



THE ATHELSTAN TRUST

Caring, collaborative and excellent



School Improvement Lead, Primary



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www.theathelstantrust.org

The Athelstan Trust, Lowfield Road, Tetbury, Gloucestershire, GL8 8AE



Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of six secondary schools and four primary schools across Wiltshire, Gloucestershire and South Gloucestershire. We were excited to welcome two new primary schools in the last few months and from October 2025 another secondary school. This will further enrich our collaborative strengths.

Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

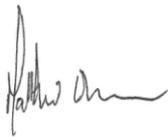
Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,



Matthew Evans

Chief Executive Officer

The Athelstan Trust



Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Why work for us?

- Internal career opportunities
- Personalised professional development and training
- Generous pension scheme with the Gloucestershire LGPS
- Employee assistance programme
- Flexible working opportunities and a genuine commitment to family and work/life balance
- Nationally negotiated cost of living pay
- Automatic enrolment to the teacher or local government pension schemes
- Generous holiday allowance for support staff
- Recognition of local government continuous service
- Cycle to Work scheme
- Discounts at local gyms



School Improvement Lead, Primary

Salary:	L11 – 15 (£66,368 - £73,105 FTE) or L13 – 17 (£69,596 - £76,772 FTE) depending on experience
Contract:	Part-time, 2 - 3 days per week or Secondment
Location:	Central Office, Sir William Romney's School, Tetbury with travel to schools with the Athelstan Trust
Closing date:	13 th April, 2026 at midday
Interview date:	w/c 20 th April, 2026

The Athelstan Trust is a successful and growing Multi-Academy Trust consisting of six secondary schools and four primary schools in Wiltshire, Gloucestershire and South Gloucestershire. We currently employ over 800 people and educate over 5,000 pupils and plan to expand further over the coming years.

As a member of our Athelstan Trust, you will benefit from:

- Being part of a trust that is absolutely committed to raising educational standards for all the children in our schools
- Our commitment to developing the talents and skills of all our staff throughout their career
- Being part of a caring, collaborative and excellent community.

As we enter the next phase of our development, we are seeking an exceptional School Improvement Lead to drive sustained improvement across our four primary schools and contribute to trust-wide strategy. As part of the School Improvement Team, you will work closely with Headteachers and the Director of Learning to play a key role in raising standards, strengthening leadership, and ensuring consistently high-quality teaching and learning across all primary settings.

The successful candidate will:

- bring successful leadership experience
- have a deep understanding of primary pedagogy, curriculum and assessment



- have proven experience of identifying and implementing effective strategies for improving attainment
- have strong interpersonal skills and the ability to build trust quickly
- have a commitment to collaboration, inclusion and high expectations

We are open to applications from candidates who are looking for an opportunity to work alongside their current employment, perhaps as a secondment from a headteacher post.

The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check along with standard pre-employment safeguarding checks. As the role includes working with children, it is exempt from the Rehabilitation of Offenders Act 1974. Applicants must, therefore, disclose all spent and unspent convictions.

References will be sought for shortlisted candidates before interview. Please also be aware that you will be subject to an online check (see information below) and that you may be questioned about the findings of such a check at your interview.

We are a flexible working employer, and we are willing to make any reasonable adjustments you require during your interview so please ask us.

Candidates who would like to talk about this opportunity are invited to contact Michelle Kilburn-Bond, Director of Learning, mkilburnbond@theathelstantrust.org



School Improvement Lead, Primary – JOB DESCRIPTION AND PERSON SPECIFICATION

Location: Central Office with travel to schools within The Athelstan Trust

Salary: Leadership pay range L11-L15 or L13 – L17

Contract: Permanent (part-time or flexible hours)

Reports to: Director of Learning

Job Purpose

The School Improvement Lead works within the School Improvement Team to support the educational services offer provided by The Athelstan Trust to schools, ensuring these are high-quality, comprehensive, and appropriately targeted.

The role involves supporting and challenging schools in delivering effective educational provision, evaluating standards, and implementing actions to improve schools.

This role focuses mostly on the educational services offer to Athelstan primary schools, although there will also be an expectation to work across phases as required.

Key Responsibilities

1. Leadership

- Supporting the Director of Learning in the development of The Athelstan Trust educational strategy
- Report to the Trustees' Standards Committee on relevant activities and impact of work linked to educational services
- Work with the Director of Education to lead the development of The Athelstan Trust's primary school improvement offer

2. School improvement

- Contribute to the implementation of The Athelstan Trust Strategic Plan's educational objectives



- Support Primary Headteachers in developing and delivering aspects of their school improvement plan
- Identify and share best practice from within and outside of The Athelstan Trust
- Support and challenge Primary School Leaders with their self-evaluation through quality assurance, reviews, and other activities which inform an accurate and timely assessment of educational standards.

3. Continuing professional development

- Lead appropriate professional collaborative communities across specialist areas
- Support the development of teaching capacity and talent within the Trust
- Deliver CPD programmes, fostering a culture of continuous improvement
- Support the planning and implementation of two Athelstan Trust Professional Learning days each year

4. Educational services

- Support and challenge Primary Headteachers with the strategic use of information management, ensuring that, when relevant, available data is used to support educational purpose
- Support with recruitment across the schools as requested
- Support with onboarding of new schools, as requested

5. Research and development

- Identify best practice, participating in local and national networks in order to support Athelstan schools to develop practice
- Research and evaluate innovative practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- Seek out the 'bright spots' across Athelstan primary schools and encourage collaborative working so that others benefit

6. Directed support and challenge

- Encourage and promote collaboration between colleagues across schools
- Provide support and challenge to Primary School leaders in order to improve educational outcomes and address underperformance in each school



7. Cross Trust Enrichment Opportunities for Students

- Support opportunities for primary school students from across The Athelstan Trust to benefit from collaborative enrichment opportunities

8. Other

- Promote The Athelstan Trust values and best practices through working both within and beyond the schools
- Undertake other various responsibilities as directed by the Director of Learning / CEO



Person Specification: School Improvement Lead, Primary

Criteria	Essential	Desirable	Evidence
Qualifications	Good honours degree QTS	NPQ or similar qualification (e.g. Chartered College accreditation)	Application Form
Experience	<p>Significant experience as a senior leader (Headteacher or Deputy) in a primary setting or in school improvement role in an LA or MAT</p> <p>Proven track record of raising standards and improving outcomes.</p> <p>Experience leading curriculum development, and teaching and learning</p> <p>Recent experience as an excellent classroom practitioner with a genuine passion and a belief in the potential of every student</p>	<p>Experience working across more than one school</p> <p>Experience of working in varied school contexts with differing levels of challenge</p>	<p>Application Form /</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p>
Skills & Attributes	<p>Ability to influence without direct line management, building trust and credibility with headteachers and staff</p> <p>Ability to interpret performance data, identify priorities, and evaluate impact</p> <p>Resilience, self motivated and adaptability</p> <p>Ability to work collaboratively and as part of a team, representing the core values of the Athelstan Trust</p> <p>Excellent communication and presentation skills</p>	<p>Project management to lead Trust-wide initiatives and ensure timely delivery</p> <p>Strategic planning and the ability to design and deliver improvement across multiple schools</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>



	<p>Experience delivering high quality training to staff both as a group and through coaching/mentoring on an individual level</p> <p>Ability to consider both the detail and the ‘bigger picture’</p>		<p>Interview</p> <p>Interview</p>
<p>Knowledge & Understanding</p>	<p>Deep understanding of primary pedagogy across EYFS, KS1 and KS2, including foundational knowledge</p> <p>Expertise in school improvement methodologies, including data-driven evaluation, instructional coaching, and quality assurance</p> <p>A genuine and proven commitment to inclusion, demonstrated through knowledge of SEND, socioeconomic disadvantage, adaptive teaching, and common barriers for the most vulnerable learners in school</p> <p>Strong knowledge of the Ofsted Inspection toolkit</p> <p>Invested in evidence led practice, keeping up to date with latest research and thinking around school improvement, including an understanding of effective curriculum design, sequencing, assessment, and progression models</p>		<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>

