



Education Improvement Partner

# Recruitment Pack



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Nurturing inclusive learning communities

## CEO WELCOME

Dear Applicant,

Thank you for your interest in this vital post of Education Improvement Partner at Ethos Academy Trust. We hope that the information contained within this pack provides sufficient information and helps you to decide if you have the right qualities, skills and experience to apply for this position.

The overarching aim of Ethos Academy Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

We have six Academies: Ethos College, Reach Academy, Evolve Academy, Engage Academy, Elements Academy and Enrich Academy and we have high aspirations for future growth.

Thank you for your interest in Ethos Academy Trust and we will look forward to receiving your application.



Chris Davis  
CEO, Ethos Academy Trust



## CHIEF EDUCATION OFFICER WELCOME

Dear Applicant,

We wish to appoint an Education Improvement partner who will focus on the key areas of curriculum, pedagogy and CPD. We are looking for an exceptional candidate who shares the vision and values of Ethos Academy Trust and who will be ambitious for all our academies and all our children and young people.

In our Trust we believe that all pupils deserve the opportunity to be supported and to re-engage with learning and school life. Our academies provide stimulating, safe and welcoming environments. The staff across all our academies pride themselves on offering a nurture-based approach and high-quality educational provision that supports pupils to achieve positive outcomes.

This is an exciting time to join us as our Executive Team and Trust Board recently agreed on a set of ambitious strategic objectives for the next 3-5 years. These aims are focused on delivering Excellence in three key areas:

- Providing an excellent education for all children
- Offering excellent employment opportunities
- Contributing to an excellent wider education system beyond our own schools

We are looking for a strong and experienced individual to drive our strategy and develop our existing ways of working alongside knowledgeable Central and Executive Teams and committed staff across our Trust. The successful applicant must be dedicated to supporting all our young people to reach their full potential.

I would like to thank you for your interest in Ethos Academy Trust, and I look forward to receiving your application.



Kate Hewson

CHIEF EDUCATION OFFICER

ETHOS ACADEMY TRUST



**Ethos College** provides long-term full-time education places for Key Stage 4 pupils (ages 14 to 16) with wide ranging Social, Emotional Mental Health (SEMH) needs.

Our mission at Ethos College is to create a secure and stimulating learning environment in which all students are valued and respected, their learning is promoted, and their strengths are nurtured. Our focus is to prepare young people for transition to post-16 education, employment or training.



**Evolve Academy** is a KS2 and KS3 school that supports students with wide-ranging Social, Emotional and Mental Health (SEMH) needs. We currently have two school bases: one in Wakefield and the other in Castleford. Some of our students have been permanently excluded from Wakefield primary or secondary schools. We also work in partnership with Wakefield mainstream schools to offer a 12-week placement for students who may require short-term step-out provision before returning to their mainstream school.

Our aim is to provide a supportive and nurturing environment that will enthuse and engage students in education. We strive to ensure that our students have clear pathways to their next educational setting, supporting schools to ensure that their varying long-term needs can be effectively met, whether this is in a mainstream or more specialised school environment. Our long-term aim is for students to be empowered to develop into responsible citizens beyond their school years.



**Elements Academy** opened in September 2022, and is a special school based in Rotherham for students in KS2 to KS4 who have social, emotional and mental health (SEMH) needs. All pupils attending the academy have an Educational Health and Care Plan (EHCP) in place.

We provide a community that is safe, respectful and aspirational and the nurture principle is at the heart of everything that we do. We offer a curriculum that empowers students to gain the skills, knowledge and resilience they need to be happy and successful individuals. At Elements Academy, we place equal value upon academic and personal development and, whilst we know our students have barriers to overcome, we are committed to giving them the skills to overcome them.



**Reach Academy** is a well-established school for children in Key Stage 3 (ages 11 to 14) with Social, Emotional Mental Health (SEMH) needs. All pupils attending the academy have an Educational Health Care Plan (EHCP) in place. Our nurture principles underpin our practice and ensure that we meet the individual needs of every pupil. We are committed to improving the life chances of pupils by removing barriers to engagement and achievement. Our aim is to create a secure and inspiring environment where every child is empowered to take ownership of their learning and their futures.



**Engage Academy** is a school for primary aged children in EYFS 2 and Key Stages 1 and 2 (ages 4-11) with SEMH needs. All pupils attending the academy have an Education, Health and Care Plan (EHCP). We offer a nurturing, safe, inclusive and friendly environment where the building of trusting relationships is paramount. We have extremely high expectations and achieve good academic progress across the curriculum with an emphasis placed on improving pupils' reading, writing and maths skills through personalised and creative learning opportunities.

**Enrich Academy** is a well-established education provision for Key Stage 4 students (aged 14-16), specialising in supporting students with Social, Emotional and Mental Health (SEHM) needs as well as supporting young people aged 14-16 who are unable to attend a mainstream setting. Our nurture-based philosophy underpins our practice and ensures that we meet the individual needs of every student.



At Enrich Academy, our aim is to provide a caring, stimulating, safe and welcoming environment where learning is enjoyable. We also ensure our teaching is personalised to the needs of students by customising the curriculum to challenge ability and raise aspirations.

We aim to improve student wellbeing and the life chances of our young people, and all our students are supported to fulfil their individual potential whilst developing the confidence and skill required to succeed in post-16 education, employment or training.

## TRUST MISSION

Ethos Academy Trust is uniquely positioned with a clear strategic focus on Social Emotional and Mental Health and wider Special Educational Need provision. Our Academies are nurturing and inclusive communities, underpinned by a genuine value led culture where pupils and staff thrive and grow to their full potential.

## OUR CORE VALUES

### Leading with integrity



### Thinking innovatively



### Celebrating achievement



- Championing honesty and transparency
- Building trusting relationships

- Finding creative solutions
- Meeting individual needs

- Improving academic progress
- Enriching personal development

### Encouraging freedom and responsibility



### Improving continuously



- Raising standards
- Developing strong and effective leaders

**ETHOS**  
ACADEMY TRUST

Nurturing inclusive learning communities

## WHY WORK FOR THE TRUST?

Ethos Academy Trust spans West and South Yorkshire, with all our Academies in close proximity to one another and in easy reach of main motorways and the cities and towns of Leeds, Wakefield, Huddersfield, Bradford and Rotherham. The proximity of our Academies is such that it lends itself to close and collaborative working.

At Ethos Academy Trust, we are committed to providing a top-class education and we put the needs of all the children and young people within our community at the heart of what we do. Our staff are pivotal in this and in recognising, achieving and bringing to life our vision and values.

As such, we are committed to providing our staff with high quality professional development which can be evidenced through a variety of channels. We have numerous examples of staff who have developed and progressed their careers with the Trust. We fully embrace the fact that if we invest in our staff and their futures, we will create an environment where staff are happy, inspired and ambitious, which in turn means that they are able to create positive, engaging and life changing learning experiences for pupils

Ethos Academy Trust is fully committed to supporting and enhancing the wellbeing and mental health of all stakeholders. Across the Trust there are regular opportunities for staff to come together outside of their normal working day in a social or other activity capacity.

As an employer, we are able to provide the following benefits to all members of staff:

- A chance to work at a unique Trust with a clear direction and commitment to working with Social Emotional and Mental Health need and wider SEND pupils.
- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for teaching and support staff and continues to subscribe to local holiday patterns and allowances within the local authority of each academy.
- Opportunities to collaborate with colleagues across academies and within the Central Trust teams and other Multi Academy Trusts on a local and/or regional basis.
- Structured and informal opportunities to develop skills and opportunity to progress, share best practice (locally and nationally).
- Access to Teacher and Local Government Pension Schemes.
- Access to 24/7 Employee Assistance Programme which includes counselling and physiotherapy services.
- All staff have 1:1 sessions with their managers every half term and complete a Wellness Action Plan at least annually.
- All staff are required to have an annual appraisal.
- We recognise and reward staff who have gone over and above with our half termly values driven staff awards.
- Opportunity to have your say and to contribute to Academy related developments via annual staff survey, regular “pulse” surveys and Academy Liaison Groups.

- Access to employee salary sacrifice schemes such as Cyclescheme, Techscheme and discounted shopping.
- Additional day off after 5 years' service with the Trust
- Local agreements for corporate access to gyms and other leisure facilities.



I was inspired to pursue a career with children who have SEMH needs through my experience of teaching music as an unqualified Teacher. I joined the Trust thirteen years ago as an Inclusion Worker and was subsequently promoted to Senior Inclusion Worker, before being supported to secure a teaching qualification. More recently I was able to complete training to become a SENDCo and I am currently SENDCo for Reach Academy. The Trust and management team within Reach Academy not only supported my ambition to become a fully qualified Teacher, they continue to offer opportunities for my ongoing personal and professional development.

**SARAH SIMMONDS, SENDCO - REACH ACADEMY**

During my 8 years of employment with Ethos Academy Trust, I have been supported to access a number of professional opportunities and, after securing a teaching role, I became a member of the Senior Leadership Team at Ethos College and was supported in undertaking the NPQSL to help me enhance my leadership skills, understanding and practice. From January 2024, I moved to the position of Head of School at Reach Academy.

The Trust is committed to providing relevant and meaningful professional development opportunities to support the career progression of the staff team. I have always felt highly valued and supported by the Trust in everything that I do. It is an absolute privilege to work for a Trust that is so invested in supporting its staff to be the best that they can be and help to transform the lives of so many young people.

**JACK GHEE, HEAD OF SCHOOL - REACH ACADEMY**



# ADVERT FOR EDUCATION IMPROVEMENT PARTNER

Education Improvement Partner (Curriculum, Pedagogy and CPD)

L9-L13

Full time

Permanent

Closing date – 9 February 2026 at 9am

## Applicants

This is an exciting opportunity to join Ethos Academy Trust, where we aim to deliver the very best educational experiences for pupils across the primary and secondary age range. Our academies are welcoming, calm and purposeful and, within a nurturing ethos, our learners are stretched academically, supported pastorally and developed socially and emotionally.

We are looking to appoint a Education Improvement Partner who will focus on Curriculum, Pedagogy and CPD to join our passionate team at Ethos Academy Trust.

If you are looking for a new and rewarding challenge in education and you are committed and passionate to making a difference, then we look forward to hearing from you.

Closing date: 9 February 2026 at 9am

Interview date: Remote tasks 12 February, interviews 13 February

If you require further information or would like to arrange a visit, please contact Kate Hewson – [khewson@eat.uk.com](mailto:khewson@eat.uk.com)

You can apply for the vacancy at

<https://www.eat.uk.com/recruitment-portal/current-opportunities/>

## Safeguarding statement

Ethos Academy Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including an Enhanced DBS check (including Children's Barred List) and past employment references.

Applicants are required, before appointment to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

# EDUCATION IMPROVEMENT PARTNER

## JOB DESCRIPTION

<b>Job title</b>	Education Improvement Partner
<b>Location</b>	Working Trust wide (Base: Central Officer at Reach Academy, Batley)
<b>Hours</b>	Full time Permanent
<b>Reports to</b>	Chief Education Officer
<b>Staff responsible for</b>	No line management responsibility initially but may be required to undertake line management of relevant staff as the Trust grows.
<b>Closing Date</b>	9 February 2026 at 9am
<b>Salary/Grade</b>	L9 – L13
<b>Job Purpose</b>	<p>To play a full and active role in the leadership and management of Ethos Academy Trust and to work, at the discretion of the Chief Education Officer, within the field of school improvement with a focus on curriculum, pedagogy and CPD.</p> <p>You will ensure continuous improvement in the quality of provision within the specific areas of responsibility so that these are outstanding in our academies, working with other key stakeholders to support and develop staff to ensure that strategic objectives are met.</p> <p>This will be achieved by motivating others and leading by example by being a high performing, knowledgeable and reliable leader.</p>

# KEY OBJECTIVES AND ACCOUNTABILITIES

## Main Duties

### Strategic Leadership and Management

- Be a highly visible, proactive and approachable presence to pupils, staff and other stakeholders in and around our schools, whilst sustaining the specific demands of the role
- Monitor and ensure that a safe and supportive learning environment is provided for all pupils.
- Contribute to the Trust development priorities and strategic direction of the Trust with a focus on curriculum, pedagogy and CPD
- Lead and implement the Trust school improvement framework with Headteachers and other members of Senior Leadership Teams
- Keep up to date with Ofsted and other statutory requirements ensuring developments and updates are communicated efficiently with the Executive Team, and other relevant stakeholders
- Be proactive in searching out evidence-based leading practice from across the system, evaluating our own against it and making positive recommendations to the Executive Team and Leadership teams on how it may be incorporated into our academies in a planned and systematic way
- Have high expectations against external benchmarks, engaging in systematic quality assurance, preparing for inspection including self-evaluation and improvement planning for all aspects of school life as well as in specific areas of individual responsibility
- Actively contribute to leadership beyond our academies, including the delivering of training and support to other schools
- Place high quality learning and teaching at the centre of strategic planning, resource management, monitoring, evaluation and review
- Use new technologies in an integrated way to develop the quality of education, personal development and the leadership and management of schools
- Manage resources and health and safety effectively and efficiently to achieve the goals of each school and ensure value for money
- Be responsible for producing high quality reports for a variety of audiences and stakeholders in a timely manner

### Leading and Managing: Quality of Education

- Further develop and coordinate Trust-wide professional networks, including peer to peer quality assurance and moderation
- Identify and attend appropriate training courses and other activities to ensure the Trust is fully compliant with all developments related to the quality of education, including updates on legislation, where relevant and the Ofsted inspection framework
- Contribute to the development of lead practitioners to support Trust-wide CPD
- Support and shape the professional development offer related to curriculum and pedagogy across the Trust
- Support, guide and advise leaders with responsibility for the quality of education, curriculum and teaching and learning to ensure that the needs of pupils are met and the highest quality of education is provided
- Continually monitor and interpret performance data across the Trust, reporting as required

- Ensure that each academy and their curriculum is underpinned by the Trust values whilst being personalised to meet the specific and changing needs of each academy's cohort
- Ensure that policy and practice in teaching and learning and assessment reflect best practice and is applied consistently across the Trust

### **Leading and Managing: Professional and staff development**

- Undertake appropriate personal and professional development consistent with identified needs and participate in arrangements for the performance management and review of self and other staff
- Commitment to be outward facing, working with several local authorities and other Trusts, organisations and learning communities
- Be well-read and informed about general educational developments, as well as those specific to the role and keep others informed
- Develop and maintain a culture of high expectations for staff and others, taking appropriate action when performance is unsatisfactory
- Review own practice, set personal targets and take responsibility for own CPD

### **General**

- Act with integrity, honesty and professional competence and understand the importance of confidentiality.
- Have a positive attitude towards working with vulnerable young people including ability to be understanding, responsive, calm and supportive.
- Carry out your duties with due regard to current and future Trust and academy policies, procedures and relevant legislation. These will be drawn to your attention in your appointment letter, induction and on-going performance development and through Trust communications.
- Take reasonable care of the health and safety of self, other persons and resources whilst at work. This entails supporting the Trust's responsibilities under the Health and Safety at Work Act
- Demonstrate day to day commitment to the Trust's vision, mission and core values.
- Carry out such reasonable additional duties as may from time to time as determined by or on behalf of Trust Senior Leaders or the Trust Board.

## **PERSON SPECIFICATION**

	<b>Key Criteria</b>	<b>Essential (E) / Desirable (D)</b>
<b>Knowledge, Education and Training</b>	Educated to Degree Level	E
	Qualified Teacher Status	E
	NPQ qualification or equivalent in leadership and curriculum, or a willingness to undertake	E

	Knowledge of current practice, including the National Curriculum and Special Educational Needs	E
	Knowledge of the Ofsted Framework and recent changes	E
	Knowledge of ways to build, communicate and implement a shared vision across a multi academy Trust	E
	Evidence of recent further professional development	E
<b>Relevant Experience</b>	Proven track record of successful leadership of school improvement with a strong track record in delivering operational excellent within your own school and/or across a group of schools	E
	Proven track record of successful leadership of curriculum, pedagogy and CPD	E
	Proven ability to generate and deliver collective strategic vision and shared purpose	E
	Proven ability to develop, communicate and successfully implement improvement strategies	E
	Proven ability to liaise with school leaders, Local Authority, professional networks and external organisations	E
	Outstanding teaching experience and experience of teaching and/or leading in an SEMH setting	E
	Experience in personalised approaches to curriculum and Special Educational Needs	E
	Previous successful experience of the Ofsted process	E
	Experience of change management	E
	Outstanding interpersonal skills and experience of developing successful relationships with a range of stakeholders	E
<b>Aptitudes, skills and competencies</b>	Outstanding communication, influencing and negotiating skills across a range of internal and external stakeholders	E
	Strong networking skills	E

	Proven ability to lead, motivate, enthuse and drive forward individuals and teams to achieve and sustain high performance	E
	Proven ability to create, build and retain effective teams	E
	Ability to challenge, motivate and lead others to create a forward-thinking organisation committed to making improvements	E
	Proven ability in the successful leadership of CPD	E
	A good understanding of what constitutes outstanding in your field of expertise and the ability and confidence to communicate and secure this	E
	Strong ability to interpret statistical data and report back to a range of audiences, along with excellent analytical skills	E
	Ability to analyse, evaluate and interpret information to make critical organisational decisions	E
	Strong verbal and written communication skills, including excellent presentation and report writing skills	E
	Excellent self-management including time management and working under pressure and to tight and conflicting deadlines	E
	Commitment to drive innovation and lead with integrity	E
Any additional factors	Evidence of commitment to promoting the welfare and safeguarding of children and understanding of the importance of ensuring all pupils feel safe and included	E
	Have an up to date understanding of safeguarding and child protection issues and procedures and a commitment to maintaining an up-to-date knowledge of child protection legislation and guidance	E
	Demonstrable knowledge and understanding of equality, diversity and inclusion issues and legislation, with a commitment to providing equal opportunities to all stakeholders	E

	The postholder may be required to work outside of normal Trust hours on occasion, and will need to be flexible and adaptable in a variety of situations with due notice	E
	Willingness to undergo an Enhanced DBS check and a willingness to sign up to the DBS service on an annual basis	E
	Full driving licence and a willingness to obtain business insurance and use own vehicle for travel throughout the day	E

### Equality and Diversity statement

Ethos Academy Trust treats all applicants for employment in the same way regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

### Disability statement

Ethos Academy Trust is committed to promoting equality of opportunity for people with disabilities. We continue to review our processes and procedures to ensure individuals with disabilities receive full and fair consideration for all types of vacancies at the recruitment stage and during their employment.

Individuals who apply to the Trust for employment will receive fair treatment and be considered solely on their ability to do the job. Where required reasonable adjustments will be applied. During employment the Trust, wherever possible, will retain the services of an employee who is or has become disabled.

### Online checks for shortlisted candidates

In accordance with DfE Keeping Children Safe in Education 2024, an online search, including social media, will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

### GDPR

A copy of our Privacy Notice is available via our website: [www.eat.co.uk](http://www.eat.co.uk)



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Ethos Academy Trust  
c/o Reach Academy  
Field Hill Centre  
Batley Field Hill  
Batley  
WF17 0BQ