

Active  
Learning  
Trust

**Candidate Pack**  
Academy Improvement Lead  
DECEMBER 2025



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# Dear applicant



*Thank you for your interest in joining the Active Learning Trust. I know that choosing where to build your career is a big decision, and before I share the details of the role, I want to tell you why this is such a special place to work.*

*At ALT, we do things differently. We are a values-led organisation that believes our people are our greatest strength. We invest deeply in the adults who work with us, because when we help our colleagues grow, our pupils thrive. Ours is a community built on trust, care and ambition – where every member of staff is encouraged to discover their strengths, take opportunities, and know that their work is shaping brighter futures for the children in our care.*

*We don't see education as just a system; we see it as a moral mission. Every day, our staff bring energy, compassion and commitment to their roles, united by the belief that every child deserves the very best. We stand alongside you with high expectations, professional development, and unwavering support so that together we can achieve extraordinary things.*

*If you share our values and our passion for making a difference, we would be delighted to hear from you. I look forward to the possibility of welcoming you into our Trust – a place where people matter, potential is nurtured, and purpose drives everything we do.*

*With warm regards,*



**Lynsey Holzer**  
Chief Executive Officer

# Active Learning Trust

## Overview

Our multi-academy Trust was originally established in 2012 and is currently made up of 1,600 staff across 21 schools in East Anglia, serving over 8,600 young people and their families. Our shared Trust mission of delivering excellence to ensure our young people can thrive and prosper is at the heart of everything we do.

Our trustees fulfil their duties through our Trust Leadership Team, which includes our central team and school leadership teams, working together as one unified organisation with joint accountability. We have an established central team that is not only knowledgeable but also driven by an imperative to deliver the very best for the young people in our care.

At Active Learning Trust, we are restless for excellence and improvement so that our children can thrive and prosper. Deeply rooted in the heart of our communities, people choose to join our trust because we make a difference. We explore the art of the possible to find the right solutions for our children, our people and the wider education sector.

## Our Team

Our team is made up of experts across all specialist areas, including education, finance, HR, communications and marketing, estates, governance, procurement, data and IT. Their skills allow us to deliver shared savings and, more importantly, provide essential services to schools, enabling school-based leadership to focus on improving outcomes for pupils in the broadest sense.

- We know our schools exceptionally well and we offer both honest reflection and evaluation of our strengths and areas for improvement.
- We have clear and appropriate plans for continuing to improve the quality of education and pupil achievement.
- We encourage and celebrate the individual characteristics of each of our schools and provide them with a good balance of autonomy central oversight and accountability.

## Our Values

At the heart of our Trust are five core values that shape our culture and guide every aspect of our work. They influence our interactions, decisions and strategic direction, and they unite our school communities.



**I aspire, we achieve**



**We're curious, creative and bold**



**A family, not a house share**



**Comfortable being candid**



**Humour, humility, humanity**





“

*ALT has put a lot of work into developing genuine shared values which you can see starting to come through all the schools. This feels very powerful. Despite the geographical distance between schools, there is real sense of the greater good with school leaders constantly supporting one another where needed. It is a particular privilege in my role to be able to identify and spread excellent classroom practice from school to school. People in this Trust are happy, and there is a widespread feeling of exciting times ahead.*

**Lisa Corby**  
Academy Improvement Lead

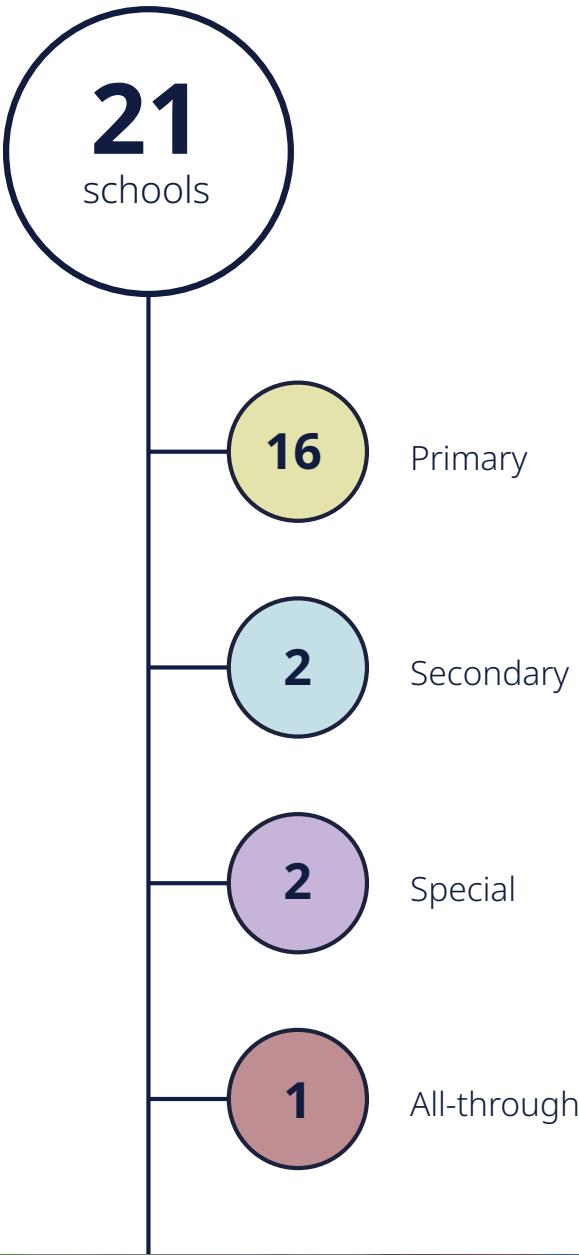
# Our Schools

Active Learning Trust encompasses 21 schools across East Anglia – eight in Cambridgeshire, 12 in Suffolk and two in Norfolk.

Our schools fall naturally into three designated geographical sub-regions – Ipswich, Norfolk & North Suffolk, and mid Cambridgeshire. This allows the Trust to apply ‘hub’ level school-to-school support and collaborative working along with other mutually supportive arrangements. The synergy this creates has become a key way of working for our teams and continues to develop further over time.

For more information on our schools, please visit our website.

[View our schools](#)





# Job Vacancy

## Academy Improvement Lead

### Drive improvement and deliver excellence across our academies

We are looking for an experienced leader who can deliver measurable improvement and support our schools to achieve the highest outcomes for our pupils. This role is about strategic leadership, building capacity and ensuring excellence in teaching, learning and culture across multiple settings.

### What makes this role unique?

- You will shape strategy and culture in addition to monitoring performance.
- You will coach and empower leaders, building capacity for long-term success.
- You will drive innovation in teaching and learning, ensuring our academies are Ofsted-ready and future-focused.

### Our People-First Philosophy

At Active Learning Trust, everyone is valued in their role and we make sure that the right people have the right opportunities to find their purpose and progress within our Trust.

We love working with specialists that are passionate about shaping the future of education. Guided by our values of open dialogue, bold thinking and collaboration, we put our staff's growth and well-being at the heart of everything we do - so that they can focus on making a real difference in our schools and our communities.

### Why Join Our Trust?

- Belong to a compassionate and inclusive trust that values you and the role you play.
- Join an experienced group of people that are fully dedicated to delivering the best for our children.
- Gain access to our VivUp employee benefit system, Cycle to Work scheme and teacher pensions.

### Contact

If you would like to find out more about this exciting opportunity, please contact Rae Aldous, Director of Primary Education, at: [rae.aldous@activelearningtrust.org](mailto:rae.aldous@activelearningtrust.org)



### Location

Hybrid

### Contract

Permanent, Full-time

### Salary

Leadership Scale L24-L30  
(£91,158 - £105,595)

### Closing Date

19 January 2026

### Interviews

29 January 2026

# Job description

## Academy Improvement Lead

**Salary:** Leadership Scale L24-L30

**Academy Site:** Trust wide

**Reporting to:** Director of Primary Education

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### Main purpose

To be accountable for sustainable and measurable improvement of the standards and performance of academies and individual workflows:

- Achievement
- Attendance
- Behaviour
- Curriculum
- Quality of Education
- Safeguarding
- Finance
- Ofsted Readiness
- Operational Leadership & Management (Culture)

### Duties and responsibilities

#### 1. Strategic Leadership

- 1.1. Be accountable to the Trust for the sustained improvement of outcomes for children and young people attending the academy.
- 1.2. Work with the Director of Primary Education/Director of Secondary Education/Director of Education and central services teams, the trustees and local governing body and the Senior Leadership Team of the academy to develop, implement and monitor a robust improvement plan with a clear vision for the academy.
- 1.3. Work with Headteachers to introduce and embed the Trust's quality standards in all aspects of the academy's operation.
- 1.4. Work with Headteachers to put in place management systems, in line with the Trust's academy improvement framework, to secure rigorous lines of accountability for pupil outcomes.
- 1.5. Work with the Headteachers to secure solid systems for the smooth and efficient running of the academy, with particular regard for embedding good systems to secure behaviour and attendance.
- 1.6. Work with the Headteachers on any necessary management and staffing restructuring in conjunction with the People Team and the Director of Education.
- 1.7. Support the development and capacity building of senior and middle leaders at the academy.



- 1.8. Ensure positive engagement from staff and commitment to the vision and high expectations of the Trust.
- 1.9. Broker and secure additional resources, as required, to help the academy meet the expectations of the Trust.
- 1.10. Ensure strong feedback and reporting in order that the Trust may have clarity on the performance secured within each academy.

## **2. Leading Teaching, Learning and Assessment**

- 2.1. Work with the Headteacher to secure consistently high standards of teaching, learning and assessment in all subject areas and in all year groups through the introduction and embedding of the Trust's teaching, learning and assessment policies, principles and strategies.
- 2.2. Ensure that the Trust's monitoring and evaluation systems are used to hold senior leaders and subject leaders to account for pupil progress on a regular basis. In line with Trust policy.
- 2.3. Ensure that all teachers and support staff develop and improve their practice through full engagement in professional learning communities.
- 2.4. Provide coaching support for key staff to improve quality of their teaching practice.
- 2.5. Work with the Headteacher and Senior Leaders to embed consistency and accuracy in assessment of pupil progress in all subject areas and in all year groups.
- 2.6. Work with the Headteacher and Senior Leaders to ensure that the progress of any pupil or group of pupils vulnerable to under-achievement is closely monitored and interventions are put in place when required.
- 2.7. Work with the Headteacher to put in place a curriculum which is consistent with the Trust's expectations, and which meets statutory requirements and local needs.

## **3. Raising Aspiration, Achievement and Attainment**

- 3.1. Lead, model and promote an ethos of aspiration and achievement for all young people in the academy.
- 3.2. Create a positive culture of challenge, support and high expectations, in order to raise standards and improve the quality of teaching.
- 3.3. Ensure that robust assessment data analysis is used to raise standards for all pupils.
- 3.4. Ensure that all members of the academy community feel valued as individuals.

## **4. Relationships and Partnerships**

- 4.1. Promote strong relationships and effective working arrangements with the Trust, governors, staff, parents and pupils.
- 4.2. Work with the Headteacher and Senior Leaders to motivate and enable all staff to carry out their respective roles to the highest standard, through robust line management and high quality continuing professional development.
- 4.3. Work with ALT Institute to ensure a high standard of professional development for all staff and for self.
- 4.4. Establish collaborative and open relationships with all stakeholders.  
Within the Trust's frameworks, develop focused and effective partnerships with a range of organisations to support improved outcomes for pupils.
- 4.5. Work positively with other academies within the Trust and in the local area to improve outcomes and professional practice.

## **5. Funding and Budget Management**

- 5.1. Ensure that the academy's budget is used effectively and efficiently to maximise its impact on the achievement of the best possible outcomes for pupils.
- 5.2. In keeping with the Trust's financial systems, ensure that budgetary controls are effective and expenditure is managed effectively.

## **6. Accountability**

- 6.1. Be accountable to the Trust for the performance and outcomes of the academy.
- 6.2. Report on a regular basis and as required to the Trust Executive and the Trust's Academic Board on the performance of the academy.

## **7. Line Management**

- 7.1. Coordinate and oversee the quality of work for associate central staff deployed at the school.
- 7.2. Line manage any seconded staff to individual workstreams as appropriate (AIL Specialist).
- 7.3. Line manage Headteacher / Executive Headteacher for allocated academies (AIL).
- 7.4. Work with Headteacher to ensure that rigorous line management systems are in place and operating effectively throughout the academy.
- 7.5. Work with the Headteacher to ensure that comprehensive and systematic programmes of high quality professional development are in place.

## **8. Other Responsibilities**

- 8.1. Contribute to the wider work of the Trust, its academies and its communities through partnership working, sharing of expertise and knowledge.
- 8.2. Carry out any such duties as may be reasonably required by the Director of Primary Education/Director of Secondary Education/Director of Education
- 8.3. Exercise a commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
- 8.4. Contribute to the development and delivery of CPD, Teacher training, leadership development and academy support work of the ALT Institute.

## **Generic responsibilities of all Active Learning Trust employees**

- To consistently uphold the Trust's Aims, Visions and Values.
- To work in a co-operative and polite manner with all stakeholders and visitors to promote and enhance the reputation of the academies and Trust.
- To work with children and young people within the framework of the academy in a courteous, positive, caring, and responsive manner.
- To take an active and positive role in the Trust's commitment to the development of staff and review procedures, undertaking training as required.
- To act in a professional way that is consistent with the values and expectations of the Trust.
- To be responsible for promoting and safeguarding the welfare of children and young persons.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

*Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks expected to be carried out. It will be reviewed annually in conjunction with the appraisal process and planning for the next academic year. It will be reviewed, and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Reports to Manager.*

# Person Specification

## Academy Improvement Lead

**E** = Essential / **D** = Desireable

Qualifications & Training		
Qualified Teaching Status (QTS)	E	
Educated to degree level or equivalent	E	
Further professional qualifications relevant to the post		D
Experience		
Extensive school leadership experience	E	
Experience as a Headteacher		D
A thorough understanding of effective safeguarding practice	E	
Experience of successful school-to-school support	E	
Significant experience of monitoring and development of teaching and learning	E	
Experience of delivering impactful professional development	E	
Experience of working in an academy trust	E	
Experience of managing change	E	
Experience of reporting to those responsible for governance in a multi-school setting		D
Experience of monitoring and evaluation of educational provision and standards	E	



Skills and Knowledge		
Excellent understanding of the current OFSTED framework	E	
A sound understanding of school/trust governance	E	
Excellent communication skills, both written and oral	E	
Good interpersonal skills with the ability and experience to motivate others	E	
Excellent knowledge of current pedagogical issues and a sound understanding of research in this area	E	
The ability to develop effective partnerships and networks	E	
A thorough understanding of effective curriculum design	E	
The ability to work as part of a team and on your own initiative	E	
Understanding of the national educational context	E	
Knowledge of current curriculum requirements	E	
Ability to use data analysis to help secure school improvement	E	
Ability and willingness to work in accordance with the Trust's collaborative values	E	
Sound judgement and excellent decision maker – confident in using own initiative	E	

Personal Qualities		
<p>Embodies of the Active Learning Trust's values:</p> <ul style="list-style-type: none"> <li>- I aspire, we achieve</li> <li>- We're curious, creative and bold</li> <li>- A family, not a house share</li> <li>- Comfortable being candid</li> <li>- Humour, humility, humanity</li> </ul>	E	
Commitment to uphold the seven principles of public life (the <a href="#">Nolan principles</a> ) at all times	E	
Commitment to maintaining confidentiality at all times	E	
Equal Opportunities		
Commitment to inclusion, equality and diversity	E	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people.	E	

# Application Process

## How to Apply

You can browse and apply for all Active Learning Trust vacancies by clicking the link below to access our recruitment platform. Once you have found the corresponding vacancy, click on the 'Apply Now' button to begin your application. You can save your application and return to it at any time. Please ensure you have completed and submitted your application before the deadline shown on the job advert.

[View current vacancies](#)

## Hints and Tips

To increase the chance of your application being considered for the role, please follow these steps:

- Use the Person Specification document to write your application. Consider using the headings and give examples where possible.
- Check for punctuation and grammar errors.
- Ensure your first referee is from your current or most recent employer. If you are employed within a school or academy, ensure you list your Headteacher as your first referee.
- All gaps in employment history must be explained. This should start from the date you left full-time education, including the summer holiday.



## Useful Information

As an equal opportunities employer, we welcome applications irrespective of race, gender, religion, disability, sexual orientation and/or age. We value the individuality and creativity that every worker potentially brings to the workforce.

No CVs are accepted in line with requirements of Keeping Children Safe in Education, therefore all applications are required to be completed using the MyNewTerm platform.

The Active Learning Trust reserves the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture. Please be advised that references may be requested prior to interview for roles within our academies, where permission has been given to do so via MyNewTerm.

Candidates are advised that, if shortlisted for interview, they will be subject to an online search of information in the public domain.

This post will come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.

