



Director of Education

Central Team, QEGSMAT

Permanent

37 hours per week - 52 weeks per year

Pay Scale Leadership L26 – L30 £87,253 - £96,239 FTE

QEGSMAT are seeking an exceptional educational practitioner with the expertise, energy, and enthusiasm to lead, challenge and support teaching, learning and leadership across our schools. The role will have a base in our central team offices in Ashbourne, Derbyshire with significant time spent in each of our schools.

This is an exciting opportunity to join a growing and forward-thinking education trust, currently of 7 academies, in Derbyshire, Derby City and Staffordshire. Our aim is to ensure all our young people achieve the very best outcomes and leave education well prepared for the next steps in their lives based upon the principles of Question; Explore; Give; Succeed.

QEGSMAT is a forward thinking, successful and growing trust with a clear focus on improving the education and life chances for more than 5000 young people. With seven schools across Derbyshire, Derby City and Staffordshire.

At QEGSMAT we believe and promote that exceptional workforce creates exceptional results; they transform lives and transform futures. We support every pupil to achieve their full potential and become a confident, resilient, and compassionate individual who can make a positive contribution to society.

The successful candidate will be an experienced and outstanding classroom teacher. They will have a strong track record of leadership and school improvement and can inspire, motivate, and establish a positive culture. Their background will demonstrate skills, knowledge, and expertise in quality assurance, including improving curriculum implementation through lesson visits, scrutiny, student and staff voice, coaching, action planning and impact. The individual will work well as part of the wider school improvement team in driving up standards across the schools in the trust.

You will need to be highly organised, with the ability to multitask and maintain strong attention to detail. You will have strong communication skills with the ability to demonstrate a sensitive approach to confidential matters, in addition, you will need to demonstrate strong ICT skills with the ability to analyse data and present findings.

There is a requirement to be able to travel to the schools in the Trust. You must therefore have access to a reliable means of transport to carry out your duties.

QEGSMAT is an exciting trust, with a strong track record of school improvement – delivered at pace and often supporting and leading work across the region. We have a very positive relationship with the Department of Education.

Why work for us?

- At QEGSMAT, we value the hard work and dedication of our team members, and as such we believe that progression should be a simple process. That's why we are proud to offer an Automatic Pay Review program, rather than the traditional annual pay and performance review, as part of our comprehensive benefits package.
- Continual access to CPD opportunities. QEGSMAT works with a large number of organisations to develop staff to fulfil their aspirations and potential. We are committed to providing first-rate training and development to all our staff within this evolving Trust.
- We are committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community.
- All staff have access to our Employee Assistance Programme which provides confidential, independent and unbiased information and guidance 24/7. This can also include bespoke counselling sessions for staff if needed.
- All roles are subject to nationally agreed terms and conditions of service.
- Access to the Local Government Pension Scheme (LGPS) with employer contributions of 28.68% for teachers.
- Family-friendly policies.
- Access to Flu Vaccines.
- Opportunity to work flexibly.

QEGSMAT is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are subject to an Enhanced DBS check and be eligible to work in the UK. Further information about our commitment to Safeguarding can be found - <https://www.qegsmat.com/documents/safeguarding>

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

If you are interested and wish to have an informal conversation to discuss the role or would like to visit the central team, we would be happy to arrange this. Please call Dominic Hudson on 01335 340830. Further details about our Trust can be found on our website: www.qegsmat.com

To apply for this position, please visit: www.qegsmat.face-ed.co.uk/vacancies

Closing date for applications: Sunday 10th March 2024

Interview date: Tuesday 19th March 2024

Salary: Pay Scale Leadership L26 – L30 £87,253 - £96,239 FTE

Potential Start date: As soon as possible.



Position: Director of Education
Hours: 37 hours per week
Weeks: 52 weeks per year
Scale: Leadership
Responsible to: CEO

Post objectives:

- Provide inspirational vision and professional leadership ensuring high-quality provision and continuous improvement.
- Take overall responsibility for the work of school improvement, quality assurance, standards, and overall effectiveness across all schools in the trust.
- Be the designated Safeguarding Lead in the trust.
- Perform a leading role in raising standards, challenging performance, and supporting school improvement.
- Impact positively and directly on the quality of teaching and outcomes.
- Be responsible to the Chief Executive Officer (CEO) for the educational outcomes and standards of the schools in the QEGSMAT; including attainment, progress, absence, and behaviour data.
- Provide leadership coaching, direction, training, and support, at all levels of leadership, including local governors and trustees.
- Lead and develop a range of school improvement strategies, cross trust and phase development/project groups and networks within the QEGSMAT and the local and wider region and to identify and signpost CPD opportunities.
- Represent the QEGSMAT at designated events throughout the year.
- Provide quality executive and detailed reports to the Trustees Performance Committee and to the Full Board, if required.
- Undertake trust wide projects as required.

Main responsibilities:

- Lead Quality Assurance and be responsible for and monitor the performance, standards achieved and quality of education in the QEGSMAT and ensure a performance culture is embedded across all schools.

- As part of the central trust team, develop, implement, and evaluate policies and practice, specifically those which focus on school improvement, teaching, learning, and leadership development promoting collective responsibility for implementation which in turn may lead to agreed trust models of working.
- Help shape or lead education initiatives across QEGSMAT.
- Work with the CEO, Headteachers, Headteachers and our external School Improvement Partners to provide regular reports on performance, introduce effective interventions and encourage collaborative working where appropriate.
- Work with the CEO, Chief Operating Officer, and Executive Board to produce, monitor and evaluate QEGSMAT Action Plan and strategic priorities and paperwork required by DFE.
- Analyse a range of data and support Headteachers and leaders in the interpretation and use of data to challenge and support individual schools to raise standards.
- Work with the Trust's Data Manager to review performance, benchmarking against national statistics and agreeing actions for continued improvement.
- Monitor the performance of the schools, agree challenging and meaningful targets for improved outcomes by supporting the development and implementation of robust self-evaluation and school improvement plans.
- Ensure that the necessary actions needed to bring about improvement and implemented quickly and effectively, and to ensure that such actions have the required impact.
- Oversee the deployment of school improvement providers and intervention strategies across QEGSMAT.
- Develop the collaborative work between schools, holding leaders to account.
- Contribute to Executive Leadership and Board meetings and ensure that children are at the heart of planning and implementation.
- Work with the CEO to develop and disseminate highly effective practice both across the MAT and the region in all phases.
- Liaise with local school improvement services in the region and develop strategic partnerships (including business links and Teaching School Hub) that will further support the work and effectiveness of the academies.
- Keep abreast of local, national, and international policy, practice and research in relation to schools and academies and advise accordingly.
- Be actively involved in the recruitment process of senior colleagues at each school.
- Champion and promote the QEGSMAT goals and mission and create a sense of belonging to the QEGSMAT amongst schools.
- Support with schools and QEGSMAT Ofsted Inspections.
- Attend key events in the life of the schools in the region as the QEGSMAT representative.
- Take on other agreed national responsibilities as part of the QEGSMAT Executive Team.
- Establish and sustain effective working relationships with all key relevant agencies.
- Keep abreast of National Policy and Practice.
- As required, undertake outreach work in other locations which may lead to income generation.
- Line manage Headteachers as agreed with the CEO.

Methods of working:

The post holder must:

- Maintain confidentiality and observe data protection and associated guidelines, where appropriate.
- Maintain an awareness of Safeguarding Children and Child Protection.
- Understand and comply with the schools Health & Safety Policy in the performance of their duties and responsibilities.
- Carry out the duties of the post in compliance with the schools Equal Opportunities Policy.
- Understand and comply with all other relevant school policies.
- Undertake any necessary training associated with the duties of the post.
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibility of the post.
- Take an active part in managing their own performance against agreed improvement priorities, engaging with their own professional development.



Director of Education

Person Specification

Attribute	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Degree • Qualified Teacher • Safer Recruitment Trained 	<ul style="list-style-type: none"> • Pupil Premium Reviewer • National Professional Qualification • Designated Safeguarding Lead 	<ul style="list-style-type: none"> • Application • Certificates
Skills & Knowledge	<ul style="list-style-type: none"> • Consistently 'Good' or 'Outstanding' rated Teacher. • Ability to communicate clear visions for Educational Improvement • Strong track record of good outcomes with attendance and behaviour including CAGs, TAGs and 2019 exam data. • Extensive understanding of teaching and learning and how to raise standards for all; including disadvantaged and SEND. • In depth knowledge of curriculum, educational developments, and the Ofsted framework. • Excellent communications skills with the ability to effectively manage change & challenge. • Proven track record of holding people to account. 	<ul style="list-style-type: none"> • Evidence of collaboration with external organisations 	<ul style="list-style-type: none"> • Application form • Selection process • References

	<ul style="list-style-type: none"> • Ability to build upon existing strengths in a school. and take it to the next level. • Awareness of educational strategy. • Positive impact on the Quality of Teaching, Learning and Leadership. 		
Experience	<ul style="list-style-type: none"> • Working with Teaching Schools and school improvement partners. • Proven strategic leader. • Proven track record of leading school improvement by raising aspirations, attainment, progress attendance and behaviour. • Presenting educational improvement plans and strategies to a wide range of stakeholders. 	<ul style="list-style-type: none"> • Experience of leadership in a good or outstanding School/Academy/Trust • Experience of wider school improvement outside of your current setting 	<ul style="list-style-type: none"> • Application form • Selection process • References
Personal Effectiveness	<ul style="list-style-type: none"> • Approachable and respected by stakeholder groups. • Commitment to the development of all children and young people to achieve their full potential. • Ability to demonstrate clear values, high integrity, and strong moral purpose. • Ability to coach effectively to improve outcomes. 	<ul style="list-style-type: none"> • Experience of presenting at local regional or national level 	<ul style="list-style-type: none"> • Application form • Selection process • References