



# **TEAM** MULTI-ACADEMY TRUST **Recruitment Pack**

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**School Improvement Lead**





# Welcome

## Letter from the Trust Board

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### Sue Wells | Chair of Trustees

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Dear applicant

I would like to thank you for your interest in the post of School Improvement Lead. I hope that this pack provides sufficient information to help you decide if you have the right qualities, skills and experience to apply for this position.

Beaford, Brayford, High Bickington, Horwood and Newton Tracey, Pilton Bluecoat, Pilton Infants', UMBERLEIGH and Witheridge academies together form TEAM (Together Each Achieves More) Multi-Academy Trust. We are also working in Management Partnership with Swimbridge and Rackenford with a view to both schools academising in the near future. Being directly funded from the Department of Education gives us more independence and allows us to be creative in the way we develop. Our children, across all schools, benefit from working together and have their learning enhanced through experiencing the variety of settings across the Trust.

Our aim is to provide the highest quality education for the children in our care at every stage. We provide a very supportive and positive environment for children to learn. We are extremely proud of the standards our children achieve, in their academic work and more importantly in the way they develop as young people. Children are at the heart of all our decision making.

TEAM provides a curriculum that raises children's personal aspirations by providing them with the skills, knowledge, understanding and vocabulary to realise their ambitions. It is built on a foundation of skills that are practiced, and extended each year, and on knowledge and vocabulary that informs and enriches understanding. Through our 'Big Event' experiential opportunities, all children enjoy learning which results in a broader and deeper understanding of life and the world around them.

TEAM Multi-Academy Trust would like to appoint an ambitious, energetic and caring School Improvement Lead who will work with the CEO and Heads of School to support, nurture and maintain the school ethos in line with the vision of the CEO and Trust Board.

I look forward to hearing from you.

Sue Wells  
Chair of Trustees



## Daniel Polak | CEO

This is an exciting time to join our trust. We want our colleagues to be at their best and at their happiest working for TEAM, and they tell us this is how they feel. This role is an opportunity to make a substantial contribution to children who deserve the best opportunities we can provide for them. We know the power and value of rural settings and we are committed to the warmth and kinship that schools in the heart of their communities can offer.

TEAM's leaders are committed to finding innovative ways to support you. We have a sensible feedback policy which means you can focus on your connection with your class and not a pile of books. We use AI to support you in your administrative tasks, which colleagues tell us saves them time and energy. Most importantly, we will always seek ways to make it easier to be a great teacher.



## Briony Parsons | Chief Finance & Operations Officer

At TEAM, we believe teachers should be free to focus on the classroom. We recognise that your primary passion is teaching; therefore, our central team handles the operational and administrative complexities of school life. This approach empowers you to dedicate your energy entirely to your pupils, providing the freedom to teach effectively and without the weight of unnecessary external pressures.

The central team look forward to working closely with the successful applicant in supporting them as they progress further in their career and professional development.



## Beth Carter | Director of Inclusion

As Director of Inclusion, I am thrilled to invite passionate educators to join our team. TEAM Multi-Academy Trust is dedicated to fostering an inclusive and supportive environment where every child can thrive. We believe that diversity enriches our community and enhances learning experiences. By joining us, you will have the opportunity to make a meaningful impact, collaborate with a dynamic team, and grow both personally and professionally.

Ultimately, children only get one shot at their education and at TEAM, we recognise that being a part of this journey is a privilege. We are fully committed to ensuring children can be confident, happy learners with a school career they can enjoy and cherish. Therefore, it is critical our schools are intentionally inclusive with this focus underpinning every strategy, so if you are committed to creating an equitable and welcoming space for all children, we encourage you to apply.



# TEAM Vision

## *Together Each Achieves More*

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We believe that our schools are the heartbeat of their communities. They drive connection and belonging. Our communities value the way our schools know and nurture all children, while embracing the joint experiences that can only be achieved through our partnership. TEAM offers our children the best of both worlds, the privilege of being nurtured in a tight knit community, while accessing a world of opportunity through TEAM's wider offer.

We know that **T**ogether **E**ach **A**chieves **M**ore. We are enriched through working together and are able to offer "Life in all its Fullness" to all children. We believe children should have choice and opportunity, so that whatever their passions, talents or callings, they are enabled to follow them.

The Trust is led and governed in accordance with its Church of England Articles of Association, safeguarding the religious character and ethos of its academies. As custodian of the Trust's Foundation, it seeks to ensure that the Christian distinctiveness of its schools is maintained and supported. Many of our schools have a Christian foundation and this distinctiveness remains an important part of their identity and vision for their communities. Whether Church or community schools, our academies are committed to providing opportunities for all to flourish, feel a sense of belonging, and contribute positively to the communities they serve.

We want families to choose our schools and all families who live within our catchment areas to be served exceptionally well by living near a TEAM school. A primary school's formative impact on all lives is never lost on colleagues in TEAM schools. We are dedicated to transcending the size and rurality of our schools so that children leave having experienced the fullness of a modern, world-class education.

# Meet Our Our Schools



## **Beaford Community Primary & Nursery School (Primary)**

At Beaford, we believe a happy child is a successful one. Nestled in the heart of the North Devon countryside, our school has been a cornerstone of the community for over 100 years. We pride ourselves on being a "team" in every sense, where staff go the extra mile to bring learning to life through "Big Event" experiences. It's a place where every child is nurtured to reach their full potential in a safe, creative and joyful environment.



## **Brayford Academy (Primary)**

Small in size but rich in ambition, Brayford is a place where we "dream big." We make the most of our stunning rural setting to inspire curiosity and resilience in our pupils. With a highly personalised approach to learning and a unique international link to a school in India, we help our children understand their place in an interconnected world. It's a nurturing, family-feel school where every talent is celebrated and every future is full of possibility.



## **High Bickington Church of England Academy (Primary)**

Guided by our vision to "let your light shine," High Bickington is a vibrant and innovative school where Christian values underpin everything we do. We are dedicated to educating the "whole child," ensuring they leave us not just with academic success, but as compassionate global citizens. Despite our small size, being part of the Trust allows us to offer big opportunities, from specialist music and PE to exciting residential trips that build lifelong confidence.



*Horwood & Newton Tracey Primary School*

### **Horwood & Newton Tracey Primary School (Primary)**

Set in the picturesque North Devon hills, our school offers a unique learning environment where every child is truly known and valued. We are a school that looks outward; whether we are exploring the streets of London on a week-long residential or connecting with our partner school in Southern India, we aim to spark a lifelong love of discovery. At Horwood and Newton Tracey, we don't just teach children about the world, we give them the tools to change it.



### **Pilton Bluecoat Church of England Academy (Junior)**

Pilton Bluecoat is a friendly, happy school with a storied history and an "Excellent" reputation. We place equal weight on academic achievement and character development, empowering our children through a diverse curriculum and specialist teaching. As a larger member of the Trust family, we thrive on the "moments that inspire," from the Exmoor Challenge to community farm projects, ensuring our pupils grow into resilient, inspired and life-long learners.



### **Pilton Infants' Academy (Infant)**

As the foundation of many children's educational journeys, Pilton Infants' is a busy, caring school dedicated to creating a "love of learning" from the very start. We focus on building core skills while teaching our youngest learners that they are unique and capable of making positive changes in the world. It's a place of "Ambition Weeks" and creative exploration, where we work hand-in-hand with families to ensure every child gets the best possible start in life.



### **Umberleigh Academy (Primary)**

Umberleigh is a vibrant small rural school where children's voices are truly heard. Our "Big Event" curriculum ensures that learning is always an adventure, supported by specialist teaching in music, French, and PE. We take pride in our small class sizes, which allow for a deeply personalised and stimulating education. Surrounded by beautiful countryside, our children flourish in a community that values independence, creativity and the joy of discovery.



### **Wetheridge Church of England Academy (Primary)**

Nestled near Tiverton, Wetheridge is a thriving, close-knit village school where we "encourage one another and build each other up." We are passionate about the outdoors, with Forest School and Farm School playing a central role in our curriculum. From our long-standing partnership with a school in Mumbai to our week-long London adventures, we ensure our rural pupils have world-class horizons. It is a warm, joyful place where every child is valued as an individual.



# Meet Our Management Partnerships



## **Rackenford Church of England Primary School (Primary)**

At Rackenford, we are a small school with a huge heart. Rooted in our Christian values of "Compassion, Dependence, and Endurance," we provide a sanctuary where every child feels safe to take risks and grow. Our curriculum is designed to be an adventure, making the most of our beautiful rural surroundings and our close-knit community links. We pride ourselves on being a place where individuality is celebrated and where children are empowered to become confident, thoughtful citizens of the world.



**SWIMBRIDGE**  
CofE PRIMARY SCHOOL

## **Swimbridge Church of England Primary School (Primary)**

Our partnership with Swimbridge is built on a shared vision of "Life, Love, and Learning to the Full." This historic village school, with its 150-year heritage and outstanding academic reputation, brings a wealth of expertise to our Trust family. By collaborating on curriculum, sports and the arts, we ensure that the children of Swimbridge and our Trust schools benefit from shared wisdom, innovative outdoor learning spaces and a deep-rooted Christian ethos.

# School Improvement Lead Advert



Applications are invited from internal and external candidates for the above post that will commence on 1<sup>st</sup> September 2026

## Role Overview

**Job Title:** School Improvement Lead

**Start Date:** 1<sup>st</sup> September 2026

**Salary:** Leadership Scale 12

**Positions Available:** x3

**Hours Per Week:** x2 0.1 FTE/3.25hpw {approx. 1 day every 2 weeks} | x1 0.4 FTE/13.5hpw

**Status:** 1 year fixed term/ Secondment / Part Time

**Closing Date:** 12 Noon on Friday 10<sup>th</sup> July 2026

**Interview Date:** Thursday 16<sup>th</sup> July 2026

TEAM Multi-Academy Trust is looking for three ambitious and inspirational School Improvement Leads to play a pivotal role in shaping and delivering our vision for excellence across our schools. This is an exciting opportunity for an experienced Head of School/ leader who is passionate about improving outcomes for children and developing the expertise of teachers and leaders.

Working closely with the CEO, senior leaders and Heads of Schools, you will lead and support school improvement across the Trust through coaching, challenge and collaboration. From visiting schools, observing learning, working alongside leaders to evaluate curriculum impact and pupil outcomes, to facilitating professional networks and leading Trust-wide improvement initiatives, no two days will be the same. You will use evidence, data and research-informed practice to identify strengths, address priorities and ensure every school continues to improve.

A key part of the role will be building leadership capacity across the Trust, connecting colleagues, sharing best practice and creating opportunities for teachers and leaders to learn from one another. You will also contribute to the strategic direction of the Trust, identify and secure funding opportunities where appropriate and lead projects that drive innovation and excellence.

At TEAM MAT, we believe that collaboration is at the heart of successful school improvement. This role offers the opportunity to make a lasting difference not only to outcomes, but also to the professional growth of staff and the life chances of the children and communities we serve.

This is a one-year fixed-term (external) or secondment (internal) opportunity that provides an excellent professional development pathway for an ambitious leader seeking to broaden their experience beyond a single school setting. The role offers significant opportunities to develop strategic leadership skills, gain experience of Trust-wide school improvement, work alongside senior executive leaders and contribute to the development of educational strategy across multiple schools. It is ideally suited to an experienced Headteacher, Deputy Headteacher or senior leader looking to enhance their professional expertise, build leadership experience and take the next step in their leadership journey. The successful candidate will benefit from bespoke support and mentoring, making this an exceptional opportunity to further their career development while making a meaningful impact across TEAM Multi-Academy Trust.

## Why Join Us?

We offer a welcoming environment where teamwork and professional development are highly valued. In-service training is provided where appropriate. Additional benefits include:

- Pension: Membership of a generous pension scheme (TPS)
- Health & Wellbeing: Access to Medigold Occupational Health who provide our employees with a range of free health and wellbeing benefits including access to Thrive; a mental wellbeing app and free seasonal flu vaccinations.
- Work-Life Balance: Wellbeing and Long Service days
- Schemes: Cycle to work scheme

For more information and to view the full details of this role, you can access the advert via our website at [www.teamacademytrust.com/vacancies](http://www.teamacademytrust.com/vacancies)

We actively welcome visits to our schools. Should you have any further questions or wish to arrange a visit, please contact our CEO Daniel Polak via [dpolak@team-mat.org.uk](mailto:dpolak@team-mat.org.uk)

## How to Apply

If you would like to contribute to a Trust committed to providing outstanding learning experiences for all pupils, please apply via mynewterm. To submit your application, you will be required to register as a candidate and complete the full application form on their platform, as we are strictly unable to accept CVs.

As this post is advertised on multiple platforms, we reserve the right to interview upon receipt of suitable applications; candidates are therefore encouraged to apply at their earliest opportunity.

TEAM Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and expects all its staff and volunteers to share this commitment. An Enhanced DBS check will be undertaken and references taken up before interview. All shortlisted candidates are subject to a pre-employment online search prior to interview.

## **We are looking for someone who is:**

- Has current senior leadership experience
- an outstanding teacher with very high expectations of what can be achieved.
- passionate about children's creativity and their talents.
- genuinely committed to the success of all children.
- flexible, with a good sense of humour and an understanding of each child's bigger picture.
- hard working, creative and keen to develop their leadership expertise to make it the best it can be.
- reflective on their own expertise and open to innovation and developing their skills.
- committed to a curriculum that is progressive, exciting and supportive of children's ideas and interests.

## **What we can offer you:**

- A genuine opportunity to make a difference.
- A highly skilled team of friendly staff to work with.
- The opportunity to be part of a dynamic leadership team.
- Well-resourced classrooms and facilities
- High quality support and CPD to ensure that you are successful.
- An exciting, well-organised and vibrant community in which to work.
- A fantastic community of parents and children who deserve the best.
- Opportunities to work with our partner schools.
- Career development across the trust

## **Why consider this role:**

- The security of working as part of a TEAM of dedicated, hard - working professionals, at all levels.
- Strong global partnerships: 'The (school) vision has inspired outstanding partnerships with a number of global communities which have transformed pupils' understanding of difference, disadvantage and deprivation leading to them becoming articulate advocates for change.' (SIAMS report)
- Work with, and gain experience from, different SLT members across our Trust.
- Be provided with ongoing support and coaching.
- Be a part of the Trusts senior leadership team and work collaboratively with other Heads to develop further the schools within our organisation and be encouraged to extend their influence across all schools within the Trust.

# School Improvement Lead

# Job Description



## **Job Purpose:**

To play a key role in the strategic development and success of TEAM Multi-Academy Trust by leading, supporting and enabling continuous school improvement across the Trust's schools. The postholder will provide leadership and expertise in the development, implementation and evaluation of school improvement strategies, professional development programmes and Trust-wide initiatives that raise achievement and improve outcomes for all pupils.

Working closely with the CEO, senior leaders and Heads of Schools, the School Improvement Lead will support the delivery of the Trust's educational vision, promoting excellence in teaching, learning, curriculum and leadership. The role will involve working directly with school leaders and staff to identify strengths, address priorities, share best practice and build leadership capacity across the Trust.

The postholder will contribute to the Trust's strategic priorities through the leadership of key projects, the development of collaborative networks and, where appropriate, the identification and securing of external funding opportunities to support innovation and improvement. Responsibilities may vary over time in line with Trust priorities and may include leading specific Trust-wide initiatives, supporting school-to-school improvement activity and undertaking strategic projects as directed by the CEO.

This post is offered as a one-year fixed-term appointment or secondment opportunity and provides an excellent pathway for professional growth, enabling the successful candidate to develop system leadership experience, strengthen their strategic leadership skills and contribute to educational improvement at Trust-wide level.

## **Responsible to:**

CEO

## **Main Duties and Responsibilities:**

### **Strategic School Improvement**

- Contribute significantly to the delivery of TEAM Multi-Academy Trust's strategic priorities and educational vision, ensuring high standards of achievement and outcomes for all pupils.
- Work closely with the CEO, senior leaders and Heads of Schools to identify, implement and evaluate school improvement priorities across the Trust.
- Keep abreast of national educational developments, research and policy changes, ensuring the Trust remains innovative and forward-thinking in its approach to school improvement.
- Lead and contribute to Trust-wide improvement initiatives, projects and priorities as directed by the CEO.

## **Leadership Development and Capacity Building**

- Develop and deliver high-quality professional development, coaching and support for school leaders, subject leaders and teaching staff.
- Support the development of leadership capacity across the Trust through mentoring, networking and collaborative professional learning opportunities.
- Facilitate and lead Trust-wide networks, enabling leaders and staff to share expertise, effective practice and innovative approaches.
- Contribute to the induction, development and support of new and aspiring leaders across the Trust.

## **School Improvement Support and Challenge**

- Work directly with schools to evaluate the quality of education, leadership, curriculum implementation and pupil outcomes.
- Provide appropriate support, challenge and guidance to school leaders to drive continuous improvement.
- Support schools in identifying strengths and areas for development through monitoring activities, including school visits, learning walks, lesson visits, curriculum reviews and data analysis.
- Ensure timely intervention and support is in place where schools require additional challenge or improvement.
- Produce clear feedback, reports and recommendations to support school improvement planning and impact evaluation.

## **Quality Assurance and Performance Monitoring**

- Monitor educational standards, pupil outcomes and school performance across the Trust.
- Analyse and interpret a range of performance information to identify trends, strengths and priorities for improvement.
- Contribute to the Trust's quality assurance processes and provide regular reports to the CEO and Trust Board on progress against key priorities.
- Evaluate the impact of school improvement activities and professional development programmes.

## **Collaboration and Partnership Working**

- Promote a culture of collaboration, professional learning and continuous improvement across all Trust schools.
- Foster effective relationships with school leaders, governors, external partners and other stakeholders to support school improvement.
- Identify opportunities to engage with external networks, partnerships and organisations that will enhance outcomes for pupils and staff.
- Support school-to-school improvement activity and facilitate the sharing of effective practice both within and beyond the Trust.

## **Funding, Innovation and Development**

- Identify and support opportunities to secure external funding, grants and resources that enhance educational provision and school improvement.
- Contribute to the development of new initiatives and programmes that improve outcomes for pupils and strengthen Trust-wide provision.
- Lead or contribute to strategic projects that support innovation, curriculum development and organisational growth across the Trust.

## **General Responsibilities**

- Uphold and promote the vision, values and strategic priorities of TEAM Multi-Academy Trust.
- Demonstrate a commitment to inclusion, equality, diversity and safeguarding in all aspects of the role.
- Undertake any other duties commensurate with the grade and responsibilities of the post as reasonably directed by the CEO.



# School Improvement Lead

# Person Specification

In your supporting statement and application form, please demonstrate how you meet the criteria marked in **bold**, as these represent the essential requirements for the role. All other criteria are considered desirable.

## Education and Training

### **Qualified Teacher Status**

Have achieved or is working towards NPQEL.

### **Evidence of executive leadership & relevant professional development.**

## Experience

**Evidence of substantial sustained high quality teaching across the primary school age range (baseline standard of very good with a clear track record of outstanding practice).**

**Considerable experience and expertise in developing practice in Assessment and challenging pupil progress at whole school level to secure improved levels of pupil achievement.**

**Knowledge of best practice in school improvement, of current education legislative policy, good practice guidelines and of emerging developments in practice and public policy for schools and school leadership**

**Understanding of the principles of system leadership and the ability to create system leadership structures that support its charitable object**

**Headteacher and/or senior school leader and/or Ofsted inspection experience**

**A successful track record of service delivery and improving outcomes for children and young people within a framework of collaborative working with partners**

An ability to establish positive working relationships with colleagues and pupils through modelling very high levels of professionalism, commitment and integrity.

Previous Experience working with Church of England Schools.

## Curriculum

**Knowledge of the latest National Curriculum development and Ofsted subject guidance**



# School Improvement Lead

# Person Specification

In your supporting statement and application form, please demonstrate how you meet the criteria marked in **bold**, as these represent the essential requirements for the role. All other criteria are considered desirable.

## Leadership Qualities

**Ability to manage a variety of people and situations effectively and sensitively.**

**Initiate and manage strategic and continued improvement.**

**Plan, organise and evaluate work commitments and prioritise areas for development and improvement.**

**Ability to work collaboratively within the Trust and its leadership team whilst reporting to the CEO.**

**Understanding of, and commitment to, the Diocese of Exeter's vision that all individuals should be supported to 'flourish' and achieve their full potential.**

## Personal

Achieve challenging professional goals, taking responsibility for their own professional development.

**Develop and sustain good personal relationships**

**Has excellent communication skills, both written and verbal.**

Enjoys both leading and contributing as part of a team, demonstrating optimism, positivity and a collaborative approach in their role.

## Assessment

**Ability to assess, record and report**



## Contact Information :



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[www.teamacademytrust.com](http://www.teamacademytrust.com)



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