

Job Description



Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'

Regional Director of Education (Wiltshire)

Reports to: Deputy Chief Executive Officer/ Trust Standards and Ethos Committee / Hub Committee

Responsible for: Headteachers

Statement of Purpose:

- To secure accelerated and sustained Trust-wide improvement through the leadership of the Trust Improvement Model (TIM) in one of the Trust's regions.
- To hold leaders and Academy Standards and Ethos Committees (ASEC) in the defined area, accountable for the improvement in outcomes, bringing strategic direction for school improvement as well as challenge and support at all levels.
- To be the regional lead for the Trust's monitoring and evaluation strategy, supporting the work of the Deputy Chief Executive Officer (DCEO) as allocated, including: quality assurance and impact of schools' internal accountability structure and self-evaluation process; rigour of academy improvement plans; differentiated Academy Improvement Meetings (AIMs); impact of Collaborative Professional Learning (CPL)
- To support the delivery of the Trust's Strategic Plan in relation to education and other areas as agreed.

Key Responsibilities:

- To lead the delivery of the Trust Improvement Model, in the majority of schools within the defined region, to secure accelerated and sustained school improvement.
- Support Trust-wide strategy for vulnerable and disadvantaged pupils, teaching and learning, and leadership development—engaging stakeholders, ensuring coherence, leading steering groups, and providing clear strategic direction.
- Progress the implementation of the Trust Improvement Model in the defined region, such that school leaders are empowered, and improved outcomes are evident against key performance indicators.
- To coach headteachers and senior leaders, supporting the growth of professional confidence in all aspects of school improvement, which positively impacts on school and Trust wide outcomes.
- Provide accountability to the DCEO, meeting on a regular basis to report on progress and discuss areas for on-going development.
- To support the DCEO in holding to account and providing direct intervention support for, those Headteachers and ASECs where leadership and overall effectiveness is not yet at the expected standard and therefore requires rapid improvement.
- To line manage and to hold to account Headteachers of schools within the defined region and ensure the rapid improvement of those schools.
- To build a strong working relationship with leaders and others to support the development of their professional practice and ensuring that actions bring about performance enhancement quickly and effectively.
- To lead the Hubs within the defined area to identify shared improvement priorities as part of the Hub Improvement Plan
- To provide timely, accurate and detailed analysis of data within the region and across the Trust in certain areas, and other performance reports for the Trust Board, responding to challenge and adapting improvement strategies accordingly.
- To extend collaborative working between schools within the Trust, the region and its Hubs, spreading best practice and enhancing outcomes.
- To develop and lead research based Collaborative Professional Learning (CPL) opportunities at Trust and Hub level.
- To be a champion for the Trust, supporting its growth, leading aspects of the Trust's due diligence process and working with new joiners to enable them to deliver effective provision and outcomes as rapidly as possible, or strengthening and sharing their best practice for the benefit of others.
- To be deployed flexibly across the Trust as the need arises, including providing short-term leadership in schools if required.

Person Specification

	Essential	Desirable	Assessed
Qualifications	- Degree level qualification - Successful teaching and leadership experience in schools	- Further professional qualifications - A willingness to train as an Ofsted inspector, if not currently accredited.	Application Reference Interview
Knowledge and Experience	Knowledge of: - Current legislation and developments in education and curriculum, including EYFS - Current Ofsted and SIAMS frameworks - The SEND Code of Practice - Current Safeguarding guidance Experience of: - Teaching across the primary phase - Senior leadership (Headteacher or other senior post) - Safeguarding leadership (DSL/DDSL) - Working with governors - A significant contribution to school improvement and strategic planning - Leading professional learning - Working with parents to support children - Working with external agencies	Knowledge of: - Legal issues including equalities and HR - The Church of England Vision for Education Experience of: - Working across groups of schools - Experience as a SIP, NLE, LLE or similar - Headship or senior leadership in more than one setting - SENDCo/Inclusion leader	Application Reference Presentation Interview
Leadership and Management Skills	- Ability to analyse, evaluate, prioritise and plan - Effective oral and written communication skills - Ability to motivate and inspire others - Ability to hold others to account - Ability to maintain positive relationships and work in partnership with all sections of the school community	- Strategic management of resources, including IT - Ability to manage change and complexity	Reference Tasks Interview
Personal Qualities	- Committed to excellence and inclusion in education, safeguarding and welfare for all children, especially the most vulnerable - An excellent communicator and motivator with high levels of emotional literacy - Reflective, innovative, resourceful and imaginative - Courageous and resilient - A commitment to the vision and values of our Church schools and Trust.	- A commitment to the Christian faith and its values - A sense of vocation and optimism	Reference Interview