



# King's Group Academies

"Opportunity and Success on a Global Stage"

## Lead for Teaching and Learning

### Job Description & Person Specification

**Reports to:** Deputy CEO (Education)

**Location:** Trust-wide (hybrid/remote working, with travel to academies as needed)

**Hours:** 37 hours per week, 52 weeks per year

**Salary:** KGA Leadership Pay Range L21–24 (£84,699 – £91,158 per annum)

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### Main Job Purpose

The Lead for Teaching and Learning will work across King's Group Academies to support the quality of teaching, learning and curriculum implementation.

Central to the Trust's vision of "*Opportunity and Success on a Global Stage*", the post holder will work closely with Headteachers and senior leaders to ensure that all pupils, including the most vulnerable and those with SEND, benefit from consistently high-quality teaching and achieve strong outcomes.

The role will focus on embedding evidence-informed practice, strengthening classroom practice, and supporting academy improvement. Working in partnership with Primary and Secondary Curriculum Leads, the post holder will help ensure a consistent and effective approach to teaching and learning across the Trust.

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### Principal Accountabilities

#### Teaching and Learning Development

- Support the development and embedding of a Trust-wide approach to high-quality teaching and learning.
- Promote evidence-informed pedagogy, drawing on research such as the Education Endowment Foundation (EEF).
- Support the development of clear expectations for effective classroom practice across the Trust.
- Support teachers and leaders to implement consistent, high-quality teaching approaches.
- Identify, develop and share effective practice across academies, promoting consistency and excellence.

#### Curriculum Implementation (Working with Curriculum Leads)

- Work in partnership with Primary and Secondary Curriculum Leads to support effective curriculum implementation across academies.

- Support leaders to ensure curriculum intent is translated into high-quality classroom practice.
- Promote alignment between curriculum design and effective pedagogy.
- Ensure that teaching approaches enable all pupils, including those with SEND and disadvantaged backgrounds, to access the curriculum successfully.

### **Academy Improvement and Quality Assurance**

- Support and challenge academies to improve the quality of teaching and learning.
- Contribute to Trust quality assurance activity, including learning walks, work scrutiny and analysis of assessment information.
- Use a range of evidence, including pupil outcomes and classroom practice, to identify priorities for improvement.
- Provide constructive professional challenge and support to leaders to promote sustained improvement and high standards.
- Support academies in preparation for external review and inspection.

### **Professional Development**

- Lead and contribute to the design and delivery of high-quality, evidence-informed professional development.
- Support the development of middle and senior leaders in teaching and learning.
- Promote a culture of continuous improvement and reflective practice across the Trust.

### **Early Career Teachers and Induction**

- Support the consistent delivery and development of Early Career Teacher (ECT) provision across the Trust.
- Ensure alignment with the Early Career Framework (ECF) and statutory induction requirements.
- Work collaboratively with mentors and induction tutors to support a consistent and high-quality experience.
- Contribute to the monitoring and evaluation of ECT provision, using feedback and outcomes to inform improvement.

### **Collaboration and Stakeholder Engagement**

- Work collaboratively with Headteachers, senior leaders and central teams to deliver Trust priorities.
- Build strong, professional relationships across academies to promote consistency and shared practice.
- Facilitate collaboration and the sharing of best practice across the Trust.

### **Operational Delivery**

- Support the delivery of Trust Teaching and Learning priorities.
- Contribute to planning, monitoring and reporting on progress and impact.

### **Safeguarding**

- Safeguard and promote the welfare of children and young people.
- Maintain a strong understanding of safeguarding responsibilities in line with Trust policies and statutory guidance.
- Report any concerns promptly in line with Trust procedures.

### **Health and Safety**

- Take reasonable care for the health and safety of yourself and others.
- Ensure compliance with Trust policies relating to health and safety, data protection, confidentiality and security.

### **Equity, Diversity and Inclusion**

- Promote and uphold the Trust's commitment to equity, diversity and inclusion.
- Ensure high-quality teaching and learning is accessible to all pupils.

### **General Responsibilities**

- Engage fully in professional and leadership development opportunities.
  - Contribute to wider Trust priorities and initiatives.
  - Undertake any other duties commensurate with the seniority of the role as reasonably requested.
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## **Person Specification**

### **Essential**

#### **Qualifications**

- Degree or equivalent qualification
- Qualified Teacher Status (QTS)

#### **Experience**

- Leadership experience within an educational setting
- Experience of leading or supporting teaching and learning and school improvement
- Experience of working with teachers or leaders to improve classroom practice
- Experience of designing or delivering professional development
- Experience of supporting Early Career Teachers or teacher development

#### **Skills and Knowledge**

- Strong understanding of effective teaching and learning and evidence-informed pedagogy
- Knowledge of the Early Career Framework (ECF)
- Understanding of assessment and its role in supporting pupil progress
- Ability to use a range of evidence, including performance data and classroom practice, to identify priorities for improvement

- Ability to translate strategy into practical classroom approaches
- Strong interpersonal and communication skills, with the ability to influence and build effective professional relationships
- Ability to build credibility with school leaders and staff
- Strong organisational skills and the ability to manage competing priorities

#### **Personal Attributes**

- Commitment to high standards and improving outcomes for all pupils
- Collaborative and relationship-focused
- Resilient, adaptable and solution-focused
- Self-motivated and able to work independently
- Commitment to the Trust's vision and values

#### **Desirable**

- Experience of working across more than one school or within a multi-academy trust
- Experience of coaching or mentoring teachers or leaders
- Experience of supporting inspection readiness or external review

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This job description outlines the duties required at the current time and may be reviewed and updated in consultation with the postholder to reflect the changing needs of the Trust.