very best versions of themselves and inspire them always to believe in themselves.



We think our school is a very special place; we are extremely proud of it and in all we achieve together. In our most recent Ofsted Report (November 2019) our school was graded as a "Good" school in all areas.

Click here to view [South Stanley Junior School website](https://www.southstanleyjunior.school/)

South Stanley Junior School offers up to 208 places for children between the age of 8-11years old.



At SSJS we want every child to enjoy learning and develop confidence, independence, and a feeling of self-worth.

We aim to provide a caring, supportive, stimulating environment in which all our children can develop into thoughtful, capable individuals.



We make learning vivid and real, engaging all our learners through the provision of a rich and varied curriculum and inspirational teaching. We have high expectations of each individual, aiming to raise aspirations and break down barriers to success.



Our vision is to be at the heart of our local community, fostering a warm sense of belonging through trust and understanding. We want to encourage every individual to reach for the stars and aim to support families to achieve their full potential.

In our most recent Ofsted Report (January 2020) our school was graded as "Requires Improvement." We have since implemented the recommended changes to get us back to the Good school, we know we are.

Advertisement

Director of Education **£76,122 - £90,365 pa (L23 - L30)** **from September 2023 or earlier**
(starting salary negotiable for the right candidate dependent on skills and experience)

Established in 2017 with initially two schools, SLP has grown year on year and now comprises of nine (shortly to be ten) primary schools, located in North Durham.

Reporting directly to the CEO, this newly established role will significantly strengthen our school improvement capacity. The successful candidate will be responsible for devising, leading, implementing, and evaluating the Trust's model for school improvement.

As an exceptional, highly aspirational, and dynamic leader, you will support the CEO and Trust Headteachers with the implementation and evaluation of school improvement strategies across all aspects of the quality of education brief. This will include areas as diverse as quality assurance, self-evaluation, curriculum development, pedagogy, assessment, attendance, behaviour, and continuous professional development.

Through effective staff development, your passion for education will translate into the classroom and you will be an integral source of support in the preparedness for inspection. You will maintain current knowledge of the latest developments with regard to the Education Inspection framework, and your track record will be such that it gains the immediate respect of staff and leaders within the Trust, who will then see you as an 'expert.'

An immediate priority will be addressing school improvement where it is needed most, to make rapid developments in pupil progress and attainment, irrespective of their background, individual needs or starting point.

Relationships and well-being are critical to this partnership, and the successful candidate will have excellent interpersonal skills, acting always with integrity and ensuring that staff and children remain at the forefront of all their decision-making.

The postholder will work with and have the support of a committed CEO, Trust Board and Central Team to develop the Partnership and improve outcomes for all. A critical focus of the role will be to ensure that once secured, this improvement is sustained and provides a foundation that enables our children to be prepared for the next stage in their education.

To arrange an informal and confidential conversation about the role with Mark Stewart, (CEO) please contact Wendy Nichol, Human Resources Manager at w.nichol100@stanleylearningpartnership.co.uk or telephone 07818532796, to arrange a mutually convenient time.

Interested? Please visit our website at [SLP current vacancies](#) for further details. Completed application forms should be forwarded to Wendy Nichol, HR Manager at w.nichol100@stanleylearningpartnership.co.uk

Closing date for applications is	Midday, Monday 1 May 2023
Shortlisting will take place week commencing	Monday 8 May 2023
Interviews will be held week commencing	Monday 15 May 2023

SLP has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS. In line with the guidance in Keeping Children Safe in Education, the Trust may carry out an online search as part of our due diligence on shortlisted candidates.

The Trust values the diversity of our workforce and welcomes applications from all representatives of the community.

Job Description

Post: Director of Education
Responsible to: Chief Executive Officer
Grade: L23 – L30
Contract: Full time, STPCD



Key purpose of the role:

- To lead on supporting schools in securing accelerated and sustained school improvement to provide the best education.
- Regularly review and support vulnerable schools, collaborating with leaders to ensure a rapid improvement journey.
- To support the CEO to build the capacity of Headteachers to accurately self-evaluate and empower them to lead staff to secure high outcomes.
- To support Headteachers and their respective schools and play a key role in the preparedness for, during and post inspection.
- To deputise for the Chief Executive Officer and play an integral part of the Executive Leadership Team.

Duties and Responsibilities:

- Provide excellent leadership on school improvement that focuses on successful outcomes for pupils, staff, and the school communities.
- Have strategic oversight/lead on Trust-wide training and development /CPD, identifying common areas of improvement within the school community and allocating appropriate resources (internal and external) to coordinate, deliver, implement, and review. Ensure appropriate systems are in place for recording CPD.
- Hold high expectations for all schools and pupils.
- Work within the values of the Trust when working with others.
- Drive an ethos of collaboration and partnership.
- Working with the CEO to develop, monitor and manage education related policies, including researching, writing, and reviewing Trust wide policies, supporting schools, and monitoring school level policies.
- Support schools in ensuring excellent teacher development.
- Work alongside school leaders and staff to ensure clear self-evaluation and development priorities.
- Monitor school development and provide direct intervention/support where necessary.
- Work with regional partners to develop the best school improvement offer, including research schools and curriculum hubs.
- To co-ordinate partnership working across the Trust to impact on school improvement, including Trust school improvement networks to ensure impact on schools.

- To co-ordinate a Trust wide principled approach on curriculum, assessment, and feedback to ensure schools can retain their autonomy but shared principles unite the approaches.
- To provide information to the CEO and Trustees relating to educational outcomes and school improvement for the Trust.
- To work intensively in specific schools if the level of need requires, including supporting the leadership of the school to improve capacity in the school.
- To provide school leadership in a school if required to ensure consistency for pupils and the community.
- To support the Central Team in due diligence for schools joining the Trust.
- Develop the Trust wide commitment and feel for all schools in the Trust through shared ownership of the organisation.
- Support induction of Trust staff where appropriate.
- Line manage Trust staff, appropriate to role.
- To engage with current research, evidence and current educational thinking and share information with the Executive Leadership Team
- Represent the Trust at events or meetings in the wider educational arena.
- Work as part of the wider system supporting school improvement of schools outside of the Trust.

Health and safety

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks, or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager.
- To ensure own safety and safety of all others who may be affected by the Trust’s business.

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its children. Each child’s welfare is of paramount importance to us, and you are expected to share this commitment. All staff are required to fully comply with the Trust’s policies and procedures and attend appropriate training.

Name: **Signature:**

Post: Director of Education **Date:**

Person Specification

Category	Essential	Desirable	Criteria assessed
Application	1. Well-presented application form and supporting statement.		Application form
Qualifications	2. Degree or equivalent. 3. Teaching qualification. 4. Qualified teacher status.	1. NPQH	Certificates Application form
Experience	5. Successful teaching experience in primary school age range. 6. Successful school leadership experience including school improvement in their own school. 7. Experience of primary school improvement work outside their own school. 8. Continuous professional development.	2. Experience of being a primary school Headteacher. 3. Experience of a role in school improvement and evaluation e.g., LA, Ofsted, SIP. 4. Experience of supporting underperforming staff. 5. Experience of working with ITT/ECTs/NPQs. 6. Experience of delivering CPD to a range of staff.	Application form Certificates Interview
Skills and Knowledge	9. Evidence of successfully raising standards and outcomes through school improvement. 10. Excellent interpersonal and communication skills. 11. Clear understanding of the needs of all pupils, including SEND and disadvantaged pupils. 12. Up to date knowledge of the current Ofsted framework, teacher standards and Headteacher standards. 13. A full, clean driving license or access to mobility support.	7. Demonstrable development of curriculum. 8. Experience of leading a school through a period of change. 9. Ability to effect change through creative thinking, determination, resilience, and resource management.	Application form Interview
Personal Qualities	14. Supportive of the trust's ethos and aims and understands the Trust as one organisation. 15. Hardworking, energetic, and enthusiastic. 16. A willingness to work flexibly and respond to change. 17. To always uphold confidentiality. 18. Ability to work with a range of professionals. 19. Proactive and self-motivated. 20. Work well within a team. 21. Commitment to collaboration and partnership working. 22. Be committed to encouraging diversity.	10. Commitment to innovative ways of working.	Application form Interview
Other	23. Satisfactory references.		Refs & DBS

Selection Process

Our aim is to make sure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with pupils as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies.

We take up references prior to interview and use these to verify the information you have given us. All potential employees are subject to an enhanced disclosure from the Disclosure and Barring Service.

Visits to the Central Office and our Schools - Visits to our schools are warmly welcomed by prior arrangement. Please email Wendy Nichol (HR Manager) at w.nichol100@stanleylearningpartnership.co.uk to arrange an appointment.

Applications - Please ensure that all parts of the application are completed, including any gaps in employment and the reason. We do not accept CVs as part of the selection process. Applicants should demonstrate how your experience and skills make you suitable for the position. Applications should be submitted by the specified closing date via email to w.nichol100@stanleylearningpartnership.co.uk

Shortlisting - We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff relevant to the post being appointed to.

Candidates who best meet the person specification will be invited for interview. We will notify you by email – to the address indicated on your application form. If you are shortlisted, together with an invitation to interview letter will be a declaration of interest form, which you should complete and return prior to the interview.

If you have not heard from us within five working days of the shortlisting date, you have not been successful at this stage. Thank you for your interest in working with us.

References - We request references for all candidates who are invited to interview. Requests will be made at the same time that candidates are invited to interview. Your first referee should be your current or last employer.

Interview Process - The interview process will consist of several tasks and activities designed to allow you to demonstrate your skills and abilities. You will be asked to bring proof of qualifications and identity, and eligibility to work in the UK.

Final Selection - Following the tasks and formal interview, we will use the person specification as a guide to select the most suitable candidate for this post. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

Offer of Employment

We will make a verbal conditional offer of employment by telephone following interview and this will be confirmed in writing. The offer of employment is conditional on receiving satisfactory pre-employment checks and further details will be provided to the successful candidate.



Stanley Learning Partnership Ltd (Trading as SLP)

Registered office: Langley Park Primary School, Langley Park, DH7 9XN

Telephone: 01207 266700

Company number: 10380011 (Registered in England & Wales)