



**PYRAMID**  
SCHOOLS TRUST

Working in partnership, so future generations achieve, belong and contribute

# Primary Improvement Lead

## Recruitment pack



## Primary Improvement Lead

Full time

Permanent

Required for April 2025

Leadership Scale 6 - 10

Reporting to The Director of Education

The Pyramid Schools Trust is excited to announce an opportunity for a Primary School Improvement Lead to join our growing family of schools. We are seeking a highly motivated and dedicated leader who is passionate about the professional development of our teachers, and has experience of using the best evidence-informed practices.

This role is ideal for an exceptional practitioner, with a proven track record for educational outcomes, who thrives in a collaborative team. Moreover, you will be ambitious for our children, ensuring they achieve their full potential.

## Welcome to The Pyramid Schools Trust

At Pyramid Schools Trust, our uniqueness lies in our unwavering commitment to collaborative excellence.

We are not just educators, we are partners in shaping futures. What sets us apart is our genuine belief in the power of community and collaboration.

In every aspect of our practice, from curriculum development to pastoral care, we place a premium on inclusivity and belonging. Our familial approach ensures every partner, whether student, parent, or colleague, has a voice that is not just heard but valued.

This sense of belonging fosters a supportive environment where everyone can thrive. We achieve this through our ability to seamlessly integrate all-through education, spanning from early years to post-16.

By providing a consistent framework for teaching and assessment across the trust, we ensure every pupil has equal opportunities to excel. But what truly sets us apart is our relentless pursuit of excellence. Our vision is not just to provide education, it is to provide world-class opportunities that empower our learners to flourish in life. From our innovative curriculum to our dedicated staff, everything we do is geared towards achieving the best outcomes for all.

At Pyramid Schools Trust, we are not just building a brighter future, we are building a community where every individual can **achieve, belong, and contribute**. Together, we shape the future generation for success.



Steve Kelly, CEO

## Main Duties and Responsibilities

Working in partnership, so future generations **achieve, belong and contribute** the Primary Improvement Lead will:

- Lead by example; be ambitious for all of our children and staff.
- Promote a transparent culture of professional growth, underpinned by improve and not prove.
- Accurately evaluate the quality of education, and identify training needs that are prioritised in professional development programmes.
- Design and deliver school or trust-wide professional development programmes, based upon the best evidence informed practice.
- Role model inspirational and excellent classroom practice, through modelling, team-teaching and coaching.
- Develop and support middle leaders to lead, school led, sustained improvement.
- Ensure that whole school policies and procedures are followed consistently.
- Engage in and support the cycle of pupil progress reviews, termly achievement data and statutory assessments.
- Support the induction of new teaching staff.
- Play a key role in building partnerships with schools and other agencies.
- Undertake other duties and responsibilities commensurate with this role identified by the Central Team.

## Person Specification

	Essential	Desirable
<b>QUALIFICATIONS</b>		
A degree or equivalent	✓	
Qualified Teacher Status	✓	
Recent relevant professional development as a middle/senior leader		✓
Successful recent middle/senior leadership experience	✓	
<b>EXPERIENCE</b>		
Experience of leading aspects of school improvement	✓	
Experience of leading and improving teaching and learning	✓	
Experience of successfully increasing rates of pupil progress and of raising attainment	✓	
Experience of successfully enabling colleagues and pupils to develop and apply their leadership skills	✓	
Experience of working in a Multi-Academy Trust		✓
Experience of end of Key Stage Two Statutory Assessments	✓	
Experience of EYFS Baseline, Y1 and Y2 Phonics Check and Y4 Multiplication Times Table Check		✓
<b>ABILITIES, SKILLS &amp; KNOWLEDGE</b>		
Excellent classroom practitioner	✓	
Thorough knowledge of the primary curriculum	✓	
Excellent knowledge of safeguarding	✓	
Knowledge of current and emerging priorities in primary education	✓	
Articulate with excellent interpersonal skills	✓	
Able to prioritise, plan, organise and manage workload	✓	

Able to develop the leadership and teaching skills of others	✓	
Able to influence others: inspiring, motivating and challenging	✓	
Able to build and maintain effective professional relationships	✓	
<b>PERSONAL QUALITIES</b>		
Committed to working collaboratively to improve outcomes for pupils	✓	
Having integrity and consistently leading by example	✓	
Commitment to safeguarding and promoting the welfare of children and young people	✓	
Genuine respect for others and desire for equality of opportunity and diversity	✓	
Ability to work as part of a team	✓	
Can-do attitude and solution focused approach	✓	
Have a willingness to demonstrate commitment to the values and ethos of The Pyramid Schools Trust	✓	
Willing to travel to The Pyramid Schools Trust schools	✓	

**Closing date:** Thursday 16th January 2025  
**Invitation to interview:** Monday 20th January 2025  
**Interviews:** Wednesday 22nd and Thursday 23rd January 2025

School tours and informal visits with the Central Education Team are strongly welcomed.

Please contact Naomi Hinkins HR Manager [nhinkins@pyramidschoolstrust.org](mailto:nhinkins@pyramidschoolstrust.org) to arrange a visit to one of our wonderful schools.