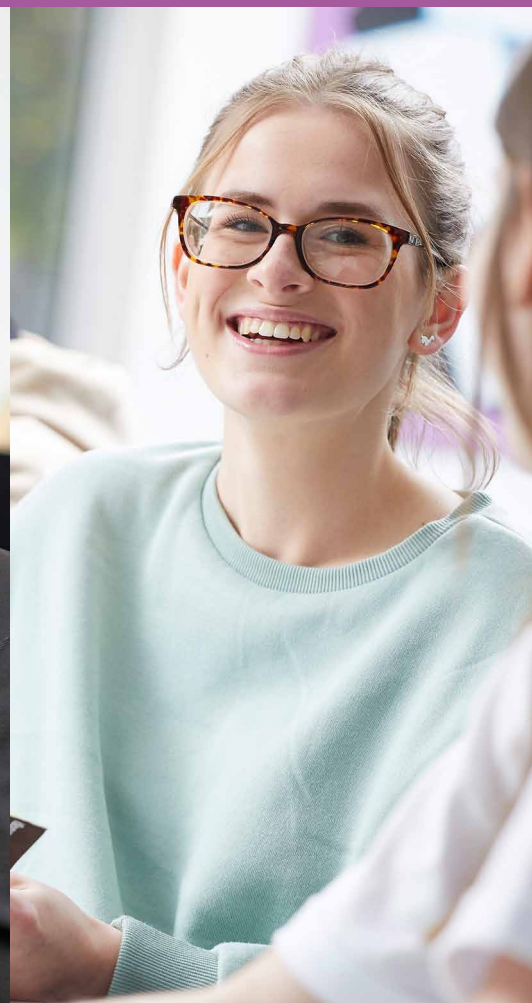




**THE CONSORTIUM**  
ACADEMY TRUST

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Shaping Positive Futures



**Appointment of two  
Directors of Improvement  
and Standards:**

- Early Years Foundation Stage and Primary Education
- Secondary and Post 16 Education



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Shaping Positive Futures

# Executive Summary

**The Consortium Academy Trust ('the Trust') is seeking to appoint two Directors of Improvement and Standards, who will take up the post as soon as possible.**

One post holder will be responsible for improvement and standards across Early Years Foundation Stage and Primary Education and the other responsible for improvement and standards across Secondary and Post 16 Education.

This candidate pack sets out the role description and person specification. It also provides background information regarding the Trust.





***This is a great time  
to join the Trust as  
we progress at pace  
in our next stage of  
development.***



# Contents



**05**

*Message from the  
Chief Executive  
Officer*

**06**

*A place to  
transform lives*

**10**

*Working and learning  
at the Trust*

**12**

*The Wider Leadership  
Team*

**14**

*About the roles*

**19**

*Life in East Yorkshire*



# Message from the Chief Executive Officer

## Thank you for your interest in the positions of Director of Improvement and Standards.

Here at The Consortium Academy Trust, we are ambitious about the future - creating learning environments and excellence in teaching and learning that provide our children and young people with the best chance at a successful future. Coupled with this is the commitment, care and investment in our people who we believe are our greatest asset.

Our vision is Shaping Positive Futures as we strongly believe our sole purpose is supporting children and young people to achieve their ambitions. This vision gives us a shared sense of purpose and direction and is something we are all proud to be a part of.

Across our community of nine schools our people are doing remarkable things by being fully engaged in work that transforms lives, supporting children and young people to grow in confidence and develop into citizens we are proud of.

Our community of leaders, teachers and support staff work collaboratively to tackle some of society's most critical challenges.



Our values – aspiration, respect, integrity and responsibility – harness our belief that it is not just what we do, but how we do it that makes a difference. These values reflect who we are and how we work to create a culture for success, as we continue to evolve to ensure that we meet the needs of our children and young people, colleagues and partners both now and in the future.

With a strong focus on performance and delivering high standards in all that we do, we are looking for inspirational leaders who want to make a difference to drive forward our ambitions – leaders who will work collaboratively with colleagues, children and young people and partners to ensure each child and young person is able to excel and achieve their ambitions.

This is a great time to join the Trust as we progress at pace in our next stage of development.

We very much look forward to receiving your application for what will be a stimulating, challenging and professionally fulfilling role. Please do not hesitate to let us know if you require more information.

Yours sincerely,

**Lizann Lawson**, Chief Executive Officer



***Our vision is Shaping Positive Futures as we strongly believe our sole purpose is supporting children and young people to achieve their ambitions.***



The Consortium Academy Trust –

# a place to transform lives



Number of schools



Children and young people aged 3 to 18



Total operating income



Current staffing

**The Consortium Academy Trust combines six secondary schools and three primary schools, two of which form an all-through school.**

The Trust supports almost 8,000 children and young people aged 3 to 18 and has a total operating income of in excess of £40 million. The current staffing base consists of almost 1,300 staff. Together, Headteachers, the Central Team and the Board of Trustees work to ensure an excellent education and learning experience is provided for each and every child and young person.

## Our Vision:

Shaping Positive Futures

## Our Mission:

We put our children and young people first. We have a supportive, yet challenging environment to allow everyone in our Trust community to:

- flourish and believe that they have every chance of success.
- work together so that they can achieve more than can be done individually.
- work within a supportive culture where taking appropriate risk is seen as a strength.
- be proud of themselves, their peers, our schools, and our local communities.

## Our Strategic Priorities:



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## Our Values:

### Aspiration

We are ambitious, we aim high for ourselves and for others and we believe that we can make a real difference.

### Respect

We respect ourselves and each other. We respect our diverse environment and community.

### Integrity

We are honest with ourselves and each other. We do things for the right reasons.

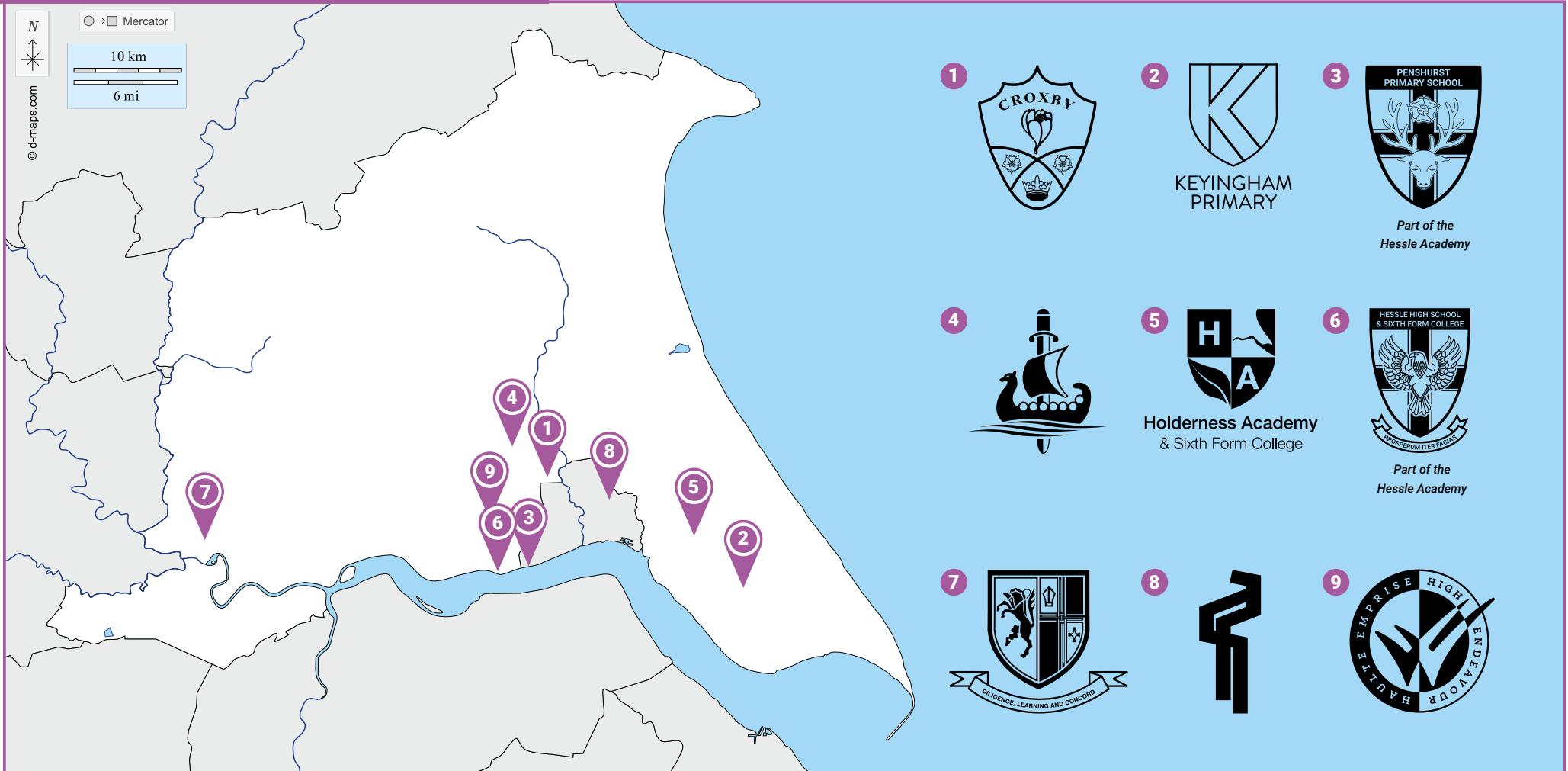
### Responsibility

We take responsibility for everything we do and see mistakes as an opportunity to improve and to get things right next time.

# Our schools are located across Hull and the East Riding.

This geographical spread creates accessible opportunities for staff across the Trust to share expertise, practice and resources.

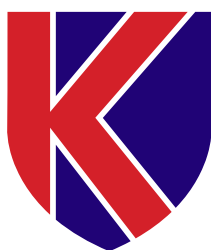
There is a critical agenda in raising the aspirations and attainment levels of children and young people across Yorkshire and the Humber, and the concentration of contribution our Trust provides, in providing children and young people with an excellent education and learning, is integral to achieving this agenda.



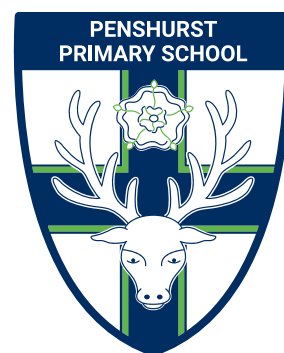


Learn and discover more about our schools through their website.

## Primary Schools



KEYINGHAM  
PRIMARY



*Part of the Hessle Academy*

## Secondary Schools



Holderness Academy  
& Sixth Form College



*Part of the Hessle Academy*



# Working and learning at the Trust

Our Trust community is rich in knowledge. The diverse, inclusive and aspirant nature of it fosters a desire to learn and develop.

In considering whether you wish to be part of our community, it is important you hear from our members.



*Being part of TCAT has provided our school with a vital network of support and guidance as we have navigated all that we have faced this year together.*



*- Deputy Headteacher*



*I know the decision I made to join TCAT was the right one for me and hopefully for everyone I work with!*

*- Payroll Manager*



*In a culture of positive and constructive feedback, I have welcomed observations from all colleagues and used them to refine my pedagogy.*

*- NQT*



*The Trust ensure that, as a Head, there is always a network of people who you can turn to for advice and guidance, including other Heads and the central services team.*

*- Headteacher*



## **Listen to our learners talk about what makes a good teacher.**

As we know, teachers are at the heart of ensuring the needs of our children and young people are met. The Directors of Improvement and Standards will invest their time in teacher development so our learners experience great teaching and learning.

**Click [HERE](#) to watch**





The Wider

# Leadership Team



*Our 'one organisation' culture is taking shape due to inclusive leadership approaches and collaboration across the central services, school improvement and school leadership teams.*



**It is an exciting time to join the Trust; with the integration of a number of key appointments to strengthen our school improvement offer and strategic governance, the Trust continues to move from strength to strength.**

Our 'one organisation' culture is taking shape due to inclusive leadership approaches and collaboration across the central services, school improvement and school leadership teams.

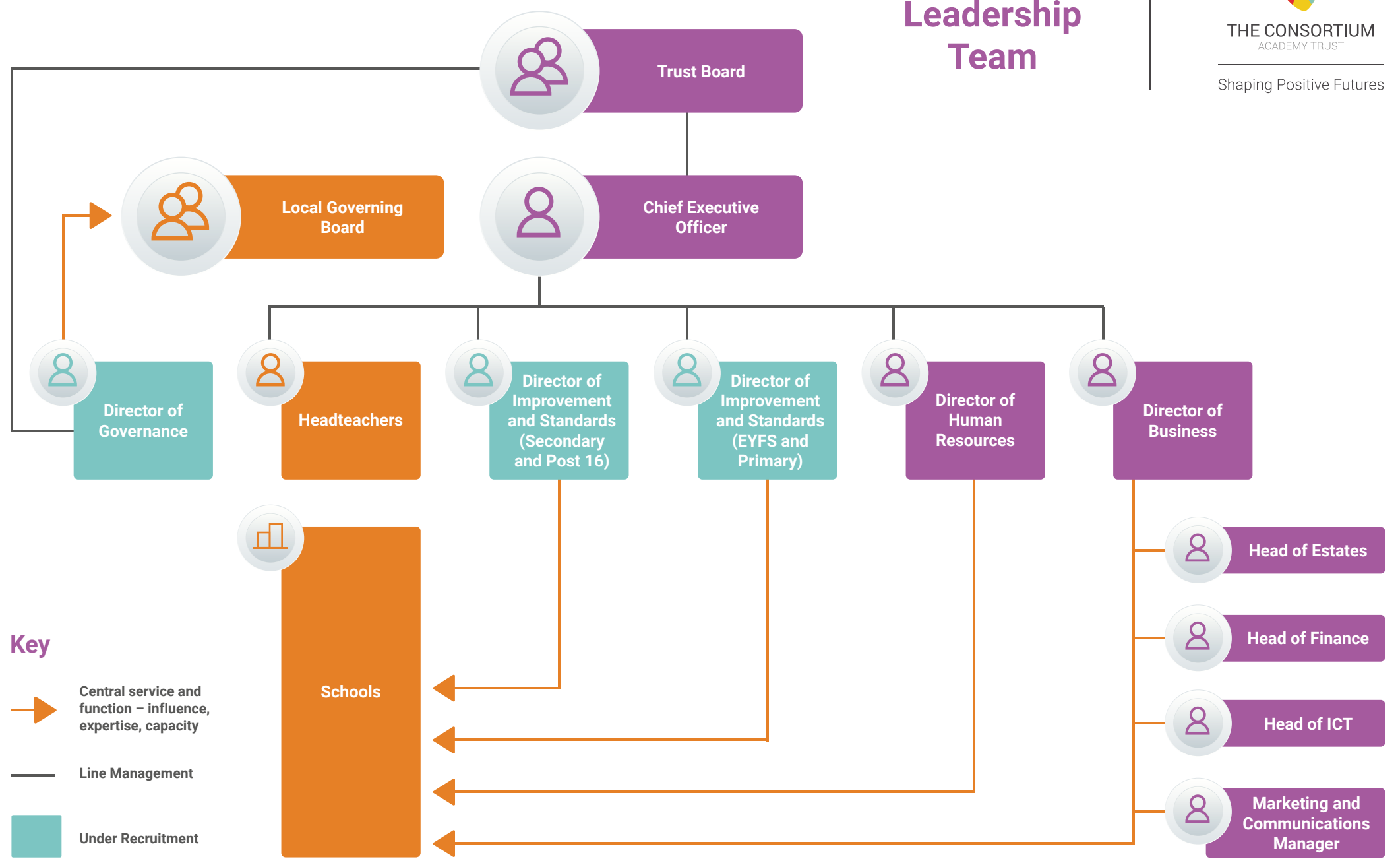
We are keen to ensure our central services and school improvement functions are of the highest quality, meeting the needs of each of our schools. This team-based approach to service delivery is central to our desire to be innovative, agile and process light to ensure our time is spent on the most impactful activities.

We expect our wider leadership team to be visible and approachable and to manage in a transparent and confident way. The Trust is a people-based business where communication and active staff management is key to success.

# The Wider Leadership Team



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# Director of Improvement and Standards – Early Years Foundation Stage and Primary

**We know from experience that things change throughout the lifetime of a role and so this job description is not a list of everything you will do – this gives our people the chance to play to their strengths.**

## How you will make an impact:

- Help maintain the ethos of The Consortium Academy Trust by driving our organisational culture forwards and using every opportunity to embed our values.
- Driving high standards by ensuring outstanding educational performance and progress across all primary schools.
- Working with Headteachers to ensure our schools have the highest quality support, challenge and intervention, so that they offer the best education for all of our learners.
- Ensuring all learners within the Trust attend a school that is Ofsted good or better with a key drive towards outstanding performance across primary schools.
- Taking responsibility for your own development - that way we can make the biggest impact!
- We are always looking for someone who can contribute to our growth.
- More than anything, we are looking for a team player who puts their heart in to their work. We have some core values that run through everything we do, and we would love it if they resonate with you too.

## About the role:

### Main purpose of the role:

- To have strategic responsibility for the leadership and management of strategies and improvement services to ensure all learners in the Trust's primary schools have access to outstanding learning experiences.
- To work with Headteachers to use a range of school performance data and impact measures to identify improvement priorities and formulate action plans.
- To develop and implement a robust quality assurance framework that supports improvement and is impact focused; with consistent approaches to quality assurance to aid peer review.
- To co-ordinate school improvement resource and lead or initiate action groups that target areas for improvement identified through robust evaluation of performance data and information.
- To work with the Director of Improvement and Standards (Secondary and Post-16) to ensure the development and compliance of a Trust wide pedagogical approach to delivering consistently high-quality teaching and learning to strengthen learner outcomes.
- To develop and implement a common approach to the observation of teaching and learning including guiding principles to carrying out learning walks.
- To work with the Director of Human Resources to develop Trust wide CPDL programmes and frameworks for EYFS and primary teachers, leaders and support staff to share and develop practice.
- To ensure timely delivery of projects to drive performance and standards across the Trust.
- To encourage and promote innovation in educational provision through the commissioning and delivery of services, ensuring that the schools meet changing needs and demands consistent with government guidelines and requirements.
- To support the CEO and Chair of Local Governing Bodies with Headteacher performance and development reviews by providing robust information on school performance.

## Key accountabilities:

- To conduct and hold up-to-date accurate assessments of the standards of each primary school through the principles of the Education and Inspection Framework.
- To lead on the development and implementation of Trust wide education-based policies through collaboration with Headteachers, Unions and other key stakeholders.
- To lead on the development of consistent assessment and reporting across the Trust.
- To ensure that all schools are prepared and colleagues trained and understand the requirements of the current Ofsted framework.
- To ensure educational performance and standards are evaluated at Trust level through a robust evaluation and reporting framework.
- To report directly to the Trust Board on the performance and standards of EYFS and primary provision.
- To lead on the Educational Due Diligence for primary schools converting into the Trust.
- To lead on safeguarding across the Trust, working with Designated Safeguarding Leads in schools.

## About you:

This is the job for you if you hold the following qualifications, experience, knowledge, skills and values:

## Qualifications:

### Essential

- Educated to degree level
- Qualified Teacher Status

### Desirable

- Level 7 qualification in either leadership and management or an education-based qualification.
- National Leader of Education / Local Leader of Education

### Experience, Knowledge and Skills

- A strong track record of school improvement.
- Experienced in transformational leadership, designing and delivering strategic policies and strategies to embed best practice.
- Excellent EYFS or primary classroom practitioner.
- Ability to establish successful relationships at all levels and have excellent communication skills, both verbal and written.
- Experience of supporting and challenging senior leaders.
- Expertise and confidence to identify good or better classroom practice and overall school performance.
- High-calibre, confident individual with proven ability to manage projects, excellent drafting skills, high levels of autonomy and a proactive approach.
- Leadership and management experience.
- A methodical and meticulous approach with the ability to prioritise and to keep to deadlines within a challenging environment.
- Ability to rapidly develop confidence and trust with people throughout the organisation.
- Ability to think strategically, anticipating and responding to stakeholder requirements.
- Ability to grasp complex issues and to show sound judgement.
- Ability to quickly assimilate detailed or complex information to provide advice and guidance.
- Ability to lead and manage difficult situations.
- Strong organisational skills and personal resilience.

It is **desirable** for the post holder to be a current and practising Ofsted Inspector.

## Values and Personal Competencies:

- Committed to the values and vision of the Trust.
- Committed to equality, diversity and inclusion.
- Resilience and confidence to challenge practices in the best interests of learners.
- Achieving goals through collaboration and influence.

# Director of Improvement and Standards - Secondary and Post 16

**We know from experience that things change throughout the lifetime of a role and so this job description is not a list of everything you will do – this gives our people the chance to play to their strengths.**

## **How you will make an impact:**

- Help maintain the ethos of The Consortium Academy Trust by driving our organisational culture forwards and using every opportunity to embed our values.
- Driving high standards by ensuring outstanding educational performance and progress across all secondary schools and sixth forms.
- Working with Headteachers to ensure our schools have the highest quality support, challenge and intervention, so that they offer the best education for all of our learners.
- Ensuring all learners within the Trust attend a school that is Ofsted good or better with a key drive towards outstanding performance across secondary schools.
- Taking responsibility for your own development - that way we can make the biggest impact!
- We are always looking for someone who can contribute to our growth.
- More than anything, we are looking for a team player who puts their heart in to their work. We have some core values that run through everything we do, and we would love it if they resonate with you too.

## **About the role:**

### **Main purpose of the role:**

- To have strategic responsibility for the leadership and management of strategies and improvement services to ensure all learners in the Trust's secondary schools have access to outstanding learning experiences.
- To work with Headteachers to use a range of school performance data and impact measures to identify improvement priorities and formulate action plans.
- To develop and implement a robust quality assurance framework that supports improvement and is impact focused; with consistent approaches to quality assurance to aid peer review.
- To co-ordinate school improvement resource and lead or initiate action groups that target areas for improvement identified through robust evaluation of performance data and information.
- To work with the Director of Improvement and Standards (EYFS and Primary) to ensure the development and compliance of a Trust wide pedagogical approach to delivering consistently high-quality teaching and learning to strengthen learner outcomes.
- To develop and implement a common approach to the observation of teaching and learning including guiding principles to carrying out learning walks.
- To work with the Director of Human Resources to develop Trust wide CPDL programmes and frameworks for secondary and post 16 teachers and support staff to share and develop practice.
- To ensure timely delivery of projects to drive performance and standards across the Trust.
- To encourage and promote innovation in educational provision through the commissioning and delivery of services, ensuring that the schools meet changing needs and demands consistent with government guidelines and requirements.
- To support the CEO and Chair of Local Governing Bodies with Headteacher performance and development reviews by providing robust information on school performance.



## Key accountabilities:

- To conduct and hold up-to-date accurate assessments of the standards of each secondary school through the principles of the Education and Inspection Framework.
- To lead on the development and implementation of Trust wide education-based policies through collaboration with Headteachers, Unions and other key stakeholders.
- To lead on the development of consistent assessment and reporting across the Trust.
- To ensure that all schools are prepared and colleagues trained and understand the requirements of the current Ofsted framework.
- To ensure educational performance and standards are evaluated at Trust level through a robust evaluation and reporting framework.
- To report directly to the Trust Board on the performance and standards of secondary and post 16 provision.
- To lead on the Educational Due Diligence for secondary schools converting into the Trust.
- To line manage the School Improvement Director (English) and lead on the Trust's strategic focus on reading and the Trust in Reading@TCAT initiative.

## About you:

This is the job for you if you hold the following qualifications, experience, knowledge, skills and values:

### Qualifications:

#### Essential

- Educated to degree level
- Qualified Teacher Status

#### Desirable

- Level 7 qualification in either leadership and management or an education-based qualification.
- National Leader of Education / Local Leader of Education

### Experience, Knowledge and Skills

- A strong track record of school improvement.
- Experienced in transformational leadership, designing and delivering strategic policies and strategies to embed best practice.
- Excellent secondary or post-16 classroom practitioner.
- Ability to establish successful relationships at all levels and have excellent communication skills, both verbal and written.
- Experience of supporting and challenging senior leaders.
- Expertise and confidence to identify good or better classroom practice and overall school performance.
- High-calibre, confident individual with proven ability to manage projects, excellent drafting skills, high levels of autonomy and a proactive approach.
- Leadership and management experience.
- A methodical and meticulous approach with the ability to prioritise and to keep to deadlines within a challenging environment.
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### Values and Personal Competencies:

- Committed to the values and vision of the Trust.
- Committed to equality, diversity and inclusion.
- Resilience and confidence to challenge practices in the best interests of learners.
- Achieving goals through collaboration and influence.

# Further information



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ACADEMY TRUST

Shaping Positive Futures

## Remuneration

The salary for each role is at scale point 74 c£80k.

## Pension

The pension scheme is the Local Government Pension scheme. However, we will support access to the Teachers' Pension Scheme (for existing members) or other by arrangement.

## Relocation

For those relocating nationally support for associated costs can be discussed.

## Continuous Professional Development

The Trust is keen to develop its people and through the annual staff performance and development review, professional development opportunities are explored.

## Appointment Process

Applications should consist of a **CV accompanied by a covering letter** addressing the criteria in the role information. Please send your application to:

**communications@consortiumtrust.co.uk**

Closing date for receipt of applications is **midnight on 24 January 2022**. The Directors of Improvement and Standards will be appointed by a formal Selection Committee who will hold a candidate review meeting shortly after the closing date with shortlisted candidates being notified thereafter. Informal questions regarding the post should be directed to the communications team at:

**communications@consortiumtrust.co.uk**

Prior to application, if you would like an informal discussion with the Chief Executive Officer, this will need to be requested via the communications team.

Dates available for this are **Monday 17 January and Tuesday 18 January 2022 between 8am and 6pm**.

The selection will involve an assessment centre activity and internal stakeholder interview on **Wednesday 2 February or Thursday 3 February 2022**, with a formal presentation and interview taking place on **Monday 7 February or Tuesday 8 February 2022**. Further details of this will be sent to shortlisted candidates in due course.

An appointment will be made subject to satisfactory references, in line with the usual terms and conditions of employment at The Consortium Academy Trust.

## Recruitment Statement

We hope that the details provided here will allow you to make an informed decision to allow you to pursue your application for this position and continue with the recruitment process.

The role will be located in Hull and the East Riding. Whilst the Trust's central team is located within the estate of Cottingham High School and Sixth Form College, there is an expectation for travel to each of our schools. Further to this, there is a requirement that the successful candidate will live within commuting distance of the Trust's central location. If this might involve a relocation for you, please discuss this with us





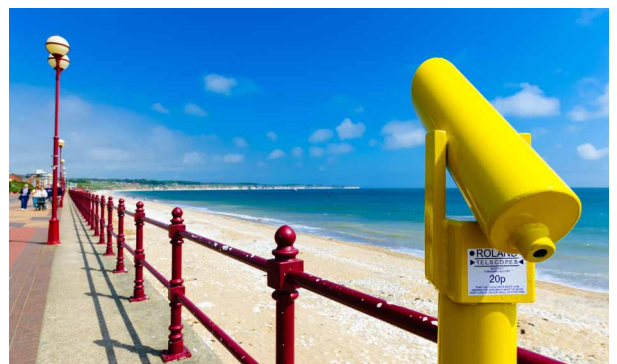
# Your life in East Yorkshire

Renowned for its rural and coastal character, making it the ideal place to live if you crave the outdoors, East Yorkshire is a ceremonial county blessed with dramatic coastline and rolling chalk hills.

Although predominantly rural, it's becoming increasingly known as a hotspot for culture. Hull was named as the UK's City of Culture 2017.

East Yorkshire has a strong rural and seaside character. Its coastline has several golden-sand beaches and traditional seaside towns with piers, promenades and fish and chip shops. Towns tend to be small and traditional with period architecture, often with plenty of boutiques, cafés and historical coaching inns. Hull's Old Town also still has its cobbled streets, but redevelopment has filled the rest of the city with new apartment blocks, museums and restaurants.

Beyond the towns is rolling countryside marked by long-distance walking and cycling routes. Locals can also visit the Yorkshire Nature Triangle, the go-to location for spotting wildlife.



Find out more about the region at:  
[www.marketinghumber.com/region](http://www.marketinghumber.com/region)



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