



DIRECTOR OF SECONDARY STANDARDS

RECRUITMENT PACK

September 2026



Tudor Grange Academies Trust

Welcome from the CEO



Tudor Grange Academies Trust

Thank you for taking an interest in the post of Director of Secondary Standards. I hope the materials enclosed in this recruitment pack give you a clear sense of what makes Tudor Grange Academies Trust such a special community to work within, as well as the scope and impact of this crucial executive role.

The Trust comprises thirteen schools across our region: six secondary-phase academies (including one all-through academy) and seven primary academies. Our core strategic vision is built around four self-sufficient geographical hubs; Solihull, Worcestershire, Warwickshire, and the East Midlands; establishing vibrant clusters of primary feeder schools around our secondary academies to fully exploit the power of partnership.

Arising from a vacancy within our central trust team, this role presents a career defining opportunity to shape and drive secondary performance across all our academies. We are confident in what matters most: being relentlessly ambitious for all children. Restlessness characterises our leadership culture across the Trust; we are never afraid to challenge complacency, and we treat every identified weakness as an immediate opportunity to innovate and improve.

The energy and drive for this ceaseless pursuit of excellence comes directly from our core mission: to be determined and ambitious for all children. While we are making major strides and securing strong performance across most of our secondary academies, our commitment is tested where the challenge is greatest. Through our sponsored academies, particularly Tudor Grange Academy Kingshurst, we serve communities facing significant socio-economic disadvantage.

We are clear-eyed and seek an unflinching, determined leader who will embed transformation and make our most challenging schools an absolute priority, sharpening behaviour, curriculum, and assessment frameworks to accelerate progress where it matters most. If you have the track record, resilience, clarity, and moral purpose to drive rapid, sustainable improvement in our most challenging contexts, you will find a Trust ready to support you every step of the way.

I very much look forward to receiving your application.

Yours faithfully



Claire Maclean
CEO



Why us?

Tudor Grange Academies Trust is a charitable trust currently consisting of 13 schools in the midlands area and we are looking to continue our growth in a measured and responsible way. We are also a Teaching School Hub, Research School and Maths Hub, further supporting our staff and school communities. The Trust currently consists of:

- Tudor Grange Academy Kingshurst
- Tudor Grange Academy Redditch
- Tudor Grange Robert Smyth Academy
- Tudor Grange Samworth Academy
- Tudor Grange Academy Solihull (Trust offices, Teaching School Hub, Research School and Maths Hub)
- Tudor Grange Academy Worcester
- Tudor Grange Primary Academy Haselor
- Tudor Grange Primary Academy Hockley Heath
- Tudor Grange Primary Academy Langley
- Tudor Grange Primary Academy Meon Vale
- Tudor Grange Primary Academy Perdiswell
- Tudor Grange Primary Academy St James
- Tudor Grange Primary Academy Yew Tree



We are currently working with other potential joiners.

Our academies are thriving and we are passionate about helping our students to achieve their best. We understand that recruiting and retaining the very best talent is vital to that aim. Supported by our Teaching School Hub and our preferred training providers, we offer continuous professional development from induction to leadership development pathways, as well as cross-trust opportunities.

With more than nine hundred people working hard across the Trust we support employee wellbeing with our Employee Assist Programme and use the Welbee platform to monitor staff wellbeing and workload.

The Central Team consists of specialists in Finance, Human Resources, Operations and School Improvement, providing Executive Governance across all aspects of the Trust. The Director of Secondary Standards works closely with the CEO, The Deputy CEO, the COO, the CFO, Executive HR Director and Executive Team to formulate and deliver strategies across the Trust.

What do we want in our schools?

We are clear about our expectations across all our schools. We prioritise ensuring:

1. **Advocacy and key relationships for every child;** all children who attend our schools will experience positive relationships and have at least a key adult or key adults who care for them and in whom they trust.
2. **All children experience what success feels like;** all children will have experienced what it is like to secure success because the curriculum, teaching and wider experiences are planned so effectively and thoughtfully that all children know what it is to secure learning and improvement and feel successful.
3. **All children secure competence in reading, writing and numeracy;** confidence in basic skills supports self-esteem and opens up opportunities for our children.

Excellent teaching across our schools ensures many of our children achieve exceptional standards in reading, writing, and mathematics.



How do we work?

We are clear about the values that drive the way we work, we:

- ✓ Maintain **moral clarity**.
- ✓ Work with **diligence**.
- ✓ Respond with **ingenuity**, learning more from our failures than we do from our successes.

Leaders throughout the Trust champion these values at all times.

One identity, different stories

Our values drive the culture of the schools within the Trust and shape our shared identity.

However, all schools in the Trust have very different origin stories and this is reflected in their individual character.





Tudor Grange Academies Trust

Job Description

Post:
Director of Secondary Standards

Salary: Dependent on relevant experience and qualifications
L39 - 43
£131,578 - 143,796

Contract: Permanent, Full Time

Line management responsibility for:
Principals, members of the Executive Education Team, as directed

Line managed by:
Deputy CEO

Relationships with:
Trustees, CEO, Deputy CEO, Executive Team, Principals, SLT, External Stakeholders and Support Services

Location:
Trust Wide

DIRECTOR OF SECONDARY STANDARDS ROLE DESCRIPTION:

Strategic Leadership

Work directly with the Deputy CEO to secure high-quality secondary provision across the Trust. Lead with an unflinching focus on high-deprivation contexts, prioritising rapid, sustainable school turnaround and equity for every student.

Secondary School Improvement & Targeted Interventions

Oversee robust improvement systems across secondary schools. Lead regular quality assurance activities, deliver honest, no-holds-barred feedback to ensure increased pass rates in GCSE English and Mathematics at 4+/5+, and reduced pupils classed as NEET.

Culture, Behaviour & Student Engagement

Lead the Trust-wide secondary strategy for behaviour, attendance, and school culture. Establish high expectations of climate and conduct as the baseline for academic success, driving our Behaviour and Careers strategies to ensure excellent provision.

Equity & Disadvantaged Strategy

Champion outcomes for Pupil Premium (PP), Free School Meals (FSM), and vulnerable cohorts. Ensure inclusion, SEND, and disadvantage strategies across secondary academies actively bridge the attainment gap and enhance life chances.

Curriculum, Pedagogy & Assessment Frameworks

Drive broad, knowledge-rich secondary curriculum design and quality-first teaching in every classroom. Align assessment practices while supporting schools in capacity building.

Data Intelligence & Performance Monitoring

Work alongside the Executive Data Manager and Director of Monitoring & Evaluation to analyse achievement, progress, and contextual metrics. Convert complex data into rapid action plans to maintain clear strategic visibility for Trust leadership.

Inspection Readiness & System Accountability

Work with the Director of Monitoring & Evaluation to prepare secondary academies for Ofsted inspections and DfE monitoring. Provide transparent monitoring data and act as an accountable, direct line of oversight to the Deputy CEO and Board.

Leadership Development & Middle Leader Capacity

Provide strategic guidance, line management, and coaching to secondary Principals, senior leaders, and subject leaders. Build leadership capacity within academies where performance is not yet secure.

Ambassador for the TGAT Model & Trust Growth

Advocate for Tudor Grange values across all secondary sites and wider hubs. Support due diligence evaluations for proposed joiner academies and share expertise across regional networks.



Tudor Grange Academies Trust

Director of Secondary Standards

Salary Range: L39-43

£131,578 – 143,796

Start Date: January 2027

Location: Trust Wide

Core Purpose

The Director of Secondary Standards will provide strategic leadership for educational excellence across all secondary academies within the Trust. The postholder will champion equity, secure improved outcomes in challenging contexts, and lead trust-wide strategies for standards, behaviour, culture, careers and destinations.

Specific tasks

Executive & Secondary Leadership

- Act as an active member of the Education Executive Team, contributing directly to the Trust's strategic direction and educational vision.
- Support executive leaders in reporting to the Trust Board and Education Committee on secondary performance and standards.

Secondary School Improvement

- Lead and implement the Trust's secondary school improvement strategy, ensuring rapid, sustained progress and strong outcomes across all secondary academies.
- Oversee Ofsted readiness, quality assurance reviews, and targeted intervention strategies for secondary schools requiring additional support.
- Establish robust accountability frameworks for Secondary Principals and senior leadership teams to drive school improvement.

Curriculum & Pedagogical Leadership (Secondary)

- Facilitate the development and execution of a high-quality, coherent Secondary Curriculum strategy (KS3–KS5) that builds seamlessly on primary foundations.
- Champion evidence-informed practice, innovative teaching methods, and high-impact professional development across all secondary subject areas.

Data, Performance & Accountability

- Lead the secondary educational data strategy, ensuring accurate, timely, and actionable insights to drive intervention and standardise expectations.
- Monitor secondary performance dashboards and key performance indicators (KPIs), regularly tracking progress against Trust education priorities including Director's Metrics.

Monitoring, Evaluation & Line Management

- Embed rigorous, consistent monitoring and evaluation systems across all secondary schools to assess teaching quality, culture, and student outcomes.
- Directly line manage Secondary Principals to secure rapid impact, hold leaders to account, and foster continuous improvement.
- Undertake line management of members of the Executive Education Team, as required.

Safeguarding and Compliance

- Ensure that all schools have a culture that promotes children feeling calm, safe and valued.
- Ensure safeguarding is uncompromised across all secondary academies, collaborating with Designated Safeguarding Leads (DSLs) to maintain full statutory compliance and a robust culture of vigilance.
- Contribute to Trust-wide risk management and compliance frameworks as they apply to secondary operations and site safety.

Leadership Development & Trust Culture

- Lead succession planning and professional development for secondary Principals and leaders, building leadership capacity and talent pipelines across the phase.
- Foster a culture of cross-school collaboration, high accountability, and continuous improvement across all secondary academies.
- Assure and ensure that secondary school leadership teams authentically embody and model the Trust's vision, values, and educational philosophy.
- For secondary Church schools, assure and ensure that leadership actively delivers the Church of England Vision for Education, working in close partnership with the local Diocese and SIAMS frameworks.

Stakeholder Engagement & Representation

- Build and maintain strong, productive relationships with key external stakeholders, including Ofsted, the DfE, local authorities, the Diocese, and regional secondary networks.
- Represent the Trust at regional and national educational forums to showcase secondary best practice and keep the Trust at the forefront of sector developments.

Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications and experience	• Qualified Teacher Status (QTS) • Successful track record of transformation within a challenging secondary context. • Successful track record of secondary Headship experience within a multi-academy trust or equivalent. • Demonstrable impact in driving sustained secondary school improvement and improving Key Stage 4 and Post-16 outcomes. • Proven experience line managing, coaching, inspiring, and holding leaders to account. • Strong ability to lead, inspire, support and challenge Principals. • Exceptional communication and interpersonal skills.	• Direct experience leading Ofsted inspections, quality assurance frameworks, and intervention strategies for secondary schools requiring support. • Experience in governance and external stakeholder engagement. • Knowledge of current educational policy and implications for MATs. • Experience working within or alongside Church of England schools, Diocesan frameworks, and SIAMS inspection processes. • Holds a DfE accredited National Professional Qualification in Executive Leadership (NPQEL) or equivalent high-level leadership training.
Core Competencies	• Strategic thinking and problem-solving. • High emotional intelligence and ability to influence.	

	Commitment to equity, inclusion, and improving outcomes for all learners.	
Success Measures (KPIs)	- Improvement in Trust-wide attainment and progress measures, with an emphasis on disadvantaged pupils and overall measures: GCSE English and Maths 4+ GCSE English and Maths 5+ Attainment 8 Progress 8 NEET (%) Average Grade (Post-16) - Narrowing disadvantage gaps with peers in all schools. - All schools secured at least 'Expected' standard, in all areas, at the next point of inspection. - Successful implementation of Trust Behaviour Policy. - High-quality, timely data reporting and impact evaluation.	
Line Manager	Deputy CEO	
Date	September 2026	





Tudor Grange Academies Trust

Safer Recruitment



References

If you are shortlisted for this position, we will normally take up references before the interview date. One of your referees must be your current or most recent employer. Two satisfactory references must be received before we confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. Copies of references or references that are addressed "to whom it may concern" will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process.

Disclosure & Barring Service Check (DBS Disclosure)

Employment is subject to an enhanced check with the Criminal Records Bureau. Checks will also be made against List 99 and under Section 128. All such checks must be satisfactory before we confirm any offer of an appointment. Under the Rehabilitation of Offenders Act 1974 (Exemption Amendment) Order 1986, there are several jobs where we must take account of convictions, even though they are 'spent'. All posts in the Trust are regarded as such. However, spent and/or unspent convictions may not necessarily make you unsuitable for appointment.

Validation of Qualifications

All shortlisted candidates will be asked to bring original certificates of relevant qualifications to interview. These may be confirmed as genuine with the relevant awarding bodies.

Right to Work in the United Kingdom

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation e.g. your passport, to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

Medical Assessment

A confidential pre-employment health declaration will need to be completed if you receive an offer of employment. A satisfactory medical assessment may be required before we confirm any offer of an appointment.



Child Protection

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All members of staff receive training in line with our child protection policy.

Equal Opportunities

The Trust is committed to promoting best practice in our efforts to eliminate discrimination and to create a working and learning environment where all are treated fairly and with respect. We take action to ensure that nobody is treated less favourably than anyone else because of their colour, race, ethnic or national origin, religion, gender, sexual orientation, disability or age.

We recognise and welcome our responsibility to remove any barriers in our Recruitment and Selection process for disabled people. We have tried to do this, but if you have a disability and identify any barriers in the job description or employee specification, please tell us of these in your application. We are committed to making reasonable adjustments to the job wherever possible and it would help us to know your needs in order to do this.

Candidates will be assessed against the job description and expertise profile from evidence provided in their application form, references and a selection process (including interview). Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criterion on your application form.

Where criteria are to be identified through the Selection Process, this may involve written exercises, group discussions, presentations, interview etc.



Tudor Grange Academies Trust

How to apply...

To arrange an informal, confidential discussion regarding this role, please contact:
Sam Roach (Director of Secondary Standards)



0121 705 5100



sroach@tgacademy.org.uk

The closing date for applications is Tuesday 22nd September 2026 at 12 noon.

Interviews will take place on Monday 28th and Tuesday 29th September 2026

Shortlisted candidates will be invited for the interview process on/over both days. The selection process will involve a presentation, knowledge exercises and a final interview. The trust reserves the right to reduce the number of candidates at the end of the first day.

Please apply via:



Trust Website: www.tgacademy.org.uk/vacancies/



My New Term: www.mynewterm.com



www.linkedin.com/in/claire-maclean



Tudor Grange Academies Trust

Trust Central Offices

Dingle Lane

Solihull

B91 3PD

www.tgacademy.org.uk