



Job Description

Job Title: School Improvement Partner

Location: Esteem Multi-Academy Trust
Central Education Team

Job Description

Job Title	School Improvement Partner - (SEND specialism).
Location:	Esteem Multi Academy Central Office. This role will require regular visits to all our school sites across the East Midlands and West Midlands region.
Hours per week:	37
Weeks worked per year:	All Year Round (52 weeks per year).
Reporting to:	Director of Education
Salary Scale:	Leadership Pay Scale L17 - L21 - £76,772 - £84,699 per annum.

Main purpose of Role

- Support school leaders to implement, model and evaluate excellent practice in schools across the trust. This role will assist school leaders to attain the best possible outcomes for our students.

Principal Accountabilities:

Main Duties	• Work with the CEO, Board of Trustees, Local Governing Bodies, Trust and School Leaders and staff to deliver the Trust's vision, aims and objectives. This will be delivered as part of an operational arm of the Esteem Central Education Team, to support development and improvement plans, activities, and projects. • Remain abreast of educational developments impacting on Esteem both locally, regionally, and nationally, and ensure leaders are well briefed and operate within a flexible environment that is responsive to change. • Ensure that the school is at the heart of its community, promoting community cohesion and sharing expertise with other schools and the wider community. • Help to ensure that the curriculum provided in each school is; - Broad and balanced, providing the best opportunities for development and success for all. - Is personalised and fit for purpose. - Promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. • Accountable, alongside school and Trust leaders, for supporting schools to improve pupil outcomes and ensure attainment and progress meet national/ local contextual expectations as a minimum.
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| | <ul style="list-style-type: none"> • Support schools by improving the outcomes of our SEND and disadvantaged pupils across the Trust. • Support and assist with crisis management situations as appropriate. • Analyse and identify the training requirements needed to improve teaching and learning, alongside school and Trust leadership teams. • Deliver a significant proportion of CPD required across the trust to secure continuous improvement in teaching and learning. • Engage in research to understand and disseminate cutting edge pedagogy to our academies. • Participate in the development and delivery of outreach offers regarding SEND and AP support. • Support the planning and creation of Improvement Plans related to the role. • Support and develop the talent of Esteem MAT staff, in particular classroom practitioners, and middle/ senior leaders. • Provide practical and tangible support to school leaders, Teachers and non-teaching staff to implement effective teaching and learning strategies to ensure continuous improvement in the quality of education. • Participate in Trust data collection and quality assurance activities to ensure that Esteem MAT has live, accurate and forensic data evidencing school performance and ensure that all DfE, Ofsted, Regional Schools Commissioner, Trust Board and Central Team requirements for data are met. • Provide direct support and resources to school leaders to improve pupil and staff performance through good and better teaching. • Provide operational support to school leaders to ensure effective and efficient implementation of an exciting, stimulating, and challenging curriculum for all pupils. • Support preparation and follow up to all Ofsted inspections to ensure evidence is robust, thorough, and lead to the very best possible outcomes. • Produce and participate in effective reporting to the CEO, Education Team, school leaders, and the Board of Trustees. • Actively and effectively contribute to the wider Esteem Central Team. |
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Liaison with:	• Chief Education Officer • Director of Education • Education Team • The wider Central Team • External partners and stakeholders as necessary
Safeguarding Responsibilities	• Promote and safeguard the welfare of children and young people in accordance with the school's safeguarding and child protection policies. • Maintain an attitude of "it could happen here" and act in the best interests of children at all times. • Be vigilant in identifying signs of abuse, neglect, exploitation, radicalisation, child-on-child abuse, online harm, mental health concerns, and any other safeguarding issues. • Report any safeguarding concerns, disclosures or allegations immediately in line with school procedures and maintain appropriate confidentiality. • Contribute to the creation of a safe, inclusive and positive environment in which children feel secure, valued, respected and able to learn. • Undertake safeguarding and child protection training, including online safety training, as required by the school and maintain an up-to-date knowledge of safeguarding responsibilities. • Understand and comply with statutory guidance, including <i>Keeping Children Safe in Education</i>, the school's Child Protection Policy, Staff Code of Conduct, and other relevant safeguarding procedures. • Promote equality, diversity and inclusion, and actively challenge discrimination, bullying, harassment and inappropriate behaviour.
Other General Requirements	• Represent and promote the ethos and values of Esteem Multi-Academy Trust. • To take and be accountable for all decisions made within the parameters of the job description. • Participate with performance management and training and activities that contribute to personal and professional development. • Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities & GDPR. • Provide a high standard of customer service in all dealings internal and external to the MAT.

This Job Description is non-exhaustive and sets out the main expectations of the post holder. This Job Description can be altered with the agreement of the postholder and will be reviewed regularly. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, agency staff, contractors and visitors to share this commitment.

This post involves regular contact with children and may involve regulated activity. The successful candidate will be required to undertake all relevant pre-employment checks in line with statutory guidance and safer recruitment practices, including an Enhanced Disclosure and Barring Service (DBS) check with Children's Barred List check where appropriate, online searches, verification of identity, right to work in the UK, qualifications, employment history and references.

We are committed to the fair treatment of applicants and the recruitment of ex-offenders. A criminal record will not automatically prevent an applicant from being appointed. Any relevant information disclosed will be considered fairly and on an individual basis, taking into account the nature of the role, the circumstances of the offence(s), and the safeguarding responsibilities of the post.

Esteem Multi-Academy Trust is an equal opportunities employer and is committed to creating an inclusive environment for all employees. This approach reflects the safer recruitment expectations outlined within *Keeping Children Safe in Education 2026*.

Person Specification

Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status	Other professional qualifications (Including NPQH, MA, PhD)
Experience	- At least 3 years' experience at school Headship/ Head of School level with significant successful, whole school improvement experience in specialist schools. - Substantial successful teaching experience of pupils with SEND and SEMH. - Experience of evaluating the work of others using systematic monitoring of data to inform and identify judgements and steps for improvement. - Track record of planning and delivery of successful CPD to teaching and non-teaching staff at all levels. - Track record of successful coaching and mentoring of teaching and non-teaching staff at all levels.	- Experience of managing and/or advising on school improvement across multiple institutions. - Experience of securing and linking financial and educational viability for schools. - Experience of school governorship.
Knowledge	- Thorough knowledge and understanding specialist sectors of education. - Demonstrate examples of effective leadership principles and strategies and developing these in others. - Broad, up-to-date knowledge of primary and secondary SEND leadership and of effective pedagogy, teaching methods, and strategic use environments and resources. - First-hand experience and use of effective online whole school	An understanding of how ICT can be used to improve and enhance the curriculum delivery and content.

	curriculum assessment and tracking systems. • Knowledge and experience of delivering whole school improvement strategies. • Knowledge and experience of current educational legislation and initiatives, including SEND Code of Practice, and organisational arrangements/ procedures surrounding special school placement planning and commissioning. • Extensive expertise to support school improvement strategy for schools in challenging environments/ situations, supporting the most vulnerable children in society and those with complex health needs.	
Abilities	• The ability to work flexibly and adapt to working in different school environments across the Trust to directly support Headteachers and leadership teams. • The ability to inspire trust and confidence within the whole school community and all stakeholders. • The ability to collaborate, network, participate and support within a high performing learning community to achieve positive outcomes for children and young people. • The ability to think strategically to ensure effective engagement and positive working relationships with Headteachers, senior leaders, and staff in schools across the Trust. • The ability to problem solve and forecast using cause and effect	

	analysis, and action solutions in collaboration with key stakeholders. • The ability to drive and manage change efficiently and effectively within the range of school environments, as part of a team. • A commitment to setting and securing high expectations that lead to high achievement for all. • The ability to motivate and manage members of staff with different skills and experience to assist school leadership teams. • The ability to positively engage and learn from supervision from the Director of Education and receive support from the Education Team and wider Central Team. • The ability to communicate effectively at all levels and with different stakeholders: - the ability to present orally with clarity and professionalism. - the ability to give and receive constructive feedback in an effective manner.	
Safeguarding Commitment and Suitability	• Demonstrates a commitment to safeguarding and promoting the welfare of children and young people. • Has an understanding of personal responsibility for safeguarding and child protection. • Demonstrates the ability to maintain appropriate professional boundaries with children, young people and colleagues. • Understands the importance of confidentiality whilst recognising the need to share information appropriately to safeguard children.	• Previous safeguarding training. • Experience of working within an education, care, health or youth setting. • Knowledge of statutory safeguarding guidance, including

	• Demonstrates a commitment to equality, diversity, inclusion and anti-discriminatory practice. • Is willing to undertake all safeguarding and safer recruitment checks and training required for the role. • Demonstrates values and behaviours consistent with working in an education setting and acting in the best interests of children at all times.	<i>Keeping Children Safe in Education.</i>
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