

Application pack

Director of Education

Shape the future of a growing, values-led Trust and lead the education strategy across a dynamic and ambitious MAT.

CEO Welcome

The Creative Learning Partnership Trust's (CLPT's) mission is to create transformational educational opportunities, promote social justice, and unlock individual freedom. Guided by a clear set of values and beliefs, the Trust shapes its strategic priorities to ensure sustainable growth whilst keeping children at the heart of everything it does and ensuring its community-based approach & local partnerships remain fundamental to the children & communities served.

We are a growing Trust of 11 schools, 2,800 pupils and 500 staff, with further expansion underway. We are now seeking a Director of Education to lead the next phase of our development through Vision 30.

This is a rare opportunity to:

- Shape educational strategy across a growing Trust
- Lead system-level improvement and innovation
- Influence practice beyond the Trust through our professional learning offer

We look forward to hearing how you would shape the next phase of our development.



Sam Compton, CEO

Our mission.

Creating transformational
educative opportunities;
promoting social justice;
unlocking individual
freedom.

About our mission

The Creative Learning Partnership Trust's mission is made up of three principles that together, drive lasting impact for every learner and every community we serve.

1. **Creating transformational educational opportunities** - We choose the word “transformational” because education changes lives and inspires positive change within society.
2. **Promoting social justice** – We remove barriers and provide experiences so every child and adult can access opportunities they might otherwise miss.
3. **Unlocking individual freedom** – Through knowledge, we empower informed choices - subjects, colleges, careers, and roles in society for children; and future pathways for adults.

Each principle is important and holds value, and when each part is actioned as part of a wider mission, this gives us the power to create real change and improve the lives of people within our communities.

Beliefs

The CLPT is guided by four fundamental beliefs, these beliefs, which shape the very foundation of our Trust, enable us to link our origins through to our future. This empowers us to operate with clarity, consistency and purpose.

- **Creativity** drives excellence
- **Learning** is our core purpose
- **Partnership** accelerates improvement
- **Trust** underpins everything

A Values-Led Trust

We are a values-led organisation and are driven by six key values which promote how we work. We believe in demonstrating not just the meanings of our values but also being accountable for the behaviours that enable them.

Value	Definition	Behaviour
Integrity	Courage to do the right thing, taking time to care	Speaking and acting truthfully, fairly and upholding universal, moral principles.
Collaboration	Working together, enabling each other	Working with others to achieve strategic direction and to develop mutual trust and respect.
Dedication	Committed to supporting and improving	Showing commitment to and responsibility for strategies and goals.
Kindness	Thinking of others and acting with compassion	Demonstrating intentional actions to show care, respect and empathy to others.
Innovation	Using expertise and research to transform	Taking a proactive approach to problem solving , showing creativity, forward thinking and adaptability
Understanding	Openness, listening and valuing one another.	Actively listening to others to gauge the perspectives and needs of others within relevant context.



Vision 30

Vision 30 positions the Trust at the heart of its communities - supporting every child and every family through every stage of life. Our mission remains timeless, but our vision is this five-year plan: to measure success by the impact we make.

This new vision shows the Trust delivering a high-quality inclusive education for all children and young people enabling them to **belong**, **achieve** and **flourish**, educated within a network of sustainably, effective and inspirational schools.

Belong

The Trust belongs to its communities. A felt and lived experience in which all stakeholders including every child, young person, member of staff and parent feels recognised, valued, included and connected to the school, community and wider Trust.

Achieve

The Trust achieves within and for its communities. A felt and lived experience in which all stakeholders including every child, young person, member of staff and parent feels that they are gaining knowledge, skills and personal growth to meet their potential.

Flourish

The Trust flourishes within and for the communities it serves. A felt and lived experience in which every child, young person and member of staff is thriving socially, emotionally and academically with opportunities to grow into confident, capable members of society.

The heart of Vision30.



High quality education offer for all children from 0 -18.



Inclusion defines us.



Right support from the right people at the right time.



A place-based approach.



Strength through support.



Sustainable by design – building a skilled, supported community.

Our schools.

Stafford:



Stone:



Green Lea First School



Manor Hill First School

Newcastle & North Staffs:



Langdale Primary School



Hempstalls Primary School



James Bateman Middle School



Thursfield Primary School

In progress:



Cooper Perry

Job advert & job description

We are seeking an exceptional senior leader to join our Executive Team as **Director of Education**, leading strategy, improvement and innovation at scale across a growing multi-academy trust.

Why this role?

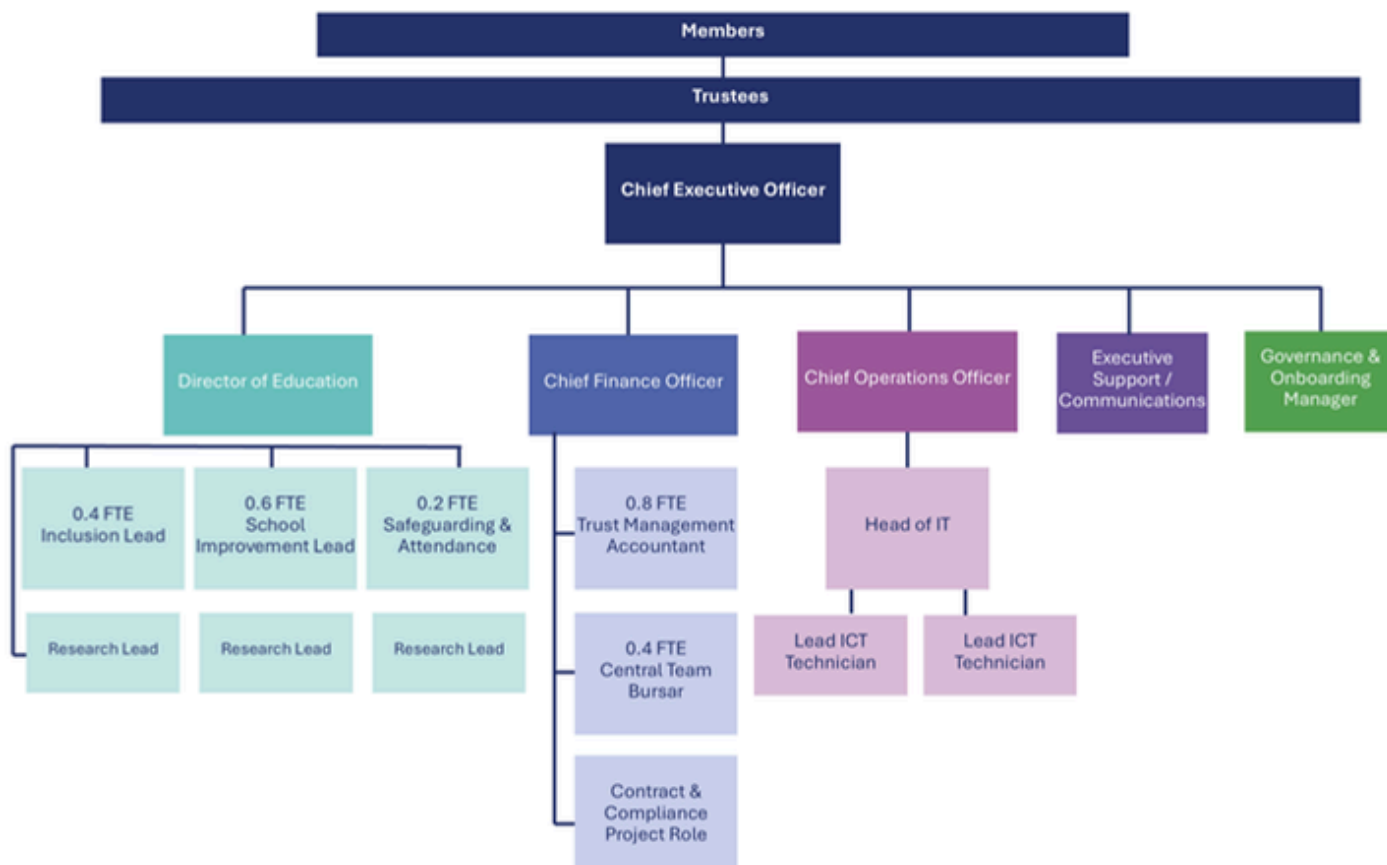
- Trust-wide influence
- Executive-level leadership
- Opportunity to shape Trust growth
- Strong moral purpose
- Supportive Central Team

This is a pivotal executive role within a growing and ambitious Trust.

Job title	Director of Education
Location*	Trust Team Headquarters, Burleyfields Primary School, Stafford
Responsible to	CEO
Responsible for	High quality inclusive education, ambitious school improvement, professional learning & development, strategic priorities as a central team member
Grade	L26-L30 - £95,735- £105,595
Commencement date	Jan 2027

We are seeking a Director of Education who will help us to realise the purpose of our Trust. You will be joining us at an exciting time as we are currently developing and implementing our Vision 30. The essence of this work is to distill our priorities so that we can make a meaningful difference to the communities that we are privileged to serve.

The Director of Education will be a key member of the Trust Central Team. They will line manage the Trust Improvement Lead, Head of Inclusion and Safeguarding, Attendance and Behaviour Lead, as well as oversee the Research Lead roles.



Vision 30 contains a road map of six areas. Our Director of Education will contribute to them all but will lead high quality inclusive education and ambitious school improvement. They will be working closely with the CEO, the central team, headteachers and senior leaders to secure strong outcomes for every child so that they belong, achieve and flourish.

Priority 1: High quality inclusive education

The Director of Education will lead this priority, advancing opportunities for all within a culture where every child belongs, achieves and flourishes. As the Trust grows into a fully cross-phase organisation, the Director of Education will lead the development of a coherent 0–18 educational strategy that aligns curriculum, pedagogy and inclusion across primary and secondary education. This will be rooted in access to powerful knowledge, both academic and relational, enabling children and young people to succeed in life.

Key responsibilities will include:

- Designing and implementing a coherent Trust curriculum framework that supports progression from early years through to post-16, enabling consistency while respecting the distinctive strengths of individual schools.
- Embedding a Trust-wide quality framework and review cycle to drive continuous improvement across all schools
- Leading the Trust's active participation in research and evidence-informed practice
- Ensuring curricula balance academic excellence with personal development
- Developing and delivering a clear, ambitious inclusion strategy that addresses barriers to learning
- Championing outcomes for all learners, including those with SEND, those known to social care, disadvantaged pupils, and high prior attainers
- Strengthening partnerships across schools and external professionals to share and embed effective practice
- Supporting schools to meet and exceed performance targets, including through curriculum design and pedagogy
- Embedding the Trust's pedagogical model to improve teaching and learning across all settings
- Using Trust-wide data to identify trends and implement targeted, evidence-informed interventions
- Leading strategic approaches to improving attendance through data, insight and partnership working
- Developing leadership capacity to build strong curricula, positive behaviours and mutual respect
- Ensuring a consistently high-quality experience for all pupils, promoting both excellence and equity
- Challenging underperformance and securing ambitious educational and behavioural standards across the Trust

Priority 2: Ambitious school improvement

The Director of Education will lead a Trust-wide approach to school improvement, placing quality at the core and fostering a culture of continuous improvement. By 2030, the Trust will further strengthen a sustainable, equitable and knowledge-rich improvement model. Leaders at all levels will be developed as the drivers of improvement, supported through collaboration and strong external partnerships.

Key responsibilities will include:

- Building a culture of continuous improvement across all schools, underpinned by a shared understanding of quality
- Designing, implementing and quality assuring a Trust-wide school improvement model that builds internal capacity and delivers targeted support across phases
- Developing a school improvement model that is effective across primary and secondary phases and supports the successful integration of future schools joining the Trust.
- Delivering a high-quality leadership development offer for headteachers, senior leaders and aspiring leaders to strengthen practice and impact
- Promoting the use of research-informed approaches to improve teaching and learning across all roles, including teachers, subject leaders and support staff
- Supporting and mentoring headteachers, including those new to role
- Establishing clear systems of support and challenge for schools requiring improvement, including those at risk of or following Ofsted inspection
- Leading robust school reviews and providing high-quality assurance aligned to the Ofsted Education Inspection Framework
- Strengthening collaboration within the Trust and with external partners to share effective practice and enhance outcomes

Priority 3: Professional learning and development

The Director of Education will lead the Trust's professional learning strategy through its training arm, ensuring high-quality continuous professional development that drives school improvement and system-level impact. The Trust will continue to strengthen its reputation as a sector-leading provider, supporting both internal development and wider partnerships.

Key responsibilities will include:

- Leading and evaluating a Trust-wide professional development strategy aligned with school improvement priorities and demonstrating clear impact on practice and outcomes
- Designing and implementing a high-quality professional learning offer, including a coherent "menu" or framework of development opportunities
- Providing leadership to Trust-wide subject and phase networks, using insights to inform priorities and targeted support
- Positioning the Trust as a recognised provider of school improvement support and commissioned services at local and national level
- Promoting the Trust's profile as a leading organisation within the education sector
- Maintaining up-to-date knowledge of national policy, research and inspection frameworks to inform strategy and ensure continuous improvement
- Leading and developing the Trust's RISE offer to support schools effectively within and beyond the Trust

Priority 4: Executive leadership and governance

The Director of Education will play a key role as a member of the Trust Executive Team, working closely with the CEO, CFO and COO to deliver the Trust's mission, values and strategic priorities, and to ensure high-quality education across all schools.

Key responsibilities will include:

- Leading the Trust's education function, providing strategic leadership and performance management across school improvement, inclusion, attendance, behaviour, safeguarding and research
- Leading educational due diligence and supporting the successful integration of new schools into the Trust
- Reporting regularly to the CEO, Trustees and committees on standards, outcomes, inclusion, school improvement and risk
- Working with senior leaders and headteachers to support workforce planning and the effective deployment of staff across the Trust
- Collaborating with the COO to implement the Trust's People Strategy, focusing on attracting, developing and retaining high-quality staff
- Creating a culture of accountability, collaboration and professional expertise, addressing underperformance in line with Trust policies
- Ensuring compliance with governance structures, including the scheme of delegation
- Strengthening reporting systems to enable effective oversight of educational performance and risk, and presenting termly updates to Trustees
- Acting as a visible role model, embedding the Trust's values through personal leadership and professional conduct

Other responsibilities

- To comply with and assist with the development of policies and procedures relating to curriculum, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To be aware of and support difference and ensure equal opportunities for all.
- The current main duties and responsibilities of this post are outlined in this job description. The list is not intended to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.



Person Specification

Listed below are the requirements considered to be necessary in undertaking the role of Director of Education at The Creative Learning Partnership Trust.

	Criteria	Essential / desirable		Where assessed
A	EDUCATION QUALIFICATIONS AND TRAINING	E	D	
1	A good honours degree	<input checked="" type="checkbox"/>		A
2	Qualified Teacher Status (QTS).	<input checked="" type="checkbox"/>		A
3	Relevant higher degree and / or NPQH and / or NPQEL		<input checked="" type="checkbox"/>	A
4	Post Graduate qualification in Education or Business		<input checked="" type="checkbox"/>	A
5	Evidence of recent continuing professional development at Headteacher or above	<input checked="" type="checkbox"/>		A
B	PROFESSIONAL EXPERIENCE			
6	Extensive experience of successful Headship or successful trust wide leadership role within the education area.	<input checked="" type="checkbox"/>		A, I
7	Experience of leading school improvement	<input checked="" type="checkbox"/>		A, I
8	Leading a school to at least a Good or an Outstanding Ofsted judgement		<input checked="" type="checkbox"/>	A, I
9	Experience of working at a Regional or National level in the education sector		<input checked="" type="checkbox"/>	A, I
10	Experience of Senior Leadership in a Multi Academy Trust.		<input checked="" type="checkbox"/>	A, I
11	Experience or knowledge of education from 2 to 18 in both mainstream and special school settings		<input checked="" type="checkbox"/>	A, I
12	Experience of research-based school improvements	<input checked="" type="checkbox"/>		A, I

13	Adept at producing and presenting complex reports for a range of audiences	<input checked="" type="checkbox"/>		A, I
14	Experience of Governance in a Multi Academy Trust.		<input checked="" type="checkbox"/>	A, I
C	PROFESSIONAL KNOWLEDGE			
15	Knowledge of legislation affecting Multi Academy Trusts		<input checked="" type="checkbox"/>	A
16	Knowledge of curriculum thinking and understanding of pedagogy	<input checked="" type="checkbox"/>		A, I
17	Knowledge of the key partnerships such as regional DfE, Teaching Schools, Local Authority	<input checked="" type="checkbox"/>		A, I
18	Demonstrate an understanding of research-based approaches to education improvement	<input checked="" type="checkbox"/>		A, I
D	PROFESSIONAL SKILLS AND ATTRIBUTES			
19	Excellent management, leadership and planning skills	<input checked="" type="checkbox"/>		A
20	High level analytical, strategic planning and organisational skills	<input checked="" type="checkbox"/>		A, I
21	Outstanding communication skills – orally and in writing	<input checked="" type="checkbox"/>		I
22	High level ability to direct and co-ordinate the work of others team building skills	<input checked="" type="checkbox"/>		I
23	An ability to demonstrate a professional commitment to the Trust values.	<input checked="" type="checkbox"/>		I
24	An ability to lead school improvement at scale with positive impact and sustainability	<input checked="" type="checkbox"/>		I
25	Innovative leader with a clear understanding of how to create a team to deliver the desired outcomes of an education organisation	<input checked="" type="checkbox"/>		I
26	Think creatively to solve problems and identify opportunities	<input checked="" type="checkbox"/>		I

E	PERSONAL QUALITIES			
27	Commitment to Keeping Children Safe in Education and highly effective educational development of children	✓		I
28	Dynamic, articulate, insightful, and influential leader with the ability to operate at both strategic and operational levels	✓		I
29	A team player and team builder with excellent communication skills and a robust focussed approach to the delivery of key strategic imperatives	✓		I
30	Work under pressure and to deadlines; prioritise and manage own time effectively	✓		I
31	High integrity and openness combined with a commitment to effective governance	✓		I
32	Achieve challenging professional goals; ability to be reflective and self-critical	✓		I
33	Ability to drive forward change operating in unison with Finance & Operations	✓		A, I
34	Energy, vigour and perseverance; an enthusiastic leader with strong morale building skills	✓		I
35	Resilient and determined but able to provide support, demonstrate empathy and deal with staff and situations in a sensitive and considerate manner	✓		I

In addition to candidates' ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

How to apply

If you think you are the right fit for our Trust and that you will be able to enhance our delivery of education to children, our staff and our communities – then please use the information below to apply for this role.

Visits to the Trust are encouraged.

Please contact: skearney@creativelrng.com

Phone: 01782 228912
