



# **Application Pack**

**Director of School Improvement**

**Primary Lead**

**Lydiate Learning Trust**

<b>Start Date:</b>	<b>01 September 2021</b>
<b>Closing Date:</b>	<b>8am, Monday 12 April 2021</b>
<b>Shortlisting:</b>	<b>Monday 12 April 2021</b>
<b>Proposed Interview Date:</b>	<b>Monday 19 &amp; Tuesday 20 April 2021</b>
<b>Post Scale:</b>	<b>L11-L24 (as appropriate for the right skills &amp; experience)</b>
<b>Salary</b>	<b>£54,091 to £74,295</b>
<b>Contract Term</b>	<b>Permanent</b>



LYDIATE  
LEARNING  
TRUST

ENGAGE, ENABLE,  
EMPOWER

***“We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”***

### **We do this by...**

- 1) Empowering individuals through learning;
- 2) Fostering a “can-do” attitude that leads to continuous improvement;
- 3) Producing confident young adults with high levels of perseverance, proficiency and integrity;
- 4) Encouraging families and our schools to work together to support student learning;
- 5) Providing a happy, safe, supportive environment where students can learn effectively;
- 6) Developing the whole child with a comprehensive offer of wider curriculum;
- 7) Engaging with our students to inspire, contribute and care;
- 8) Developing leadership at all levels for students, staff, governors and our communities;
- 9) Promoting an enterprise culture that creates close working partnerships with business and wider partners;
- 10) Committing to having honest conversations about our strengths and our opportunities for growth.

### **We Offer**

- A competitive salary, which is aligned to national standard terms and conditions
- A Competitive Pension Scheme
- Employee Assistance Programme
- Regular training and development programmes tailored to your very own learning needs.
- Opportunities for career progression within school and across the Trust should you wish.
- An open and collaborative working environment where everyone is valued
- A detailed induction programme

### **Equal Opportunities**

LLT is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Recruitment, selection and promotion procedures will be monitored to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

To assist us in monitoring the operation of our equal opportunities policy, and for no other reason, please ensure you complete an equal opportunities monitoring form which can be found on our Careers Homepage ([click here](#)).

### **Safeguarding & Enhanced DBS Checks**

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expect staff to share this commitment and maintain a vigilant and safe environment. All posts are subject to an enhanced DBS check. All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures.



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Dear Applicant,

Thank you for our interest in the Director of School Improvement Primary Lead.

The Lydiate Learning Trust is a network of schools and academies across communities in the North West of England. The Trust is founded on the core belief that every child should be afforded the very best opportunities in life. We engage with all within our Trust and beyond to enable them to show the world their particular talents, their ideas and their passion. Our partnerships across the region are helping to ensure that this opportunity is extended to as many young people as possible.

The expertise and resources of the Trust and our education partners, guarantees that we successfully develop a culture of academic excellence and a fundamental ethos of aspiration that inspires all our students to flourish, achieve their goals and fulfil their potential.

We are currently looking to expand as a Trust and our aim is to work with the Primary sector. This appointment is the first step on this journey, and therefore, it is essential that we get it right.

We are immensely proud of our Trust and the schools within it and we look forward to appointing a passionate, supportive and enthusiastic Primary Lead to both support the existing schools and to forge strong partnerships with Primary Schools. Hopefully, you will currently be a serving Headteacher in a primary setting, Deputy Headteacher looking for a different challenge or someone with experience in school improvement in the Primary sector. Similarly, we would consider someone joining us on secondment for a time limited period no less than twelve months or on a part time basis. This is a new role and we would also be willing to discuss the possibility of a Headteacher and their school joining our Trust. We fully understand the key stakeholders involved here and should you wish to discuss this possibility further please do not hesitate to contact Ann Stahler for an informal discussion.

Yours sincerely,

J Graham  
Chair of Board of Directors  
Lydiate Learning Trust

A Stahler  
Chief Executive Officer  
Lydiate Learning Trust

## How to Apply

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**Closing Date:** 8:00am, Monday 12 April 2021

**Shortlisting:** Monday 12 April 2021

**Proposed Interview Dates:** Monday 19 & Tuesday 20 April 2021

To apply please use the TES Quick Apply or alternatively, you can download our application form which can be submitted to [recruitment@lydiatelearningtrust.co.uk](mailto:recruitment@lydiatelearningtrust.co.uk) quoting 'Director of School Improvement Primary' in the subject line.

Please also submit a letter of application (Max 2 sides of A4) addressing the following points:

- Why you are interested in the post and your experience so far.
- What contributions you could make to students' development within our school.
- Any particular areas of strength and expertise you have to offer

## Job Description

### Director of School Improvement - Primary Lead

<b>Purpose</b>	<ul style="list-style-type: none"><li>• To provide inspirational leadership &amp; management.</li><li>• To build on the Trust's culture of high expectation of achievement, behaviour, personal responsibilities and relationships.</li><li>• To work effectively with the Board of Trustees welcoming both challenge and support.</li><li>• To work as part of the Executive Team within the portfolio of school improvement.</li><li>• To target and lead strong partnerships with all stakeholders and in particular Primary partners, based on transparency and effective communication.</li><li>• To ensure a firm commitment to safeguarding, demonstrating a thorough working knowledge of safeguarding policies and procedures.</li></ul>
<b>Responsible for</b>	<p>Strategic leadership and development of:</p> <ul style="list-style-type: none"><li>• All aspects of transition from Primary &amp; Secondary.</li><li>• Support for students who find the transition difficult both academically and pastorally.</li><li>• Development and overview of Year 7 catch-up plans.</li><li>• School improvement at KS3 working collaboratively with other directors of school improvement</li><li>• Research into educational developments in the Primary sector.</li><li>• Fostering positive relationships with the local feeder primary schools to Lydiate Learning Trust.</li><li>• Partnerships across the Primary sector.</li><li>• English, Maths and other relevant subjects to ensure that the use of learning time and opportunities in Year 7 is maximised and standards are high in all LLT schools. (This work is done in the collaboration with wider school improvement team).</li><li>• To liaise with the SCITT offering primary based training where appropriate.</li><li>• Identify and work with partners who express an interest in joining Lydiate learning Trust.</li></ul>
<b>Other Activity</b>	<ul style="list-style-type: none"><li>• To head all school improvement relating to the primary sector within LLT.</li><li>• To oversee and quality assure the performance of any Primary schools within LLT.</li><li>• To measure the success of the Primary schools within LLT.</li><li>• To line manage the Headteachers of any Primary schools within LLT as requested.</li><li>• To work with the CEO on the governance of any primary school.</li></ul>
<b>Reporting to</b>	CEO/Executive Headteacher
<b>Salary</b>	L11 – L24 £54,091 to £74,295

***The above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.***

## Person Specification

### Director of School Improvement - Primary Lead

Qualifications & Training	
Qualified Teacher status	E
NPQH NLE/LLE/SLE	D
Degree	E
Evidence of relevant CPD	E
Skills, Knowledge & Experience	
Detailed knowledge of what constitutes an outstanding Primary school	E
How to support a school to become at least good and knowledge of what needs to be done to move to outstanding	E
Clear understanding of educational legislation	E
Knowledge of successful strategies to raise school improvement	E
A detailed knowledge of the Ofsted framework	E
Recent successful experience as a Primary Headteacher or Senior Leader	D
A proven track record of school improvement	E
Successful and varied teaching experience	E
Experience of delivering transformational and cultural change	E
Experience of managing resources effectively	E
Experience of moving a school from RI or below to good or outstanding	D
Experience of working within/with a multi-academy trust	D
Competencies & Other Skills	
Ability to forge positive relationships with a range of stakeholders	E
Ambitious for all pupils with a commitment to ensuring the best possible outcomes	E
Strong negotiation skills and the ability to convince others	E
The ability to create a culture of high performance	E
The ability to translate visionary/innovative concepts into practical plans	E
A personal commitment re-inclusion and diversity	E
Confidential References	
Positive recommendation from all referees, including current employer.	E