Corinium
Education Trust

Collaboration • Kindness • Courage • Innovation

Chesterton Primary School
Cirencester Deer Park
Down Ampney C of E Primary School
Kemble
Sherborne C of E Primary School Est.1824
Siddington C of E Primary School

Education Director Applicant Pack

Collaborative • Kindness • Courage • Innovation

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"Leaders support staff's professional development well."

Chesterton Primary School

- OFSTED

Welcome Letter from the Chair

Dear Applicant,

It is with enormous pleasure that I welcome you to the Corinium Education Trust.

Our Trust is highly successful and includes Cirencester Deer Park School and five primary schools ranging from 50 to 180 students on roll. We have also been awarded a seventh school, a new primary school in Cirencester. The Steadings School is expected to be opened by 2029. This is an exciting development for our Trust.

Our schools are successfully led by talented headteachers who form the Trust's leadership group. Our headteachers and our wider community have worked with us to establish our Trust vision and values which is that 'we are committed to improving learning and life chances.' Our values are 'courage, kindness collaboration, innovation and being the best, we can be every day.' All of our schools are now OFSTED good, with Chesterton Primary School moving from RI to good in June 2025 after intensive school improvement support from our Trust. The Trust is very proud of this achievement.

Our schools work autonomously within the Trust, vision and values, which form a framework for our collaborative decision making. The Trust Board expect our headteachers and staff to provide the best opportunities for our students. Three of our primary schools are Church of England VC schools. We have a close working relationship with the Diocese of Gloucester, reflecting our minority articles. We value the mix of schools and phases which bring diversity and inclusivity into our Trust family.

The Trust Board consists of highly committed and ambitious trustees that support and challenge in equal measures. They come from a wealth of backgrounds including education, finance and the public sector. We value our local governing bodies and have improved communication with our LGBs this year. Governance is ably supported by our Trust Governance Manager, and we have two other clerks.

We are looking for staff who shares our ambitions for the Corinium Education Trust. We are seeking people who will work with our teams to provide world class education for our children and assist our schools to thrive and flourish for children, families, staff and governors. I hope that this person might be you.

Thank you for your interest in our trust and I look forward to meeting you.

Mark Lees
Chair of the Trust Board.

CEO Introduction

At Corinium Education Trust, we are driven by a simple but powerful belief: **every child deserves an education that enables them to flourish – academically, socially and emotionally**. This belief shapes everything we do and underpins our ambition for every school, every colleague, and every community we serve.

Across our trust, you will see first-hand the transformative impact of outstanding educational experiences spanning all phases of education. Our work is rooted in high-quality teaching, strong partnerships, and a deeply collaborative culture. We are proud of the way we support and challenge one another, underpinned by a high-quality professional development offer that not only strengthens our own schools but also supports trusts across the Southwest. Importantly, while we work collectively, each of our schools retains its own unique identity, firmly rooted in its local community.

As Trust and school leaders, we come together fortnightly through our leadership group meetings. These sessions are consistently positive, reflective and solution-focused, providing a valuable forum to shape and refine both policy and practice, and to ensure we continue to grow together in pursuit of the best outcomes for children and young people.

I hope prospective candidates for this role will share our values, our commitment to collaboration, and our belief in the power of education to change lives. We are seeking colleagues who are excited to build on strong foundations, contribute their expertise and play a meaningful role in shaping the next chapter of Corinium Education Trust.

Claire Graham
CEO

Who Are We?

The Corinium Education Trust was founded in 2018 from a desire to work collaboratively within the Cirencester and South Cotswolds geographical area to provide high quality education and a coherent provision for families with children in different phases of education within our locality.

With deliberate travel times between our schools of 10-30 minutes, we can work with high degrees of collaboration to improve the educational standards within our schools by providing a wealth of opportunity for our staff to work together.

We prioritise our great people and, therefore, have a high level of staff retention across the Trust. For sector leaders, there are strong local networks for both primary and secondary, and our Trust maintains strong links with the local authority and neighbouring schools. Furthermore, there are opportunities to engage in wider networks, including local groups that support vulnerable and disadvantaged families and professional groups such as the Southwest Trust Leaders network.

We are proud of our reputation within the Southwest Gloucestershire area and were delighted to become an Academy Sponsor in 2018, enabling us to support Chesterton Primary School to sustain improvement.

The Trust Board was founded with minority articles, and we recently welcomed Down Ampney Church of England Primary School (1 January 2025) and Sherborne Church of England Primary School (1 February 2025) into our family of schools. This means the Trust has grown to six schools who represent our mixed geographical area.

We are now working with our local community in Cirencester to plan for and open The Steadings Primary School. This new 3 form entry primary school is now scheduled to open in September 2029.

The development of this new primary school is a long-term project which will leave a legacy for Siddington C of E Primary School, new permanent additional accommodation. We are very grateful to the Regional Schools' Director and Gloucestershire County Council for the confidence and faith they have in our Trust to deliver excellence in education through our new school.

> *"The school and the trust have worked with determination to improve the school, they have had much success."*
>
> *Chesterton Primary School-OFSTED*

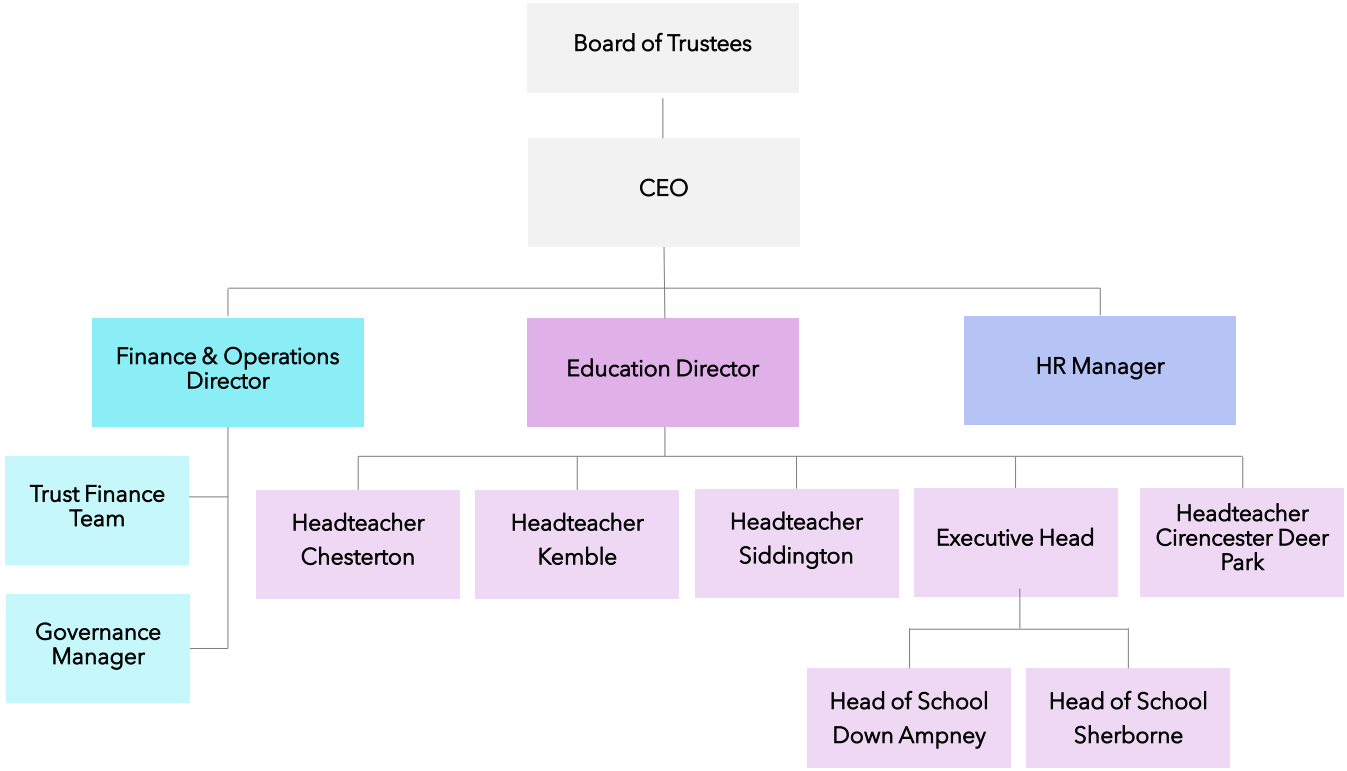
Children and families are always at the heart of what we do and our decision making. Especially those children for whom disadvantage may present a barrier to education. Our positive reputation for delivering a quality offer for children with Special Educational Needs is a strength of our Trust. In addition, our Communication and Interaction Provision, based at Chesterton Primary School, provides specialist provision for Autistic children with Education, Health and Care Plans.

We are always seeking innovative ways to work with a wider group of schools and having recently initiated an open conversation about education locally, we are welcoming a breadth of discussion about development opportunities such as peer review models at both primary and secondary education. Working collaboratively ensures we sustain a healthy financial position, delivering sustainability for our schools.

Keeping education at the heart of what we do is critical to the ethos of the Trust. Our headteachers and wider Executive Leadership Team, work highly effectively to make decisions in the best interests of children and our staff. They are supported by high quality leaders at local governance and Trust levels. We are proud of the external validation we have received about the success of our school improvement strategy through recent OFSTED outcomes; this motivates us to be the best we can be every day.
The structure of our multi-academy trust is predicated on the principles of collaboration, effective teamwork and school improvement. This basis has led to a high degree of success in the last six years and provides a solid foundation for the next period of Trust growth and development.

> *Leaders have a clear and ambitious vision for the future.*
> *This vision extends to all students.*
>
> *Cirencester Deer Park School*
> ***- OFSTED***

Our Trust Organogram



> *Trust leaders have provided strong support to the school.*
>
> *Siddington Church of England Primary School*
>
> ***- OFSTED***

Our Vision and Values

The Corinium Education Trust is an ambitious and inclusive family of schools. We offer a unique collaboration in our delivery of education for children between the ages of two and sixteen. Through our minority articles of association, we embrace the unique nature of all our schools including our Church of England Schools.

Our Vision is embodied in the very name of our Trust and therefore is meaningful to our schools, local communities and other partners:

- **Corinium** geographically positions us in Cirencester and the South Cotswolds. It connects us with the past as we look to the future;
- **Education** is our core purpose and sits at the centre of all we do;
- **Trust**, as a noun, brings us all together and reflects the structure of our organisation. As an active verb the word 'trust' underpins all we do and reflects our values.

We put children first in all we do and through learning together invest in our staff and leaders to ensure that we challenge each other to achieve more than we all think is possible.

> *Staff are proud to work at the school.*
>
> *Cirencester Deer Park School*
> ***- OFSTED***

Our Core Values

All schools within The Corinium Education Trust embrace and share our overarching vision. However, we recognise and celebrate our schools' distinctive characteristics, each school retains its own unique ethos and develops a curriculum tailored to the needs of its students.

We act with courag

We are collaborative and innovative.

We achieve our goals by being the best we can be every day.

Corinium Education Trust Strategic Aims

Our Trust Lead supports the Trust Board in the establishment and delivery of our strategic aims. The Trust's strategy is based on six complementary pillars arranged under three strategic goals:

Inspiring Leadership

Great People

Inspiring Excellence

Digital Innovation

Stable Foundations

Robust Governance and compliance

Efficient resourcing and estates management

Growth

Sustainable growth

"Trustees and Local Governors are experienced and ask challenging questions."

Cirencester Deer Park School
- OFSTED

Current Position of the Trust

Status	Multi Academy Trust
Year Trust was established	2018 Founding School Cirencester Deer Park
UID	16990
Geographical Location	South West The Trust has a travel distance of approximately 20 miles, with most schools in the Trust being within a 10 minute travel time from the central office. The Trust serves the communities of Cirencester and the South Cotswolds.
Registered Offices	Cirencester Deer Park School Stroud Road Cirencester Gloucestershire GL7 1XB
Number and type of schools currently in the Trust	1 Secondary School 5 Primary Schools
OFSTED Information	Chesterton Primary School – Good, June 2025 Cirencester Deer Park School – Good, January 2023 Down Ampney Church of England Primary School – not yet inspected Kemble Primary School – Good, November 2023 Sherborne Church of England Primary School – not yet inspected Siddington Church of England Primary School – Good, July 2022 **Schools not yet inspected joined the Trust recently but legacy judgements are Good*

Age range across the Trust	2 - 16
Students on roll	1529 (August 2025)
% of SEND Students	26.1%
% of EAL Students	3.4%
% of FSM Students	18.1%
Budget	£12,948,000 (Financial Year 25/26)
Trust website	www.coriniumeducationtrust.net

The school has worked tirelessly to develop its curriculum.

Kemble Primary School
- OFSTED

Job Description

Job Title	Education Director
Supervisory responsibility	All Headteachers (direct reports list in organogram)
Direct supervision from	CEO
Accountable to	CEO
Contract Type	Permanent/Full Time
Salary Range	£To be discussed at interview

Priorities for the post

Responsible for the success of schools in partnership with the Chief Executive Officer (CEO) and as directed by the trust board.

Delegated responsibility for leadership and development of our trust approach to delivering excellence, in accordance with the direction and policies established by the board and its governance framework.

Provision of strategic reporting information, guidance and support to the board in respect of schools within the trust.

Work closely with the CEO to ensure the success and further development of the wider trust, taking responsibility for areas of whole trust operation as required

The Education Director is responsible for improving learning and life chances for all children and young people within the Trust. Through inspiring leadership, they must ensure the delivery of sustained school improvement whilst setting the strategic priorities to meet the needs of parents, children and other stakeholders. Through an ambitious and inclusive approach, the Education Director will ensure we meet our core values of collaboration, kindness, courage and innovation.

> *The trust prioritises the professional development of staff, governors and trustees. Staff benefit from working with other colleagues and leaders across the trust.*
>
> *Kemble Primary School*
>
> ***- OFSTED***

Job Purpose

These duties are not exhaustive and the post holder may be required to perform other such duties as reasonably correspond to the general character of the post and are commensurate with the level of responsibility and remuneration.

Strategic School Improvement

- To lead the delivery of Corinium's school improvement strategy
- To lead trust level Safeguarding, Curriculum, Inclusion and Assessment
- To champion equity and inclusion, ensuring that every child - whatever their background or starting point enjoys an excellent education and opportunities to flourish
- To work with the Data Managers of each school to ensure that data is collected, reviewed, used and reported in a way which raises standards and provides relevant information and assurance to governors and trustees
- To Provide a quality assurance service to schools, LGCs and the board through school improvement visits (SIVs) and raising achievement visits (RAVs) and other approaches specifically targeted at intervention
- To ensure that preparation and follow up for school external evaluation activities, such as Ofsted and SIAMs inspections, are thorough, robust and lead to the best possible outcomes
- To work with the Director of Finance and Operations to support effective implementation of appropriate digital technologies which support school improvement
- To support schools in the implementation of best practice in the broader aspects which contribute to high quality education including extra-curricular activities and parental and community engagement
- To provide support and challenge for school leaders and Local Governance Committees (LGCs) in governance and accountability
- To work with senior trust leaders to foster a sense of collective responsibility for the success of each school within our trust
- To take executive responsibility for supporting, and holding to account all headteachers within our trust

Curriculum & Teaching

- To lead the sharing and implementation of best practice in evidence-based curriculum and assessment, teaching and learning and cognition
- To lead the sharing and implementation of best practice of approaches which support the best experiences and outcomes for students with additional needs (DA, PP, SEND)

- To ensure alignment between the primary and secondary phase in curriculum development and approaches to teaching, learning and assessment.

- To work with headteachers and school leadership teams to secure positive outcomes for students across our trust

Collaboration

- To lead the development and work of collaborative networks in partnership with school leaders, having oversight of the work of network leaders

- To understand and work by the principles of collaborative professionalism to secure the sharing of best practice and impact of collaborative work across our schools

- To be professionally curious to seek out best practice from within and beyond the to support improvement.

- To develop a range of trust wide activities for students, parents and staff.

Talent Management, CPD and Training

- To develop and deliver high quality guidance for school leaders and other colleagues in schools

- To lead and have active engagement in the growth of future leaders in the primary and secondary phase, linking together talent management process with CPLD and career development opportunities for colleagues

- To take the lead in the appointment process for Headteachers for our schools working closely with school Local Governing Bodies

- To engage in other training opportunities as appropriate

Support & Challenge

- Provide challenge and support for the Headteacher and senior leadership team in the schools

- Assess a school's self-evaluation, priorities, targets, quality assurance processes and school improvement plan against available evidence, and support and challenge the accuracy and effectiveness of these

- Provide an objective review of the school's performance analysing the evidence for improvement, scrutinising the progress made by different groups of students to ensure that success for some does not hide failure of others, with a sharp focus on disadvantaged students and those with SEND

- Discuss, identify, research, and secure relevant school improvement resources, strategies and support from both within our trust and wider networks and ensure that this is appropriately managed

- Line manage all Headteachers

Stakeholder Engagement

- To establish and build external links that will help Corinium to grow and flourish:
    - RDD/DfE
    - Ofsted
    - Diocesan Board of Education
    - Links with LAs
    - Links with local schools and MATs
    - Links with HE
    - National Links
    - International Links

General Duties

- Always Work within the requirements of Data Protection
- Understand your responsibilities in relation to Safeguarding and child protection and how to highlight an issue / concerns
- Remain vigilant to ensure all students are protected from potential harm
- Undertake any appropriate training provided by our Trust to assist you in carrying out any of the above duties.
- Contribute to the protection and welfare of children and young people, as appropriate, in accordance with any agreed Trust/school policies and/or guidelines, reporting any issues or concerns to their immediate line manager.
- Promote, monitor and maintain health, safety and security in the workplace. To include ensuring that the requirements of the Health & Safety at Work Act, COSHH, and all other mandatory regulations are adhered to.
- Contribute to the overall ethos/work/aims of Corinium Education Trust
- Appreciate and support the role of other professionals
- Lead, attend and participate in relevant meetings as required
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- 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.

Person Specification

	SPECIFICATION	ESSENTIAL (E) DESIRABLE (D)		ASSESSED BY APPLICATION (A) INTERVIEW & ASSESSMENT TASKS (I) REFERENCES (R)
		E	D	
A	**EDUCATION & TRAINING**			
1	Educated to degree level	✓		A
2	Qualified Teacher Status (QTS)	✓		A
3	Relevant higher degree and/or professional qualifications, for example NPQEL		✓	A
B	**PERSONAL QUALITIES**			
8	Have personal values which align with the values of Corinium Education Trust	✓		A, I
9	Have a positive, enthusiastic outlook with the energy, drive, enthusiasm and determination to succeed	✓		A, I, R
10	Be forward thinking with the ability to anticipate and solve potential barriers to success	✓		A, I, R
11	Be an avid learner	✓		I, R
12	Be calm under pressure of deadlines	✓		I, R
13	Be conscientious with a strong eye for detail	✓		I, R
C	**KNOWLEDGE AND EXPERIENCE**			
14	Successful implementation of school improvement strategies curriculum development, including approaches to content, sequencing, teaching, learning and assessment	✓		A, I, R
15	Successful system-leadership in schools or other education setting (Headship with significant experience of system work, Executive Head, or MAT or LA experience)	✓		A, I, R

	SPECIFICATION	ESSENTIAL (E) DESIRABLE (D)		ASSESSED BY APPLICATION (A) INTERVIEW & ASSESSMENT TASKS (I) REFERENCES (R)
		E	D	
C	**KNOWLEDGE AND EXPERIENCE**			
16	Experience of successful system collaboration and leadership coaching, mentoring and leadership development	✓		A, I
17	Creating positive relationships and harnessing networks to implement lasting collaborative change		✓	A, I, R
18	Clear knowledge of early years, primary and secondary phases of education		✓	A, I
19	Design and delivery of training for school leaders and Governors on a variety of topics		✓	I
20	Enabling and facilitating schools to manage change for education improvement, building capacity and raising standards	✓		A, I, R
21	Successful leadership across primary and secondary phases (desirable)		✓	A, I
D	**PROFESSIONAL SKILLS AND QUALITIES**			
22	School leadership, culture and change processes	✓		A, I
23	Pedagogy and educational cognitive psychology	✓		A, I, R
24	School self-evaluation and all relevant school data and information	✓		I
25	Education improvement (understanding the breadth of educational provision)	✓		A, I
26	Best practice in school governance	✓		A, I

Key: A = Application | I = Interview & Assessment Tasks | R = References

	SPECIFICATION	ESSENTIAL (E) DESIRABLE (D)		ASSESSED BY APPLICATION (A) INTERVIEW & ASSESSMENT TASKS (I) REFERENCES (R)
		E	D	
D	**PROFESSIONAL SKILLS AND QUALITIES**			
27	Excellent communication skills (written and verbal)	✓		A, I
28	Excellent interpersonal skills, having a strong understanding of 'self' as well as others	✓		I
29	Highly developed persuading, motivating, negotiating and influencing skills	✓		I, R
30	Excellent analytical skills (school data, information and people and teams)	✓		I
31	Excellent at building supportive and productive professional relationships with colleagues	✓		I, R

Potential candidates are strongly advised to use the Person Specification to support their written application

Key: A = Application | I = Interview & Assessment Tasks | R = References

Living and Working in our Local Area

The Cotswolds is a designated area of outstanding natural beauty. There are many delightful circular walks providing an opportunity to secure a focus on well-being and health. With plenty of good places to eat, the wider area has something for everyone.

Cirencester, where our Trust is based, and the wider Cotswolds are rich in local history and offer a wealth of leisure activities. There are plenty of nearby amenities including supermarkets, gyms, museums and National Trust properties, and local arts and crafts, including the Brewery Arts Centre and Barn Theatre. The South Cerney Lakes, also offer a wide range of leisure and sporting opportunities to get outdoors in wonderfully tranquil surroundings.

For those with families there is no shortage of good or better schools and post-16 provision in the locality.

The local housing market, though variable in style of property and therefore price, is more affordable when compared to major UK cities offering good value for money and therefore supports a higher quality of life. The average property price in Cirencester is £383,835 and in Stroud the overall average property price is £345,167 (Rightmove). The availability of 'Executive Homes' at slightly above this average is extensive and offers a variety of styles and locations.

If you are looking for vibrant city alternatives, Cirencester is conveniently placed for good access routes to Cheltenham, Gloucester, Swindon, Bristol and Bath - all are within a radius of 38 miles with Cheltenham being just 17 miles away. These historic urban areas provide venues for opportunities to see national theatre tours, concerts and performances or indulge in some retail therapy.

Excellent public transport links from nearby Kemble Train Station has an hourly service that can get you to London in just over an hour and the direct access to the M4 and M5 motorway networks means easy access to major cities such as Cardiff and Birmingham.

With such a range of easy access to adventurous activities, cultural and historical sites, charming market towns with local festivals and events and big city bright lights our area provides endless opportunity for exploration, relaxation and excitement.

Distances from Cirencester

- Kemble (Train Station) 4 miles (London Paddington in 75 minutes)
- Cheltenham 17 miles
- Swindon 18 miles
- Gloucester 21 miles
- Bath 35 miles
- Birmingham 67 miles
- Cardiff 80 miles

How to Apply

Full details of the Trust Lead/Chief Executive Officer of Corinium Education Trust can be found on **Join Our Team - Corinium Education Trust**

All applications should be submitted through MyNewTerm on the following link **Candidate Login | MyNewTerm** with the **Post Reference Reference No EDV-2026-CET-03721**

We are looking forward to receiving your application via our mynewterm e-application form which must include:

A 'supporting statement' of no more than 1000 words in font size 12. Using the Person Specification, please focus on your knowledge and experience and how these have delivered organisational success with specific reference to your leadership action and impact.

Process information

Closing date for applications is: **8am on Wednesday 18 March 2026**
Shortlisting will take place on: **Wednesday 18 March 2026**
Applicants invited to interview on: **Wednesday 18 March 2026**
Interviews will be held on: **Friday 20 March 2026**

Applicants should be aware that references will be taken up shortly after shortlisting and prior to the interview using the contact details provided on your application form.

A pre-interview preparation activity will be issued to short listed candidates.

The Corinium Education Trust is fully committed to safeguarding children and promoting the welfare of children and young people and expects all staff to prioritise this commitment. The preferred candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check.
As the preferred candidate for Chief Executive Officer we will also conduct a Section 128 check for financial probity.
Please also be aware, in line with the Keeping Children Safe in Education Guidance, you will be subject to an online check and that you may be questioned about the findings of such a check at interview.