

The Roseland  
Multi Academy  
trust

Kindness  
Responsibility  
Ambition



[www.theroselandmat.co.uk](http://www.theroselandmat.co.uk)

Senior School Improvement Lead  
The Roseland Multi Academy Trust  
**Applicant Pack**

## Message from our CEO

Dear Applicant

The Roseland Multi Academy Trust's mission is to provide outstanding education for its communities, where everyone succeeds. This is an exciting time to join our Trust as we work to ensure that our schools develop and improve together.

The role of our Senior School Improvement Lead is crucially important in the next step of our journey in achieving our mission. All of our schools have improved since joining the Trust. The Roseland Academy went to Outstanding in 2017 and will be inspected within the next academic year. The outcomes remain high and it will be the Senior School Improvement Lead's role to quality assure all aspects of school life to ensure The Roseland Academy continues to offer outstanding education.

Our primary schools, Gerrans School and Tregony Community Primary School, are led by an Executive Headteacher and are both Good schools. Tregony Community Primary School has gone from strength to strength and has excellent outcomes. Gerrans School provides strong personal development and excellent extra opportunities for its pupils and is currently developing its curriculum intent and implementation in line with Tregony Community Primary School.

The Trust sponsored Treviglas Academy in 2019 as an Inadequate school and re-brokered Falmouth School in 2021, also graded Inadequate. Both schools are improving and this year received Requires Improvement in their most recent OFSTED reports. Both schools have new Leadership Teams and are on a good trajectory of school improvement.

The Senior School Improvement Lead will work within the Trust Improvement Team that consists of two other School Improvement Leads. We have also seconded, for a fixed term, a School Improvement Lead who has a maths focus across the Trust. You will work closely with your team, the CEO and the Executive Leadership Team, which includes our Executive Headteacher for our primary schools and our three secondary Headteachers. Within the Executive Team you will also liaise with our CFO and Human Resources Manager. It is a close team and one that likes to challenge for improvement. The Trust also has external school advisors, one for primary and one for secondary. It will be important to work closely with our external advisors and establish strong working relationships that critically evaluate each school's improvement plans and their journey in achieving them.

Part of the role will require reporting to our Local Monitoring Committees, one for primary and one for secondary. This is our local level of governance. At times, you may also join Trust Board meetings to report on improvement progress.

If you are ambitious for school improvement and can lead a dedicated team, then this is an exciting opportunity. We are looking for a leader who can think and deliver strategically, work well within an executive team to establish strong trusting but challenging relationships to ensure our schools go from strength to strength.

*Chris Challis, CEO*



## Message from our Chair

Welcome to our Trust! Firstly, I would like to take the opportunity to thank you for your interest in this key position within our Trust. It is a role that will make a difference to those at the heart of the Trust and most importantly the children in our communities. School improvement is a rewarding role and if successful, you would be joining at an exciting time.

Our Trust is ambitious for the students and staff we serve. As trustees and governors we are determined to sustain the highest aspirations for all our young people. We are rightly proud of our reputation which has been built on the work of a dedicated team across the Trust.

Our schools have a history of collaborative working and this has developed further through the evolution of our Trust Improvement Team. We are a true family of schools. All schools within the Trust have used the good practice within schools to provide cross school support and challenge as well as finding effective ways to work with other schools outside of our Trust.

Headteachers within the Trust meet regularly and provide strong support and professional challenge. They lead talented and highly committed staff bodies. Staff wellbeing, welfare and professional development are priorities, and we all work to our Trust mission, vision and values and school cultures.

Education is an increasingly demanding sector to work in. Keeping abreast of policy changes and DfE guidance can be a challenge in itself. Some schools are further ahead in their improvement journey, or more established as a good or outstanding school than others, but all are working incredibly hard to make our schools fantastic learning spaces for our children.

I hope you enjoy reading this applicant pack, which provides more details about the role. I would like to thank you again for your interest in the post and look forward to receiving your application.

*Nigel Hyde, Chair of the Board*

## The Trust

The Trust consists of three secondary schools (The Roseland Academy, Treviglas Academy, Falmouth School), two primary schools (Gerrans School, Tregony Community Primary School), OneCornwall (East) Teaching School Hub and our Central Team. The Teaching School Hub is a partnership of two outstanding schools in Cornwall within two different Trusts, including The Roseland Academy, but working together to provide the golden thread for teacher development including ITT, ECF and NPQs.

The Roseland Multi Academy Trust is responsible for encouraging and supporting all our schools to conduct robust and honest self-evaluations, develop their practice and ensure our students have the best possible learning environments. The Trust has a Central Team to support our schools to achieve their goals. We put our staff at the heart of everything we do to create a team spirit in our highly successful schools.



## Mission, Vision and Values

**Mission:** *The Roseland Multi Academy Trust provides an outstanding education for our communities Where Everyone Succeeds.*

**Vision:** *To inspire a love of learning within environments that are happy, respectful and challenging where everyone feels valued and able to reach their full potential.*

**Values:** *Kindness - Responsibility – Ambition*

## OneCornwall Teaching School Hub

Within the Trust we have been successful in establishing a Teaching School Hub through the recognised outstanding provision provided by The Roseland Academy. In Cornwall, the East Cornwall Teaching School Hub works in partnership with the West Teaching School Hub, creating OneCornwall Teaching School Hub.

The key functions are:

1. Initial Teacher Training: either as an accredited body which can recommend trainees for QTS (SCITT), as a lead school, or mutually agreed alternative approach of equivalent impact.
2. Appropriate Body: ensure Early Career Teachers have access to appropriate support and training, and manage their assessment and support as required.
3. Support the rollout of the Early Career Framework by acting as a delivery partner for an ECF lead provider.
4. Signpost and facilitate EEF-endorsed programmes, in partnership with Kingsbridge Research School.
5. Signpost, facilitate, and deliver DfE-approved CPD in line with the Department's Standard for Teachers' Professional Development.
6. Supporting the rollout of the new National Professional Qualifications by acting as a delivery partner for an NPQ lead provider.

## Trust Improvement Team

The Trust has been in existence since 2016. We strive to fulfil our mission and vision and adhere to our values, whilst actively driving for continuous improvement. Our Trust Improvement Team (TRIP) focuses fully on the Trust and schools' strategic priorities and innovation through the improvement methods we employ. We maintain close collaboration, creative and critical thinking.

Our improvement journey commenced with the key hallmark initiatives encapsulated within our in-house CPD, Lead The Roseland Way and the Trust Improvement Days, known as MIP Days, which drive professional development forward and encourage professional and personal growth. The content within this in-house programme continues to grow and further expand, based on the rising capacity within the Trust.

## The Roseland Multi-Academy Trust

Wellbeing, happiness and success of all our colleagues is paramount. Within our working environments we follow our own school cultures which enable us all to emulate daily our Trust mission, vision, values, and standards. All our staff access specific development opportunities and we encourage everyone to lead in their role.

We create opportunities through published research that inform a true collaboration, pursuit of explicit success criteria that is supported by ethical decision-making. We promote partnerships that provide rigorous feedback, a clear structure for improvement and continuing support where needed. Our aim is to develop a wide-ranging repertoire of improvement approaches that are explicit in its instruction, are impactful and are sustainable in the long term.

We have been working actively on driving our Trust improvement work forward. We have been engaged in developing ways to evaluate our performance across different areas over time. We aim to make evaluations even more systematic and even more comparable so that we can identify the areas of improvement more precisely and to further standardise the quality assurance process. The acute foci on the strategic plan, Trust improvement plan and school improvement plans are maintained throughout. The information generated enables reporting to our Trust Board to be precise, explicit and accessible.

## Ofsted Reports

Falmouth School

<https://reports.ofsted.gov.uk/provider/23/137223>

Gerrans School

<https://reports.ofsted.gov.uk/provider/21/142662>

The Roseland Academy

<https://reports.ofsted.gov.uk/provider/23/136572>

Tregony Community Primary School

<https://reports.ofsted.gov.uk/provider/21/142668>

Treviglas Academy

<https://reports.ofsted.gov.uk/provider/23/145843>



## About the Role – Senior School Improvement Lead

Contract Type: Permanent/Full Time

Salary: Negotiable

Start date: 1 January 2024 / by negotiation

We are looking for a Senior School Improvement Lead to join our Trust. The Roseland Multi-Academy Trust consists of three secondary schools, two primary schools and a Teaching School Hub. The Trust's mission is "to provide outstanding education for our communities, where everyone succeeds" and we put our staff at the heart of everything we do to create a team spirit in our highly successful schools.

The Senior School Improvement Lead will be employed to work Trust-wide, leading quality assurance and school improvement across our settings. You will lead our Trust Improvement Team (TRIP), be supported by School Improvement Leads and will work within our Trust Executive Team, leading the development and use of quality assurance systems and improvement strategies.

This is a role for an exceptional leader who has the ability to critically evaluate educational processes, procedures, systems and policies to enable rapid and sustained improvements in all aspects of the overall effectiveness of a school. The post-holder will be able to quickly form strong professional relationships with school leaders, gain their confidence and provide high level coaching that enables them to achieve their school's ambitions. You will know and have experience of outstanding practice in all areas of the inspection framework and will have experience of successfully leading change for improvement that has positively impacted on students' attendance, behaviours and engagement in their learning. The ability to model best practice, use the best researched informed strategies, present in complete confidence and gain staff, student and parent confidence is essential.

The Roseland Multi Academy Trust is a highly successful and we are looking for candidates who:

- value and understand how Trusts work effectively and how best to galvanise collaboration across settings;
- can work cross-phase, leading and supporting both primary and secondary schools in educational practices and school improvement;
- can lead with determination to make transformational change where it is needed with a proven track record of securing sustained school improvement;
- are excellent leaders, who inspires the best in others;
- are looking for a new role, working alongside an established CEO, in a Trust with a strong reputation and proven track record in school improvement;
- wish to join a highly effective Trust who have brought transformational change to our sponsored and re-brokered schools.

The successful candidate will be able to design, lead and facilitate quality in-house CPD following in the footsteps of our highly successful Lead the Roseland Way CPD offer. Lead the Roseland Way CPD has developed our staff across the Trust and enabled them to grow in their own roles and successfully apply for more senior opportunities within our Trust and beyond. Through the Teaching School Hub, other opportunities are offered including the National Professional Qualifications and again it would be the successful candidate's role to ensure that these opportunities support internal improvement strategies.

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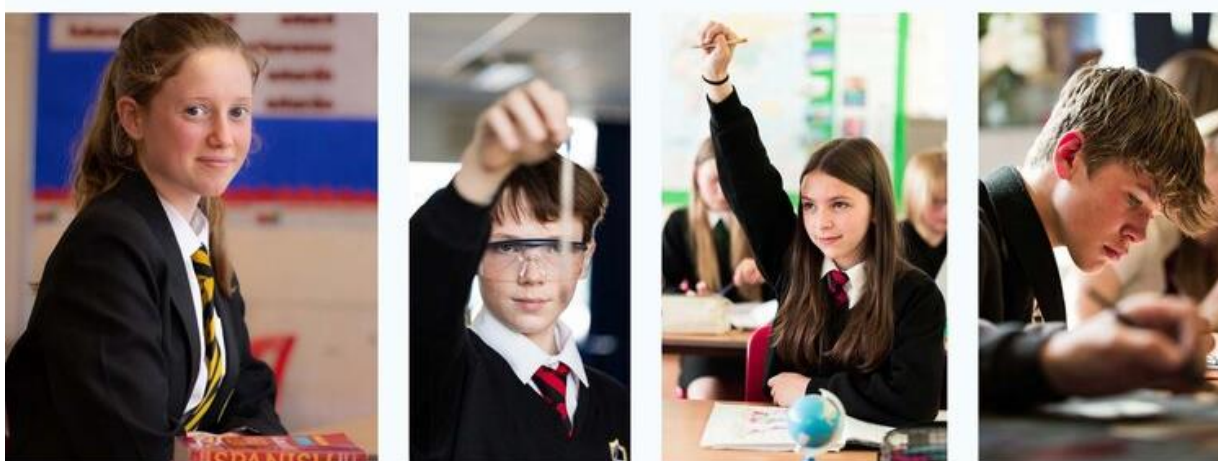
All our schools, the Central Team and the OneCornwall Teaching School Hub (East) share the same ethos and values. Every one of our school communities strives for our mission and this is reflected in what we do on a day to day basis. Our schools are in relatively close geographical proximity.

Our primary schools are led by an Executive Headteacher and shared senior leaders. This has developed true collaboration between staff in the settings. The three secondary school Headteachers work in collaboration and promote Trust working to support school improvement.

The Trust recognises the importance of staff wellbeing and has supportive policies and procedures in place as well as collaboration opportunities across our settings. There is the option of homeworking after the first six months in post. Our school settings have free parking facilities. This role will involve travelling to and working at schools across the Trust, therefore, a driving license and access to a vehicle is essential. Where there is a requirement to travel to different schools, mileage is paid. Our schools are in relatively close geographical proximity to one another and the Central Team base is in the beautiful village of Tregony, near Truro in Cornwall.

If this new, exciting opportunity interests you we would love to hear from you. We are keen to hear from dedicated and passionate professionals who are eager to progress their career in a highly successful Trust.

Further details for this post are available from Mrs Jodie Winter, Trust HR Manager: [jwinter@theroselandmat.co.uk](mailto:jwinter@theroselandmat.co.uk). Please note a completed application form needs to be submitted, available from the Trust's website, (CVs are not an accepted form of application).



## Job Description

<b>Job Title:</b>	Senior School Improvement Lead
<b>Salary:</b>	Negotiable
<b>Contract:</b>	Permanent / Full-Time in line with STPCD
<b>Phase:</b>	Primary / Secondary
<b>Responsible to:</b>	Chair of the Trust Board / Chief Executive Officer

### Main Purpose

- To work trust-wide, leading quality assurance and school improvement across our settings.
- To lead the Trust Improvement Team (TRIP) leading the development and use of quality assurance systems and improvement strategies.
- To critically evaluate educational processes, procedures, systems and policies to enable rapid and sustained improvements in all aspects of the overall effectiveness of a school.
- To quickly form strong professional relationships with school leaders, gain their confidence and provide high level coaching that enables them to achieve their school's ambitions.
- To utilise your experience of outstanding practice in all areas of the inspection framework to successfully lead change for improvement that positively impacts on students' attendance, behaviours and engagement in their learning and therefore their outcomes.
- To model best practice, use the best researched informed strategies, present in complete confidence and gain staff, student and parent confidence.
- To design, lead and facilitate quality in-house CPD following in the footsteps of the Lead the Roseland Way CPD offer.
- You will have overall responsibility for reporting to the CEO and the Board of Trustees/Local Monitoring Committees on the educational standards and outcomes of our schools, and to report on the outcomes of school improvement work. The role will be educationally and strategically focused on achieving the highest standards, providing clear leadership and direction for school improvement across the Trust's schools. You will support, develop, and deliver targeted school improvement interventions through the development of professional learning and lead the team of School Improvement Leads.

### Key Accountabilities

Reporting to the CEO, the post holder will be responsible for:

- Work towards achieving the Trust's Mission and Vision and working collaboratively with the Executive Team in achieving its Strategic Plan.
- Providing regular high-quality challenge and support for Headteachers and school leaders.
- Establishing high quality systems to quality assure school performance and school improvement systems and activities.
- Coordinating the work of key school leaders as they undertake joint work (eg Quality of Education curriculum design, Teaching and Learning and Assessment, Behaviour & Attendance Leaders).
- Leading the Trust approaches to setting and monitoring of strategic objectives and key performance indicators for our schools.
- Leading the Trust assessment and reporting calendar and the successful completion of each event.
- Providing bespoke data and data analysis as required including academic, attendance and behaviour data.
- Conducting school improvement work in schools or as reasonably requested by the CEO or a Headteacher.



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- Carrying out sufficient quality assurance processes to know schools well, having a holistic understanding of their needs, strengths and weaknesses, and providing bespoke and effective support to targeted school(s) to enable continuous improvement.
- Coordinating the work of School Improvement Leads and key staff.
- Using an excellent understanding of educational and leadership issues to ensure the smooth running of schools.
- Leading and developing the Trust's strategies for professional learning.
- Using an excellent understanding of current educational issues and legislation to raise the profile of our settings by contributing to local and regional debate and agendas.

### Key Tasks at School Level

- Maintaining a rigorous focus to ensure school and Trust-wide systems and strategies are making a measurable difference.
- Considering and recommending adjustments to Trust systems and processes as seen in working practice in our schools.
- Rigorously scrutinising individual school work, reporting any issues to the CEO.
- Ensuring school improvement planning is ambitious, sharp, and focused on key priorities, and is monitored effectively.
- Helping to prepare the school in a highly effective way for their next Ofsted inspection.
- Supporting and challenging school leaders to be effective.

### Other Areas of Responsibility

- To work alongside and support the CEO and Headteachers within the Trust.
- Undertake any relevant professional duties delegated by the CEO.
- To undertake some teaching.
- Be aware of, and adhere to, applicable rules, regulations, legislation, policies and procedures within the Trust including health and safety, equal opportunities, safeguarding, equality and diversity and data protection.
- Maintain confidentiality of information acquired in the course of undertaking duties for the Trust.
- You will work across all schools within the Trust and your base school will be negotiated with you.
- Take on a short to medium term secondment in school leadership, where essential.
- Undertake any other duties appropriate to the grade of the post as requested by the CEO.

Please note that this is not a comprehensive list of all tasks that the School Improvement Lead will carry out. The post-holder may be required to do other duties appropriate to the level of the role. This job description may be amended at any time in consultation with the post-holder.

Person Specification

<b>Qualifications and Experience</b>	<b>Essential</b>	<b>Desirable</b>
Experience of working across schools through a professional organisation / framework (eg Ofsted, HMI, NLE, TSI work)		x
Experience of working for, in, or with a Trust as a senior leader.	x	
Qualified teacher status with a graduate level qualification	x	
Relevant professional qualification NPQH, or other– or working towards – or willing to undertake.	x	
Relevant professional qualification NPQEL, or working towards.		x
Substantial and successful teaching and leadership experience in the primary or secondary setting.	x	
Commitment to upholding the mission, vision and values of the Trust.	x	
Experience of leadership in more than one school / post.	x	
A proven track record of leading school improvement and raising standards.	x	
Proven commitment to professional development in leadership and management.	x	
Proven track record of leadership across schools.	x	
Experience of professional coaching, auditing, QA systems or similar.	x	
<b>Qualities, Skills and Knowledge</b>		
Have the best interests of students, and the highest ambitions for all students, as the guiding principles of personal practice.	x	
Have personal leadership qualities that inspire the work and trust of others, and the humility to use this authority with wisdom and compassion.	x	
Consistently demonstrate integrity, determination, positivity, fairness / equality and strength / resilience in professional practice.	x	
Demonstrate the ability to communicate clearly the strategic vision and motivate and inspire the school community in the constant pursuit of excellence.	x	
Have a proven track record of working within teams, leading groups, and securing the support of other key professionals / staff.	x	
Have a strong understanding of quality assurance methods and use them expertly.	x	
Ability to support schools to sustain and develop students’ high standards of behaviour and ability to consistently promote students’ welfare.	x	
Knowledge of and passion for ‘quality first teaching’, school systems and actions to ensure high quality teaching and learning.	x	
Ability to synthesise and evaluate highly complex information.	x	
Ability to lead the development of and to operate complex systems relating to personal work and that of others.	x	

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Ability to write high quality evaluations and reports to guide the future actions of others.	x	
Capacity to respond effectively and efficiently to complex short- and long-term challenges, and ability to think strategically and identify opportunities for future development and improvement.	x	
Ability to demonstrate highly effective management skills and to apply these skills during times of educational and financial pressure.	x	
Up to date knowledge of statutory requirements, Ofsted and curriculum and ability to translate this into policies and administrative practices.	x	
Up to date knowledge of pastoral, safeguarding and inclusion matters and is able to apply this for advice and guidance for school leaders, and monitoring practices.	x	
Appreciation of the value of partnerships with external organisations (educational, local, regional, and national) and ability to develop these for the benefit of the Trust.	x	
Expert communication skills with demonstrable experience of communicating effectively to different audiences across different channels.	x	
Knowledge of high quality curriculum design and implementation.	x	
Understanding of how financial considerations connect to all aspects of school life and ability to maximise resources.		x
Experience of managing staff and contributing to HR processes such as performance management and capability.		x

## How to Apply

If you are interested in this vacancy, please provide an application form for the attention of Mrs Jodie Winter, Trust's HR Manager, [jwinter@theroselandmat.co.uk](mailto:jwinter@theroselandmat.co.uk).

If you have any questions about the role, please contact Jodie Winter in the first instance. Application forms can be downloaded from our website ([www.theroselandmat.co.uk/vacancies](http://www.theroselandmat.co.uk/vacancies)).

## Safeguarding Statement

The Roseland Multi Academy Trust is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. All shortlisted candidates will undergo online searches as part of the recruitment process and the successful candidate will be required to undertake an Enhanced DBS check.

## Further Information or visits to the school

Queries or questions, or to arrange a visit to the school, please contact the Trust's HR Manager: [jwinter@theroselandmat.co.uk](mailto:jwinter@theroselandmat.co.uk)

## Timeline

Closing date for applications: Open-ended

Shortlisting and interviews to be conducted in the Autumn Term 2023