



Amplify
Education

Appointment of
**Director of Primary &
Director of Secondary**

December 2025 | RBYAA & RBYAB

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A message from our CEO

Neil Blundell

Chief Executive Officer
Amplify Education



Welcome, and thank you for your interest in the newly created roles of **Director of Primary** and **Director of Secondary** at **Amplify Education**.

Amplify Education marks a significant and exciting moment for education in Bristol. From March 2026, we formally become one trust, bringing together the collective strength, expertise and shared moral purpose of **Cathedral Schools Trust (CST)** and **Trust in Learning Academies (TiLA)**. This merger has been shaped carefully and collaboratively by trustees, leaders and staff across both organisations, with a clear and unwavering focus on improving outcomes for children and young people.

We have been created not simply to grow, but to deepen our impact. We believe that by uniting our complementary strengths we can serve Bristol's communities more powerfully. Together, we are the largest Bristol-based multi-academy trust, yet we remain firmly grounded in the distinct identity, character and community of each school.

As we build our team of values-aligned and exceptional leaders, we are looking for two colleagues to join us in newly created roles. As Directors

of Primary and Secondary respectively, you will play a pivotal role in shaping the educational direction of the Trust at this formative stage. These are highly influential system-leadership roles, working at scale across phases while staying close to the lived experience of schools. You will help us ensure that high standards, inclusive practice and deep collaboration are consistently realised, while protecting what makes each school special.

Amplify is ambitious for Bristol. We want every child and young person to leave our schools with strong academic outcomes, a rich set of creative and cultural experiences, and a deep sense of belonging and civic pride. We are equally ambitious for our staff, creating a Trust where professional learning, trust and collective responsibility are the norm.

If you are motivated by values-led leadership, inspired by collaboration, and excited by the opportunity to shape education across a great city, we would love to hear from you.



About Amplify Education

A Bold New Trust for Bristol

Amplify Education is a newly formed multi-academy trust created through the thoughtful and planned merger of TiLA and CST. From March 2026, Amplify will serve approximately 12,000 pupils across 22 schools, spanning nursery, primary, secondary and post-16 provision, and educating children and young people from some of Bristol's most diverse communities.

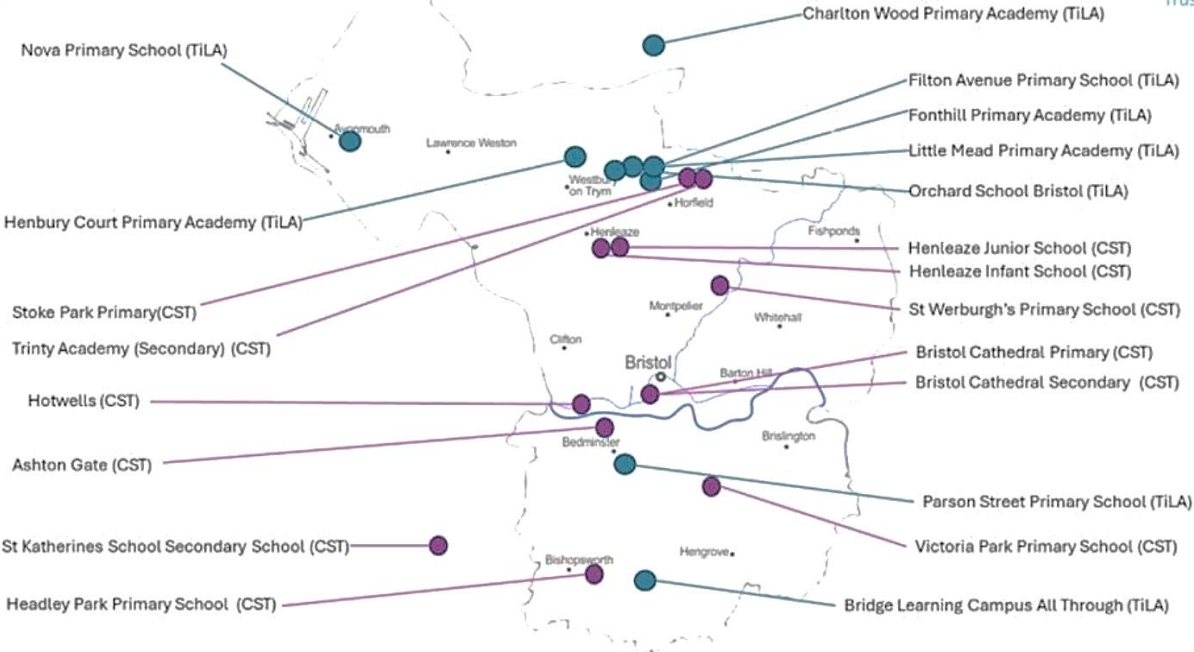
Our name reflects our ambition: to amplify belief, opportunity and citizenship for every learner, every family and every community we serve. Amplify exists to be a strong, confident and principled voice for education in Bristol – rooted in the city's identity, shaped by its creativity and diversity, and committed to social justice and excellence.

Our Schools

Amplify Education brings together schools formerly within CST and TiLA, creating a family of primary and secondary schools across Bristol and the wider area. Our schools serve a wide range of communities, including areas of significant disadvantage alongside more affluent neighbourhoods. What unites them is a shared commitment to high expectations, inclusive practice and deep community connection.

While we are one Trust, we strongly believe in local identity. Each school retains its own ethos, traditions and relationships, supported – not diluted – by being part of a collaborative trust. Amplify's role is to provide strategic leadership, challenge and support that enables schools to thrive.

Our schools



- Cathedral Schools Trust (CST)
- Trust in Learning Academies (TiLA)

Ashton Gate Primary School	Primary
Cathedral Primary School	Primary
Victoria Park Primary School	Primary
Headley Park Primary School	Primary
Henleaze Infant School	Primary
Henleaze Junior School	Primary
Hotwells Primary School	Primary
Stoke Park Primary School	Primary
St Werburgh's Primary School	Primary
Bristol Cathedral Choir School	Secondary
St Katherine's School	Secondary
Trinity Academy Bristol	Secondary

Charlton Wood Primary Academy	Primary
Filton Avenue Primary	Primary
Fonthill Primary Academy	Primary
Henbury Court Primary Academy	Primary
Little Mead Primary Academy	Primary
Parson Street Primary	Primary
Nova Primary School	Primary
Orchard School Bristol	Secondary
Bridge Learning Campus	All-through



Amplifying Bristol: Transforming Education for the city and its communities

Amplify Education is deeply rooted in Bristol and dedicated to serving its diverse communities. By uniting the strengths of TiLA and CST, the Trust is uniquely positioned to address the city's educational challenges, promote social mobility, and foster unity and pride. Amplify will work closely with local partners, families, and schools to ensure every child has access to high-quality education, creative, musical and academic opportunities, and a strong sense of belonging. The Trust's ambition is to be a catalyst for positive change – amplifying the voices of Bristol's young people and building a brighter future for the city as a whole.

Benefits for Director of Primary/ Secondary

Amplify offers a unique opportunity to shape the educational landscape of Bristol at scale. The merger enables:

- **Strategic Influence:** The scale and reach of Amplify allow for greater influence over city-wide educational provision, policy, and innovation.
- **Resource Synergy:** Economies of scale will enable more efficient resource allocation, shared best practice, and streamlined operations.
- **Professional Growth:** The Trust's commitment to collaboration and continuous improvement creates an environment where operational and school improvement leaders can drive meaningful change, develop innovative strategies, and make a tangible impact on outcomes for children and communities.
- **Unified Vision:** Amplify's guiding principles of belief, opportunity, and citizenship provide a clear, shared direction for all leaders, staff and stakeholders.


Our Vision & Values

Our Vision


Amplify's work is guided by four clear and powerful principles:




1. Amplify is a **bold voice for Bristol** – speaking with ambition and channelling the city's spirit into a shared journey of belief, opportunity and citizenship.



2. We **build belief** in every young person, shaping a future where every voice matters, every story is heard, and every learner moves forward with confidence.



3. We **expand opportunities** and nurture potential to enrich each learner's journey with a passport of inclusive, academic, musical and creative experiences.

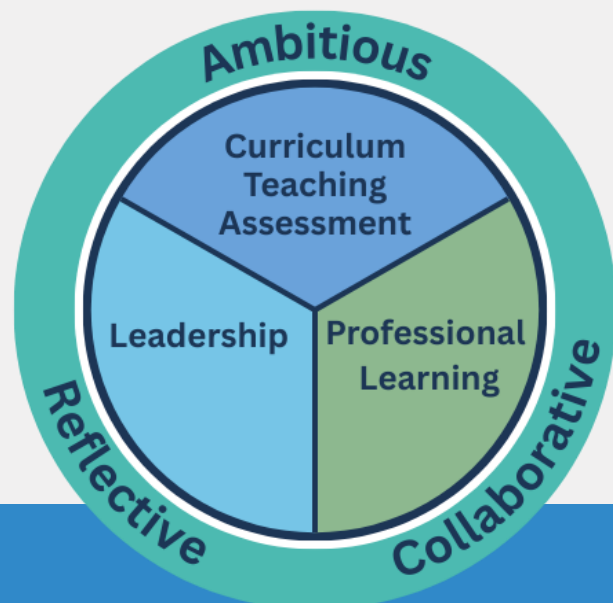


4. We **strengthen citizenship** through connecting communities, educating to build unity and pride. This is Bristol, represented.

Our Values

Our culture is shaped by three core values:

- **Ambitious** – relentlessly focused on excellence, equity and social justice, with high expectations for pupils, staff and the Trust as a whole.
- **Reflective** – learning from evidence, research and experience, acting with integrity and openness, and continuously improving our practice.
- **Collaborative** – working in deep partnership across schools, phases and communities, sharing expertise and holding one another to account.



Our Approach to Education

Amplify Education is committed to delivering **inclusive, high-quality education at scale**. We believe that academic excellence and inclusion are not competing priorities but mutually reinforcing. Our schools place strong emphasis on:

- High-quality inclusive curriculum and pedagogy
- Creativity, music and the arts as drivers of engagement and identity
- Strong pastoral care, safeguarding and wellbeing
- Closing gaps for disadvantaged pupils and those with additional needs
- Developing confident, responsible and outward-looking citizens
- We invest in professional learning, system-leadership and collaboration so that best practice is shared and sustained across the Trust.

The Role

Role: Director of Primary/ Director of Secondary

Accountable to: CEO

Reporting to: Director(s) of Education

Direct Reports: Headteachers of our schools

As members of the Trust Executive Leadership Team, the Director of Primary/ Director of Secondary will lead the educational strategy for the primary/secondary phases, guided by the Directors of Education. You will be responsible for driving high standards across phases, enabling excellent outcomes for pupils in schools and supporting colleagues to deliver outstanding education across the Trust.

The Director of Primary/ Director of Secondary will be responsible for reporting to Trust governance on the quality of education, and the impact of school improvement activities across your phases.

These roles are pivotal in ensuring consistency, collaboration and excellence across Trust schools in relevant phases, while retaining each school's individuality.



Key Responsibilities

Specific remits for key initiatives will be allocated by the Directors of Education:

Strategic Leadership

- Be an active member of the Trust Executive Leadership Team.
- In collaboration with the Directors of Education, develop and implement the primary/secondary education strategy in alignment with Trust values and vision, ensuring alignment with national standards and educational priorities.
- Uphold, develop and promote the Trust mission, vision and values.
- Contribute towards the development and delivery of the Trust's five-year strategic plan, self-evaluation and development plan.
- Lead the Trust approach to closing the gaps for disadvantaged pupils/ in receipt of the Pupil Premium in your phases.
- Produce reports to the CEO, Trust Executive Leadership Team, Board, governance committees and external partners on the quality of education and the impact of school improvement activity and contribute towards research, publications, policy updates, bulletins and newsletters.
- Actively support new schools joining the Trust to ensure they are fully integrated.
- Actively contribute to the Trust's due diligence process for new schools.
- Ensure effective and timely delivery of Trust-wide projects to ensure the best possible outcomes for all pupils.
- Develop, deliver and promote the positive reputation of the Trust and contribute towards broader system-leadership support beyond the Trust, generating income and providing opportunities for colleagues to develop and grow as leaders.
- Develop and deliver policies and guidance in line with Trust and statutory

requirements and ensure consistent implementation and application across all schools.

- Apply knowledge of statutory and regulatory compliance to ensure compliance across all schools.
- Take strategic responsibility for Trust-wide areas as allocated by the Directors of Education.

School Improvement and Standards

- Oversee the quality of education across schools in your phases, identifying strengths, risks, solutions and support needs.
- Positively contribute towards broader system-leadership development to enhance the life chances of young people beyond the Trust.
- Lead regular performance reviews at each school in line with agreed calendars, using robust frameworks including data analysis, school visits, and stakeholder feedback.
- Support and challenge headteachers and other direct reports to ensure that improvement is continuous and sustained.
- Broker support and intervention through Education Directors and School Improvement Leads, to enable continuous and sustained support for primary/ secondary schools.
- Ensure all schools are prepared for Ofsted inspections and directly support to achieve and maintain strong inspection outcomes.
- Design and ensure targeted intervention and support strategies are well delivered for schools requiring rapid improvement.
- Analyse school, and phase performance data and utilise it to inform targeted support for primaries/secondaries, and to strategically plan and manage delivery of school improvement activity.

Key Responsibilities

Decision Making

- With the Trust Executive Leadership Team, create and regularly review structures across schools that reflect the Trust's values and enable management systems, structures and processes to work effectively.
- Work with individual schools to ensure positive contributions towards broader system-leadership development to enhance the life chances of young people beyond the Trust.

- Work with the Trust Executive Leadership Team, other Education Directors/ School Improvement Leads, and Headteachers to monitor and evaluate the academic performance, leadership and management of schools.

- Delegate key responsibilities and operations across the central education team and across the wider organisation.

Leadership, Management and People Development

- Line manage and support direct reports, setting clear performance expectations and providing tailored coaching.
- Build leadership capacity across the Trust by contributing to succession planning, talent management, and professional development.
- Foster a collaborative leadership culture that encourages sharing of best practice and mutual support.
- Provide appropriate teaching and leadership training for Trust staff and contribute towards development of the Trust's approach to Performance Development.

Partnership & Stakeholder Engagement

- Identify and maintain strategic partnerships across the Trust, with local authorities, community organisations, businesses, and educational bodies.
- Lead initiatives that strengthen local community relationships and amplify the Trust's role in regional educational and social regeneration.
- Lead events and engagement opportunities (e.g. open days, community forums, webinars) that serve to boost the Trust's profile and demonstrate its commitment to education and community welfare.

Funding/Budget Management and Accountability

- Ensure that the budget allocated is used effectively and efficiently to maximise its impact on the achievement of the best possible outcomes for pupils.
- In keeping with the Trust's financial systems, ensure that budgetary controls are effective and expenditure is managed effectively.
- Be accountable for the quality of education and culture of schools in your phases.

General

- Maintain personal expertise to be a role model and promote high expectations for all members of the Trust community through your roles within the structure.
- Uphold the highest standards of probity, integrity and professional conduct.
- Actively promote and act, at all times, in accordance with the Trust's policies, e.g. Health and Safety, Equal Opportunities and Safeguarding.
- Participate in professional development opportunities which support the role of Director of Primary/Director of Secondary, and which contribute to the knowledge, skills and understanding of the Trust as a whole.
- Undertake such additional duties as may reasonably be required by the CEO or Directors of Education in accordance with the role level.
- Maintain a positive view of change and be prepared to adapt the role as the Trust grows, matures and evolves.
- Report to the Board of Trustees as required, attend Board, Committee Meetings and governance meetings where appropriate as a contributor and/or observer (non-voting).

Person Specification

ESSENTIAL

Knowledge and Relevant Experience

- Experience as a headteacher with a track record of improving education outcomes
- For Director of Primary: experience across the full primary phases (EYFS to Year 6)
- Director of Secondary: experience across the full secondary phases (Year 7 to Year 13)
- Deep understanding of pedagogy and curriculum
- Experience of in-phase and cross-phase collaboration
- Recent and relevant CPD (e.g. ideally NPQEL or equivalent recent professional updating)
- Proven experience of improving a school (from below good to good, or from good to outstanding, as recognised by Ofsted)
- Experience working in challenging schools
- Experience working with pupils/students/young people from disadvantaged backgrounds
- Experience working to influence other headteachers (e.g. through RISE support, system-leadership, or as an executive head or within a MAT).

Skills

- Excellent communication skills, able to engage and inspire through personal impact and presence
- Highly data literate, with the ability to analyse and use data to drive improvement
- Able to identify the root of problems and find and implement effective solutions
- Demonstrable strategic planning skills
- Inspirational leadership: guiding and motivating staff, leading by example, promoting bold and innovative leadership
- Able to work at a high rate under pressure and juggle a range of competing tasks while maintaining a positive, professional attitude
- Proven understanding of and ability to build strong relationships within multicultural and diverse communities

Abilities and Attributes

Ability to demonstrate Amplify's core values: ambitious, reflective, collaborative:

- **Ambitious:** for delivery of excellence for self, for school and Trust performance, for colleagues' performance, and for inclusive education and social justice; able to make sound decisions independently and courageously, even in ambiguity and complexity, always with Trust values and children's interests at heart; innovative, driving new ideas rooted in research and best practice.
- **Reflective:** high integrity, able to take full responsibility and ownership; quick to acknowledge mistakes and put them right; reflects on and responds positively to feedback; able to take decisions impartially and fairly, using the best evidence and relevant research.
- **Collaborative:** a skilled team worker; honest and direct; able to build consensus, working with colleagues to build trust and shared objectives; able to resolve openly any perceived conflict; commitment to deep collaboration.
- **Precision:** excellent eye for detail and insistence on accuracy; able to articulate with precision and clarity, engendering trust with stakeholders.
- **Strategic thinking:** able to establish context, relative priority, and definition of success; adaptable and flexible to consider changing circumstances and new ideas; knows when to seek advice from across and beyond the Trust.

DESIRABLE

Knowledge and Relevant Experience

- For Director of Secondary: Leadership of Key Stage 5
- Substantial experience of school improvement at scale
- Experience as an Ofsted inspector
- Current or recent experience as a Director of Primary/ Secondary.



Terms of Appointment

- **Location:** Bristol, we would support candidates who need to relocate for the role.
- **Salary:** Up to £120,000 commensurate with experience.
- **Benefits:**
 - These roles are eligible for the Teaching Pension Scheme
 - Enhanced CPD, including access to professional networks across the Trust
 - Paid induction and training suited to the role
 - Confidential access to an Employee Assistance Programme
 - Use of the Cycle Scheme
 - Paid completion of a DBS check
 - Flu vaccination vouchers
 - Free eye tests (where the employee is desk-based)
 - Honouring of continuous service earned in the Local Authority
- **Annual leave:** 9 weeks (inclusive of Bank Holidays)

Process

- **Optional visit to CLC TiLA Trust offices at Orchard School to meet with the Directors of Education** will be available on Friday 9 January 2026. If you would be interested, please contact recruitment@tila.school to make arrangements.
- **Advert close:** Noon, Thursday 29 January 2026
- **Shortlisting:** Monday 2 February
- **Panel Interviews:** Wednesday 11 February – Friday 13 February 2026 at CLC (Orchard School Bristol, Filton, Bristol BS7 0XZ)

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at the Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Amplify Education on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **RBYYA** (for Director of Primary) or **RBYYB** (for Director of Secondary).

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Thursday 29 January 2026**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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