

Director of Performance

Creative Education Trust



*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in the role of Director of Performance at Creative Education Trust.

Our network consists of eleven secondary and six primary academies in the Midlands and Norfolk plus a central team. Further schools are in the pipeline and our medium-term ambition is to be a trust of 25 schools.

As an academy sponsor, Creative Education Trust is focused on the quality of the educational experience it provides for its students.

Those of us who have set up Creative Education Trust come from a wide variety of professional backgrounds in education, academia, business and the creative industries. What unites us is the desire to improve educational prospects and life chances for children who have not always had the schools they deserve, nor had access to the knowledge and skills that will equip them to be successful in the world they will encounter when they leave full-time education.

Our schools pursue a rigorous and continuous programme of educational improvement, but they also aim to provide pupils with a rich programme of co-curricular activities. In addition, our unique Knowledge Connected approach teaches pupils to analyse and understand their curriculum of study through the application of six key concepts, encouraging them to identify and solve problems in practical and creative ways that give them a sense that they can have impact on the world around them.

“We are looking for a visionary leader with a proven track record in educational excellence, who can inspire and strategically guide the Creative Education Trust to adapt and thrive amidst evolving societal and educational landscapes.”

It is an exciting time to join the Trust, as our CEO Designate, Nicole McCartney and recently promoted Director of Education, Jason Howard, step into their new leadership positions. The Director of Performance role is key to the continued success of the Trust in shaping the educational experiences and outcomes of thousands of students across our family of schools. The successful candidate will be a strategic thinker and good implementer, having oversight for raising education standards in our academies. You will also ensure the Trust's curriculum is a beacon of excellence and adapts with the cohort of children in our care. This rewarding role will provide effective and inspiring leadership to our Principals, with a particular focus on the use of Performance Data to shape strategic decisions.

Our Head of Recruitment, Sarah Catchpole, would be delighted to arrange an informal discussion with the Director of Education, Jason Howard. Please contact Sarah via email on - sarah.catchpole@creativeeducationtrust.org.uk

I look forward to receiving your application.

Yours Sincerely,
CEO
Marc Jordan

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 14,500 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities



Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT OUR SCHOOLS



Our schools provide an education that is academically rigorous and practical, inspired by the principles of creativity, innovation and enterprise.

The Creative Education Trust schools' network currently consists of eleven secondary schools and six primary schools across the Midlands and East Anglia. We are at the forefront nationally of improvement in academic standards, curricular innovation, the building of cultural capital for our students, and professional development for our staff.

We plan to expand the number of schools in the network to between twenty and twenty-five over the next few years. This scale will allow our schools to collaborate even more effectively and to work together to develop imaginative new ways of providing education. It will also allow us to offer diverse career paths within Creative Education Trust for our staff and to harness the skill and experience of our subject and school leaders to strengthen the rapid improvement work that we do with newly joined schools. Our aim is to continue to develop a collaborative network of like-minded and ambitious schools which wish to give the best start in life to our pupils to enable them to succeed in the 21st century.

You can find out more about Creative Education Trust, its achievements and ambitions on our website: www.creativeeducationtrust.org.uk

Visit our Work With Us pages to find out more about why we do what we do - <https://www.creativeeducationtrust.org.uk/page/?title=Work+with+us&pid=1056>



Creative Education Trust schools provide a knowledge-rich curriculum integrated with modern skills and creativity.

We are now a network of 17 schools across the East and West Midlands and on the East coast, educating 14,500 children and young people.



LEADERSHIP AND GOVERNANCE

Creative Education Trust was founded by Marc Jordan, who is currently Chief Executive and a Board Director. Marc is a social entrepreneur with a background as a senior executive and consultant in the creative industries, culture and heritage. Marc will be retiring in August 2025, and Nicole McCartney will step into the role of Chief Executive.

The Director of Education will report to and will work closely with the Chief Executive and collaborate with the other senior Executive Directors in the head office team.

Creative Education Trust is governed by a Board of Directors chaired by Abbie Rumbold. The Board is made up of senior figures in education, business, law and the creative industries.

The Board is advised on educational matters by its sub-committee, the Education Standards Committee. This is chaired by Frances Soul, who is a successful and experienced educator, having worked with a number of multi-academy trusts.

A complete set of professional biographies of current Board Members may be found at <https://www.creativeeducationtrust.org.uk/page/?title=Board+of+Directors&pid=1007>

SUPPORT FOR OUR STAFF

Continual Professional Development

Being a learning organisation, professional development is at the heart of Creative Education Trust. We offer extensive training and development for both teaching and support staff.

The central Learning and Development approach is calibrated to the Trust's strategic priorities, and largely informed by the schools' own requirements. Many of the central sessions are led by, or involve, expert input from staff across our network. Regular sessions bring together professionals in areas such as middle and senior leadership, colleagues new to the teaching profession, subject and pastoral specialist areas, and finance.

In addition to formal training, there are many opportunities to connect with fellow professionals across our network. These opportunities include: primary and secondary cross-Trust events and competitions; learning opportunities within other schools; and subject, specialism and project- specific meetings across the different Trust schools.



Health and Wellbeing

The Trust provides access to a confidential Employee Assistance Scheme through Health Assured. The service is available 24 hours a day, 7 days a week. Employees are encouraged to use this free confidential service which provides you with unlimited access to advice, information, and face to face counselling support on a range of issues including emotional, personal, legal and financial, work or relationship issues for yourself and those living within your household. There is also an online portal which provides a range of tools on wellbeing.

Professional Fees

If you are required to be professionally qualified as part of your job role, you will be reimbursed for one professional fee per year.

DIRECTOR OF PERFORMANCE

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Home Based, with regular travel to Trust School's and Head Office.

SALARY

Negotiable – dependent on experience.

REPORTS TO

Director of Education

THE ROLE

To take a senior and proactive role in the effective strategic leadership and delivery of Creative Education Trust with particular responsibility for:

- Strategic oversight for raising education standards in our academies.
- Ensure that Creative Education Trust's curriculum structure becomes a beacon of excellent and adapts to social and societal changes as necessary to best benefit our students.
- Ensure that our schools successfully meet the objectives of the national accountability regime.
- Provide effective and inspiring leadership to our Principals and Headteachers.
- Work with the Director of Education and Director of Finance to strategically develop the trust's approach to the use of curriculum led financial planning.
- Work collaboratively with senior colleagues and the Board to ensure that Creative Education Trust flourishes in a sustainable way.
- Strategically develop the Trust's use of performance data at all key stages.

KEY RESPONSIBILITIES

STRATEGIC LEADERSHIP AND STANDARDS

- Further establish Creative Education Trust as a leader in educational excellence and success.
- Develop consistent and appropriate improvement strategies for schools at different phases of development, impacting all students equitably.

- Continue to build and develop the central education team to keep pace with change.
- Ensure that timely support and challenge are offered to achieve sustainable improvement in all Creative Education Trust schools and academies.
- Monitor the performance of all schools effectively.
- Report to the Director of Education and Board on schools' performance and development.
- Be a confident public face for the Trust and deputise for the Director of Education where appropriate.

ASSESSMENT, ATTENDANCE, CURRICULUM AND DATA

- Work with the Head of Curriculum Development to ensure the quality of curriculum design and development across Creative Education Trust provides pupils with an effective programme of learning and positive progression to further education, higher education and employment.
- Work with the Head of Curriculum Development to shape Trust strategy around the use of assessment.
- Work with the Head of Data Strategy and other stakeholders to shape Trust strategy around the use of data.
- Work with the Head of Attendance and Admissions to shape Trust strategy around raising and maintaining student attendance above national levels.
- Oversee the Trust's curriculum choices and ensure consistent implementation across all national curriculum subjects.
- Be proactive in working with other Multi-Academy Trusts to share best practice and create partnerships.
- Ensure that Creative Education Trust is both informed by current educational research and becomes a trusted voice within it.

LEADERSHIP AND DEVELOPMENT OF STAFF

- Provide inspirational and practical leadership, challenge and support to all Creative Education Trust Principals and Headteachers.
- Engage proactively with staff in all Trust schools to ensure they are motivated in their work by the shared vision and principals of the Trust.

- Support the Director of Education in reporting to the Education Standards Committee.

PARTNERSHIP WORKING

- Work with Creative Education Trust Principals and Headteachers on the continued development of the curriculum.
- Develop partnerships with key stakeholders including other Multi-Academy Trusts, especially the members of The Queen Street Group, the Department for Education, local authorities, Teach First, Ambition School Leadership and any other individuals or agencies who are important to the success of Creative Education Trust.

THOUGHT LEADERSHIP

- Be proactive in keeping Creative Education Trust up-to-date with the latest issues in education and the use of emerging technologies.
- Keep abreast of developments in the UK independent and state education systems, as well as internationally, and evaluate new ideas for implementation as appropriate.
- Promote and establish Creative Education Trust at the forefront of educational excellence and curricular innovation, communicating effectively our vision and ethos to all stakeholders.

The post holder's responsibility for promoting and safeguarding the welfare of children and young people with whom they come into contact will be to adhere to and always ensure compliance with the Trust's Child Protection Policy. If, while carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in any academy or the Trust they must report any concerns to the Academy's Child Protection Officer or the Director of Safeguarding.

The job description will be reviewed at least once a year, and it may be subject to modification or amendment at any time after consultation with the post holder.

The duties may be varied to meet the changing demands of each school at the reasonable discretion of the Chief Executive Officer and the Director of Education.

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Educated to degree level or equivalent. • Qualified Teacher Status. • Experience as a successful Headteacher or Principal 	
EXPERIENCE AND EXPERTISE	<ul style="list-style-type: none"> • Exceptional record of leadership and management experience gained in school leadership, inspection work or educational management in a multi-academy trust. • Experience as a successful classroom teacher. • Experience as a successful school leader. • Exposure to schools in difficulty and track record of decisive impact on improvement in standards. • Experience of successfully moving schools sustainably beyond Ofsted "Good". • Significant experience leading CPD activities. • Relevant portfolio of experience in teaching and learning, school improvement and achievement, attainment and progression. • Experience in the line management of school leaders. 	
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Detailed knowledge of and insight into the characteristics of effective teaching and learning and how improvement can be achieved. • Knowledge and understanding of all key stage, including primary and post-16. • Knowledge of Frameworks for Inspection and of the operation of the accountability regime. • Up-to-date and in-depth knowledge of current developments in education and the practical implications of these. • An interest in the use of new technologies in the promotion of learning. • Understanding of how organisations work and how to build and motivate effective teams. • Understanding of how to function effectively as a leader in a distributed organisation. 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • A credible and authoritative leader who can inspire others through their achievements and personality. • An excellent and persuasive communicator who can take people at all levels with them, capable of persuading others to adopt different methods and approaches if necessary. • Significant personal presence and demonstrable experience in successfully building, leading and managing teams. • A practical idealist who believes that children come first, and that education is the key to human flourishing. • Someone who believes in the Trust's mission to put creativity at the heart of education because it is a component of personal and occupational success in the 21st century. • A proven ability to think strategically and deliver operationally. • Ability to establish and maintain a culture of learning, excellence and efficacy. • A demonstrable drive and determination to deliver success. • Evidence of ability to build strong working relationships. • An enquiring mind and a commitment to the exploration and evaluation of new ideas and new technologies. 	

	<ul style="list-style-type: none"> • A strong interest in pedagogical process and curriculum development. • Wide ranging experience in the professional development of others. • Flexible and resilient under pressure. 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting equality, diversity and inclusion for students and staff. 	
SAFEGUARDING	<ul style="list-style-type: none"> • A firm commitment to supporting and promoting safeguarding and student welfare. • Demonstrable and up-to-date experience of legal frameworks in relation to Keeping Children Safe in Education and safeguarding in education. 	
<p>Creative Education Trust (CET) is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, workers and all other members of the school community to share this commitment. The CET Recruitment Policy follows the guidance set out by Keeping Children Safe in Education. All shortlisted candidates are subject to online checks and referencing prior to interview, and all offers of employment are subject to an enhanced DBS Check and where appropriate a Prohibition from Teaching search. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. CET is committed to developing, maintaining, and supporting an inclusive culture and environment for the benefit of its employees and the communities it serves.</p>		