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CEO: Adrian Packer CBE

 @COREeducate  @COREeducate



CORE
EDUCATION
TRUST

**SCHOOL IMPROVEMENT LEAD –
QUALITY OF EDUCATION**

Information pack

**DELIVERING A
CORE EDUCATION**

We promote a simple but ambitious ethos which is expressed through our four CORE values:

collaboration; opportunity; respect and excellence.

WELCOME FROM OUR CEO

Thank you for your interest in working for CORE Education Trust. I co-founded the Trust in 2015 and remain very much “hands-on” in my approach to leading the Trust. However, I am very clear that it is not my job to run our schools. We employ dynamic Headteachers and senior leaders and we give them a clear mandate to lead on delivering a CORE education in the local context of each of our schools. These schools are at the heart of the communities they serve. As a sponsor, we are committed to understanding the local contexts and we provide solutions, resources and innovation on that basis.

We promote a simple but ambitious ethos which is expressed through our four CORE values: collaboration; opportunity; respect and excellence. These values place an emphasis on fostering positive relationships and creating a culture of aspiration, purpose and belonging. We thrive on diversity and work hard to create school environments that are open, outward facing, creative and dynamic.

You can read much more about our ethos, culture and history through the many archive news stories on the internet. We have had an eventful journey to this point! What I hope you will recognise about that history is that we are a resilient and courageous MAT. We dare to step into situations that are challenging, and we seek bold solutions because that is what we believe our children deserve. Each school we take on has its own distinctive identity and therefore its own distinctive rewards and challenges. A quick look at our social media profiles will enable you to get a sense of those different contexts. As well as finding out as much as you can about the school at which the role you are applying for is based, I would also encourage you to fully understand the nuanced details of the Trust’s wider work through projects such as Echo Eternal before submitting an application. We would also ask that you consider how our values chime with your own sense of how schools should be run and how children are best served through our education system. We want all our staff to consider themselves as learners and leaders, regardless of their job role.

CORE Education has become a happy home for many staff who have worked in other environments and perhaps found it difficult to fit in. We embrace individuality of thought and celebrate that we are an employer who cares passionately about its employees, people with an incredibly diverse range of backgrounds and experiences. I have worked at every level from Teaching Assistant to Headteacher and just about every job in between. I have also worked or had experience in almost every sector of education. I am therefore proud to now be able to lead a Trust in a way that allows me to draw on my direct experiences and go about my day to day business with a strong feeling of empathy for every one of our staff. I wish you every success with your application and hope I am in a position to personally congratulate you and say “welcome home” if you’re successful.



Adrian Packer CBE

CORE Education Trust Founder and CEO

OUR CORE VALUES

COLLABORATION

We join in and contribute. We are outward-facing and open to new possibilities.

Each year we host, for all our staff a career enriching, collaborative and inspiring training conference.

Our vision – all our schools are united in their passion and commitment to deliver a CORE Education.



OPPORTUNITY

We nurture each other and invest in ourselves.

We provide innovative experiences that broaden horizons, support social mobility, and confront inequality. We provide innovative experiences that broaden horizons, support social mobility, and confront inequality.



RESPECT

We cherish the richness of difference. We take time to understand each other.

Echo Eternal is our very own commemorative arts, media, and civic engagement project. Echo Eternal is inspired by Holocaust survivor testimony and delivered through collaborative partnerships.

Our very own COREus Choir comprising of students from across the trust, are a huge part of Echo Eternal and they have dedicated much of their time to this project.



EXCELLENCE

We nurture each other and invest in ourselves. We are proud of our achievements, yet always aiming higher.

CORE Education Trust's Echo Eternal Project has been recognised in the Pearson National Teaching Awards announcing Echo Eternal as Gold Winners in November 2020



WHAT OUR STAFF SAY

Which elements of your job give you the most satisfaction?

“...developing my skills, being able to clarify and perfect these skills and my teaching, being able to teach my subject with progress being made.”

“...When I can see the positive impact of the work I have done on both colleagues and students. I very much appreciate the autonomy of my role, and the professional trust I am afforded by my line manager. This makes me feel valued and appreciated as an employee.”

“...seeing the opportunities that arise for both staff and students.
To see students totally engaged with learning through the amazing teaching staff.”

I am proud to be a part of CORE Education Trust because...

“...all CORE values protect and respect students and teachers for their individualities while it provides them with opportunities to improve academically and professionally.”

“... we are given good CPD opportunities and extra facilities. For example, the annual Delivering a CORE Education conference which allows connections to be made.”

“...I am proud to be a part of an inclusive school that strives towards excellence despite challenging circumstances.”

JOIN US ONLINE

www.core-education.co.uk

www.core-education.co.uk/latest/

 @COREeducate  @COREeducate

#COREcollaboration #COREopportunity #CORErespect #COREexcellence #COREcares #DACE

OUR SCHOOLS

Based in Birmingham, we are committed to delivering the best possible experiences across our Academy schools. We are here to transform young people's lives and build ambitious futures through Collaboration, Opportunity, Respect and Excellence.

We are proud that each of our schools has its own distinctive character. Our Headteachers lead their schools in the best interests of their students and their families in a local context. However, all our schools are united in their passion and commitment to deliver a CORE Education.



OUR PARTNERSHIPS

We promote a culturally rich community and learning projects through partnerships.

CORE Education Trust's Echo Eternal Project has been recognised as a Gold Award Winner in the Pearson National Teaching Awards announced on 27th November. We are delighted to receive be the Gold Award for Impact through Partnership for outstanding commitment to changing the lives of young people through our work.

It is a great honour to have the impact of our work recognised, none of which would be possible without our partners.



EMPLOYEE BENEFITS

- All employees, regardless of hours worked or length of service, are entitled to up to 52 weeks maternity leave, including paternity and adoption leave.
- We offer all staff a 2-week break over the school Christmas holidays, on top of their allocated holiday allowance.
- We are proud to be a living wage employer, which means fair and competitive wage to all CORE Education Trust Employees
- All staff are automatically opted in for the award-winning Westfield Health employee assist program.





CORE
EDUCATION
TRUST

JOB VACANCY

Job Title:	School Improvement Lead – Quality of Education	Reporting to:	Senior Headteacher
Location:	School based – all trust schools	Annual Salary:	L22-L26 (£70,745 - £78,025)
Starting:	01 September 2022, or earlier by agreement	Hours of work:	
Apply by:	0900 Monday 23 rd May 2022	Shortlisting:	23 rd May 2022
School visits:	w.b. Monday 16 th May 2022	Interviews:	26 th May 2022

CORE Education Trust is a values-driven multi-academy trust rich in cultural and social diversity. Responsible for four academies in Birmingham, the Trust was set up to innovate through adversity and to challenge the conventional boundaries of what is possible for our students. Motivated and inspired by the success of our students, our ambition goes beyond textbooks and whiteboards, we are proud to work with the young people of Birmingham.

This role will be based within the Central Team at CORE Education Trust. You will be joining a team whose sole aim is to ensure that all students get the very best support, care and guidance that enables them to achieve their very best.

WHO ARE WE LOOKING FOR?

Our Trust is a place of possibility, and we never underestimate the impact inspirational staff can have on the life chances of our students. We are now seeking to appoint to a brand new role of School Improvement Lead – Quality of Education to support and challenge us and our school leaders through the next stage of our trust improvement and growth.

This is a demanding and varied role and the successful candidate should be committed to improving the lives of the students at CORE Education Trust. You will be an advocate for the vision and aims of the Trust; supporting its mission to provide opportunities for collaboration, support and challenge all of our schools within the Trust. You will demonstrate and play a key role in developing the school improvement strategy to ensure our students experience an excellent education aligned with the agreed Trust Strategic Framework as well as leading on the implementation of school improvement strategy in collaboration with other key colleagues.

You will deliver a trust wide programme to deliver the Early Career Framework with a team of school-based Professional Tutors to key partner organisations and will ensure continued high quality development, support and challenge for the programme and participants. Working alongside trusted partner organisations you will deliver the trust wide ITT provision including the recruitment of trainees, development of the professional learning programme, quality assurance of ITT classroom delivery and continued development of the programme in partnership with BCU.



WHAT WE OFFER

The successful candidate will be joining a vibrant learning community with national award-winning credentials. The Trust works collaboratively with leaders to ensure our CORE Values are promoted, embodied, and celebrated by all the staff and children in our schools. You will:

- be given the opportunity to engage with cross-trust activities that connect students and staff to their wider family of schools/peers across the city. This includes programmes such as the award-winning Echo Eternal Holocaust memorial arts initiative, The Great Get Together and The COREus Choir
- be provided with a provision of support and training to foster a positive culture of wellbeing for all students and staff

We place a strong emphasis on supporting and encouraging personal development, which includes:

- a CPD strategy that is designed to support the career aspirations of all staff to help them realise their potential.
- access to experienced mentors who have a strong track record of developing staff

This is an exciting time to join the Trust. We are about to embark on the next phase of our evolution as an outward facing, forward thinking Trust guided by a vision underpinned by optimism, ambition and oneness.

ADDITIONAL INFORMATION & HOW TO APPLY

For further information about this exciting opportunity, or an informal discussion please contact Emma Ruffinato, Head of People and Organisation Development on ER@core-education.co.uk

Only those applicants submitting a [CORE Education Trust Application Form](#) will be considered. Please note that we do not accept CVs.

To apply for this role please submit your CORE Education Trust Application Form to recruitment@core-education.co.uk by 0900 on Monday 23rd May 2022

For more information visit our website, [CORE-education.co.uk/work-with-us](https://core-education.co.uk/work-with-us)

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

CORE Education Trust is committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community. We are an Equal Opportunities and Living Wage employer.

JOB DESCRIPTION

Job Title:	School Improvement Lead – Quality of Education	Reporting to:	Senior Headteacher
Location:	Trust wide	Annual salary:	L22-L26
Contract type:	Permanent	Hours of work:	Full time (part-time will be considered)

JOB PURPOSE AND RESPONSIBILITIES

Trust-wide strategic leadership of school improvement

- Be an advocate for the vision and aims of the Trust and support its mission to provide opportunities for collaboration, support and challenge for the schools of CORE Education Trust.
- Play a key role in developing the school improvement strategy which ensures that our students experience an excellent education aligned with the agreed Trust Strategic Framework.
- Lead on the implementation of school improvement strategy in collaboration with the School Improvement Lead – Behaviour, Attitudes and Personal Development.
- Working alongside the Trust Group Executive and school leaders to identify areas for improvement and put in place the required actions.
- Provide direct strategic & practical support to schools in need as required.
- Support schools in preparing for external scrutiny and inspections e.g. OFSTED.
- Develop a deep knowledge of our schools and use this to ensure the effective prioritisation of support.
- Be accountable to the CEO for raising educational standards across the Trust.
- Identify where best practice is in the Trust and facilitate meaningful collaboration.
- Identify and utilise external sources of support for the Trust-wide school improvement strategy where appropriate.
- To signpost external sources of support to Headteachers and their SIP-Chair of Governors where appropriate.
- Provide reports to the Board of Trustees on education across the Trust.
- Support with the educational due diligence process for schools looking to join the Trust.

Curriculum Intent & Implementation

- Ensure a broad, structured and coherent curriculum is in place which is aligned to, and delivering, the Trust-wide Curriculum Principles.
- Support schools to develop and implement an effective secondary curriculum which meets the agreed Curriculum Principles.
- Establish effective curricular leadership: developing subject leaders with high levels of relevant expertise with access to professional networks and learning communities.
- Ensure continued development of teaching using instructional coaching in Trust schools. This to be developed through the cross-Trust satellites (working parties).
- Ensure that the Trust agreed common assessment framework is developed and delivered in order to support exemplary student progress in all year groups.

Professional development

- Prioritise the professional development of staff; ensuring effective planning, delivery, and evaluation of CPD opportunities.
- Lead the development of teachers and school Senior Leadership Teams (teaching) and develop a career ladder for staff across the Trust in liaison with the Head of People and Organisation Development.
- Ensure that professional development opportunities, where necessary, draw on expert provision from beyond the Trust, as well as within it.

Early Career Teachers and Initial Teacher Training

- Deliver a trust wide programme to deliver the Early Career Framework with a team of school-based Professional Tutors. This programme is established with ATT, Ambition Institute and the National Teacher Accreditation authority, therefore the role is to ensure continued high quality development, support and challenge for the programme and participants.
- To deliver the trust wide ITT provision through Birmingham City University (BCU), working alongside the Professional Mentor team in all trust schools. This to include the recruitment of trainees, development of the professional learning programme, quality assurance of ITT classroom delivery and continued development of the programme in partnership with BCU.
- To maintain a comprehensive oversight of all ITT providers and placements in the trust, ensuring that whilst we maintain a high quality offer for ITT students, that this is not to the detriment of the experience of our students.
- To act as the Trust liaison for all Teach First placement and participants: working with the Teach First delivery team to ensure an outstanding experience for all participants, securing long term tenure for Teach First graduates, and ensuring that all trust schools benefit from the partnership with Teach First.

Vulnerable learners

- Ensure each school delivers a high-quality educational experience, so that all students, particularly those with SEND, disadvantaged students, high prior attaining students, achieve exceptionally well.
- Ensure that inclusion is at the heart of the work of the Trust and that each school demonstrates this in its practices.

SPECIAL CONDITIONS OF EMPLOYMENT

REHABILITATION OF OFFENDERS ACT 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions, and reprimands being considered. Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with CORE Education Trust Disciplinary Procedure.

HEALTH AND SAFETY

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in CORE Education Trust Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

EQUALITY AND DIVERSITY

CORE Education Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

TRAINING AND DEVELOPMENT

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

MOBILITY:

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Trust they may be required, in accordance with legitimate operational requirements and / or facilitating the avoidance of staffing reductions.



This job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Amendments will be made in consultation with any existing jobholder and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

Job Description Reviewed on:	May 2022
Job Description Reviewed by:	Head of People and Organisation Development

PERSON SPECIFICATION



Job Title:	School Improvement Lead – Quality of Education	Reporting to:	Senior Headteacher
Salary:	L22 – L26	Location:	Trust wide

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment. All posts will be subject to a DBS clearance at Enhanced level.

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

	Essential	Desirable
Qualified teaching status	✓	
Educated to degree level or equivalent	✓	
Further professional qualifications relevant to the post		✓
Up to date Designated Safeguarding Lead and Safer Recruitment training	✓	
Experience of teaching in the Secondary age range	✓	
Extensive school leadership experience in the secondary sector (5+ years at AHT level or above)	✓	
Experience as a headteacher		✓
A thorough understanding of effective safeguarding practice	✓	
Experience of successful school-to-school support	✓	
Significant experience of the monitoring and development of teaching and learning	✓	
Experience of delivering impactful professional development	✓	
Experience of working in an academy trust		
Experience of managing change		✓
Excellent understanding of the current OFSTED framework	✓	
A sound understanding of school/trust governance	✓	
Experience of reporting to those responsible for governance in a multi-school setting		✓
Excellent communication skills, both written and oral	✓	
Good interpersonal skills with the ability and experience to motivate others	✓	
Up to date knowledge of pedagogy and a sound understanding of research in this area	✓	
The ability to develop effective partnerships and networks	✓	
A thorough understanding of effective curriculum design	✓	

Ability to work as part of a team and on own initiative	✓	
Experience of monitoring and evaluation of educational provision and standards	✓	
Understanding of the national educational context	✓	
Knowledge of current curriculum requirements	✓	
Excellent understanding of current pedagogical issues and effective research	✓	
Ability to use data analysis to help secure school improvement	✓	
Work in accordance with the Trust's collaborative values	✓	
Sound judgement and decision maker – confident in using own initiative	✓	
Personal Attributes		
Committed to CORE Education Trust aims	✓	
Committed to Equality and Diversity	✓	
Committed to own continuing professional development	✓	