

Director of Primary Candidate Application Pack



Thank you for your interest in the role of Director of Primary. This is an exciting opportunity to join the central team here at King's Group Academies and have an impact across our Trust.

Our diverse and ambitious primary schools are currently located across Berkshire and Hampshire. As a growing Multi Academy Trust, we know how important it is to provide all our Headteachers and Principals with high quality support on their journey of continuous improvement. This role works with the Deputy CEO (Education) to provide strategic guidance, advice and challenge to our academy leaders.

We are seeking someone who shares our commitment to improving outcomes for all students, regardless of background or ability. You will be the kind of leader who is energised by, and can facilitate, collaborative working. We believe the right person will be passionate about excellence in education, particularly for those children with additional

learning needs and from disadvantaged backgrounds, possessing an ability to inspire and empower others to achieve demanding targets and embrace our international aspirations.

To be successful in this role, you will have led a high performing primary school, have exceptional understanding of EYFS and inclusion, and will be able to demonstrate to us your ability to have a personal impact on transformational change. In return, we offer incredibly supportive colleagues and opportunities to develop your experience as we grow. You will work flexibly, being home-based and travelling as needed to our Academies.

If you want to make a real difference to young people and have the vision, ambition and ability to think and work strategically, delivering high expectations and fostering a culture of openness and inclusion, we very much look forward to receiving your application.

Warm regards,

Nick Cross
CEO, King's Group Academies

The Trust



At King's Group Academies (KGA), we share a vision of a global community of pupils and colleagues whose connections broaden horizons and foster understanding. We are passionate about working collaboratively—within our UK communities and more widely—to promote international citizenship. We believe every pupil deserves teachers and colleagues who are deeply committed to their success, and we achieve this through strong partnerships with parents and carers who hold us to account.

Collaboration is at the heart of our work. Our colleagues share expertise and drive strategy across a range of Trust-wide forums, covering Teaching & Learning, Safeguarding, Curriculum, International, HR, Finance and more. Headteachers also come together regularly through our Headteacher Board to support one another and share best practice. Alongside these forums, Senior Leadership

Teams are empowered by their Local Governing Bodies and supported by our central team.

Each of our academies has its own identity, history and context, which we embrace and celebrate. What unites us is a shared commitment to continuous improvement and educational excellence. Together, we are working towards opportunity and success on a global stage for every pupil.



We currently comprise fifteen academies across Berkshire, Hampshire and Sussex. By joining our central team, you will play an active role in supporting and visiting these academies as needed. As a Trust, we are committed to sustainable growth and school improvement, building strong foundations for our leaders to deliver our mission: to equip all pupils with the confidence, knowledge, skills and values they need to thrive in the modern world.

Director of Primary

Job Description & Person Specification

Reports to: Deputy CEO (Education)

Hours: Full time, 37 hours per week, 52 weeks per year

Salary: KGA Leadership Pay Scale: Starting Salary of £141,693, equivalent to scale point L42

Direct Reports: Primary Headteachers/Principals/Executive Headteachers

Main Job Purpose

Working in collaboration with the Deputy CEO (Education) and Director of Secondary, the Director of Primary will be responsible for the school improvement across all KGA primaries, providing equity for our children, and prioritising where there is greatest need. The post holder will ensure academy leaders have the guidance and professional development needed, alongside the appropriate challenge.

Key Accountabilities

- Oversight of, and responsibility for, academy improvement across the primary phase, including EYFS strategy, inclusion, curriculum development and leadership
 - Contribute to the achievement of the Trust's strategic aims for education and growth
 - Model our vision and values in everyday work
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Responsibilities / Duties / Activities

Shaping the Future - Trust-wide Direction and Development

- Working with the Deputy CEO (Education) to develop strategies for improving all aspects of education across KGA primaries, ensuring that they reflect the KGA vision and mission and are implemented effectively
- Support Headteachers/Principals to translate the strategies into agreed objective and operational plans to deliver academy improvement
- Contribute to the development of trust policies and procedures
- Ensure all academies are 'Ofsted-ready' and that self-evaluation is rooted in sound evidence of impact
- Engage with and draw on, the professional knowledge of other central team and executive team members to support school and KGA improvement

Leadership of Education

- Line manage and performance manage Executive Headteachers and Principals across the primary phase
- Strategically lead and develop inclusion in our primary academies, working closely with the Trust Lead for Inclusion
- Develop Trust-wide networks and a shared that enables staff at all levels to work collaboratively, develop joint practice, celebrate success and accept responsibility for outcomes
- Work in partnership with the Director of Secondary to further develop the strategic educational direction of the Trust
- Encourage and promote innovation in education provision through enquiry-led practice
- Forge positive relationship; both internal and external to the Trust in order to promote success and to have high expectations for students of all ages
- Ensure that high quality provision is available to all students regardless of race, religion, sexual orientation, gender, disability, economic background, or special educational needs
- Respond speedily to address underperformance in any of the Trust academies
- Act on a temporary basis, as required, as Executive Headteacher of any KGA primary, should the need arise

Health, Safety, Security

- Ensure a personal awareness of and compliance with, policies and procedures related to health, safety and security, confidentiality and data protection
- Hold leaders to account for the consistent implementation of compliance frameworks and policies, including updates and training as necessary
- Role model excellent leadership and management in these areas
- Ensure concerns are reported immediately to the delegated colleague
- Attend mandatory training and refreshers to ensure personal and up to date understanding of relevant legislation, policies and practices

Safeguarding

- Ensure personal understanding of the duties and responsibilities in relation to child protection and the safeguarding of children and young people. This includes understanding of KGA's Child Protection Policy, Safeguarding Policy, and Code of Conduct
 - Ensure all issues relating to pupils are reported immediately to the delegated member of staff
 - Attend mandatory training and refreshers to ensure a personal and up to date understanding of safeguarding requirements
 - Support leaders in carrying out duties and ensuring a culture of safeguarding in all primary academies
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Person Specification	Essential	Desirable
Qualified Teacher Status	✓	
Experience as successful Headteacher of a high performing school or equivalent at primary level	✓	
Experience of successful leadership in all primary key stages; EYFS, KS1 and KS2	✓	
NPQH		✓
Current Ofsted Inspector		✓
Experience of working within and across a Multi Academy Trust	✓	
Working knowledge of the theory and practice of teaching in a primary school, including EYFS	✓	
Up-to-date with current curriculum developments	✓	
Evidence of continuous professional development	✓	
Experience and knowledge of school self-evaluation processes	✓	
Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders.	✓	
Knowledge of legal issues relating to managing a school including Child Protection Procedures, Equal Opportunities, Race Relations, Disability, Human Rights, Employment, Health and Safety legislation and Data Protection	✓	
Demonstrable experience of successfully leading major change to achieve impact	✓	
Able to create and lead a positive learning environment, promoting inclusion, equality, and diversity	✓	
Able to analyse relevant data to inform school improvement and to set realistic & challenging targets for students and staff	✓	
Experience of coaching, mentoring, directing, and challenging senior members of staff	✓	
Resilience, with the ability to deliver a complex and demanding workload	✓	
Flexibility	✓	
Exceptional interpersonal skills including being able to influence, negotiate and deal with conflict	✓	
Clear educational philosophy	✓	
Commitment to supporting both personal and the professional development of others	✓	
Willingness to share expertise and collaborate across the Trust	✓	
High expectations of colleagues and students and their behaviour	✓	
Effective collaboration skills – ability to build and draw on the strengths of others to generate outstanding results	✓	
Excellent communication skills with parents and other stakeholders	✓	
Ability to prioritise own workload and that of others	✓	
Ability to travel to all KGA Academy sites.	✓	
A flexible approach to working hours	✓	
Use of car and current driving licence	✓	
Commitment to and understanding of strong safeguarding policy and practice	✓	
Unashamedly high expectations in all aspects of academy life	✓	

Our Offer to You

Working for KGA delivers all the benefits you would expect from a progressive and supportive employer, including:

- Generous annual leave and flexible working arrangements
- Entry into the Local Government Pension Scheme
- Access to our Employee Assistance Programme
- A range of colleague discount schemes
- Ongoing professional development and opportunities to grow your career within the Trust

How to Apply

To apply, please follow the application process via MyNewTerm.

If you wish to have a preliminary conversation about the role, please contact either Nick Cross, CEO at nick.cross@kingsacademies.uk or Sarah Brinkley, Deputy CEO (Education) at sarah.brinkley@kingsacademies.uk.

Application Deadline: Wednesday 21st January 2026

Selection Process

- Shortlisted candidates will be invited to attend the selection and recruitment day, taking place on Thursday 29th January 2026 in the Berkshire region.