



## Director of Teaching and Learning (Curriculum and Quality Assurance)

Red Kite Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Appointments will be subject to an advanced DBS disclosure. We are an equal opportunities employer which welcomes applications from all sectors of the community. We are committed to promoting diversity and want a workforce which reflects the local population of each of our schools.

<b>Salary Grade:</b>	SCP 59 – 63 £78,404 - £89,112 FTE. Negotiable for the right candidate.	<b>Working Hours:</b>	Full-time 37hpw
<b>Contract Type:</b>	Permanent Full Time, Full Year Operational (Support Staff) NJC Terms with generous annual leave allowance	<b>Location:</b>	Based in Central Trust Office, Harrogate, with travel to RKLTL schools as required. Hybrid working available

### Role summary:

- Responsible to CEO / Trust Board.
- Have a focus on ensuring that our students receive the very best experience in teaching and learning in every classroom, so that each one of them can achieve the outcomes their potential predicts is possible.
- Lead at a senior level to enhance the work of primary and secondary Headteachers in raising outcomes through improvements to the quality of teaching and learning.
- Have the drive and determination to successfully collaborate in creating a culture of high expectations that raise standards.
- Work closely with the primary and secondary head teachers and be a member of our Trust’s Senior Leadership Team.

**Flexible Working:** Red Kite Learning Trust is committed to supporting work–life balance and recognise the benefits of flexible working. We welcome requests for flexible working arrangements as part of the recruitment process. While flexibility may be possible for many roles, each request will be considered on an individual basis.

## Role Profile

### Leadership & Strategy

- **Strategic Leadership & Target Setting** – Work with the CEO, head teachers, and directors of education to set challenging targets, support Ofsted preparation, and contribute to the wider Trust leadership to drive continuous school improvement.
- **Monitoring Teaching & Learning Quality** – Develop and participate in rigorous monitoring and evaluation systems to improve teaching quality, track progress in underperforming areas, and ensure effective intervention strategies. Build consistent approaches to pedagogy where appropriate.
- **Collaboration & Development Across Schools** – Work closely with senior leadership teams to create and monitor teaching and learning action plans, develop leadership in schools, and build networks across our Trust to share and implement strong teaching practices.



### Teaching excellence

- **Developing a Trust-Wide Teaching Strategy** – Create and implement a Trust teaching and learning strategy based on the best available educational research, ensuring high-quality teaching practices are clearly defined and embedded across schools.
- **Professional Development & Targeted Support** – Design and deliver high-quality CPD for teachers, provide focused support where teaching requires improvement, and apply national research and best practice to drive practical improvements across our Trust.

### Curriculum development

- **Curriculum Leadership & Quality** – Ensure the curriculum across the MAT is broad, balanced, and relevant, aligned with the outcomes of the recent curriculum review and responsive to the contextual needs of diverse learners.
- **Innovation & Teaching Support** – Support school leaders with curriculum planning, encourage innovative teaching approaches, and promote the effective use of technology and digital tools to enhance teaching and learning across our Trust.

### Collaboration

- **Alignment with Teacher Development** – Work closely with colleagues in Red Kite Education to ensure strong alignment between Initial Teacher Education (ITE) and our Trust's teaching and learning strategy.
- **Collaboration & Professional Networks** – Strengthen relationships across secondary schools by developing professional learning communities, quality-assuring subject networks, and encouraging the sharing of resources, expertise, and best practice.
- **Sharing & Developing Best Practice** – Identify strong practice within our Trust, broker support where further challenge is needed, and bring in outstanding practice from beyond our Trust to support staff development.

### Student Engagement & Inclusion

- Work closely with the Trust Lead for Inclusion to ensure that teaching strategies are inclusive and meet the needs of all students, including those with special educational needs, EAL students, and those from disadvantaged backgrounds.

### Policy, Compliance & Accountability

- Contribute to MAT-wide teaching, learning, and assessment policies; ensure compliance with national standards and safeguarding requirements; lead implementation of new government frameworks; stay informed on educational research; and report to the Board of Trustees and the Quality of Education Committee on teaching and learning quality across our Trust.

### Trust-wide Responsibilities

- Contribute to the overall [aims and values of our Trust](#), appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all Trust policies and procedures including child protection, health, safety, welfare, security, confidentiality and data protection etc, reporting any concerns to the appropriate person
- Contribute to ensuring safeguarding procedures are in place and used effectively at all times.

Consequently, the role holder may be required to perform work not specifically identified in the job profile, but which is in line with the general scope, grade and responsibilities of the role.



## People Profile

<b>Aptitudes and Characteristics</b>	<b>Essential</b>	<b>Desirable</b>
Hold high personal expectations, be professional, approachable and diplomatic	*	
Able to work confidentially and to influence and negotiate effectively	*	
Ability to Inspire, challenge, motivate and empower others to attain challenging outcomes	*	
Ability to multi -task, prioritising where necessary and working to tight deadlines	*	
Ability to deal with complexity and uncertainty and work under pressure	*	
Ability to use own initiative and be solution focused	*	
Able to work as part of a team and provide support to colleagues	*	
Able to present engagingly to a variety of audiences in a range of settings with confidence, accuracy and emotional literacy	*	
Ability to work flexibly to meet deadlines and respond to unplanned situations	*	
Competent in dealing with difficult situations	*	
Ability to think and plan strategically and creatively to solve problems	*	
Ability to communicate succinctly to an extremely high standard both verbally and in written form in a persuasive and compelling way to develop relationships across our network of schools	*	
Ability to work with political and financial astuteness to plan for the future needs and further development of the growth of our Trust	*	
Have an enthusiasm and commitment to leadership development aimed at making a positive difference to young people and raising standards	*	
Resilience and ability to learn from constructive feedback	*	
<b>Qualifications, Knowledge and Experience</b>	<b>Essential</b>	<b>Desirable</b>
Graduate with qualified teacher status	*	
NPQH or higher degree in educational leadership		*
Qualified and practising Ofsted inspector	*	
Recent and relevant leadership training	*	
Successful leadership record as a Senior Leader within a school setting	*	
Track record of successfully leading school improvement as demonstrated by Ofsted judgments and/or student outcomes over time	*	
Detailed and up-to-date knowledge of education (mainstream, special and alternative provision), national policy / strategies, school improvement, inspection procedures and statutory requirements	*	



Excellent knowledge of all phases of Education - curriculum, pastoral, T&L, performance data	*	
Experience in the analysis of performance data for the purposes of target setting and evaluation	*	
Experience of working with education boards and trustees to deliver and communicate strategic change	*	
Experience of leading organisational change and developing a positive school culture	*	
Experience of mentoring and coaching	*	
<b>Safeguarding and Promoting the Welfare of Students</b>	<b>Essential</b>	<b>Desirable</b>
An appropriate motivation to work with children and young people	*	
Ability to maintain appropriate relationships and personal boundaries with children and young people	*	
Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline	*	

