



IT Area Manager Recruitment Pack



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Welcome from our CEO, Mark Woods



Thank you for your interest in joining the Meridian Trust family.

The success and growth of our Trust has been based on remaining focused on some critical principles:

- Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

- We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to our common values, practices, curriculum approaches and operational systems

Since 2011, thanks to the fantastic work of our staff, our Trust has grown from 1 to 28 academies whilst retaining our focus on working within an area that enables easy movement between our schools. From first developing an application in 2007 to open schools in the new town of Northstowe, we have been committed to the vision of being an all-through and all-inclusive Trust. Our Trust currently consists of 14 primary schools, 12 secondary schools and 2 special schools. We are also currently developing 3 free school projects within our region.

Meridian also plays a key role in the wider development of education in the region. We are the home to the Cambridge and Peterborough Teaching School Hub and operate a vibrant Initial Teaching Training provider that trains upwards of 100 teachers annually. In addition, our commitment to the local community as an extension of our village college ethos means that we host a range of activity in our schools, including providing leisure and educational opportunities.

If being part of a dynamic, compassionate and dedicated group who believe we can really improve young people's life chances and opportunities by working together appeals to you, we very much look forward to receiving your application.



A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

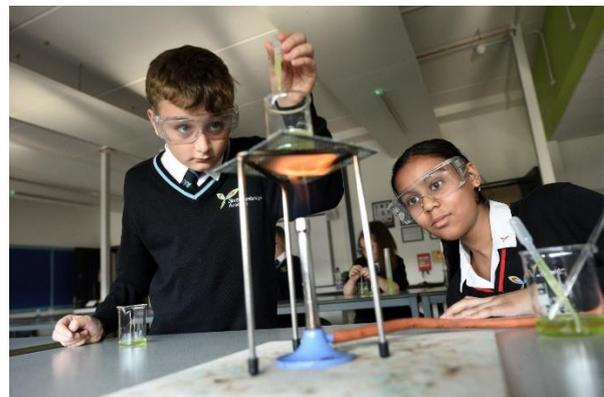
We are currently a family of 29 academies (including 14 primary, 3 special and 12 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and

supporting staff throughout their training and career development. We have a proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.



Trust Vision, Mission and Values

Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

Our Vision:

High-quality educational provision for all at the heart of local communities.

Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;

- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society;
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

The enactment of our values for staff:



Valuing People

Engaged, developed, supported, and consulted.



High Quality Learning Environment

Experts who strive for continual development. Collaborative networks, trusted to deliver.



Pursuit of Excellence

Set ambitious goals and model what success looks like. Eager to improve.



Extending the Boundaries of Learning

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.



Achievement for all

Are accountable for the outcomes we contribute towards and strive for the very best.



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all

Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

Benefits:

Working with us brings with it a range of attractive benefits, including;

- Generous employer contributions to Local Government or Teacher Pension Scheme
- Free on-site parking
- Eyecare vouchers
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support to staff
- Cycle to work scheme
- Reduced staff membership to the facilities at Academy Leisure, Sawtry
- Free tea and coffee making facilities
- Generous sick pay and annual leave



How to apply

To apply please complete the online form on the TES. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

Closing Date:

31/05/2023

Interviews:

TBC

Applying:

For any questions about the application process please contact:

Ali Nicholson

recruitment@meridiantrust.co.uk

Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.

We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.

Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.

Job Description and Person Specification

Job Title:	IT Area Manager
JD Reference:	Core IT 08
School/Academy:	Core
Weeks:	52 Weeks
Hours of work:	37 Hours
Salary:	Grade 11. Points 32 – 36. (£38,296 – £42,503)
Responsible to:	Deputy Director of IT

Role:	Provide a top-level IT service across the trust.
Purpose of job:	<p>Lead the IT support functions of our IT service to assist the staff and students within your Academies and across the wider schools supported by the Trust providing a professional, customer focused service and support.</p> <p>You will be responsible for a group of our schools within your geographically assigned area. You will manage, lead the IT staff within your group of academies, assigning tasks to them and ensuring they are supported, challenged, and responding to the day-to-day issues within your team's area.</p>

Responsibilities and Accountabilities:

- Supporting the apprentices, 1st & 2nd Line Staff within your team to ensure the smooth running of all computer equipment within the Trust and responding to urgent IT issues.
- To line manage and assign roles/tasks to members of your team and assist them at busy times across the Trust.
- Ensure that the IT suites are fully functioning and perform regular maintenance on ICT equipment.
- Ensure that faults and problems are quickly rectified using the IT Helpdesk and ensure that the Trust's IT policies are adhered to. Carry out fault-finding, repair equipment where possible and organise external repairs where necessary.
- Ensure IT support issues are followed through to completion, assisting your colleagues to ensure that the department meets with its service level agreement.
- Plan and assist with the installation and configuration of all new computer hardware to ensure that it operates to maximum potential.
- Plan and support the school & classroom audio visual systems including performance spaces for all school events.



- Manage the IT maintenance budget for the academies in your area, ensuring all finance and procurement policies are adhered to.
- Project manage changes within your Academies and liaise with other departments and external contractors to ensure a successful delivery.
- Ensure the trusts IT asset & procurement policies are enforced and regularly checked for compliance. Work with our finance and audit teams to ensure assets are accounted for and reported on regularly.
- Support and manage project roll-out across the Trust and customers supported by the Trust.
- Provide technical advice & guidance to curriculum leaders and educators within the Academies supporting them to deliver an outstanding educational environment in the classroom, using the best technology options appropriately
- Meet regularly with your academy principals to keep them abreast of changes, yearly with the 'Academy Council' champion to ensure the academy council are keep up to date
- Collaborate with your area manager colleagues to assist with joint projects, share best practice and ensure compliance.
- Travel to our partner schools as required and to assist our other Academy teams.
- Provide training, support and guidance to staff as required in all applications & systems used by staff and students across the Trust to a basic minimum level. This will include formal and informal training sessions.
- Ensuring that systems and software are implemented in line with the Trust's IT policy. Be aware of Health and Safety matters relating to IT and have knowledge of and be able to implement safe working practices.
- Ensure the trusts safeguarding & data protection policies are implemented and adhered to.
- Keep up to date with new technology, advising and recommending where appropriate.
- Any other duties commensurate with the post, as agreed with the Trust's IT Director.

Support for School/Academy/Place of work:

- Participation in staff events by arrangement.
- Attend Staff Meetings.
- Contribute and participate in Trust events and activities where possible.
- Develop and maintain effective working relationships with other staff and parents/carers.
- Adhere to the Trust values.
- Follow school policies, practices and procedures.

Data security:

- Act in accordance with legal provisions regulating confidentiality and security of data and information in accordance with GDPR regulations.



Health and Safety:

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare.
- To work/operate all equipment within Health and Safety and other legal regulations, including risk assessments.
- Physically able to undertake manual work and to perform tasks set out in this job description.
- Contribute to the maintenance of a safe and healthy environment.

Continuing Professional Development:

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust.
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping.
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice.

Child Protection and Safeguarding

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- To inform the Child Protection Officer of any issues relating to the safety and well-being of students.

The post holder will undertake any other duties commensurate with the grade of the post, in consultation with line manager.

This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

All staff will be subject to an enhanced check with the Disclosure & Barring Service.

Updated: January 2023





Person Specification

Assessment Key:
A = Application Form
I = Interview

Education and Qualification		Essential	Desirable	Assessment
1	Good educational background including GCSE or equivalent in English and Maths.	✓		A
2	Educated to degree level of equivalent IT qualifications (e.g. CCENT/MCP/MCITP)	✓		A
3	Evidence of continuing personal and professional development.	✓		A
Experience		Essential	Desirable	Assessment
4	Working with servers, Active Directory, Group Policy objects, DNS, DHCP	✓		A/I
5	Working with and administering Office 365 and other cloud solutions	✓		A/I
6	Managing budgets, projectors and contractors	✓		A/I
7	Experience of working within the educational system.		✓	A/I
Knowledge and understanding		Essential	Desirable	Assessment
8	Working knowledge of a range of software packages.	✓		A/I
9	Microsoft technologies, Local Area Networks, fault finding, administering computer systems and networks (change logs, back up, anti-virus checks and general updates)	✓		A/I
10	Knowledge of the concept of confidentiality	✓		I
11	Awareness of child protection issues.	✓		I
Skills and abilities		Essential	Desirable	Assessment
12	Ability to resolve complex problems using your own initiative	✓		I
13	Ability to provide a written report to management teams regarding budgets and project updates	✓		I
14	Ability to mentor and manage staff	✓		I



Valuing People



High Quality
Learning
Environment



Pursuit of
Excellence



Extending the
Boundaries of
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Achievement
for all



15	Effective communication skills and professional conduct with colleagues and customers	✓		I
16	High level of personal organisation skills.	✓		I
17	Flexible and pro-active approach to work	✓		I
18	Ability to contribute to team meetings and contribute ideas	✓		I
Personal Qualities		Essential	Desirable	Assessment
19	A passion for IT and supporting users	✓		I
20	High personal standards in terms of attendance, punctuality and organising workload.	✓		!
21	Willingness to undergo further training and development.	✓		I
22	Positive and enthusiastic approach towards work.	✓		I
23	Ability to act on own initiative.	✓		I
24	Professional approach when dealing with all issues and staff.	✓		I
25	Ability to work as part of a team effectively.	✓		I
Child Protection		Essential	Desirable	Assessment
26	Support the Academy policies on safeguarding and child protection.	✓		A/I
Other		Essential	Desirable	Assessment
27	Flexibility of working hours	✓		A/I



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