



PYRAMID
SCHOOLS TRUST

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

Secondary Improvement Lead

Recruitment pack



Secondary Improvement Lead

Required for September 2026

Leadership Scale L16-L22

Reporting to the Director of Education

Permanent

Full time / flexible hours considered

The Pyramid Schools Trust is excited to announce an opportunity for a Secondary 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 Secondary 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
QUALIFICATIONS		
A degree or equivalent	✓	
Qualified Teacher Status	✓	
Recent relevant professional development as a middle/senior leader	✓	
EXPERIENCE		
Experience of leading and improving teaching and learning	✓	
Proven track record of successful senior leadership in secondary education	✓	
Experience of leading secondary school improvement across multiple departments	✓	
Experience of driving school improvement and raising educational standards across multiple schools		✓
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 using and supporting others to analyse key data, enabling evidence based intervention, support and challenge	✓	
ABILITIES, SKILLS & KNOWLEDGE		
Excellent classroom practitioner	✓	
Excellent knowledge of safeguarding	✓	
Knowledge of current and emerging priorities in secondary 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	✓	
PERSONAL QUALITIES		
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 all Pyramid Schools Trust schools	✓	

Closing date: Monday 23rd Feb 8AM

Interviews: Wednesday 25th Feb

If you would like to hear more about the role, Colette Lamb our Director of Education will be available for a telephone call on Wednesday 4th February 2026. Please contact Naomi Hinkins HR Manager nhinkins@pyramidschoolstrust.org to arrange a mutually convenient time.