

**MAKE AN IMPACT
THAT WILL LAST
A LIFETIME.**

Join our team.

Recruitment Pack

School Improvement Director

A Message from the CEO

Dear Candidate,

Thank you for your interest in the position of School Improvement Director at Areté Learning Trust .

At Areté, we are on a mission to being an excellent trust with excellent schools – we would love you to join us in our mission.

We are a values driven trust and bring this to life every day though our commitment to excellence, equity and integrity.

We recognise the unique value of everyone, whether they are staff or students and are dedicated to ensuring that every member of our Trust reaches their full potential through 'Striving for Excellence'.

To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

We firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential.

This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our schools align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally.

We aim to instil a passion for lifelong learning and continual improvement among our schools, staff and students, empowering them to pursue their aspirations and ambitions.

Our goal is to create a family of schools that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed.

We look forward to your application, thank you for your interest in joining the Areté Learning Trust.



A handwritten signature in white ink, appearing to read 'Mark McCandless', written over a dark background.

Mark McCandless

Chief Executive Officer, Areté Learning Trust

About the Trust

Areté Learning Trust currently has 11 schools and educates over 7,000 young people in and around North Yorkshire from ages 2-18. Our learners are at the heart of everything we do.

At Arété Learning Trust we work together and collaborate to ensure that all of our learners and our staff team have the chance to reach their potential.

Our Trust is committed to promoting:

- Health, happiness and wellbeing
- A safe, disciplined and supportive environment
- A love of learning through a passionate and committed approach
- High standards and expectations
- Integrity, kindness and good manners
- Respect for individuality and difference
- Collaborative working to secure excellence

To realise our aspiration for every child to be the best they can be, we need to ensure that as a Trust we are **'Striving for Excellence'**.

Why work for us?

We want everyone who works within ALT to feel valued and see how their work fits into the bigger picture.

We seek employees who are prepared to take personal responsibility and constantly challenge the norm to improve performance.

In return, we are committed to providing an empowering and supportive learning environment for all staff.

Areté Learning Trust is committed to being the 'Employer of Choice'.

Essentially this means that we want our schools and our central team to be great places to work. We want our staff development opportunities to be first class and we want to enable staff who are ambitious to grow their careers with us. To give our learners the best education and opportunities we are committed to recruiting and retaining the very best people in all areas of our organisation.

Regardless of role, we seek staff who:

- Have high expectations of themselves and the people they work with.
- Are committed to our Trust values.
- Show initiative and are responsive to change.
- Have strong interpersonal skills with the ability to inspire and motivate others.
- Are creative in their approach to problem solving.
- Are able to influence effectively, whatever their role.
- Are team players.

About the Role

Job Title	School Improvement Director
Start Date	01/09/2025 or earlier by agreement
Contract	Permanent
Salary	£104,040 - £120,524 (L31 - L37)

Join us as a **School Improvement Director** at Areté Learning Trust where a strong sense of collaboration, honesty, and a commitment to striving for excellence underpin everything we do.

Are you passionate, driven, and committed to delivering exceptional support? This is your chance to be part of an enthusiastic team at Areté Learning Trust where we strive to provide the highest quality education for our students. We are looking for a visionary and dedicated School Improvement Director to oversee the quality of education across our Trust, ensuring accountability for the educational success of our schools.

The successful candidate will provide inspirational leadership, fostering a culture of continuous improvement and ensuring that our Trust delivers exceptional service to the communities we serve. With a strategic focus on enhancing educational standards in and around North Yorkshire, the post-holder will take ultimate responsibility for the performance of schools, driving the school improvement strategy to achieve the Trust's strategic aims.

You will lead Headteachers in these areas, ensuring that every pupil reaches their full potential and that educational outcomes consistently improve. In addition, you will provide strategic leadership to increase capacity and contribute to shaping the direction of the Trust and the wider school-led education system. Monitoring the quality of education across all schools, you will offer professional leadership and support as part of the Executive Team, ensuring that our educational vision is realised.

Begin your journey with a team dedicated to empowering every student to achieve their full potential. If you share our values and have the vision and ambition to drive excellence, we want to hear from you.

The successful candidate will present the best possible example of professional standards to colleagues.

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The closing date for applications is **Monday 20th January 2025 at 11:59am**.

Interviews will take place on **23rd and 24th January 2025**.

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

Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants. In accordance with our statutory obligations under Keeping Children Safe in Education Areté Learning Trust is required to conduct an online search as part of our due diligence on shortlisted candidates.

This may help identify any incidents or issues that have happened, and are publicly available online, which Areté Learning Trust might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

Job Description

Job Title	School Improvement Director
Grade	£104,040 - £120,524 (L31 - L37)
Responsible to	Chief Executive Officer
Staff Managed	Central Education Team/Headteachers as required
Contract	Permanent
Job purpose	<p>To provide ambitious and innovative leadership and strategic direction to ensure the highest quality teaching and learning across the Trust.</p> <p>To provide leadership in all matters related to development of education policies, teaching and learning, school improvement strategies as well as curriculum development across all schools within the Trust.</p> <p>To drive and implement the Trust's school improvement strategy to ensure that it is forensic and responsive, leading to high standards within the quality of education across all of the Trust's schools.</p> <p>Lead the central education team so that the school improvement strategy is implemented with absolute fidelity.</p> <p>Provide support and challenge for Headteachers and senior leaders in relation to the quality of education.</p> <p>To be the expert advisor on all Education and inspection matters to the Chief Executive and the Board of Trustees and provide professional advice and guidance to ensure that the Trust fulfils its obligations.</p> <p>Lead the procurement and commissioning of school improvement support from external partners. Foster a collaborative approach to school improvement.</p> <p>Lead on the development and implementation of curriculum and assessment strategy across the Trust.</p> <p>Lead on the quality assurance of the quality of education across the Trust.</p>
Job Context	<p>Under the direction of the CEO, the post holder will be required to work as part of the central team, covering primary, secondary and alternative provision.</p> <p>The post holder will be required to work in and travel across all schools within the Trust.</p>

Quality of Education – Leading teaching, learning and standards

- Translate the Trust vision into agreed objectives and operational plans which will promote and sustain school improvement for the Trust, embracing diversity and the communities our schools serve.
- Pursue excellence and equity through tackling educational inequality, upholding and securing ambitious educational and behavioural standards for all pupils; robustly tackling under-performance at all levels.
- To champion, promote and articulate the vision, ethos and values of the Trust, to ensure that there is a shared understanding which is lived out by all those directly line managed to ensure a high quality of education.
- Enable the trust to establish and sustain a broad, rich and coherent curriculum entitlement for all pupils, supported by effective curricular leadership and delivered through high quality teaching in all the schools.
- Ensure that there is a high quality, expert teaching in all schools built on an evidence-informed understanding of effective teaching and learning
- Ensure rigorous, robust school and Trust wide self-evaluation and ensure that priority areas for improvement are identified and all staff work to address them.
- Work with school leaders to lead teacher research across the Trust enabling schools to engage with appropriate evidence-based strategies for improvement ensuring their precise implementation, their impact rigorously evaluated and those that are successful are developed across the Trust.
- Establish and co-ordinate CPD across the Trust so that expertise is shared and talent grown. · Develop and sustain effective networks within the Trust and wider educational community so they positively impact attainment and progress of all learners.
- Provide strategic leadership and management and work collaboratively with the Central Education Team to deliver against set objectives to implement the educational vision.
- Research initiatives in relation to Education pedagogy Ofsted Inspection framework and ensure that there is a shared understanding of the impact of these.

Developing self and working with others

- Forge strong relationships with our key partners.
- Ensure the development of, and maintain effective strategies and procedures for staff induction, professional development and performance review.
- Promote and maintain a culture of high expectations for self and others.
- In collaboration with the CEO, directly line manage the Central Education Team and the Headteachers across the trust.
- Ensure effective planning, allocation, support and evaluation of work of teams and individuals.
- Regularly review own practice, set personal targets and take responsibility for own development.

Managing the organisation

- Work alongside the CEO and CFOO in day-to-day management of the Trust, troubleshooting and responding to issues as they arise.
- Work with the Central Team to develop a Trust plan and to secure, resource and support for individual schools.
- Ensure evidence-based improvement plans and policies to promote continuous improvement.
- Recruit, retain and deploy staff appropriately.

Accountability and Governance

- Promote a culture of accountability that is recognised and accepted as an essential element of improvement at all levels and across all aspects of our schools.
- Understand the role of relevant regulatory bodies and ensure the school committees and schools respond to their requirements.
- Understand and welcome the role of effective Trust governance, upholding the obligation to give account to the Quality and Standards Committee and to the Trust Board.
- Present a coherent and accurate account of the performance of all schools as required in a form appropriate for all audiences.
- Ensure that school leaders and all staff recognise that they are accountable for the success of all our schools and the Trust as a whole.
- Ensure that parents and pupils are well informed about the curriculum, attainment and progress, and about the contribution that they can make to achieve the schools' targets for improvement.
- Provide advice and support to Headteachers, liaising with the local authority and working with other agencies as necessary in order to ensure child protection and safeguarding concerns are dealt with promptly and effectively.

System leadership and community responsibility

- As a system leader, provide support for schools outside of the Trust as necessary in order to make a difference to the lives of children beyond the organisation.
- Promote and enable ways in which the schools and their school committees engage meaningfully with their communities and are responsive and accountable to them.
- Work with community partners and stakeholders in the local area to contribute to the Public Good, advocating for children and families.
- Foster and engage in collective leadership of the sector, building a strong local system for our schools to address disadvantage and improve the quality of education for all pupils.

General

- Promote and safeguard the welfare of students you come into contact with.
- Be aware of and comply with policies and procedures relating to safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and adhere to all Trust policies and procedures and comply with their contents; raising any concerns in a timely manner.
- Be aware of, support and ensure equality for all.
- Contribute to the overall ethos/work/aims of the Trust
- Attend and participate in relevant meetings as required.
- Perform any other such duties as the CEO may from time to time determine.

Person Specification

Director of School Improvement		
Safeguarding	Essential	Desirable
Secure knowledge and understanding of safeguarding policy and practice and promoting the welfare of children and young people	X	
Qualifications, Experience & Abilities	Essential	Desirable
Qualified teacher status	X	
Educated to at least degree level	X	
Significant leadership experience at a senior level in education provision with a proven track record of achieving consistent improvement in this sector	X	
A proven track record of successful, senior education leadership in more than one setting and in supporting schools to move towards outstanding status.	X	
Relevant experience in delivering effective innovations in curriculum and pedagogy that have led to improvements to meet the diverse needs of all	X	
A secure, deep and broad knowledge and understanding of current education issues gained in a suitably wide range of settings across both primary and secondary		X
An effective approach to managing people demonstrating an appropriate balance between empowerment, support and assertiveness	X	
Excellent understanding of the Ofsted Framework	X	
An understanding of the key stakeholders in education and the operational and political context of each	X	
Understand what constitutes high quality educational provision, the characteristics of highly effective schools and strategies of raising standards and achievement of all pupils	X	
Experience of using assessment data to generate intervention work	X	
Excellent knowledge of IT systems and fully proficient in the use of MS Word, Excel, PowerPoint, Outlook and Teams	X	
Accomplished at planning and time management, confident working within restricted time scales, well developed organisational skills	X	
Experience in effective collaboration with external agencies	X	
Ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management	X	
Substantial commercial awareness and budget management skills as well as an understanding of the relationship between financial and human resources and educational outcomes	X	

Personal qualities and attitudes	Essential	Desirable
Demonstrates a passionate commitment to ensuring all children are cared for, given opportunities to shine and achieve educationally	X	
Strategic thinker and excellent leadership qualities	X	
Has the ability to develop confidence among colleagues because of strong evidence and instils the Trust's values	X	
Ability to actively build constructive and open relationships with networks of colleagues, contacts and organisational partners and to work collaboratively as a collegiate team player, valuing all regardless of status	X	
Demonstrate high expectations which inspire, enthuse, motivate and challenge colleagues to deliver outstanding education for all pupils	X	
Ability to write in a confident, sophisticated, accurate manner for a specific context and circumstances	X	
Excellent communicator able to identify and use appropriate styles and methods, including digital channels, appropriate to the audience	X	
Ability to demonstrate resilience with evidence of overcoming obstacles and personal or professional challenges	X	
Can reflect on their own work in analytical ways, acknowledging where mistakes happen and be able to constructively work with themselves and others in finding solutions	X	
Demonstrates curiosity and open mindedness in dealings with all people, ideas and educational theories and evidence	X	
Is committed to ensuring equality of provision and to strive to meet the needs of diverse communities so that everyone feels welcome and included	X	

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL TRUST POLICIES.

The successful applicant will be subject to relevant vetting, health and reference checks, including online checks and a satisfactory enhanced disclosure before an offer of appointment is confirmed.

If you have not been contacted within one week of the closing date, please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.