



# Central Business Services Team Data Science Apprentice Application Pack



**Full Time  
Permanent Position**  
Scale: App 1 to App 6

THE MERCIAN TRUST

NLS – NEW LEAF SCHOOL

ALD - ALDRIDGE SCHOOL

GRB - Q3 ACADEMY GREAT BARR

LAN - Q3 ACADEMY LANGLEY

TLS - THE LADDER SCHOOL  
OAK – OAKWOOD SCHOOL

QHS - QUEEN MARY'S HIGH SCHOOL

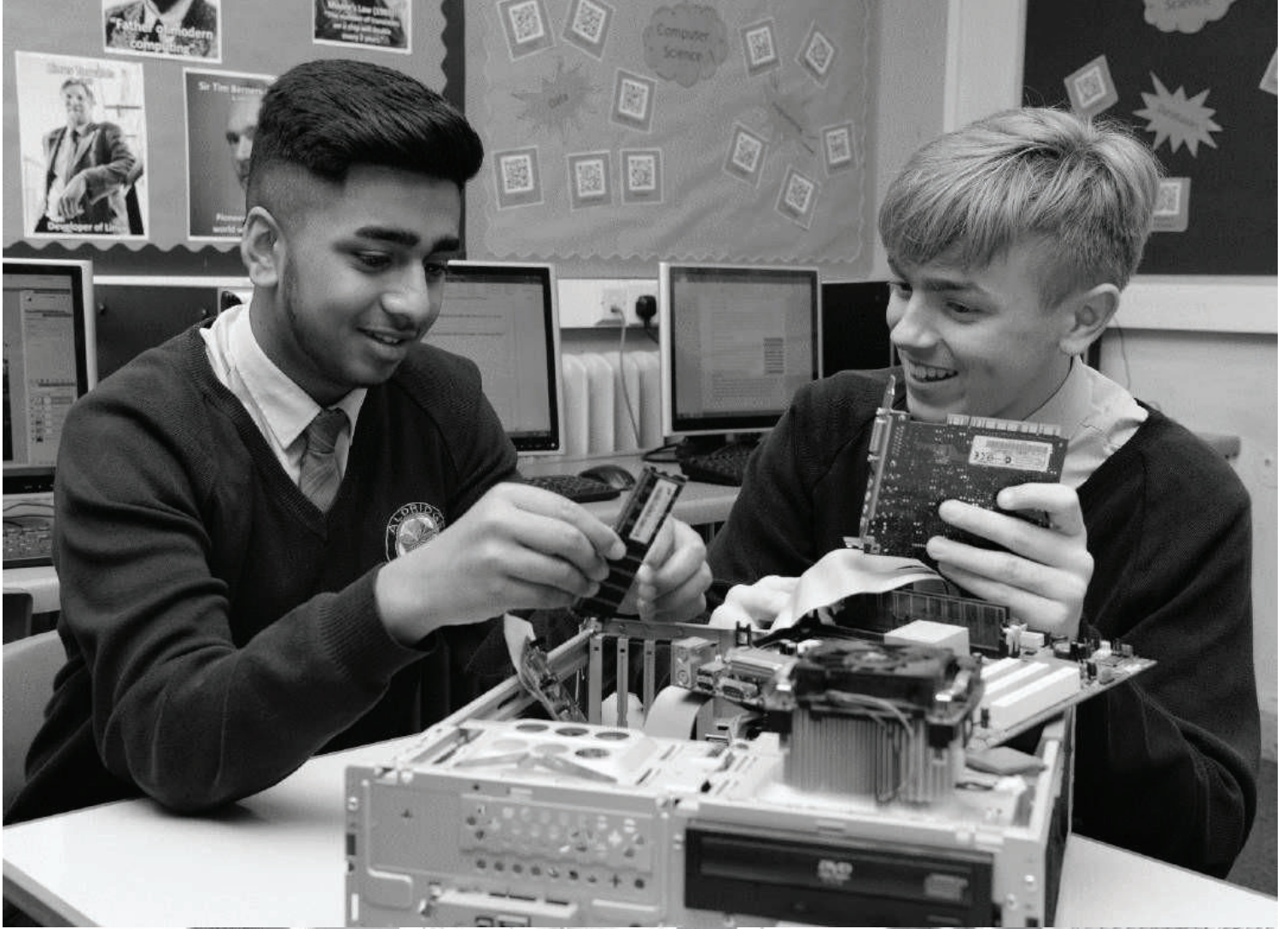
QMG - QUEEN MARY'S GRAMMAR SCHOOL

RUS – RUSHALL PRIMARY SCHOOL

SOA - SHIRE OAK ACADEMY

TPN - Q3 ACADEMY TIPTON

WSS - WALSALL STUDIO SCHOOL



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# STRATEGIC PLAN 2025-2030

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The Mercian Trust’s Strategic Plan for 2025–2030 marks an important transition from our pioneering chapter to a confident, maturing stage of development. Rooted in our commitment to social mobility and social justice, the strategic plan sets out a bold and innovative vision for the next five years—one that builds on our distinctive identity and shared values across a diverse family of schools.

Our strategy is anchored in three long-term priorities: purpose, people, and place. We aim to increase opportunities and improve outcomes for all students, recruit and retain exceptional staff, and deepen our engagement with communities and external partners. This is underpinned by a culture of inclusive leadership, continuous improvement, and purposeful innovation—ensuring every school flourishes and every learner experiences “life to the full.” As we move forward, we are thinking in decades, not just academic years, and we are excited for innovative and aspirational leaders to join us in shaping the future of education across Walsall, Sandwell and the Black Country.

Who we are is not changing...


## Solidifying Our Identity

	<b>Our Mantra</b>	<b>Life to the full</b> in pursuit of what is <b>good, right, and true.</b>
	<b>Our Mission</b>	Our <b>social mobility</b> and <b>social justice</b> mission to <b>increase opportunities</b> and <b>improve outcomes.</b>
	<b>Our ambition for students</b>	Children and young people who <b>fulfil their potential</b> , go on to <b>thrive in the world of work</b> and <b>make a positive contribution</b> to the local, national, and international community.

## All Trusts' long-term 'expectation'



# Strengthening Our Foundations

	<p><b>Continuously Improving</b></p>	<p>Ensure continuously improving <b>schools, leaders, teachers, and student-facing support staff</b>. Ensuring continuously improving <b>professional services</b> to and for schools, <b>business support staff, and systems</b>.</p>
	<p><b>Sustainable and resilient</b></p>	<p>Build <b>capacity and resilience</b> within <b>sustainable operating models</b> for all our schools, services and partnerships. Maximise <b>use of digital, data and AI</b> to <b>strengthen professional practice</b> and <b>reduce administrative workload</b>.</p>
	<p><b>A Participant and Contributor</b></p>	<p>Take responsibility for <b>contributing to system and sector improvement</b> in our local communities.</p>

## Our long-term strategy (not just the next 5 years)



# Securing Our Anchors

	<p><b>Equitable Education</b></p>	<p>Expertly preparing <b>each student</b> for life and work regardless of social, economic, or personal circumstances. Developing <b>transferable knowledge, understanding, skills, and character</b> in children and young people to enable each to succeed in school, outside of school, and beyond school.</p>
	<p><b>Distinctive Schools</b></p>	<p>Developing and sustaining a <b>diverse family of schools</b> that meet the needs, aptitudes and aspirations of <b>all children and young people</b>. <b>Leveraging our distinctive nature and USPs</b> so that pupils, parents and communities choose our schools.</p>
	<p><b>Leading Improvement &amp; Innovation</b></p>	<p>Strengthening our <b>capacity</b> to be <b>flexible and agile</b> as we <b>pioneer with purpose</b> and <b>innovate pragmatically</b> for the benefit of children and young people in our region.</p>



# Seeing Our Vivid Vision 2030

	<p><b>Purpose</b> Increasing Opportunities and Improving Outcomes for students</p>	<p>We will be recognised as a trust of <b>exceptional schools</b> of all phases, key stages, and settings by providing a <b>home for everyone</b> – the right school place and provision for every child and young person so that they <b>succeed in school</b> and move into <b>sustained, ambitious destinations</b>.</p>
	<p><b>People</b> Recruiting, retaining and developing staff and volunteers</p>	<p>We will be recognised for our <b>purpose-driven people</b>; an <b>employer of exceptional staff</b> supported by dedicated volunteers. Our team <b>embraces change</b>, invests in <b>professional growth</b> and masters the use of <b>digital technologies and AI</b> for the benefit of children and young people.</p>
	<p><b>Place</b> The communities we serve through our work and our partnerships</p>	<p>We will be recognised for <b>leading collaboratively in our region</b> – deeply rooted in the towns of the Black Country. We will be known for our <b>reciprocal, meaningful partnerships</b> with parents, alumni, employers, charities and other schools and school trusts <b>working together</b> to support children and young people.</p>





# OUR TRUST BLUEPRINT FOR LEADERSHIP AND CULTURE

## OUR PURPOSE

Increasing opportunities, improving outcomes.

## OUR MANTRA

Life to the full in pursuit of what is good right and true

## OUR PRINCIPLES

[P1]  
**Social Mobility  
and Social Justice**

[P2]  
**Belonging and  
Inclusion**

[P3]  
**Innovation and  
Improvement**

[P4]  
**Safeguarding and  
Wellbeing**

## OUR VALUES (WHO WE ARE)

[V1]  
**We Care**

We are:  
Kind  
Compassionate

We are uncompromising  
in our pursuit of:  
Excellence  
Rigour

[V2]  
**We are Courageous**

We are:  
Ambitious for all our  
students and staff

We are:  
Agile, flexible and bold  
in our decision-making  
(including taking the  
'difficult decisions')

[V3]  
**We are Candid**

We are people of:  
Honesty  
Sincerity

We welcome:  
Clarity  
Feedback  
Critique

[V4]  
**We are Accountable**

We model:  
Leadership  
Integrity

We demonstrate:  
Objectivity  
Openness

## OUR PROFESSIONAL BEHAVIOURS

### In our work:

We work with accuracy and precision; we are inquisitive and professional  
We demonstrate positivity, resilience and determination.

### In our relationships:

We uphold and embrace fairness, equitability and teamwork.  
We collaborate respectfully, and demonstrate commitment to each other.

### In our development:

We engage with quality educational research.  
We develop ourselves and others through tailored professional learning.

### In our approach:

We are outward looking with a pioneering spirit.  
We navigate change with a commitment to serve our local communities.

# The Mercian Trust

The Mercian Trust is one of the largest and leading regional Trusts in the West Midlands with 12 schools and over 10,000 students. We are making strategic investments of time, focus, and resources into realising our Vivid Vision for 2030, alongside the development of our strategic foundations and anchors. This is all set alongside our identity and mission to increase opportunities and improve outcomes for children and young people. Our Vivid Vision for Purpose, People and Place outlines our ambitious plans for our students, our staff and our local communities.

The Mercian Trust was incorporated in January 2018 and currently governs nine secondary schools, comprising selective grammar schools, large comprehensive schools, an alternative provision free school and a 14-19 specialist studio school. In 2021, the Regional Schools Commissioner approved the merger between The Mercian Trust and Q3 Academies Trust. The formal merger transfer was completed on 1st May 2022 when all nine academies of the two Trusts became part of the same family of schools governed by The Mercian Trust. In summer 2025, our first Primary School and our first Special School joined our Trust, along with a Pupil Referral Unit bringing our family of schools to twelve.

- Aldridge School (11-18)
- Q3 Academy Great Barr (11-18)
- Q3 Academy Langley (11-16)
- New Leaf School (Pupil Referral Unit)
- Oakwood School (Special School)
- Queen Mary's High School (11-18, selective)
- Queen Mary's Grammar School (11-18, selective)
- Rushall School (Primary School)
- Shire Oak Academy (11-18)

- The Ladder School (Alternative Provision)
- Q3 Academy Tipton (11-18)
- Walsall Studio School (14-19)

The Members of The Mercian Trust include The Vine Trust and the Queen Mary's Foundation. Both are charitable organisations focussed on improving the futures of local young people.

## Trust ethos & values

Our name is rooted in history and expresses a geographical identity and ambition. The ancient kingdom of Mercia encompassed much of what we now recognise as the West Midlands – and crucially for us it included what we now call the Black Country. It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship. Now, a thousand years later, we look to demonstrate the same spirit in our approach. We are a family of schools committed to each other – diverse in nature, proud custodians of our history and success, but together, one charitable trust with a common purpose.

- Our Trust exists to equip our students to: Realise their potential
- Thrive in the world of work
- Make a positive contribution to the local, national and international community.

Our mission is **increasing opportunities** and **improving outcomes**. Our mantra is *Life to the full* in pursuit of what is **good, right and true**.



## Job Description: Central Business Service Team

Job Title	Data Science Apprentice
Location	Mercian Central Team
Working hours	Full time 37 hours per week.
Salary	Starting point dependent on skills and experience

### Job Purpose

At The Mercian Trust, Operational Excellence drives continuous improvement across our schools and central services through data, technology, and innovation. As part of our Digital Transformation programme, we are investing in modern cloud infrastructure and Microsoft 365 technologies to reduce workload, improve decision-making, streamline processes, and enhance collaboration.

As a Data Science Degree Apprentice, you will play a key role in helping leaders use data to improve educational and operational outcomes. Working alongside experienced data professionals, school leaders, and central teams, you will contribute to projects that generate insight, identify efficiencies, and support evidence-informed decision-making across the Trust.

You will join an established Data Science team, including a current apprentice entering their third year, providing valuable support and development opportunities. Alongside your degree apprenticeship, you will have the chance to gain industry-recognised Microsoft certifications.

This is an excellent opportunity for someone who is curious, analytical, and passionate about using data to drive operational excellence and meaningful organisational improvement.

### Main Duties and Responsibilities

The main responsibilities of the role include:

- Assisting in the collection and organization of raw data from various sources to support data-driven leadership.
- Learning to transform data into usable formats for analysis, ensuring the data is ready for decision-making processes.
- Collaborating with the team to validate data quality and helping maintain clean and accurate datasets for reliable insights.
- Gaining exposure to database administration tasks and assisting in monitoring and optimizing database performance for efficiency.
- Learning about data modelling techniques and contributing to the development of data pipelines to streamline data processes.
- Documenting processes, procedures, and best practices, as well as assisting in creating data-related reports to communicate findings effectively.

## Person Specification

### Preferred Skills, Personal Attributes or Experience

- **An interest in data and technology**  
Enthusiastic about using data to answer questions, solve problems and improve outcomes.
- **Strong analytical and numerical skills**  
Comfortable working with numbers and able to think logically when exploring information and identifying patterns.
- **Curiosity and a willingness to learn**  
Keen to develop new skills, embrace emerging technologies and continually improve their knowledge.
- **Effective communication skills**  
Able to explain ideas clearly and present findings in a way that others can understand and act upon.
- **Problem-solving skills and attention to detail**  
Enjoys investigating challenges, finding solutions and producing accurate work.
- **A collaborative and professional approach**  
Works well with others, demonstrates integrity, and understands the importance of data privacy, security and responsible use of information.



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# SAFEGUARDING AND SAFER RECRUITMENT

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- ☐ The Mercian Trust is committed to equal opportunities, safeguarding, and promoting the welfare of children and young adults. We expect all staff to share this commitment. As this post involves working in regulated activity unsupervised with children all post-holders are subject to satisfactory pre-employment checks including an online search check, references, Enhanced Disclosure and Barring Service check.
- ☐ You are required to uphold all relevant policies in respect of child protection and safeguarding, which are based on KCSIE (2025) and Working Together to Safeguard Children (2018).
- ☐ You are required to demonstrate and model the Nolan Principles (The Seven Principles of Public Life): Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership.  
<https://www.gov.uk/government/publications/the-7-principles-of-public-life>
- ☐ You should demonstrate your commitment to our equality policy and all our related work to promote diversity, inclusion and belonging.

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## KEY INFORMATION – HOW TO APPLY

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<b>Post</b>	Central Business Services Team – Data Science Apprentice
<b>Responsible to</b>	Director of Operational Excellence
<b>Contract and Salary</b>	Full time 37 hours Between core hours of 08:00am to 05:00pm Permanent role Grade: App 1 – App 6
<b>Closing Date</b>	Tuesday 14 <sup>th</sup> July 2026 5pm
<b>Interview Dates</b>	16 <sup>th</sup> July 2026
<b>Start Date</b>	01 <sup>st</sup> September 2026
<b>Informal Confidential Conversations</b>	To speak to someone about this post, please contact David Wright, Director of Operational Excellence: David.wright@merciantrust.org.uk
<b>How to apply</b>	Please complete the Online Application Form via My New Term website.