



WELLSPRING

We Make A Difference

Data Analyst

Hybrid of remote and office working



The Role

We are seeking a talented and motivated data specialist to join our dynamic team.

This position is pivotal in enhancing our ability to craft and develop insightful data visualisations that inform strategic decisions across our Trust. You will collaborate with cross-functional teams to leverage business intelligence and implement engaging data visualisations that provide clear and actionable insights.

You will play a critical role in transforming how we leverage data to achieve strategic objectives. Your expertise in creating compelling visual narratives from complex data will be instrumental in empowering our team and driving the Trust forward.

Experience in the education sector is not essential, although strong skills in data management and data visualisation are vital.

Key Responsibilities:

- **Design and Development:** Create engaging and informative data visualisations that simplify complex datasets for better understanding and decision-making.
- **Data Management:** Gather, clean, and consolidate data from various sources into a central data resource, ensuring accuracy, consistency, and accessibility across the trust.
- **Collaboration:** Work closely with the Trust Data Manager, Trust Leaders and other key stakeholders to understand their needs and translate them into effective visual solutions.
- **Data Interpretation:** Interpret data trends and patterns to support strategic planning and operational improvements within the Trust.
- **Technology Implementation:** Utilise industry-standard tools and technology to develop interactive dashboards and reports that drive informed decision-making.

We are interested in hearing from people who:

- Are self-motivated, efficient, ambitious and highly organised.
- Are a proactive and creative thinker with the ability to generate new ideas.
- Have a commitment to supporting the work of passionate education professionals.

Our Offer:

- **Continuous Development:** We value our people. Collegial working at all levels is central to our culture. High quality induction training and ongoing professional development support are guaranteed.
- **Inclusivity:** We are committed to creating a diverse and inclusive workplace where everyone feels valued and respected.
- **Innovation:** We encourage creativity and innovation. We believe in the power of teamwork and encourage open communication and idea-sharing.
- **Work-Life Balance:** We understand the importance of work-life balance and offer flexible working and hybrid working arrangements to support our employees' well-being.
- **Competitive Benefits Package:** Including local government pension scheme, generous annual leave entitlement and other benefits.

Our Data Strategy

The data strategy at Wellspring is designed to align with and support the trust's strategic priorities and overall vision, ensuring that data helps serve our objectives rather than the other way around.

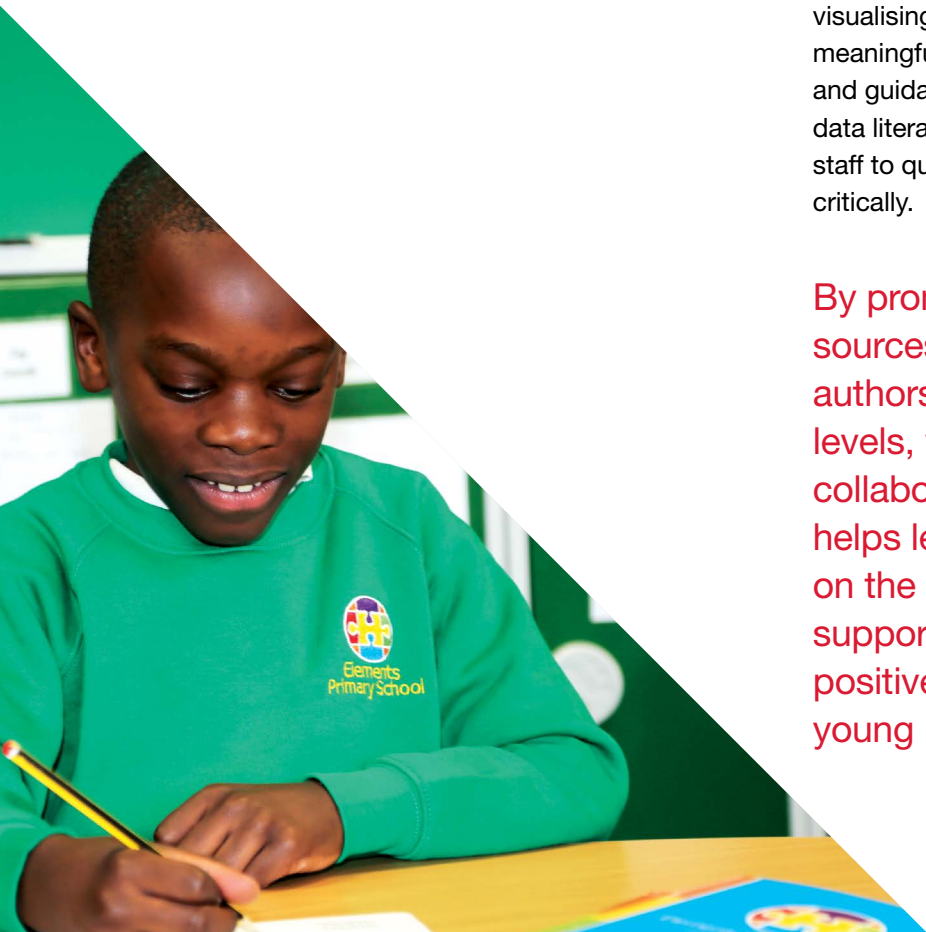
We strongly believe in autonomy at the school level, our approach to data must align seamlessly with this ethos, providing insights that empower leaders while respecting their unique contexts.

Over the last decade, Wellspring has embarked on a journey of technological and digital advancement, with all sites transitioning to Google Workspaces and the implementation of Arbor, a cloud-based school management system. Over a similar period of time, Wellspring has developed a sector-leading assurance framework, which blends quantitative and qualitative data to provide holistic business intelligence.

To help support informed decision-making, the data team at Wellspring will aim to provide concise, insightful data analysis tailored to the needs of all stakeholders and aim to improve our capacity for business insight and intelligence. We are committed to identifying and enhancing areas where data visualisation can be more effective, enabling clearer and more impactful communication of information. Where feasible, we will deliver trend analysis and benchmarking data, supporting a culture of continuous improvement across the trust. By shortening the timeframe between data provision and decision-making, we aim to streamline processes and improve responsiveness.

To further enhance efficiency, we will explore opportunities for greater automation in data collection and analysis. Building organisational capacity for visualising, interpreting, and acting upon data meaningfully is a key priority. Through targeted training and guidance, we aim to strengthen understanding, data literacy, and a culture of curiosity that encourages staff to question, challenge, and explore data insights critically.

By promoting broader access to data sources and carefully considering authorship and interaction at different levels, we will foster a self-serving, collaborative, data-informed culture that helps leaders and stakeholders hone in on the signal amidst all the noise and supports our wider mission to make a positive impact on the lives of all our young people.



Job Description

Main duties will include:

- Collaborate with cross-functional teams to design and implement compelling data visualisations and present insights to stakeholders.
- Transform complex data into actionable insights to support strategic decision-making and improve business processes.
- Engage with stakeholders to align data initiatives with the Trust's strategic goals, ensuring the impact of analytics is understood at all levels.
- Create and optimise interactive dashboards, reports, and data models, ensuring clarity and relevance for stakeholders to drive critical insights.
- Design intuitive data visualisations to communicate insights effectively and collaborate with stakeholders to meet reporting needs.
- Manage data from multiple sources, ensuring accuracy and integrity across reports and dashboards. Ensure seamless integration across platforms through API management where appropriate.
- Suggest innovative solutions and identify automation opportunities to enhance operational efficiency and user experience.
- Contribute to refining business metrics, improve data literacy through staff training, and support continuous data analytics improvements.
- Use analytics and visualisation tools like Tableau, Power BI, Google Analytics or similar to enhance existing reporting, while ensuring seamless data integration and compliance with GDPR.
- Stay informed on trends in data analytics, design interactive dashboards, and manage relationships to ensure effective data operations.
- Ensure the scalability of data systems and reporting tools, with an eye on future growth and technology evolution in the Trust.
- Successfully manage partnerships and relationships, which underpin the effective operation of the data and intelligence system.
- Work with flexibility and adaptability to implement new tools, and methodologies as the Trust's needs evolve. Developing bespoke reports and summaries, as required.

Standard Duties in all Trust Job Descriptions

- Show a commitment to diversity, equal opportunities and anti-discriminatory practices.
- Show a commitment to ensuring that children and young people learn in a safe environment.
- Participate in relevant and appropriate training and development as required.



About Wellspring

Wellspring is a highly successful Academy Trust, well-known for its inclusive approach and unwavering social purpose commitments.

Over its twelve years of operation, the Trust has proudly maintained a record of never permanently excluding a single student. As the largest mixed sector Trust in the region, Wellspring is soon to be a community of thirty-eight schools across the North of England. Our passion for social equity drives us to ensure that every young person in our care, regardless of their background or challenges, has access to high-quality education.

We believe that highly effective schools are those that consider all essential elements of a thriving and safe learning environment. We combine expert business planning with our in-depth knowledge of schools to provide sector leading assurance and support. This involves a holistic, long-term evaluation of performance, integrating educational outcomes with comprehensive measures to assess our effectiveness.

Through rich business intelligence, we evaluate school effectiveness holistically, considering workforce insights, health and safety, financial sustainability, governance effectiveness and environments alongside classroom practices and outcomes.

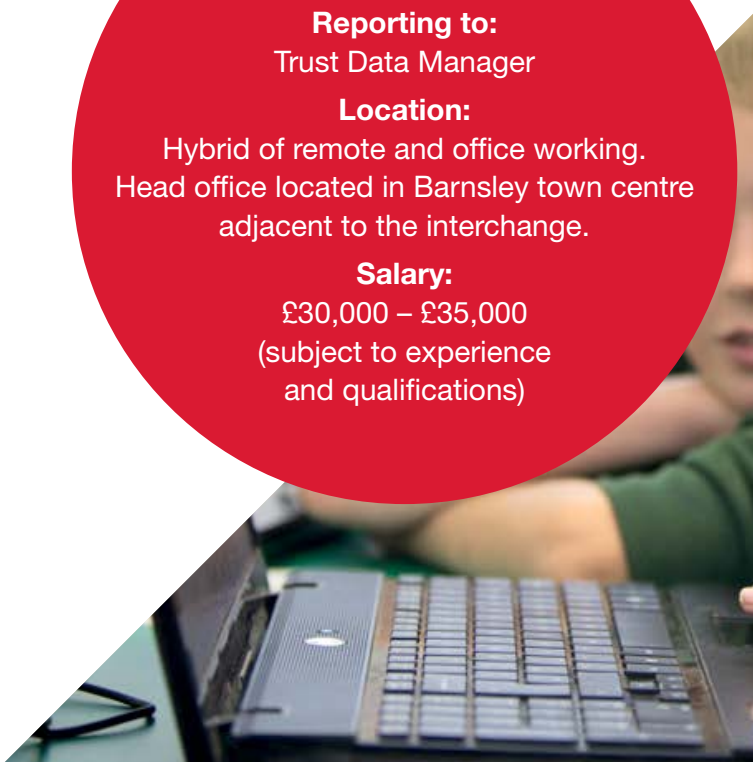
Wellspring is dedicated to fostering innovation, inspiring transformation, and cultivating a culture of collaboration for the betterment of all. Through our inclusive practices, we aim to break down barriers and ensure that all individuals have the chance to succeed, fostering a sense of belonging and unity within our communities.

Post Title:
Data Analyst

Reporting to:
Trust Data Manager

Location:
Hybrid of remote and office working.
Head office located in Barnsley town centre adjacent to the interchange.

Salary:
£30,000 – £35,000
(subject to experience and qualifications)



Person Specification

Attributes	Essential / Desirable	Measures: application form (A), interview (I)
Qualifications		
Degree in Data Management & Analysis, Data Science, Information Systems, Business Intelligence, Statistics or equivalent relevant qualification.	E	A
Experience		
Experience managing data across a range of establishments in an educational context.	D	A/I
Experience of analysing data across areas of performance such as workforce, finance, student outcomes, or similar.	E	A/I
Demonstrated ability to interpret and analyse data for diverse stakeholders, tailoring insights to varying needs.	E	A/I
Knowledge & Skills		
Strong data visualisation design skills, with an ability to create clear and effective visual representations of complex data.	E	A/I
Technically curious, self-motivated, versatile, and solution-oriented.	E	A/I
Expertise in data visualisation tools such as Tableau, Power BI, Google Analytics or similar platforms, with a strong understanding of their capabilities.	E	A/I
Ability to analyse complex datasets and translate findings into actionable insights. Using coding techniques as appropriate.	E	A/I
Excellent communication skills, with the ability to present data-driven insights to both technical and non-technical audiences.	E	A/I
A creative mindset with a keen eye for design and detail.	E	A/I
Ability to work collaboratively in a team environment and engage with stakeholders at all levels.	E	A/I
Strong organisational and time management skills, with the ability to manage competing priorities and deliver high-quality results in a timely manner.	E	A/I
Ability to work across the Trust to support colleagues at all levels in relation to data collation, collection and reporting, whilst contributing to a positive team culture.	E	A/I
Understanding of data protection regulations (e.g., GDPR) and commitment to maintaining data security, privacy, and compliance.	E	A/I
Willingness and ability to quickly learn and implement new technologies, tools, and methodologies as the Trust's data needs evolve. Developing bespoke reports and summaries, as required.	E	A/I
Experience/knowledge of integrating data from various systems (e.g., student management systems, finance, HR) and ensuring compatibility across platforms.	D	A/I



WELLSPRING

We Make A Difference

Applications

We welcome informal conversation with Peter Atherton, Trust Data Manager at p.atherton@wellspringacademies.org.uk

Post Title: Data Analyst

Reporting to: Trust Data Manager

Duration of Post: Permanent

Work Commitment: 52 weeks per year

Start Date: As soon as possible

Closing Date: 9am Thursday 9th January 2025

Interview Date: Friday 17th January 2025

Department: Education Support Team

Salary: £30,000 – £35,000

(subject to experience and qualifications)

Location: Hybrid of remote and office working.

Head office located in Barnsley town centre adjacent to the interchange.

Further Information

Wellspring Academy Trust is committed to safeguarding and promoting the welfare of our pupils. All posts are offered subject to enhanced DBS checks.

References will be requested and an online search carried out for shortlisted candidates, prior to attendance at interview. Further pre-employment checks, including prohibition from teaching, childcare disqualification and section 128 checks, if deemed relevant for the role, will be completed for the successful candidate upon acceptance of the post.

We are committed to equal opportunities and to promoting diversity. We want our people to reflect the diversity of our communities, and we welcome applications from people from all backgrounds, especially from under-represented groups, including those from Black, Asian and minority ethnic communities.

If you are currently living overseas or have lived / worked overseas in the last five years please be aware that you will be required to provide an overseas criminal records check from the country/ countries you have resided in, if you are the preferred candidate for the post.

Wellspring Trust

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Discover how we make a difference at wellspringacademytrust.co.uk