



School Improvement Lead – Head of English

The Good Shepherd Trust



Candidate Information Pack
January 2025



School Improvement Lead – Head of English

Dear Applicant,

Thank you for your interest in the post of School Improvement Lead – Head of English at the Good Shepherd Trust. The Good Shepherd Trust is a multi-academy trust consisting of 24 schools in the Diocese of Guildford, across Surrey and Hampshire.

We wish to appoint an outstanding individual to a School Improvement Lead - Head of English role in our central trust education team. You will be ultimately responsible for this area of specialism across a growing trust and will be a passionate advocate for delivering improvements in your field. You will know first-hand the importance of educational improvement and how to develop your deep subject expertise to deliver improved outcomes for our children. If you are a proactive individual with a positive outlook, we would be delighted to receive your application.

The [trust's vision](#) is for all schools to be highly ambitious, successful and inspirational places to learn, which enhance the life opportunities for every child that they serve. Our schools are safe places, where pupils reach their full potential, where positive memories are made and where children, parents, staff and the community take pride in their school. This means that we are fully committed to establishing academies which educate the whole child for life in all its fullness, within the heart of their local community.

We acknowledge that high expectations raise aspirations of pupils and their communities and believe that the professional development of staff and school leaders is central to this. Each school offers a bespoke, rich curriculum and an inspiring learning environment, which is relevant to our learners. This is alongside unique learning experiences that stimulate, challenge and inspire.

We strive to build strong and effective partnerships with parents and the local and wider community because the engagement of parents/carers is vital to children's educational achievements. The trust values that children's personal development grows through membership of a community and enables them to become contributing citizens.

We are working hard to become a more diverse organisation – which is key to our commitment “to be better, together”. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the group as a whole. We always appoint on merit.

We are very excited about the opportunities this role will create to drive our trust forward. We look forward to hearing from you and receiving your application.

Paul Kennedy
Chief Executive Officer

THE ROLE

School Improvement Lead - Head of English

Reporting to: Chief Education Officer

Salary: GST Salary Band K (£58,584 - £65,166 Annually, FTE) + Teacher's Pension
Part-Time/Full-Time

About this Role

You will be ultimately responsible for English across a growing trust and will be a passionate advocate for delivering improvements in your field. You will know first-hand the importance of educational improvement and how to develop your deep subject expertise to deliver improved outcomes for our children. You will lead and direct a joined-up trust approach across English to deliver the highest levels of support for school leaders and teaching staff across our schools.

Key responsibilities

- To lead in English across the Trust, helping schools to improve practice by providing guidance, support, and expertise in order to enhance teaching and learning outcomes.
- To assess schools' strengths and weaknesses in your specialism, identifying areas for improvement, developing, and supporting with implementation of improvement plans, providing professional development, and training, monitoring and evaluating progress.
- To advise schools on evidence-based practice related to your specialism, complying with educational regulations and policies.
- To help schools enhance their capacity to provide high-quality education to all pupils, and to foster a culture of continuous improvement and innovation in your specialist area.

Areas of Responsibility:

Operational/Strategic Leadership

- Create and implement a trust-wide development plan in your specialist area as part of the education team's development plan in line with the trust's stated vision, values and curriculum principles.
- Work with colleagues in the education team to develop a trust-wide curriculum policy, drawing on expert knowledge of suitable teaching and learning approaches, resources and schemes of work in your specialist area.
- Establish and oversee a trust-wide network in English; assess strengths and implement initiatives for schools to support each other and enhance practice.
- Assist in the identification, synthesis, and dissemination of evidence-based research to support outstanding subject specific teaching practice across the trust.
- Liaise with teaching hubs and other external agencies linked to your specialism, as appropriate.
- Support with the effective deployment of lead practitioners in undertaking improvement work across trust schools.
- Advise school leaders, within your specialist area, on how to support staff to maintain high expectations for all groups, ensuring all pupils have access to a rich curriculum.
- Assist subject leaders where required in ensuring that the curriculum is expertly planned and sequenced in your specialist area and provide a range of teaching strategies which supports its effective implementation.
- Provide feedback and actionable steps for curriculum improvements and ensure schools are supported to implement them.

Quality Assurance

- To contribute to the process of monitoring and evaluation of your specialist area in line with agreed trust quality assurance procedures, including evaluation against quality standards and performance criteria.
- To seek and/or implement modification and improvement where required.

Experience and Qualifications

- Qualified Teacher Status
- A degree and/or professional qualification relevant to the role and/or equivalent learning through professional experience.
- Demonstrable experience of senior leadership in education with whole school or cross-school impact.
- Evidence of working within a key education specialism at a senior level and ability to lead across a wider team.

Closing date: 4 February 2025 5pm

Interviews: w/b 10 February 2025

Start date: 22 April 2025

This job description is not necessarily a comprehensive definition of the post, and the post holder will be required to undertake other duties appropriate to the grade and character of the work as directed. 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 safeguarding policies.

Equality

Equality, diversity, and inclusion (EDI) are critical components of a healthy organisational culture. The postholder will support us to create a welcoming, supportive environment where every student and staff member can thrive.

Safeguarding

The Good Shepherd Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We ensure that all our employment practices reflect this commitment. All appointments are made subject to an enhanced DBS clearance (Disclosure and Barring Service), satisfactory references and qualification checks. The postholder will be required to safeguard and promote the welfare of children and young people and follow trust policies and the staff code of conduct.

About The Good Shepherd Trust

Our Vision

“To be better, together, to ensure an ambitious education for every child in every school every day”

[The Good Shepherd Trust](#) is a multi-academy Trust within the Diocese of Guildford. We currently have 24 schools, 23 in the primary phases and 1 secondary school. The Trust has implemented school hubs for the purpose of collaboration to improve outcomes for children and is seeking to further streamline and centralise services in order to better support all the schools within the Trust.

Each Trust school is unique. The Trust is committed to celebrating the local context of each school and capitalising upon their strengths to the benefit of the wider Trust. The quality and commitment of our people is at the heart of all we achieve. The Trust values them, develops them, and is an employer of choice.

We are guided by our principles and it is these, along with our vision and values that create the culture of how we work together:



Transforming Schools - Transforming Lives In the name of Jesus, the Good Shepherd

Jesus the Good Shepherd embodies values, which guide our work and relationships, including: **Trust, Love, Courage, Respect, and Integrity.**

Our values are lived out by all our people in every aspect of our work, including our behaviours, policies and decision-making.

Educationally our consolidated outcomes (for schools that meet the 3-year criteria for inclusion) across the Trust are in line with national average for MATs and within the Trust community are demonstrated in outstanding, good and improving schools.

The Trustees are ultimately accountable for the performance of the Trust and have a key role in setting the strategic direction and managing risk. The Trustees delegate some responsibilities to Local Committees.

The Trust has an active central team, based in Guildford, who provide support for school improvement and educational outcomes, safeguarding, governance, admissions, human resource management, finance and much more. There are exciting developments in the pipeline to further develop the central function, which will bring benefit to all our schools.

How to Apply:

Please complete your application form on [MyNewTerm](#)