

The **GALLERY TRUST**

A community of special schools



**Trust Consultant Education Director-  
Orion Academy**

Candidate Information Pack

July 2026

**Trust Consultant Education Director -  
Orion Academy**

**Grade:** L30 – L37

**Contract Type:** Full Time, Fixed Term 2 Year Contract

This is a unique opportunity for an experienced, talented, and effective individual who can demonstrate success within the education sector and has a sound knowledge and understanding of SEND, to join a thriving Special Multi Academy Trust.

The Gallery Trust, a Special Multi Academy Trust based in Oxfordshire, wishes to recruit an exceptional candidate to work with the Chief Executive Officer (CEO) in driving the strategic direction of Orion Academy in accordance with the Trust's ethos and values. The successful candidate will play a vital role in ensuring continued school improvement at Orion Academy, bringing vision, energy, enthusiasm, and an unwavering commitment to enhancing outcomes for students with Special Educational Needs and Disabilities.

Orion Academy currently offers places to 74 students, and the roll of the school will rise steadily over the next two years to cater for 108 students, aged from 10 to 18 years. Students attend from throughout the county, and transfer from our SEND feeder school, Northern House Academy, and from mainstream primary and secondary schools. Our facilities offer a wide range of exciting curriculum and vocational opportunities to learners, and a fantastic working environment.

All students who attend Orion Academy have an Education, Health and Care Plan, which describes their special needs. The Academy provides education for students with a range of Special Educational Needs and Disabilities, including Autistic Spectrum Disorder, Social, Emotional and Mental Health Needs and Cognition and Learning Needs.

Students are taught through a differentiated and bespoke curriculum designed to enhance their personal and social development and academic achievement. We have a strong intent to ensure our students leave with the personal characteristics to thrive in their communities. Classes are taught in a way that allows for innovation and creative approaches to teaching and learning. The Academy provides a range of support for our students through our Academy Community Learning Team, which consists of youth workers, therapeutic and pastoral workers.

The Orion Consultant Education Director will work with the CEO, Directors, the Board of Trustees, the leadership team of Orion, and external stakeholders in developing and maintaining core values, delivering school improvement and overseeing professional learning opportunities for our future leaders.

As a prospective applicant for this role, you will have opportunities to:

- Provide high-level, hands-on leadership support to bridge the gap between strategic planning and operational delivery.
- Provide direct support to the Academy Leadership in addressing complex leadership challenges.

- Strengthen leadership practice through coaching, challenge and accountability.
- Improve consistency and standards across the academy.

The role will operate across three dimensions:

- targeted operational support where capacity is limited
- leadership support– developing leaders and supporting induction of new appointments
- system leadership alignment, ensuring coherence with Trust priorities and ambitions

This is a significant but time-limited investment designed to:

- stabilise and enhance leadership capacity
- accelerate progress in priority areas
- protect the capacity of the school leadership
- secure measurable improvements in teaching and pupil outcomes

The Consultant Education Director will be responsible to the CEO, providing regular progress updates. You will demonstrate your ability to work collaboratively and strategically with senior leaders, and one of your key objectives will be to gain the strong engagement of stakeholders with the Trust's vision. While acting as a critical friend to senior leaders, you will demonstrate the ability to provide challenges when necessary.

The Consultant Education Director will have considerable experience of school leadership, both at an individual and multiple school level. You will share our vision and aspirations for all children and young people with Special Educational Needs and Disabilities, as well as demonstrating the strategic flexibility and experience to respond to the changing political and economic challenges facing Multi Academy Trusts.

You will be driven by a strong moral purpose to strive for excellence and outstanding outcomes for students with SEND. You will be dedicated to the promotion of the Trust's vision and values and will use these as your guiding principles in your actions and decision making.

Success in the role will be fulfilling. You will strengthen and develop leadership capacity, and accelerate our improvement priorities and the consistency of their implementation. In doing so, you will create a legacy beyond the duration of your contract of an inspection ready Academy with embedded, sustainable systems and a values-led, high performing culture

In return, the Trust can offer you:

- the opportunity to work with skilled, hardworking, and empowered colleagues, and with our fantastic students
- a comprehensive and thorough induction programme
- tailored and appropriate continuing professional development, designed to support your needs and aspirations
- professional business and school improvement support and resources

- the opportunity of working collaboratively with staff throughout the organisation

Please get in touch if you would like to have an informal discussion with the CEO before submitting your application: [office@thegallerytrust.co.uk](mailto:office@thegallerytrust.co.uk)

## How to apply

Applications should be submitted via the MyNewTerm link and application form.

Please review the details contained in the job description and selection criteria to prepare your application, as our interview shortlisting process will be based on how closely you demonstrate your skills, knowledge and experience match to the essential criteria. Note, we do not accept CVs.

**The deadline for applications is Friday 10 July at 12pm and interviews will be held on Wednesday, 15 July 2026.**

Please ensure you detail any gaps in employment and if you are shortlisted, we will take up written references before your interview so please provide permission for this and accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Head Teacher.

We want everyone to feel welcome and supported throughout our recruitment process. If you have any additional needs regarding your application or interview, please let us know. We are very happy to talk with you about what would help you feel comfortable and to perform at your best.

The Gallery Trust is strongly committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to obtain an Enhanced Certificate of Disclosure from the Disclosure & Barring Service and go through a range of other Safer Recruitment checks.

As this post involves working with children, vulnerable adults or dealing with sensitive information, written references will be taken up and made available to interviewers before the final selection.

## **Job Description**

### **Consultant Education Director - Orion Academy**

**Responsible to:** Chief Executive Officer, The Gallery Trust

#### **Primary Role Purpose:**

To advise and support the Chief Executive Officer in ensuring high standards and school improvement at Orion Academy.

#### **Key Responsibilities**

The Consultant Education Director is accountable to the CEO and acts with the authority to deliver school improvement at Orion Academy. The role will work closely with the CEO and other Directors, specifically to;

- Champion and promote the values and core purpose of the wider Gallery Trust
- Create a sense of belonging to the Gallery Trust family of schools and the wider Trust
- Be responsible and accountable for the planning and delivery of the Trust School Improvement Strategy for Orion Academy to ensure there is continuity and progression across all key stages and phases of education, working closely with the CEO/DCEO to ensure this is consistently planned and implemented
- Direct, advise, guide and support school leadership with the delegated responsibilities as set out in the Scheme of Delegation and ensure they are aligned to the organisation's vision and ethos.
- Establish and implement effective, consistent strategies for securing rapid and sustained educational progress, assuring the board with effective reporting and evidence of improvement, statutory compliance and organisational alignment in The Gallery Trust's approaches.
- Lead and manage major risks and escalation.
- Lead key national initiatives as directed by the CEO.
- Support the ability of the Board, the CEO and other stakeholders to arrive at informed and timely decisions by providing professional guidance.
- Develop effective relationships with Regional Schools Commissioner, Department for Education, the Local Authority, Ofsted and other partners.
- Line management of Orion Senior Leaders.

#### **People and Partners**

- Enable a people strategy that identifies talent, supports and develops all staff and sustains a culture of high staff professionalism.
- Enable systems that ensure staff have access to high quality professional development, aligned to balance organisational and individual needs.
- Implement a strategy and system that increases capacity for school improvement.

- Oversee Trust's System Leaders and Lead Practitioners are being used strategically to support Academy improvement, modelling good practice and coaching peers.
- Inform the deployment of key staff to tackle any priority areas of development across the Academy.
- Deliver a strategy for developing school leaders and teaching staff throughout their career.

### **Academy Improvement**

Direct, advise, guide and support the Academy's leadership and school improvement colleagues, with the authority of the CEO, in all aspects of academy improvement.

- Be directly involved in strategic and tactical issues providing capacity and support for the CEO.
- Lead in the delivery of the Trust's School Improvement Strategy and Leadership of Learning Toolkit at Orion Academy
- Liaise with DfE Regional Directors and the local authorities to assist the CEO to develop all strategic partnerships that will further support the work and effectiveness of Orion Academy.
- Ensure appropriate presentation and reporting to the CEO and the Trust Board on the progress of key accountabilities, particularly in terms of student outcomes and staff development.
- Take responsibility for undertaking reviews of RAPs and SEFs and producing action plans leading to sustained improvements.
- Work alongside Orion Senior Leadership in analysing a range of academy level data. To support the interpretation and use of data in order to raise standards.
- Ensure that the necessary actions needed to bring about improvement are implemented quickly and effectively and to ensure that actions have the required impact.
- Contribute to pre-Ofsted and other Trust Monitoring Visits as agreed by the CEO.
- Coach leaders to support effective impact of leadership to achieve measured improvements.
- Lead observations of teaching and learning, work scrutiny and pupil voice to inform effective coaching and improved pedagogy.
- Ensure preparation for inspection is thorough, robust and leads to the best possible outcomes.
- Be proactive in understanding current local, national and international policy, practice and research in relation to schools working in challenging contexts and advise accordingly.

### **Support for Senior Leadership**

- Work with the CEO to set, agree, and monitor challenging and meaningful Strategic Objectives for improved achievement in Orion Academy. To undertake appraisal of assigned Leaders in the academy.
- Work in partnership with National programmes to explore and embed effective strategies to develop teachers, leaders and leadership across the Trust in agreement with the CEO and the Trust's Strategic Plan.
- Work with senior leaders to achieve economies of scale by sharing resources and expertise.
- Take part in the recruitment process of all senior colleagues as appropriate.

### **Quality Assurance and Accountability**

- Ensure Trust leaders and Trustees have a good understanding of Orion's performance and improvements through appropriate quantitative measures
- Deliver systematic systems that enable Trust leaders and Trustees to know each school qualitatively through an established cycle of reporting and monitoring

### **Compliance**

- Work as part of the Trust Team to ensure the Trust operates within appropriate legislative and regulatory frameworks and meets its statutory responsibilities in accordance with its status as an exempt charity and limited company, e.g. Health and Safety, Safeguarding, the requirements of Companies House, The Charity Commission, Data Protection and the DfE.

### **General**

- Uphold the Nolan Principles of Public Life.
- Comply with statutory responsibilities.
- Promote safeguarding and child protection.
- Promote equality, diversity and inclusion.
- Maintain the highest professional standards.
- Undertake other responsibilities appropriate to the role. The range of responsibilities listed above is not exhaustive and is subject to change at the direction of the CEO. The CEO will be mindful of her/his duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

**SELECTION CRITERIA**  
**Consultant Education Director, Orion Academy**

<b>Qualifications and training</b>		
	Essential	Desirable
Qualified Teacher Status	<b>X</b>	
Relevant management qualification either NPQ or equivalent or a MA(Ed) or equivalent	<b>X</b>	
Designated Safeguarding Lead trained		<b>X</b>
<b>Experience</b>		
Extensive experience of special education at a Senior level either through inspection experience, as an NLE or in a System Leadership role	<b>X</b>	
Leadership experience through periods of rapid improvement and/or systemic change	<b>X</b>	
Effective Implementation of innovative teaching and learning strategies to improve quality and pupil attainment	<b>X</b>	
Experience of School Improvement either as a Senior Leader or as a SIP or equivalent	<b>X</b>	
Evidence of expertise and success in raising student achievement and securing school improvement in schools requiring rapid improvement	<b>X</b>	
Experience of leading more than one school, or holding a position that oversees the performance of more than one school	<b>X</b>	
Experience of high level strategic responsibilities, beyond leading one school	<b>X</b>	
Experience of successful organisational design and change management	<b>X</b>	
Experience of inspiring, developing and managing teams of people, using a range of leadership styles and approaches	<b>X</b>	
<b>Skills and Knowledge</b>		
Expert knowledge of legislation and guidance on curriculum requirements and key stage delivery	<b>X</b>	
Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff	<b>X</b>	
Excellent communication and organisational skills	<b>X</b>	
Good IT skills, including previous use of safeguarding systems	<b>X</b>	
Effective communication and interpersonal skills	<b>X</b>	
Experienced in communicating a vision and inspiring others	<b>X</b>	
Track record of developing effective working relationships with staff and other stakeholders	<b>X</b>	
Strong knowledge and understanding of SEND Code of Practice, 2014	<b>X</b>	

<b>Personal Qualities</b>		
High expectations for all pupils and belief in bringing out the best in all	<b>X</b>	
Commitment to upholding and promoting the ethos and values of the Trust	<b>X</b>	
Commitment always to act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the Trust	<b>X</b>	
Ability to work under pressure and prioritise effectively	<b>X</b>	
Outgoing and assertive personality, a cheerful yet firm ambassador for the Trust	<b>X</b>	
Commitment to maintaining confidentiality at all times	<b>X</b>	
Commitment to equality	<b>X</b>	
Full clean driving license and own car due to need to travel throughout Oxfordshire	<b>X</b>	

## **About The Gallery Trust**

The Gallery Trust is a Special Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. We exist to ensure that every child and young person feels safe, valued, and supported to achieve their potential. Across all our schools and services, we combine high expectations with deep care, specialist expertise, and strong relationships to create environments where pupils can thrive academically, socially, and Emotionally.

The Gallery Trust has a strong local and national reputation for specialist SEND provision.

Currently, the Trust is made up of:

- Seven schools spanning all aspects of SEND
- One free school in pre-opening phase (Artemis Academy)
- A Trust-wide Outreach Service
- Short Breaks (clubs and holiday provision)

Together, we support:

- Over 780 students across primary, secondary, and sixth-form provision
- 450+ staff across teachers, therapists, support staff, leaders, and central services colleagues

## **Our Values**

At The Gallery Trust, our values - **Belong, Believe, Embrace, Achieve** - shape who we are and how we work. They guide our decisions, our relationships, and our ambition for every child, every family, and every colleague.

- **Belong**

We aim to create communities where every individual feels safe, known, and genuinely valued. Belonging is the foundation of our work and is reflected in calm, nurturing environments where pupils and adults feel connected, respected, and confident to be themselves. We believe that when children and young people, families, and staff truly feel they belong, they are empowered to engage, grow, and flourish.

- **Believe**

We believe in the potential of every child and every adult. Our belief drives high expectations, inclusive practice, and a relentless commitment to equity and opportunity. We believe in specialist expertise, in evidence-informed practice, and in the power of strong relationships to remove barriers to learning and developing. Above all, we believe that with the right support, encouragement, and ambition, every learner and colleague can succeed.

- **Embrace**

We embrace difference, complexity, and individuality. Embrace means recognising each child, family, and colleague for who they are, valuing diverse experiences, perspectives, and ways of being. We embrace collaboration with families, communities, and partners, knowing that the best outcomes are achieved when we work together. We also embrace learning, reflection, and change, continually refining our practice to meet the evolving needs of the children and young people we serve, and those we work alongside.

- **Achieve**

We are committed to enabling meaningful achievement for all our pupils and colleagues. Achievement at The Gallery Trust is broad, ambitious, and personal. It encompasses academic learning, wellbeing, independence, confidence, and preparation for adulthood. Through high-quality teaching, tailored provision, and continuous improvement, we ensure every pupil makes progress and experiences a rich, engaging education that focuses on what truly matters.

## **Benefits of working at The Gallery Trust**

### **Professional development opportunities**

- Regular training and access to a range of internal and external professional development opportunities tailored to your learning needs, your job role and your career aspirations
- Opportunities for collaborative working across the schools in The Trust, offering the chance to liaise with experienced colleagues, building knowledge and professional networks

### **Financial**

- Competitive salaries for teaching and support staff based on School Teacher Pay and Conditions Document and the NJC Green Book
- Access to attractive pension plans (TPS and LGPS), linked to salary life assurance
- Free eye tests and a contribution towards glasses for DSE use
- Salary sacrifice schemes, including cycle to work
- Free onsite parking
- Cycle to work Scheme

### **Wellbeing**

- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance including private external counselling free of charge
- Membership to Wisdom, a wellbeing app
- Excellent induction processes, and strong line management structures to promote your wellbeing at work
- A culture which is open to employee ideas and encourages open dialogue
- Regular staff surveys to gain feedback on wellbeing and to drive improvements