

DEPUTY DIRECTOR PRIMARY EDUCATION Candidate Pack



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WELCOME TO ANGLIAN LEARNING



Thank you for your interest in the position of Deputy Director Primary Education at Anglian Learning.

We are an ambitious, forward looking trust of six secondary schools and ten primary schools. While each of our academies retains their own unique identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an excellent education and exciting opportunities, which prepares and enables them to thrive in the local, national, and global communities in which they live.

To achieve this ambition, we need to unleash and harness the huge capacity for improvement that comes from working closely together as a group of transformational leaders and schools. Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career as a Deputy Director Primary Education, as well as providing a caring, friendly environment in which to work.

I hope that you find the information within this pack a helpful introduction to the role and our schools. For an informal discussion regarding this role, please contact Will Bridge, our retained consultant, wbridge@academicis.co.uk. If you wish to visit either or both schools or make an application for this vacancy, please see the contact information within.

We look forward to hearing from you.



Jonathan Culpin,
CEO,
Anglian Learning



OUR VALUES



Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be

Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together

Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively

Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds



ABOUT ANGLIAN LEARNING



Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 8000 pupils and employing over 1000 staff across three counties and sixteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, executive headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

**Educating more than
8,000
pupils**

**Employing over
1,000
members of staff**

**3
counties**

**16
academies**

ABOUT ANGLIAN LEARNING



Unless a school is in challenging circumstances, leaders are encouraged and expected to have appropriate professional agency over determining what works in their context and to deliver it.

At the same time, our academy improvement strategy, co-constructed with executive headteachers, headteachers and the central team, has established our common broad expectations around the curriculum, inclusion, safeguarding and leadership, setting a high bar to which all schools aspire.

We provide bespoke support and challenge where needed; have an extensive professional development programme available to all staff; numerous opportunities for school leaders to lead projects, to collaborate and share what works, building capacity and exchanging knowledge so that no school is left behind.

We enable innovation and access to the best practice nationally, as demonstrated by our role as one of the eight national Creativity Collaborative hubs, funded by Arts Council England. This also reflects one of our other core values, inclusion.

Excellence in academic, end of key stage outcomes is critical in ensuring our young people can transition to the next phase of their education successfully and we expect only the best for all of our pupils, no matter their starting points.

A whole education is also about a broad, balanced and rich curriculum, with a strong emphasis on the arts and creative thinking, developing children who are excited, inspired and empowered by their experience of school and who will go on to make the communities in which they live better places for all.

“We expect only the best for all of our pupils, no matter their starting points.”



WORKING FOR ANGLIAN LEARNING



One of our core principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

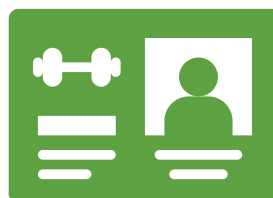
- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning as a Deputy Director of Primary Education comes with a myriad of benefits, fostering both personal and professional growth. Membership of the Trust Leadership Group (TLG) provides a platform for collaboration and knowledge sharing with attendance at Trust Leadership conferences enabling leaders to access innovative educational practice. Regular Primary Leadership meetings and engagement with peer review also provide further opportunity for collaboration.

The coaching and mentoring programmes embedded within our framework offer tailored support for continuous professional development. This, along with access to a comprehensive professional development programme including the National College and support to complete NPQs, is testament to our commitment to leadership excellence. Trust membership of Whole Education amplifies the scope for our leaders to develop their practice further and develop a network that extends beyond the Trust.



BENEFITS



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



Employee Assistance Programme



Specsavers VDU Vouchers



Boots Flu Vouchers



Perkbox – a benefit, reward and recognition platform offering a wide range of discounts on high street and online shopping



DEPUTY DIRECTOR PRIMARY EDUCATION ROLE SUMMARY

Salary: L25 to L29 £85,146 to £93,902

Location: Marleigh Primary Academy, Marleigh Ave, Cambridge CB5 8BG

Responsible to: Rachael Johnston, Director of Primary Education

We are looking for a Deputy Director of Primary Education to work alongside the Director of Primary Education to build and maintain Anglian Learning as a successful academy trust that is highly regarded and seen as a centre of excellence in which to work and learn.

The Deputy Director will have specific strategic responsibility to lead improvement priority primaries and will have a portfolio of schools mainly in the South Cambridgeshire, West Suffolk and North Essex area of East Anglia.



DEPUTY DIRECTOR PRIMARY EDUCATION ROLE SUMMARY

PURPOSE

The Deputy Director of Primary Education reports to the Director of Primary Education and will be accountable for:

- Leading the delivery of outstanding education across a number of academies within a Hub and work as part of a larger trust team to deliver improvement across the trust.
- Striving for teaching and learning to be excellent within every classroom and an ability to identify need, source support and build capacity within their leadership responsibilities.
- Ensuring a rigorous focus on standards to ensure academy and trust-wide systems and strategies are making a measurable difference to the quality of provision, standards, and pupil outcomes.
- Working collaboratively with Headteachers of Anglian Learning primary schools to identify areas for development and ensure they have an effective plan for school improvement.
- Support, build and develop leadership capacity in all schools with professional development and succession plans.
- Have responsibility for curriculum development and pedagogy across the primary phase.
- Deputise for the Director of Primary Education as appropriate.
- Undertake the role of Headteacher in a primary school where necessary.

A photograph of four young children in a classroom setting. Three boys in red shirts are focused on playing with colorful plastic toys on a table. A girl in a grey dress is also visible, looking down at the toys. The background shows a typical classroom with a computer monitor, educational posters, and a window.

DEPUTY DIRECTOR PRIMARY EDUCATION ROLE SUMMARY

MAIN RESPONSIBILITIES:

Education and School Improvement

- Support the Director of Primary Education to contribute to the development of, and ensure the delivery of, the Anglian Learning strategy agreed by the Board of Trustees.
- Working towards the aspirations set out in the Anglian Learning Blueprints and establishing core processes, approaches and systems as set out in our Frameworks.
- Line manage and performance manage primary Headteachers as directed by the Director of Primary Education, visiting the schools on a regular basis, monitoring and evaluating performance and providing formal reports to the Director of Primary Education.
- Work closely with Headteachers to ensure the Academy Improvement Plan is ambitious, focused on key priorities, and is monitored effectively.
- Contribute to the Trust's Quality Assurance processes to assure the accuracy of the academies' self-evaluation and to maintain an up-to-date assessment of their strengths and areas for improvement. Monitor and evaluate the quality of teaching and standards of learning and achievement of all students including all groups to meet challenging targets.
- Support the work of primary schools maintaining a focus for curriculum, assessment, behaviour, other pedagogical aspects of school development and to promote inter-regional collaboration.
- Quality assure and approve all key documentation, including academy executive summaries, Academy Improvement Plans, and curriculum models, ensuring that they adhere to Anglian Learning's Academy Improvement Framework.



DEPUTY DIRECTOR PRIMARY EDUCATION ROLE SUMMARY

- The Deputy Director will attend and input into all Ofsted, Local Authority and Anglian Learning led assurance and governance activity providing assurance regarding how academy performance is scrutinised, supported, and held to account.
- The Deputy Director will lead and contribute to the Trust Leadership Group, Primary Trust Leadership Group, Academy Improvement Team and Curriculum and Standards Committee meetings. Ensuring follow up and follow through from Strategic Group and Improvement Network meetings and Blueprint Enquiry Visits and other centrally led visits. Monitoring attainment and progress targets and other KPIs throughout the academic year and ensure that school leaders are held to account for quality of education being provided within the academies.
- Ensure that Headteachers of primary schools receive appropriate guidance and advice regarding teaching and learning, school improvement and coordinate the provision of such support (e.g. Safeguarding, SEND, Professional Learning etc.), guidance and advice. Seek opportunities for, promote and coordinate school-to-school collaboration.
- Provide relevant, timely information and advice to the Board on the challenges to, opportunities for and good practice regarding school improvement, in particular improvement in national assessments.
- Develop and promote collaboration across phases to develop continuity and progression as well as share best practice across the trust.
- Remain abreast of educational development, both locally and nationally.
- Use a wide range of evidence including the analysis of data to drive timely improvement.
- Lead on specific primary-focussed projects including new schools



DEPUTY DIRECTOR PRIMARY EDUCATION ROLE SUMMARY

CULTURE

- Actively contribute to and promote the ethos and values of Anglian Learning. Ensure that you and all staff within the academies work within the values established by Anglian Learning, being Ambitious, Inclusive and Empowering, developing a strong sense of belonging for all members of our community.
- Ensure that the culture set out in our Blueprints becomes a lived experience within our academies, adhering to outstanding safeguarding practice, HR policies and practice, Blueprints and Frameworks.
- Be responsible for working in accordance with Anglian Learning's policy relating to the promotion of Equality, Diversity and Inclusivity
- Assisting with the implementation of Trust wide and local strategies for raising attainment through the application of the Anglian Learning Core Principles.
- Develop the capacity (through coaching and other appropriate means) of the educational leadership teams within our academies, particularly the SLT.
- Develop strong, positive relationships with colleagues in Anglian Learning and contribute to collaborative work across the trust.
- Motivate Headteachers to promote a culture of shared learning and a positive educational climate. Demonstrating and embedding Anglian Learning leadership behaviours.
- Recruit, retain, manage, develop and motivate a committed, effective and diverse workforce. Ensure there are effective strategies for staff professional development and performance management.
- Build a collaborative learning culture across the trust and actively engage with other trusts and schools to build effective learning communities.
- Collaborate at both strategic and operational levels with parents and carers, fellow professionals and across multiple agencies in relation to school improvement.



DEPUTY DIRECTOR PRIMARY EDUCATION ROLE SUMMARY

MANAGEMENT OF OPERATIONS

- Have oversight for safeguarding within the academies and working with the Operational Teams to ensure that Safer Recruitment procedures are adhered to for every appointment.
- Ensure that you and the academies adhere to the Scheme of Delegated Authority. Manage all educational risks within your academies effectively, ensuring that all required mitigations are in place.
- Working with the Operational Teams and Headteachers to oversee the ICFP process to achieve best value whilst ensuring educational requirements are met.
- Ensure that the services and resources of the trust are developed and deployed, within the Trust and outside, cost effectively and in accordance with the appropriate policies and procedures agreed by the Board of Trustees.
- Support the conversion and integration of schools into the trust, contributing to the due diligence process.
- Participate in regional and trust wide activities in order to share best practice, contribute to the development of regional/ trust strategies and policies and promote the academies and the region in a local and national context.
- Chair and attend panels and strategic working groups where required.
- Liaise closely with the Chairs of Local Governing Boards, advising where necessary.
- The Deputy Director will oversee the educational recruitment requirements for their link academies, and to liaise closely with the central HR team to ensure that these are met in a timely fashion.
- Be responsible for the Health and Safety, security and welfare of self and colleagues in accordance with Anglian Learning's policies and procedures, reporting all concerns to an appropriate person.

PERSON SPECIFICATION



ESSENTIAL
Qualified Teacher Status and relevant degree
Strong record of educational leadership at Headteacher/Deputy Headteacher/Advisory/trust level, including demonstrable impact in raising standards, improving academic outcomes and having personal impact
Significant experience of raising standards with measurable outcomes and clear evidence of a positive personal contribution to the development of a successful school, and/or local authority or academy trust
Experience of leading effective innovations in curriculum and pedagogy
Track record of leading initiatives successfully across more than one school, influencing and supporting other leaders to have impact and achieve success in improved outcomes
Evidence of developing and delivering successful school improvement programmes resulting in impact in improved outcomes across schools
Able to deal with ambiguity and complex situations demonstrating resilience with a solution focussed approach
Ability to provide evidence of excellent practice in one or more settings
A deep commitment to the vision and aims of the Trust
A strong team player with good interpersonal skills and the ability to work effectively as part of a growing organisation
Detailed understanding of the school improvement process and the ability to apply it in a variety of circumstances
A detailed knowledge of assessment and the use of data to monitor and raise standards
Able to build a culture of outstanding performance with improvements in standards of teaching, learning and behaviours
Able to communicate with any audience effectively at any time, strong written and verbal communication skills
Able to interpret and present complex data
Good knowledge and practical application of people, governance and budget management and financial systems
DESIRABLE
NPQEL or post-graduate qualification
Experience of working with the DfE, OFSTED and Local Authority
NLE / LLE accreditation
Experience of working with schools in a range of Ofsted categories



HOW TO APPLY

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Will Bridge: **wbridge@academicis.co.uk** or **01223 907979 / 07825 346535**.

Closing date: Monday 1st July 2024

Shortlisting: Tuesday 2nd July 2024

Interviews: Wednesday 10th and Thursday 11th July 2024 at Marleigh Primary Academy and Bottisham Village College



ANGLIAN LEARNING

Anglian Learning, Bottisham Village College, Lode Rd, Cambridge CB25 9DL, United Kingdom