



EQUA Mead School Improvement Lead - Primary

The EQUA Mead School Improvement Leader will work as part of the Trust Central Team, be committed to improving the life chances of the pupils we educate and ensure we give *Every Child Every Chance*. As a growing Trust, currently educating 6500 children and young people across 22 different schools (pre-school, primary, secondary and sixth form) we are immensely proud of our staff and endeavour to be an employer of choice. This is an exciting time for EQUA Mead as we continue to grow the number of schools and children we support.

As School Improvement Leader you will be an integral part of the Trust Team responsible for ensuring high standards and high expectations in each Primary school. We are looking for an intelligent inspirational individual who will complement the work of others in the school improvement team, whilst consolidating practice and embedding it in our schools. You will be passionate about teaching and learning and professional development and have an overwhelming desire to see excellent progress for all the children and young people in our care. You will foster our culture of achievement and improvement, with a focus on wellbeing and creativity. You will be an excellent practitioner and have a thirst for the latest educational research that impacts positively on young people. If you believe that your own educational beliefs and aspirations would fit with our Trust ethos, we want to hear from you.

You will be responsible to the Deputy Chief Executive and will demonstrate a genuine commitment to our Equality and Diversity policy. We are looking for a candidate with strong people skills and a dynamic 'can-do' attitude who is keen to make a positive difference to lives' of our young people.

The trust expects its work to be characterised by ethical leadership, an ambition for improvement at pace and the expectation that remarkable change can happen.

Hours:	0.6
Location:	The successful candidate will be expected to travel regularly between our school sites and occasionally to schools being supported by the trust (some of which may be at a distance)
Responsible to:	Deputy Chief Executive
Salary:	Leadership Pay Spine (pro rate). Specific Point to be negotiated with successful candidate.



Main Duties and Responsibilities:

1. Develop our curriculum, assessment, EQUA Mead Essentials, raising standards and CPD strategy.
2. Lead by example on the vision and values of the Trust in all aspects of their work and with all of the staff and students of the Trust and schools.
3. Ensure a consistent approach to our Teaching and Learning approach within the EQUA Mead Primary Schools whilst, maintaining and promoting the integrity of the Trust.
4. Support in the development of the EQUA Mead Primary School Curriculum work.
5. Lead on quality assurance and subject visits to schools, working collaboratively with Headteachers to identify areas for development and ensure they have an effective plan for school improvement.
6. Inspire and enable others to lead, characterised by ethical and ambitious leadership and a relentless striving for excellence.
7. Support Headteachers, leaders and teachers in EQUA Mead schools with appropriate guidance and advice regarding high quality curriculums, teaching, assessment and CPD in schools.
8. Lead the professional development of staff across the Primary Schools through a structured program, linked directly with the teaching and learning expectations.
9. Contribute to the EQUA Mead joint Inset days to ensure high quality development for staff.
10. Develop, write, organize and implement a range of professional development courses appropriate to a range of staff.
11. To develop your own research into aspects of learning. To have some time and headspace to research the latest studies and write and publish your findings on behalf of Equa.

Key Objectives:

- Build and maintain relationships with the EQUA Meads internal and external stakeholders and partners and liaise with external agencies on behalf of the Trust on matters relating to the operation of all Trust's schools.
- Promote school to school collaboration in both primary and secondary schools.
- Collaborate with other members of the leadership team and all stakeholders to promote and develop cross-phase collaboration
- 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.
- Work with EQUA Mead schools to ensure preparation for Ofsted inspections.



- Coaching, mentoring and induction of teachers and leaders
- Disseminating materials and advising on practice, research and continuing professional development
- Assessment and impact evaluation, including through demonstration lessons and classroom observation
- Providing support to teachers and leaders who are experiencing difficulties in performance including those being supported through a managerial support programme or going through a capability process
- Actively model and support others to effectively demonstrate flexibility and creativity in the design of learning sequences within lessons and across lessons so that lessons are effective and consistently well-matched to learning objectives and the needs of learners.
- Actively model and support others to integrate recent educational development.
- Research and evaluate innovative curricular and leadership practices; draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- Improve the effectiveness of assessment, including how to analyse statistical information to evaluate the effectiveness of teaching and learning across the EQUA Mead schools
- Promote collaboration and work effectively as a team member, supporting others to develop such skills
- Make well-founded appraisals of situations upon which advice is sought, applying high level skills in classroom observation to evaluate and advise colleagues on their work and devising and implementing effective strategies
- Work effectively with staff and leadership, acting as a key link supporting the CEO to implement new policies and practice across the Trust
- Have a personal interest in CPD, keeping abreast of National Policy and practice
- Work directly with colleagues individually and across schools within the Trust and be willing to become a trained peer reviewer
- As required, undertake outreach work in other locations which may lead to income generation
- Undertake any tasks reasonably requested by the CEO or Board of Trustees.

Confidentiality

During the course of your employment you may see, hear or have access to, information on matters of a confidential nature relating to the work of the Trust or to the health and personal affairs of pupils and staff. Under no circumstances should such information be divulged or passed on to any unauthorised person or organisation



Person Specification

	Essential	Desirable
Education and Experience		
Applicants should be educated to degree level, with evidence of continuing professional development	*	
Qualified teacher status	*	
Masters level degree/NPQH		*
Further relevant professional studies		*
Demonstrable experience of successfully leading major change to achieve impact within a large multi-site organisation		*
Demonstrable experience of leading highly effective school practice	*	
Experience of working effectively with a Board/Governing Body to create vision and form the direction for an organisation		*
Experience of coaching, mentoring, directing and challenging senior members of staff	*	
Experience of designing, tracking, monitoring, evaluating and reporting on systems and data capable of bringing outstanding outcomes	*	
Experience in effectively promoting and implementing CPD	*	
Experience of developing and implementing cross-phase collaboration, subject and leadership networks	*	
Successful proven experience of promoting inclusion, equality and diversity	*	
Demonstrable experience in achieving school improvement and effective reflection and self-evaluation	*	
Experience of managing budgets, people and resources effectively and in accordance with the scheme of delegation	*	
Experience of formal communications and procedures, including exclusions	*	
Recent experience of Ofsted leadership		*
Skills and ability		
The ability to champion strategic priorities and deliver change through a growth mindset	*	
Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders	*	



Effective collaboration skills, with the ability to build and draw on the strengths of others to generate outstanding results	*	
Able to analyse issues, make informed judgements and take appropriate actions and accept responsibility for results	*	
Able to recognise and lead on safeguarding priorities and best practice	*	
Excellent written and verbal communication skills	*	
Able to use initiative, prioritise and meet deadlines	*	
Resilient, with the ability to deliver a complex and demanding workload	*	
Results orientated, analytical approach with excellent project management and organisational skills	*	
Able to appreciate issues of confidentiality	*	
Knowledge and understanding of people, governance, budget management and financial systems	*	
Knowledge of legal issues relating to managing a school, including child protection procedures, equal opportunities, race relations, disability, human rights, employment, health and safety legislation and data protection	*	
Attributes		
High degree of emotional intelligence	*	
Good interpersonal and relationship management skills including being able to influence, negotiate and deal with conflict	*	
Able to maintain a positive and professional demeanour	*	
Able to confidently explain ideas, concepts, deliver presentations and training to a range of stakeholders	*	
Other		
Committed to improving the life chances of young people and motivated by a desire to provide high standards of service delivery	*	
Able to demonstrate an understanding and commitment to equal opportunities and diversity	*	
A commitment to support the Trust's agenda for safeguarding	*	
Willingness to occasionally work flexibly outside usual working hours and attend evening meetings	*	
Occasional work outside normal working hours	*	
Ability to travel to other Trust sites	*	
Current driving license and use of own vehicle	*	



EQUA Mead
Learning Trust
Every Child, Every Chance

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