

Executive School Improvement Lead Secondary Candidate Pack



Location: **Staffordshire**

Start Date: **September 2024 or earlier**



Welcome letter from our CEO

Dear Applicant,

Thank you for expressing your interest in the post of Executive School Improvement Lead Secondary (Staffordshire).

Windsor Academy Trust (WAT) is an inspiring and exciting place to work. We are a leading multi-academy trust with 12 excellent primary and secondary schools across the West Midlands. We are a team of 1,100 passionate, dedicated and innovative staff who every day make a difference for 7,500 children through our unwavering focus on unlocking our children's academic and personal potential. We have a School Trust of three secondary schools in North Staffordshire joining in Spring 2024 taking us to 15 schools.

We want our young people to become all and more than they ever thought they could be and we are inspired by the transformative role our talented staff team plays in shaping our children's lives and futures.

We have an exciting strategy that builds on our hugely successful first decade and powers us into the next. Our 'five big moves' drive academy transformation boosted by digitally enriched learning, building staff talent, transforming communities, ensuring we are sustainable and an environmental force for good and reach beyond our own schools to shape and influence the school trust system. Windsor Academy Trust is a strong trust highly regarded regionally and nationally. We are proud to be the 'environmental trust of the year'.

We are exceptionally proud of Windsor Academy Trust's reputation as a great employer and being a case study in a book on multi-academy trusts written by Sir David Carter, the previous national schools commissioner, in a chapter titled: 'why should anyone work for you'. We are also very proud of the track record we have for staff professional development across the region and have recently been announced as an Associate College for the National Institute of Teaching.

There is an excellent culture of collaboration and unity of purpose across the family. This is something we cherish and nurture and is a strong feature of our day to day work and a constant focus for us all. We support all of our staff to help them grow and develop their knowledge and skills, alongside offering a wide range of benefits and an outstanding working environment. There is a substantial professional learning offer for both teaching and professional services staff.

As we advance to the next stage of our family's growth and development we are seeking to appoint an Executive School Improvement Lead for our Staffordshire secondary schools who will support and challenge schools to accelerate improvement and drive performance.

We're seeking an individual who has the talent and motivation to unlock our students' academic and personal potential.

If you believe you have the passion, expertise, and vision to join us on this journey, I invite you to be part of our story, our legacy, and our future. Together, let's shape the future.



Yours sincerely

Dawn Haywood
Chief Executive Officer

What makes WAT WAT?

The Windsor Academy Trust family

Windsor Academy Trust (WAT) is a family of schools committed to unlocking students' academic and personal potential.

We put children at the centre of everything we do, delivering excellent education to 7,500 students aged two to 18 driven by 1,100 committed, inspiring and talented staff.

Established in 2011 with Windsor High School and Sixth Form, our family has grown to twelve successful schools. We currently have seven primary and five secondary schools in the West Midlands. Our family reach will be expanding with three more secondary schools, located in North Staffordshire, due to join us in spring 2024 and further plans for growth.

The graphic below illustrates 'What Makes WAT WAT'. It outlines our aims, values and the five big moves that enable us to unlock academic and personal potential.

Our values are at the heart of everything we do, and a way of working that inspires us to achieve our aims. Our five big moves are the turbo boosters that focus our efforts and drive us to succeed. Collectively, this provides a clear vision and shared understanding that is displayed across the WAT family every day.



**12
SCHOOLS**

**7,500
CHILDREN**

**1,100
STAFF**



Why we exist:

A shared moral purpose

We exist for one shared moral purpose to unlock academic and personal potential.

We want our students to aspire and to become all and more than they ever thought they could be. Students who know who they are and the sort of person they want to be; students who have discovered their passions; students who have high hopes and dreams for their futures and a clear sense of purpose; students who want to make a difference in their communities and in the world and therefore students who understand the importance and value of education as a powerful driver for the greater good.

The WAT Aspire Mountain, developed for our students, depicts a student at the summit of the Aspire Mountain where their academic and personal potential has been unlocked.

WAT equips students with the compass, empowering them to navigate their way to their summit. The four points of the compass are: knowledge, skills, values and attitudes. WAT puts the compass in the student's one hand and the world in the other.

What we do

We develop high-performing schools that raise aspirations, inspire learning, build character and cultural capital, power social mobility and enable all students to thrive and make a difference in their communities and the world.

How we do things: WAT Values

Everything we do is underpinned by five values:

- **Pride in Excellence:** We have high expectations and work hard.
- **Respect:** We behave with integrity and honesty and foster equality.
- **Responsibility:** We all take personal and collective responsibility.
- **Collaboration:** We purposefully collaborate for the benefit of all.
- **Bold/innovative:** We are future thinking and shape the future.



How we succeed: WAT Approach

Alongside our values we have five components of the WAT Approach to accomplishing success that are embedded in our Powering into the Second Decade Strategy.

- **Alignment through collaboration** – The ‘WAT Way’ sets out our codified approaches. These codified approaches are developed collaboratively and are grounded in research and informed by impactful practice
- **Inspire and develop people** – We inspire and develop people and continuously strive for excellence
- **Grounded in research** – We are consumers and generators of research and our approaches are informed by research
- **Keep things simple and communicate clearly** – We ensure our message is understood and over communicated
- **Civic and system leadership** – We collaborate, support others and make a real difference in our communities and to the education system expectations and work hard

WAT Strategy: Our ‘Five Big Moves’

We have identified five big moves we will make through our Powering into the Second Decade Strategy.



01 / Big Move One

Develop **high performing schools** where every student unlocks their academic and personal potential



02 / Big Move Two

Build staff talent by developing inspiring, research informed staff



03 / Big Move Three

Drive education for the greater public good to create social value and deliver **civic** impact



04 / Big Move Four

Instil an ethos and ability to care for the natural environment now and in the future, to become carbon neutral and one of the most **sustainable** school trusts in the country



05 / Big Move Five

Expand the **WAT family reach** through support for other schools and trusts and through sustainable growth

Benefits of Working for WAT

CYCLE TO WORK SCHEME – For those who do not live too far from work, cycling instead of driving or taking public transport could be a good option to save on travel costs. Our cycle to work scheme helps WAT employees to purchase a brand new bike and spread the cost over 12-18 months. To find out more, visit The UK’s Most Popular Cycle to Work Benefit – Cyclescheme.

PENSIONS – As a staff member you have access to the Local Government Pension Scheme and Teachers’ Pension Scheme – both generous schemes with the employer contributing up to 20% plus. This also provides a death in service benefit of 3 times your salary.

REDUCED CHILDCARE COSTS – For working parents, childcare costs can be a significant financial burden. However, there are some solutions available to staff that may help ease short-term financial pressures around childcare. You may be eligible for the Government’s tax-free childcare scheme. Find out more by visiting Tax-Free childcare at gov.uk. Should you need them, flexible working and paid time off for caring responsibilities policies are available upon request. Visit the Policies and Procedures section on the WAT website for full details.

LOCAL CREDIT UNION – WAT is now a partner employer with Castle & Crystal Credit Union based in Dudley. They are a not-for-profit financial co-operative who provide affordable loans and secure savings for all who live or work in the West Midlands. Loans repayments can be made directly from your salary.

FREE FLU VACCINATIONS AND EYE TESTS – For a number of years, WAT has provided free flu vaccination vouchers so that you can protect yourself over the winter months. We also provide free eye tests for display screen equipment users, which applies to the majority of our employees.

PAY PROGRESSION AND CAREER PATHWAYS – As well as any nationally agreed pay award (a salary increase linked to inflation), our employees have access to pay progression according to their grade.

We offer a number of career pathways from teaching and other classroom based roles to administration and IT. If you’re interested in progressing on your career journey or taking a new career pathway, you should discuss this further with your line manager at your annual appraisal.

EMPLOYEE ASSISTANCE PROGRAMME – WAT has signed up to an Employee Assistance Programme with the Education Support Partnership which provides a support line to access a range of practical and emotional help 24/7, including counselling sessions, financial, legal and practical support from qualified professionals on a range of personal issues as well as access to online health and wellbeing resources and a specialist information service. Please call 08000 856 148.

FOOD AND LEISURE DISCOUNTS – WAT has signed up to access Vivup - the leading wellbeing and benefits provider to the public sector - meaning our employees can benefit from lifestyle savings on films, leisure activities, dining out, family essentials and many more popular categories. This will be launched early in the new year.

CONTINUAL PROFESSIONAL LEARNING (CPL) WAT has developed exceptional teachers, leaders and professional services staff in schools for over a decade. We have an excellent reputation for delivering outstanding and innovative professional development for teachers, leaders and professional services staff at all levels, across the Midlands and beyond. Our professional development offer ranges from Initial Teacher Education, to the Early Career Framework as well as leadership development programmes such as National Professional Qualifications (NPQs) as well as networking groups for a number of roles.

Leading Academy Trusts: Case Study

People are our most precious resource. We are proud of how we support, develop and retain the best staff to enable our children to unlock their academic and personal potential. We strive to be an employer of choice and feature as a case study in Sir David Carter and Laura McInerney's book, *Leading Academy Trusts: Why some fail, but most don't*. You can read the case study below.

Windsor Academy Trust Case Study

Why developing people within a culture of praise, collaboration and celebration is so critical to the success of Trusts – Keith Sorrell (CEO, 2015-2021) and Dawn Haywood (CEO) of Windsor Academy Trust.

People are the most precious resource that a multi-academy trust has, and so core to the philosophy of Windsor Academy Trust (WAT) is to be an employer of choice – recruiting, supporting, developing and retaining the best staff so that we can provide the best experience for our children, enhancing their academic and personal potential. WAT is a family of nine schools – four secondaries and five primaries in the West Midlands – all within 45 minutes' drive of each other, enabling us to create meaningful collaborations at every level.

One of our core strategic aims focuses on people and leadership to ensure that there is a steady pipeline of excellent and talented staff who have both the capacity and capability across our trust to drive school improvement and create our own self-improving system. But what does this look like in reality?

Our pipeline of excellence starts with our sixth formers. Some of our students know they want to become teachers from a very young age. Many of them have parents and family friends who teach and are role models for them. We help them to prepare for this journey with our "Aspiring Educators" programme. This involves two terms of learning and development that focus on the skills of teaching, the routes into the profession and a series of visits and practical experiences to help them understand how they can make a smooth transition into teacher training.

We have strong strategic partnerships with a focused number of excellent initial teacher training (ITT) providers in the West Midlands. They each have innovative ways to attract teachers - a school experience placement as part of a biochemistry degree or partnership with a French university for prospective MFL teachers, for example. These initiatives, combined with WAT's 'incubator departments' (excellent departments across the trust where there is the best capacity to train and support early career teachers), mean that our conversion rate of great trainees to fabulous NQTs is growing year on year.

Induction, whether for NQTs or established teachers, is paramount, and we run a series of introductory sessions to explore the WAT ethos and vision and our approach to pedagogy and curriculum. Our aim is to accelerate every new employee towards a successful settling-in and a good awareness of what it means to work in a multi-academy trust. Development of the craft of teaching is central and continuous, in every school, every day. We have a culture of focusing on strengths, not weaknesses, and we want everyone to begin with this in mind. The profile of the wider WAT opportunities is raised early on too, with rapid opportunities to engage in cross-trust collaborative activities to build a collegiate mindset.

Our 'pedagogy champions' are one such opportunity: 30-40 excellent teachers and support staff who engage with educational research, not just as consumers, but as generators of new evidence. We ensure they all have access to the fabulous research resources that are available from our partnership with the Chartered College of Teaching, and they select 'wicked problems' across education to explore and identify workable and effective solutions for.

"A culture of collaboration and celebration allows everyone to experience high expectations and this helps excellence to travel."

"We also have cross-trust roles which are available to talented staff so that they have the opportunity to spread their magic."

The impact of these practitioner-researchers is published annually in a research journal and iteratively becomes more scalable and transferable across schools, year groups and subject areas. Some of these researchers will go on to join the next cohort of master's students, following in the footsteps of these groundbreaking staff who are part of the University of Birmingham's master's level apprenticeship programme tackling trust-wide challenges and earning an MED in Educational Leadership over two years.

Leadership development is a key focus that enables staff from our family of schools to grow their capacity and also develop alongside delegates from partner schools in the locality. We have a progressive pathway of leadership development. This starts with 'First Steps', looking at one's own readiness for leadership, through preparation for aspiring middle leaders, to the National Professional Qualifications for Middle and Senior Leadership for which we are an accredited provider, and onwards supporting heads and executive leaders on programmes such as Ambition Institute's 'Executive Leader' programmes.

All of our staff know that they have a varied pathway of development opportunities and they feed this back to us in staff surveys. This in turn forms a key part of our succession planning and talent-mapping activities. We also have cross-trust roles which are available to talented staff so that they have the opportunity to spread their magic.

Directors of subject and lead practitioners develop common curriculum approaches across the trust and spread their subject-specific expertise.

The WAT Associate role enables talented staff to take a sabbatical (one day per week for a year) from their teaching to bring their talents to key developments such as enhancing the trust's Google strategy or embedding character education. This generates fresh and innovative approaches and encourages staff to have an outward-looking perspective, building system leaders of the future.

Staff across Windsor Academy Trust explore together and share together in a multitude of ways. A culture of collaboration and celebration allows everyone to experience high expectations and this helps excellence to travel.

One significant moment that demonstrates this is the WAT Conference. On this day, the whole family comes together - every member of staff, in every role, sharing our common moral purpose and vision. We have the opportunity to experience world-class speakers and some of the best of the collaborative work going on across our schools. For our staff, this is a significant opportunity to listen and to contribute to the broader staff experience in a high-class conference venue.

Staff feel valued when they are invited to share a successful or innovative strategy they have been responsible for. We also use this time together to recognise those staff who have gone above and beyond in all they do. We do this through our WAT awards, which publicly share the success not only of the winners but also of the many nominees put forward by their schools.

When asked if there was anything he would have done differently in his glittering career, the Duke of Wellington replied, 'Yes, I should have given more praise.' We celebrate success because professional recognition is so important for all who work in education and we want all our staff to model praise with our children and young people.

The Windsor Academy Trust Family



Colley Lane Primary Academy

Academy Overview

Colley Lane Primary Academy is a primary school and nursery that provides an outstanding learning environment for children in the Cradley community in Halesowen. Colley Lane Primary Academy joined the Windsor Academy Trust family in April 2017.

Rated Good by Ofsted (February 2020), the Academy offers a creative and exciting curriculum with lots of extracurricular activities. The Academy works in partnership with parents and the community to provide the best all-round education following its motto of 'never settle for less than your best'.

Ethos and Values

Colley Lane's school motto 'Never settle for less than your best' is embraced by its children, who take great pride in their school and their achievements. By working closely with parents, the Academy aims to do its very best for all children, helping them grow into independent and responsible young people.



Cheslyn Hay Academy

Academy Overview

Cheslyn Hay Academy is a secondary school and sixth form located in Cheslyn Hay, Staffordshire. Cheslyn Hay Academy joined the Windsor Academy Trust family in December 2018.

Open to students aged 11-18, the Academy has an excellent reputation for helping students achieve their potential with its commitment to high expectations and achievement. The Academy provides a positive and engaging learning environment that challenges students to go further, develop independence and prepare for their next step.

Ethos and Values

Cheslyn Hay Academy has a culture of high expectations and achievement that is built upon a positive and respectful learning environment.

Cheslyn Hay's ethos is to ensure that every lesson counts, for every child, everyday. Teachers deliver engaging lessons that help students progress and students come to school ready to challenge themselves to be the best they can be.

The Academy offers a wide variety of extra-curricular and leadership activities that help children develop their skills and talents. Cheslyn Hay's positive environment ensures that both academic and personal potential is developed. This enables students to grow into independent, responsible young adults who are able to progress to their future career.

Cheslyn Hay Academy joined the Windsor Academy Trust family in December 2018.



Goldsmith Primary Academy

Academy Overview

Goldsmith Primary Academy is a welcoming and growing primary school and nursery located in the Blakenall area of Walsall. Goldsmith Primary Academy joined the Windsor Academy Trust family in September 2012.

Open to children aged 2 to 11 years old, the Academy inspires pupils and generates a love of learning through its 'You can do it' ethos and aspiring curriculum. The Academy has excellent facilities including an on-site 15m learner swimming pool, library and forest school.

Ethos and Values

Goldsmith has a very strong 'You Can Do It' ethos, which is taught through the 'I and we Aspire' curriculum. By working together, the Academy strives to ensure all children develop academically, morally, socially, emotionally and spiritually every day.

The Windsor Academy Trust Family continued



Great Wyrley Academy

Academy Overview

Great Wyrley Academy is a secondary school and sixth form for students aged 11-18 in Great Wyrley, Staffordshire. The Academy is committed to delivering the very best education and fulfilling the academic personal potential of all students. Great Wyrley Academy joined the Windsor Academy Trust family in September 2018.

Great Wyrley Academy is renowned for its performing arts specialism, with one of the best indoor theatres in the area. It also has excellent sports facilities including its own swimming pool, gymnasium, fitness suite, outdoor football pitches and newly built multi use games area.

Ethos and Values

Great Wyrley Academy is committed to delivering the very best education for all students. This is demonstrated through the school's motto of "Relentlessly Pursuing Excellence".

The Academy's beliefs and values are practised through the 'Wyrley Way'. This is a set of values and behaviours that are built upon respect and responsibility that are lived throughout the school.

Great Wyrley strives for students to have a love of learning, be successful learners and gain the knowledge, skills and attributes to be successful in the world of work. Equally, the Academy endeavours for our students to be good human beings, with a sense of purpose and character enabling them to flourish in life. Great Wyrley Academy joined the Windsor Academy Trust family in September 2018



☆ Aim high & be a Star ☆

Greenways Primary Academy

Academy Overview

Greenways Primary Academy is a welcoming single form entry primary school, open to children aged 3 to 11. Maintaining 'Good' by Ofsted (October 2019), the academy prides itself on its caring, family atmosphere where children experience a knowledge rich curriculum with lots of extra-curricular activities. In partnership with parents, Greenways Primary provides the best all-round education encouraging children to 'Aim high & be a Star!'.

Ethos and Values

Our pupils are at the centre of all decision making and our goal is to ensure that they are happy, resilient and responsible learners; keen to develop the key knowledge and skills required to have the very best start to their education and a life-long love of learning.



KINGSWINFORD ACADEMY
ASPIRE TO EXCELLENCE

Kingswinford Academy

Academy Overview

Kingswinford Academy is a leading secondary school located in Kingswinford, Dudley.

Catering for students aged 11-16, the Academy is known for its high academic standards and is rated Good (with Outstanding features) by Ofsted. Kingswinford Academy joined the Windsor Academy Trust family in November 2016.

The Academy offers a rich and varied curriculum, including an excellent range of extracurricular activities. This supports students in reaching their potential and preparing them for further education and their future careers

Ethos and Values

Kingswinford Academy believes that all students deserve the very best start in life and strive to make sure that they have the very best opportunity to do just that.

The Academy has a strong reputation for achieving high academic standards and for ensuring students are happy and safe. Their combination of academic and extensive extra-curricular activities prepare students perfectly for the next step in their education and their future careers.

The Windsor Academy Trust Family continued



Manor Way Primary Academy

Academy Overview

Manor Way Primary Academy is a welcoming primary school and nursery in Halesowen committed to excellence. Manor Way Primary Academy joined the Windsor Academy Trust family in October 2015. The Academy caters for pupils aged 2-11 and is focused on supporting children to become happy and successful learners. Manor Way offers an exciting and broad curriculum that helps children become confident, prepared and ready to succeed in their next step.

Ethos and Values

Manor Way's vision is that they want their children to be the best they can be. This reflects a passionate commitment to learning and is driven by the Academy's desire to offer the best possible education for pupils in partnership with parents, the Trust and the local community.

The Academy aims for all children to be happy and successful learners so that they can achieve their full potential and develop lifelong learning behaviours.



Milton Primary Academy

Academy Overview

Milton Primary Academy is a welcoming two-form entry primary school and nursery committed to excellence. The Academy caters for pupils aged 3-11 and is focused on supporting children to become happy and successful learners. Milton Primary Academy offers an exciting and ambitious curriculum that helps children become confident, prepared and ready to succeed in their next step.

Ethos and Values

At Milton, we pride ourselves in the environment that we create. It is important to us that every child is recognised for the unique individual that they are. We create a happy, caring atmosphere where every child is at the centre of all that we do. Our expectations are consistently high as we strive to ensure that every child achieves their full potential. Staff, supported by trustees, work hard to deliver a rich, ambitious and challenging curriculum; this prepares children for future education and helps them acquire the skills and enthusiasm needed to embrace the opportunities, responsibilities and experiences of later life.



Rivers Primary Academy

Academy Overview

Rivers Primary Academy is a rapidly growing primary school and nursery which has grown to a two-form entry school. Rivers Primary Academy joined the Windsor Academy Trust family in November 2013.

Located in the Blakenall area of Walsall, the Academy has outstanding modern facilities in its brand new school which opened in September 2020.

Ethos and Values

At Rivers Primary Academy every child is valued as an individual. The Academy places a strong emphasis on the importance for all children to reach their full potential in a happy, supportive and exciting environment.

The Academy works in partnership with parents and the wider community to achieve the very best for their children. This develops independent learners who are equipped with the necessary skills, and knowledge to enable them to cope with an ever-changing world. All children are encouraged to seek excellence and enjoyment in all that they do.

The Windsor Academy Trust Family continued



Tenterfields Primary Academy

Academy Overview

Tenterfields Primary Academy is a family orientated primary school located in Tenterfields, Halesowen. Tenterfields Primary Academy joined the Windsor Academy Trust family in September 2016.

Rated Good by Ofsted (November 2019), the Academy is open to children aged 3 to 11 and prides itself on its caring, family atmosphere. The Academy works in partnership with parents, families and the community to provide the finest all-round education for pupils following its ethos of 'learning together, growing together'.

Ethos and Values

The Academy aims to provide the finest, all-round education possible for its children through its vision of 'learning together, growing together'. This is supported through a strong partnership with parents, families and the community.



Windsor High School and Sixth Form

Academy Overview

Windsor High School and Sixth Form is the founding school in the Windsor Academy Trust family.

Windsor High school was established in Halesowen in 1983 and expanded to open its successful sixth form in 2010. The school became the first converter academy in Dudley and it is the largest school in the Trust, with just under 1,700 students aged 11 to 18. The school is known for its high achievement and is currently the highest performing secondary school and sixth form in Dudley for progress made by students.

Ethos and Values

Windsor High School and Sixth form is committed to delivering the very best education for students. This is demonstrated in the school's motto of 'Excellence for All', its track record of academic success and extensive extra-curricular activities.

The school strives for students to develop a love of learning, to be successful learners and gain the knowledge, skills and attributes to be successful in the world of work. Equally, they endeavour for the students to be good human beings, with a sense of purpose and character enabling them to flourish in life. This is nurtured through a culture of respect and responsibility for oneself and for others.



Windsor Olympus Academy

Academy Overview

At Windsor Olympus Academy, our goal is to provide a nurturing and inclusive environment where students can thrive both academically and personally. Our approach to education is centred around creating an environment that nurtures young people's growth, ignites their passion for learning, and awakens their aspirations for personal growth. We want to develop our students' understanding of well-being and health so that they thrive, and we want to be at the heart of the community, thriving together.

Ethos and Values

At Windsor Olympus Academy, our goal is to provide a thriving environment for students and community. Our approach includes:

- creating an environment that nurtures young people's growth
- igniting their passion and love for learning to enable academic success
- awakening their aspirations for personal growth
- developing their understanding of well-being and health so that they thrive
- being at the heart of the community
- thriving, together

Job Description

Role: Executive School Improvement Lead Secondary (Staffordshire, full time, starting September 2024 or earlier)

Salary: Competitive, commensurate with experience and the seniority of this role

Reporting to: Director of Education

Location: Staffordshire Office (Newcastle-under-Lyme or Great Wyrley)

Job Purpose

An exciting opportunity has arisen to join Windsor Academy Trust (WAT) as an Executive School Improvement Lead Secondary (Staffordshire). We are looking for a passionate and experienced person who will join our Education Directorate and undertake important duties to ensure our students reach their academic and personal potential.

The role requires you to provide support and challenge to your schools, to accelerate improvement and drive performance. You will lead on ensuring your schools achieve high standards in academic and personal potential, particularly for vulnerable and disadvantaged students and excellent standards of curriculum, teaching and learning. You will lead on an inclusive approach, supporting high standards of behaviour and attendance.

Key Responsibilities:

- Provide effective leadership and line management for headteachers in a portfolio of schools
 - providing support and advice for headteachers where needed
 - coaching and empowering leaders
 - supporting headteachers to grow the leaders of the future
 - line managing headteachers and undertaking appraisal
- Ensure consistent improvement in a portfolio of schools:
 - ensuring that all the WAT codified approaches are employed well, particularly those for teacher and learner effectiveness
 - ensuring that instructional coaching is embedded in all schools
 - ensuring that digital technology is being used effectively to power up student learning
- Identify needs of the portfolio of schools and work with the Education Directorate in providing bespoke and effective support to enable rapid, continuous improvement:
 - ensuring accurate diagnosis of systemic issues
 - supporting schools to take the right action, at the right time, to drive academic and personal potential
 - making sure that support meets needs
 - evaluating the impact of any support
- Analyse school performance, diagnose issues, broker support, monitor impact and build excellent leadership capacity:
 - insightfully analysing data, turning into insights and action
 - identifying 'hot spots' of excellent practice worth sharing and spreading
 - supporting all leaders' development



Job Description continued

- Contribute to formal school evaluation activity in their schools and beyond:
 - undertake school improvement 'summits' across the family
 - develop and share insights, capturing valid and reliable evidence to form insights and instigate actions for improvement
- Ensure that all areas of school operations adhere to the relevant national benchmarks statutory guidance, legislation:
 - evaluating practice against national benchmarks
 - ensuring that safeguarding is effective in the portfolio of schools
 - ensuring strong student attendance
- Work with school leaders and the wider education team to ensure all pupils can access an ambitious curriculum and excellent education that meets their needs, especially disadvantaged and SEND pupils:
 - championing the needs of disadvantaged and SEND pupils particularly
 - ensuring that curriculum is fit for purpose, well planned and well taught
 - coaching others to develop a deep understanding of excellence in curriculum and teaching
 - ensuring that assessment meets students' needs and leads to improvement
 - ensuring that student engagement leads to success
- Lead in specific areas in agreement with the Director of Education, to be regularly reviewed (dependent on the skills and knowledge of the successful candidate)
- Be a part of, oversee, lead and/or develop networks/teams as necessary
- Perform any other duties in line with the seniority of the role, as agreed with the Director of Education
- Consistently promote the WAT values, maintaining our culture

General Responsibilities

- Actively contribute to the overall ethos, culture, values and aims of WAT
- Participate in training, other learning activities and performance development as required
- Attend and participate in relevant meetings as required
- The post holder is required to be aware of and comply with policies and procedures relating to child protection, equal opportunities, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person
- The post holder has a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work. This post is subject to an enhanced DBS with barred list check

Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken. It is not a comprehensive list of all tasks that the post holder will carry out. The post holder may be required to undertake other duties that may be required from time to time within the general scope of the post.

This job description may be amended at any time in consultation with the post holder.

Person Specification



AREA	Essential	Desirable
Qualifications		
Graduate degree	Yes	
Teaching qualification	Yes	
Postgraduate qualification (e.g. Masters Degree in School Leadership)		Yes
Evidence of continuing professional development	Yes	
Knowledge and Experience		
Have led a school or schools at headteacher level or worked successfully in a system-leadership role at deputy-headteacher level or above	Yes	
A high level of interpersonal and communication skills	Yes	
Awareness of Data Protection and confidentiality issues	Yes	
Intellectually rigorous with detailed understanding of what excellence looks like across all aspects of school performance	Yes	
Detailed understanding of curriculum development	Yes	
Up-to-date knowledge of pedagogy and leadership	Yes	
Proven impact on quality of teaching and learning over time	Yes	
Proven school improvement expertise with a demonstrable track record of developing schools	Yes	
Able to think and plan strategically at scale	Yes	
Ideally, experience across a group or network of schools	Yes	
Entrepreneurial in spirit with a thirst for growth	Yes	
The capacity to work strategically and willingness to take a 'hands on' approach when required	Yes	
Exceptionally strong collaborative leadership	Yes	
Setting high expectations with clarity and transparency	Yes	
Other Qualities		
Self-motivated, collaborative, positive and enthusiastic	Yes	
Ability to work independently and as part of a team	Yes	
Confident in communication with senior managers	Yes	
Have highly developed coordination, time management and prioritisation skills to achieve plans and objectives in a timely and organised manner	Yes	
Motivated and energetic individual with the passion, enthusiasm and desire to make a difference	Yes	
Commitment to continuous self-development	Yes	
Constantly aspiring to achieving outstanding in all aspects of provision	Yes	

ACADEMICIS

How to apply:

If you wish to discover more about this exciting opportunity, need any further information or you would like to have an informal discussion, please contact **Rebecca Beach** at **Academicis**, our recruitment partner, on **rbeach@academicis.co.uk** or by phone on **07733 628155/01223 907979**

Closing date: Monday 22nd January 2024

Shortlisting date: Wednesday 24th January 2024

Interviews dates: Friday 26th and Monday 29th January 2024

To apply please click on the application link below:

https://app.vacancy-filler.co.uk/salescrm/Careers/CareersPage.aspx?e=LMo8nnT-wYNa3W4ks4CnGtOVpSebN-nal_ZQh6Nu_ZpqVQW8Cw7IjNb5sSQfOAerillS6omEV0XM



Central Office

Windsor Academy Trust
Trinity Point
High Street, Halesowen
West Midlands
B63 3HY

North Office

Windsor Academy Trust – North
Great Wyrley Academy
Hall Lane, Great Wyrley
Walsall, West Midlands
WS6 6LQ