

## JOB DESCRIPTION

<b>POST TITLE:</b>	<b>SENIOR IMPROVEMENT &amp; ASPIRATIONS LEAD</b>
<b>LOCATION/BASED:</b>	<b>TRUST WIDE</b>
<b>GRADE:</b>	<b>L26-32</b>
<b>RESPONSIBLE TO:</b>	<b>DEPUTY CEO/DIRECTOR OF EDUCATION</b>
<b>CORE PURPOSE:</b>	<b>PERFORMANCE, OUTCOMES &amp; QUALITY ASSURANCE</b>

### The role holder will:

- Ensure all schools are 'Ofsted-ready' through regular training, guidance and support to teachers and leaders.
- As part of the Executive team, collaborate with Executive Heads/Principals & SLT to identify priorities for school improvement and wider Trust development.
- Lead the development of the Trust careers and aspirations model.
- Use data analysis to enhance teaching quality and student outcomes.
- Contribute to the Income generation strategy for the Trust through the delivery of inspection, external consultation, support and training.
- Actively contribute to creating a positive Trust-wide ethos.

## MAIN DUTIES & KEY RESPONSIBILITIES

1. Using knowledge as a practicing Ofsted Inspector, actively contribute to the quality assurance of all schools to ensure they are prepared well for inspection.
2. Lead the development and implementation of the Trust careers and aspirations strategy, providing training and building effective links with external partners.
3. Actively contribute to the development of the 'Gosforth Group Sixth Form', including the development of both academic and vocational pathways.
4. Work alongside leaders and teachers to support creative, innovative approaches to learning and teaching and the use of appropriate new technologies to achieve excellence.
5. Constructively challenge underperformance at all levels, ensuring effective corrective action.
6. Ensure a consistent and continuous focus on pupils' achievements, using data and benchmarks to monitor progress in every pupil's learning.

7. Support the professional development of academy senior teams.
8. Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
9. Provide efficient and informative reporting of schools' performance, appropriate for a range of different audiences.
10. Contribute to the income generation strategy for the Trust, through providing external inspection, consultation, training and support.

## GENERAL RESPONSIBILITIES

1. To promote and safeguard the welfare of children and young people you come into contact with.
2. Co-operate and work with relevant agencies to protect children.
3. Demonstrate the vision and values of the Trust in everyday work and practice.
4. Maintain a positive view of change and be prepared to adapt the role as the Trust grows, matures and evolves.
5. Maintain effective relationships with staff, pupils, parents, Trustees, local Governors, local businesses, and stakeholders.
6. Attend out of hours events as reasonably required.
7. Regularly review own practice, set personal targets and take responsibility for own professional development.
8. Manage own workload and that of others to allow an appropriate work/life balance.
9. Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
10. Carry out duties in line with the Trust's Policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.

## OTHER

The above duties are not exhaustive, you may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to you by the Trust. It is important that this document is kept up to date, so that everyone knows exactly what is expected of them and misunderstandings are avoided. This job description will be kept under review and may be amended via consultation with the individual and Trust as required.

# PERSON SPECIFICATION

## POST TITLE: SENIOR IMPROVEMENT & ASPIRATIONS LEAD

QUALIFICATIONS AND TRAINING	ESSENTIAL	DESIRABLE
Qualified Teacher Status	✓	
A degree in a relevant subject	✓	
A post graduate qualification		✓
Current HMI/Ofsted Inspector experience	✓	
SKILLS, KNOWLEDGE AND APTITUDES	ESSENTIAL	DESIRABLE
Demonstrable experience across secondary education	✓	
Demonstrable success in achieving rapid and sustained school improvement, using data and other contextual information insightfully.	✓	
Up to date knowledge and understanding of research relating to education and of current and emerging Ofsted policy and practice	✓	
Experience of building effective partnerships with external agencies, maintained schools and academies.		✓
Thorough knowledge of the National Curriculum with the ability to communicate a vision of what constitutes exemplary teaching & learning	✓	
A clear understanding of keeping pupils safe in schools	✓	
EXPERIENCE	ESSENTIAL	DESIRABLE
Current experience as an HMI/Ofsted Inspector	✓	
Track record of providing inspiration, strategic thinking, planning and strong leadership and achieving successful outcomes for students and staff	✓	
Experience of implementing effective strategies to secure good and better provision and outcomes	✓	
Evidence of implementing and sustaining an effective inclusion strategy that has benefited students	✓	
Experience of successful working with Trustees, Local Governing Committees, other senior leaders and external stakeholders	✓	
Experience of implementing and managing change on a multi-school level.		✓
PERSONAL QUALITIES	ESSENTIAL	DESIRABLE
Ability to work successfully under pressure, demonstrating emotional resilience	✓	
A strong moral purpose and drive	✓	
Ability to work as a team member to achieve common goals	✓	
Enthusiasm, self-confidence and initiative	✓	
High expectations for all pupils and a commitment to inclusion	✓	
Caring and supportive	✓	
Ability to motivate and inspire others	✓	

<b>Ability to think strategically</b>	✓	
A commitment to child protection and safeguarding	✓	
Good communication skills with the ability to relate effectively to all	✓	
A commitment to Equal Opportunities	✓	
<b>SPECIAL REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Willing and able to travel to academies across the Trust and to flex working hours to attend and support meetings and events that are appropriate to the role.	✓	
Willingness to undertake further training (if necessary)	✓	
Satisfactory Enhanced DBS clearance with a Children's Barred List check.	✓	
Medical clearance.	✓	
Minimum of 2 references which are satisfactory to the Trust.	✓	
Evidence of qualification certificates.	✓	
Evidence of Right to work in the UK.	✓	
Full UK driving license and access to a car during working hours.		✓

***The Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. The Trust is committed to safeguarding and promoting the welfare of children and young people and it expects staff and volunteers to share this commitment.***