



*Excellence through
collaboration*

Education Deputy Director, Inclusion

Candidate Pack

Welcome Letter from the CEO

Our vision is to be a community where, by working in partnership together, we are able to deliver the best possible opportunities and outcomes for all of our students. Our motto - Excellence through collaboration - encapsulates our belief that co-operation and teamwork enable us all to grow and develop into the best version of ourselves.

Excellence is realised in many ways, not least through the achievements of the students in our schools. However, it is also seen through the relentless focus of our staff on delivering the highest standards of teaching, learning and student support which enable those successes to be accomplished. As a learning community we believe that every day presents a new opportunity to gain fresh insight and understanding and to implement newly acquired knowledge and experience for the benefit of all.

Our curriculum model has been designed to encourage the development of confident, independent, learners with the skills and comprehension necessary to succeed in an increasingly competitive world. In conjunction with the extensive enrichment opportunities provided by the schools within the Trust our students are able to grow in maturity and understanding.

We are an outward facing Trust with strong links in our communities where we engage in partnership work with many of our feeder primary schools. We have a particular specialism in the promotion of science and scientific discovery and regularly support the production and delivery of the primary curriculum in this area.

I hope that you will find the information in this document helpful and informative but please do get in touch for further information. I look forward to the opportunity to speak with you directly about working with us.

Michael del Río
Chief Executive Officer



About Unity Schools Trust

Unity Schools Trust is a Multi-Academy Trust formed in September 2015 by the partnership of The Magna Carta School and Bishop David Brown School. The Trust is currently responsible for the education of over 1,800 children supported by more than 230 staff. Our schools are located in Staines-upon-Thames and Woking.

Ethos and Values

The stated objective of Unity Schools Trust is to achieve Excellence through collaboration. The Greek philosopher, Aristotle, believed that excellence came in both intellectual and moral forms. The Trust aims to instil a love of learning by the full engagement of all of its community – students and staff – in the process of acquiring and applying knowledge. Furthermore, the Trust seeks to promote the development of positive ‘habits’ through a wide range of character-building opportunities. When combined, we believe that these two elements support the development of the whole person enabling us to be the best version of ourselves. Our vision is to be an outstanding learning community where together we learn to know, to do, to be and to live together.

Our Objective

The Academy Trust’s primary objective, as stated in its articles of association, is ‘to advance for the public benefit education in the United Kingdom’. Unity Schools Trust is listed as a charitable company limited by guarantee at Companies House.

Partnerships

A significant part of the Trust’s work is in the forging and development of partnerships with neighbouring schools. This includes primary liaison work and support for the provision of specialist subjects. The Trust’s work in fulfilment of its objective through collaboration involves sharing people, sharing resources, sharing ideas and sharing progress.

Why work for UST?

Employee Benefits

- Learning and Development opportunities
- Free use of school gym at specified times
- Reduced gym membership at Eastwood Sports Centre
- Access to Employee Assistance Programme (EAP)
- Free on-site staff parking
- Free tea and coffee available in the staff room
- Scheduled Wellbeing weeks
- Allowance for running after-school enrichment activities
- Enrolment into the Teachers’ Pension Scheme or Local Government Pension Scheme (Support staff)

Excellence through collaboration



Job Description

Job Title: MAT Education Deputy Director, Inclusion

Salary: Leadership 11 - 19

Accountable To: CEO & Board of Trustees

Responsible To: MAT Education Director

Job Description *Continued*

Accountable For:

The specific responsibilities of the postholder will be agreed each year in consultation with the CEO and in line with the Trust's strategic objectives. The MAT Education Deputy Director is expected to be familiar with the National Professional Standards for Headteachers and the Teacher Standards. These will form part of the Performance Management process.

Understanding, operating and developing the ethos of the Trust so that its schools become centres of excellence where mutual respect, tolerance, care and support are evidenced in all of the school's activities and that this in turn ensures that everybody takes pride in all aspects of the school's work.

Responsibilities

Strategic

- To work with the Trust's Senior Leaders in developing and implementing a Trust-wide model of school improvement, embedding the expected standard in all of the Trust's schools.
- Develop and lead a high-quality Trust Alternative Provision (TAP) unit, providing targeted and personalised education for students who require additional support outside the mainstream setting.
- Deliver high quality and cost-effective support as required to the Trust's schools, quality assuring the impact on student outcomes.
- Ensure that the quality of education for students with SEND and those students from disadvantaged backgrounds is ambitious and high quality
- To lead on a portfolio of school specific leadership responsibilities as may be required from time to time in support of individual schools.
- Being accountable for the progress made towards meeting the Trust's development targets.
- Drafting policies and procedures, ensuring they take account of statutory requirements and/ or national and local priorities and promote collective responsibility for their implementation.
- To inspire by example, setting high standards of leadership in support of outstanding student progress.



Job Description *Continued*

Collaboration

- Work with the MAT Education Director, Lead Practitioners and school senior leaders to ensure successful outcomes
- Liaise with the Trust's Data Manager to monitor and evaluate student progress and outcomes as well as behaviour and attendance.
- Collaborate with other Trust Senior Leaders to support them in delivering quality teaching and learning across all subjects and key stages.
- Encourage an ethos that promotes and enables close co-operation between colleagues and teams across UST and its constituent schools.
- Reporting national and local educational strategies and developments to all staff and as appropriate.
- Work with other Central Service Team colleagues to support schools in their compliance.

Operational

- Act as a resource for schools, supporting in the mobilisation of talent and expertise from within and outside the Trust.
- Be prepared to add capacity to school leadership teams from time to time as may be required.
- Play a full part in quality assurance visits to schools working in partnership with other Central Service and Senior Leader colleagues.
- Play a full part in both pre and post-OfSTED preparation and planning initiatives designed to support continuous school improvement.
- Promote equal opportunities and inclusion and act immediately should this fall short in the organisation.
- Report any safeguarding concerns in accordance with our safeguarding policy.
- Managing own workload, and that of others, to ensure an appropriate work/ life balance.



Job Description *Continued*

Community

- Liaising with other staff in external agencies to protect children to ensure their development, health and well-being.
- Sharing the Trust's vision and ethos to external collaborators.
- Planning and delivering specific whole-school or inter-school training sessions related to the priorities of the post.
- Ensuring timely and professional communication with colleagues and other stakeholders in all correspondence.

Environment

- Ensure the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and ensure value for money.

Other Requirements

- To carry out any other duties as may reasonably be required by the CEO.
- To be aware of and adhere to all Trust and school policies and procedures.
- To maintain confidentiality at all times.
- To promote and safeguard the welfare of children and young people at the school.
- The responsibilities defined in this job description are undertaken within the context of your responsibilities as a Teacher as defined in the School Teachers Pay and Conditions Document.





Person Specification

*A = Application; I = Interview

	Essential	A/I*	Desirable	A/I
Qualifications	<ul style="list-style-type: none"> An honours degree A Qualified Teacher Recent, relevant professional leadership development 	<p>A</p> <p>A</p> <p>A</p>	<ul style="list-style-type: none"> A good honours degree NPQ qualification Recruitment training Evidence of post-graduate study/ research 	<p>A</p> <p>A</p> <p>A</p> <p>A</p>
Strategic Leadership	<ul style="list-style-type: none"> The ability to play a significant role in the development and implementation of a shared strategic vision for the Trust and its schools The ability to motivate, enthuse, engage and influence all stakeholders in the Trust community to deliver the vision and collectively raise standards Knowledge and understanding of recent government initiatives in relation to education, curriculum and potential impact on the Trust's schools Able to understand, interpret and articulate complex data trends to others in order to improve learning outcomes 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> Understanding of the benefits of working in a Multi-Academy Trust Understanding of the issues relating to Academy status Experience of working with external agencies to support teaching and learning 	<p>A/I</p> <p>A/I</p> <p>A/I</p>
Educational Excellence	<ul style="list-style-type: none"> An outstanding classroom practitioner Proven track record of successfully and systematically improving learning outcomes for students Experience of understanding how to raise standards in teaching and learning Recent experience of successfully leading major school initiatives and evaluating their impact on student outcomes Experience of curriculum development Understanding of successful strategies for closing achievement gaps for different groups of students 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> Experience of planning and implementing CPD for teachers 	<p>A/I</p>
Operational Management	<ul style="list-style-type: none"> Evidence of successful management of monitoring and evaluation strategies relating to: quality of teaching and learning, pupil outcomes, quality of provision and efficiency Evidence of participation in an evidence-based performance management system resulting in rigorous accountability Experience of participation in the process of curriculum planning Provide a significant input on the new OFSTED School Inspection Framework Ability to delegate efficiently and monitor the implementation of initiatives Track record of developing, empowering and supporting individuals and teams 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> Experience of influencing the process of change 	<p>A/I</p>



How to Apply

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Will Bridge: wbridge@academicis.co.uk or 01223 907979/07825 346535.

Closing date: 9th April 2024

Shortlisting: 11th April 2024

Interviews: w/c 15th April 2024



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