

# How to Apply





# Job Description

**Job Title:** Director of Education for Quality and Standards

**Hours:** Full Time

**Grading/Salary:** L28 – L32

**Accountable to:** Chief Executive Officer

**Responsible for:** School Improvement and Leadership Support

## Core Purpose:

Provide strategic leadership for the continuous improvement of education quality and standards across all settings.

Lead the development and delivery of a high-performing, evidence-informed school improvement system that ensures excellent outcomes for all children and young people, with a strong focus on equity, accountability, and sustainable improvement.

Drive a culture of ambition, high standards, and professional excellence across the education system, ensuring robust challenges and effective support to secure measurable impact.

There is an expectation that the postholder will undertake a limited teaching commitment. As a Trust leader with responsibility for teaching and learning, maintaining a direct connection to classroom practice is essential in ensuring credibility, modelling effective pedagogy, and informing strategic decision-making through first-hand experience.

## Key Responsibilities

### Strategic Leadership:

- Lead the development and implementation of the Trust's education quality and standards strategy
- Work with the CEO and Deputy CEO to set and communicate a clear vision for excellence in teaching, learning and outcomes across all educational settings
- Ensure alignment with national policy, regulatory frameworks, and local priorities
- Provide authoritative professional leadership and strategic advice on educational standards, school improvement and quality assurance to senior leaders, Trustees/Governors and elected members. Utilise Inspector experience and status to support evaluation, challenge and improvement activity, including deployment to undertake Ofsted

inspections and provide school improvement support within the Trust and to external organisations, in line with professional expertise and experience.

### Quality Assurance and Improvement

- Oversee a rigorous, intelligence-led framework for evaluating school performance and standards
- Ensure robust systems are in place to identify risk, underperformance, and areas for intervention
- Lead targeted improvement strategies to secure rapid and sustained progress in underperforming academies/UTC
- Hold Headteachers/Principals and Senior Leaders to account for outcomes, whilst ensuring proportionate and effective support

### System Leadership and School Improvement:

- Drive system-wide improvement through collaboration, partnerships and sector-led practice
- Champion high-quality teaching, curriculum development, and leadership capability across all phases using the Trusts framework for school improvement.
- Support the CEO and Deputy CEO to enable effective trust wide support, peer review, and leadership development, working with Headteachers/Principal to secure and deliver on identified priorities.
- Build system capacity to sustain improvement and reduce reliance on external intervention.
- Develop and deliver high-quality professional development programmes that support the Trust's CPD offer and align with the Professional Growth Policy. Promote a culture of continuous improvement through coaching and mentoring, enabling colleagues to develop their practice, achieve professional goals and improve outcomes. Evaluate the impact of professional development activities to inform future provision.

### Equity, Inclusion and Outcomes

- Ensure all improvement activity promotes equity and improved outcomes for disadvantaged and vulnerable learners.
- Use data and insight to address gaps in attainment and achievement
- Promote inclusive practice and high expectations for all learners across all settings

### Inclusion

- Champion a culture of inclusion where diversity is valued and all children and young people are supported to thrive, regardless of background, need, or circumstance
- Ensure that inclusive practice is embedded consistently across all settings, working closely with the Trust Director of SEND to promote high-quality provision and equitable outcomes for all pupils. Lead and support schools in meeting the needs of disadvantaged pupils, those with Special Educational Needs and Disabilities (SEND), and other vulnerable groups, ensuring that inclusive approaches are reflected in curriculum design, teaching, assessment, intervention, and wider school improvement strategies.
- Lead strategic approaches to narrowing attainment and opportunity gaps, promoting high expectations and equitable access to high-quality curriculum, teaching, and support
- Support leaders to develop inclusive systems, practices, and environments that enable every learner to achieve their full potential.
- Lead the development and delivery of continuing professional development programmes that strengthen the Trust's inclusive culture, ensuring all schools are effectively prepared for Ofsted inspections. Support and challenge Headteachers / Principals to undertake rigorous self-evaluation against the Trust's Ofsted toolkit, driving continuous improvement and inspection readiness across the Trust, supporting schools in achieving exceptional judgements.

### Safeguarding

- Work with the Trust Director of Safeguarding to provide strategic leadership and oversight of safeguarding practice across all Trust settings, ensuring the highest standards of child protection,

safeguarding, and pupil welfare are consistently maintained. Monitor compliance with statutory safeguarding requirements, evaluate the effectiveness of safeguarding arrangements, and provide regular assurance, analysis, and reports to the Trust Board on safeguarding performance, risks, trends, and areas for improvement.

- Ensure robust safeguarding systems, policies, and procedures are in place, fully compliant with statutory guidance and best practice
- Promote a strong safeguarding culture where all staff understand their responsibilities and act with vigilance and urgency to protect children
- Ensure effective quality assurance, training, and monitoring of safeguarding practice, including safer recruitment, contextual safeguarding, and multi-agency working
- Act as a visible leader in safeguarding, ensuring that concerns are acted upon promptly and that the voice of the child is central to all safeguarding practice

### Partnerships and Stakeholder Engagement

- Develop and maintain strong relationships with schools, trusts, and wider partners
- Influence and shape the local education system through effective partnership working
- Represent the organisation at local, regional and national forums
- Ensure clear communication and engagement with stakeholders on standards and performance

### Governance, Accountability and Performance

- Provide strategic reporting and assurance on education quality and standards to senior leadership and governance structures
- Ensure compliance with statutory duties and regulatory expectations
- Lead on preparation for inspection and external review processes
- Establish clear performance metrics and monitor impact of improvement strategies

### **People Leadership and Organisational Development**

- Lead, develop and inspire high-performing teams
- Embed a culture of accountability, continuous improvement, and professional learning
- Work with the CEO and Deputy CEO to ensure effective workforce planning, talent development, and succession management
- Promote innovation and evidence-informed practice across services

### **Scope and Impact**

- Strategic oversight of education quality and standards across all academy settings and partnerships
- Direct influence on educational outcomes for children and young people across the locality
- Leadership of multi-disciplinary teams and system-wide improvement initiatives
- Contribution to wider organisational priorities including inclusion, safeguarding, and place-based improvement

*These duties and responsibilities should be regarded as neither exhaustive nor exclusive, as the postholder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading of the post, without changing the general character of the post. Dependant on need, you may be deployed across the Trust.*



# Person Specification

**Job Title:** Director of Education for Quality and Standards

**Hours:** Full Time

**Grading/Salary:** L28 – L32

**Accountable to:** Chief Executive Officer/ Deputy Chief Executive Officer

**Responsible for:** School Improvement and Leadership Support

<b>Qualifications:</b>	<b>Essential</b>	<b>Desirable</b>
I Degree or equivalent professional qualification	✓	
I Postgraduate qualification in education, leadership or related field		✓
I Qualified Teacher Status (QTS) or equivalent	✓	
I National Professional Qualification (e.g. NPQEL) or equivalent leadership accreditation		✓
<b>Experience:</b>		
I Significant senior leadership experience in education or system leadership role	✓	
I Proven track record of delivering sustained improvement in educational outcomes	✓	
I Experience of leading school improvement across multiple settings	✓	
I Experience of working with academies, trusts, or local authority contexts	✓	
I Experience of leading complex organisational or system-wide change	✓	
I Experience of working with Ofsted or inspection frameworks	✓	
<b>Knowledge:</b>		
I In-depth knowledge of education policy, legislation and inspection frameworks	✓	
I Strong understanding of school improvement methodologies and evidence-informed practice	✓	
I Knowledge of data analysis, performance tracking and accountability systems	✓	
I Understanding of inclusion, equity and safeguarding in education systems	✓	
I Awareness of emerging national developments in education	✓	
<b>Skills and Abilities:</b>		
I Strategic leadership and ability to operate at system level		
I Ability to analyse complex data and translate insight into action	✓	
I Excellent communication and influencing skills	✓	
I Ability to build effective partnerships and collaborative networks	✓	
I Strong decision-making and problem-solving capability	✓	
I Ability to challenge and hold leaders to account constructively	✓	



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<b>Leadership and behaviours:</b>	<b>Essential</b>	<b>Desirable</b>
■ Demonstrates high levels of integrity, credibility and professionalism	✓	
■ Visible and values-driven leadership	✓	
■ Commitment to high standards and continuous improvement	✓	
■ Strong commitment to equity, inclusion and improving outcomes for all	✓	
■ Resilient, adaptable and able to lead in complex environments	✓	
■ Promotes a collaborative, system-wide approach to leadership	✓	

*The Trust is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks.*



# How to Apply...

Thank you for your interest in joining BFLPT.

For an informal, confidential discussion about this role, please contact **Kristylee Denton** on **01302 885811** or email [HR@brighterfutureslpt.com](mailto:HR@brighterfutureslpt.com)

The closing date for applications is **9am on 10 July 2026**

The shortlisting date is **10 July 2026**

Interviews are scheduled **to be 16 July 2026**

Applicants are advised to read the BFLPT Recruitment Pack carefully, in conjunction with the job description and person specification, prior to submitting an application.

To apply, please submit:

- A completed application form
- A supporting letter  
(maximum two A4 pages) outlining:

- Your motivation for applying
- How you meet the person specification
- The experience, skills and qualities you would bring to the role

To begin your application, please follow the link on our Trust website: [Brighter Futures](#)

**If invited to interview, where modifications/reasonable adjustments are required for a disability, it is the candidate's responsibility to notify the school/Trust in advance.**



**BFLPT** is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales (Company number 07939747) whose registered office is at Hungerhill Lane, Edenthorpe, Doncaster DN3 2JY



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