



Job Title: Regional Director

Reports to: Managing Director

About the Group:

Acorn Education is the UK's leading education provider for children and young people with special educational needs.

High quality education is a firm foundation for an engaged positive and happy life and accessing such an education can be transformative. At Acorn Education, we are committed to delivering outstanding education for those whose experiences of trauma or adversity may have made it seem as though such a future might be out of reach.

Role purpose:

The Regional Director of Education is accountable for a portfolio of schools within the division, alongside other Regional Directors supporting services across the UK.

The role is charged with ensuring that schools deliver all elements of performance as specified in the individual school and budget and group-wide expectations. The role includes the maintenance and improvement of quality, staff retention and well-being, financial performance, sustainability, and growth.

The job holder will be the lead for all education services within their remit (as applicable), with ultimate Safeguarding responsibility as a priority. The Regional Director will work collaboratively with the other Regional Directors as a key part of the Acorn Education senior leadership team, positively driving all aspects of growth and working practice.

Key accountabilities

To lead, line manage and hold accountable, the Head Teachers within the portfolio and work with them and their management teams to produce and deliver the overall school business plan, covering: progress and achievement, occupancy, health and safety, regulatory compliance, cost management, growth, staff engagement and development and profit growth. The individual school business plans will fit within the overall Acorn division strategy.

Accountabilities include:

- Provision of strong leadership, based on a clear vision, direction of development and the outcomes to be achieved.
- Lead weekly cluster calls with all direct reports to share and promote key group information.
- Conduct monthly school visits to support the Headteacher
- Complete and document performance management meetings with all direct reports
- Monitor and complete the school checklist with each school termly.
- Provide overall education leadership in key areas of delivery, and undertake cross divisional projects/support, as agreed with the Managing Director



- Lead and undertake growth projects to further strengthen the position of the division and overall group.
- Delivery of school performance as defined by:
 - Pupil progress & achievement (academic and other measures)
 - Internal quality standards and Ofsted judgement
 - Welfare, health and safety of the children and young people
 - Curriculum effectiveness
 - Occupancy
 - Financial targets
 - Growth /expansion targets
- Monitor performance of the schools using the full range of management information available as well as qualitative evaluations of performance. Implement improvement or recovery actions as required
- Champion the best possible outcomes for children in our schools
- Ensure schools and care facilities always remain compliant in all areas
- Ensure best practice is transferred between schools
- Use internal quality assessment outcomes and other assessments of quality (e.g., LA feedback, SEF and external inspections etc.) to inform the school improvement journey
- Support schools in preparation for external inspection
- Build key relationships with:
 - Internal colleagues within the division and wider group to further the improvement of the service and wider group
 - external regulatory bodies
 - key commissioning relationships, liaising on a regular basis with the relevant Local Authorities to build and maintain a positive working relationship
- Ensure (through the school management structure and with support from HR colleagues), that the staff group working within the portfolio are appropriately trained, compliant to legal regulations, and are well supported to carry out their roles
- Act as a School Governor (and Chair of Governors) within the portfolio, ensuring that governance reports are completed to a high standard by the Headteachers
- Chair termly governance meetings as per the governance cycle calendar
- Be an excellent advocate for Acorn Education and the wider Outcomes First Group, promoting a positive image to maintain the excellent reputation we have
- Undertake any such other duties and responsibilities as may reasonably be required, commensurate with your level of responsibility within the organisation



Person Specification Experience

- Field management and all that goes with multisite management (essential)
- Education sector experience advantageous (desirable)
- Matrix working (essential)
- Working through complexity, whether in a role or through projects (essential)
- An experienced Education professional (with relevant professional qualifications) who has experience of leading schools through Ofsted inspections (desirable)
- Experience of leading an SEMH or ASC special school (desirable)
- Management of budgets (essential)
- Management of diverse staff group (essential)
- Management and /or Leadership qualification (desirable)
- Experience of working in Independent School sector (desirable)
- Worked as part of a school group (desirable)

Skills

- Ability to combine support and challenge of direct reports.
- Ability to mentor staff reporting into this role
- Strong interpersonal and influencing skills
- Demonstrable commercial awareness
- Demonstrable financial awareness
- Demonstrable wide, current knowledge and understanding of SEN, education and school systems locally and nationally
- Excellent communication skills, particularly with regard to communicating at a senior level both within and outside of the organisation
- Strong team working skills
- High-level leadership and motivational skills
- Strong analytical skills
- Results driven

Qualities/Behaviours

- Hold and articulate clear values
- Demonstrate optimistic personal behaviour, positive relationships, and attitudes towards colleagues, and wider internal and external contacts
- Lead by example, demonstrating integrity, creativity, resilience, and clarity



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Job Description Regional Director Education

- Highly motivated and resilient

Additional requirements

- Act as an ambassador for Acorn Education and Outcomes First Group
- At all times promote and comply with the organisation's commitment to safeguarding
- At all times promote and comply with the organisation's commitment to equal opportunities
- At all times promote and comply with the organisation's commitment to health and safety

Please note this Role Specification is subject to change as part of the dynamic nature of the business.



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Job Description
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Education

Acorn Education

Momenta Connect

Options Autism