



King's Group
Academies

"Opportunity and Success on a Global Stage"

Director of Primary Improvement

Candidate Application Pack

Dear Candidate,

Thank you for your interest in the role of Director of Primary Improvement. This is an exciting opportunity to join the central team here at King's Group Academies and have impact across our Trust. Our diverse and ambitious primary schools are currently located across Berkshire and Hampshire. As a growing Multi Academy Trust we know how important it is to provide all our Heads and Principals with accompaniment on their journey of continuous improvement. We have therefore created this role to work with the Director of Academy Improvement to provide strategic guidance, advice and challenge to our academy leaders.



We are seeking someone who shares our commitment to improving outcomes for all students, regardless of background or ability. You will be the kind of leader who is energised by and can facilitate collaborative working. We believe the right person will be passionate about excellence in education, possessing an ability to inspire and empower others to achieve demanding targets and embrace our international aspirations.

To be successful in this role you will have led a high performing primary school and will be able to demonstrate to us your ability to have a personal impact on transformational change. In return we offer incredibly supportive colleagues and opportunities to develop your experience as we grow. You will work flexibly, being home-based and travelling as needed to our academies.

If you want to make a real difference to young people and have the vision, ambition and ability to think and work strategically, delivering high expectations and fostering a culture of openness and inclusion, we very much look forward to receiving your application.

Nick Cross
Chief Executive Officer



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The Trust

At [King's Group Academies](#) we share a vision of a [global community of pupils](#) and colleagues whose connection broadens horizons and fosters understanding. We have a passion for working collaboratively within our UK communities and more widely, promoting international citizenship. We believe that each and every pupil deserves teachers and school colleagues who are passionate about their success and seek to achieve this through positive partnerships with parents who hold us to account.



We place emphasis on colleagues working together to share expertise and drive strategy. Each of our academies contributes as part of a range of forums that cover aspects including Teaching & Learning, Safeguarding, Curriculum, International, HR & Finance and our Head Teacher Board that meets regularly to support and share practice together. In addition to our forum approach, our Senior Leadership Teams are enabled by their Local Governing Bodies and the trust central team.

Each one of our academies has its own identity, history and context, which we embrace. We also share similarities in our commitment to continuous improvement and educational excellence. We all work towards *opportunity and success on a global stage* for all our students.

We currently comprise fourteen academies across Berkshire, Hampshire and Sussex. You would be joining our central team and will therefore travel to our academies as needed. The trust is working for sustainable growth and academy improvement, giving a firm foundation for our leaders to deliver our mission to equip all pupils with the confidence, knowledge, skills and values that will enable them to thrive in the modern world.



Job Description: Director of Primary Improvement

Reporting to

Director of Academy Improvement

Job Purpose

Working in collaboration with the Director of Academy Improvement, the Director of Primary Improvement will be responsible for the school improvement across all KGA primaries, though focussing where there is greatest need. The post holder will ensure academy leaders have the guidance and professional development needed, alongside the appropriate challenge.

Key Accountabilities

- Oversight of and responsibility for academy improvement across the primary phase
- Contribute to the achievement of the trust's strategic aims
- Model our vision and values in everyday work

Responsibilities/Duties/Activities

Shaping the Future – Trust-wide Direction and Development

- Working with the Director of Academy Improvement, develop strategies for improving all aspects of education across KGA primaries, ensuring that they reflect the KGA vision and mission and are implemented effectively
- Support Heads/Principals to translate the strategies into agreed objectives and operational plans to deliver academy improvement
- Contribute to the development of trust policies and procedures
- Ensure all academies are 'Ofsted-ready' and that self-evaluation is rooted in sound evidence of impact
- Engage with and draw on, the professional knowledge of other central team and executive team members to support school and KGA improvement

Leadership of Education

- Line manage and performance manage Executive Heads and Principals across the primary phase
- Develop trust-wide networks and a shared culture that enables staff at all levels to work collaboratively, develop joint practice, celebrate success and accept responsibility for outcomes
- Work in partnership with the Director of Secondary Improvement to further develop the strategic educational direction for the Trust
- Encourage and promote innovation in educational provision through enquiry-led practice
- Forge positive relationships; both internal and external to the trust in order to promote success and to have high expectations for students of all ages



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- Ensure that high quality provision is available to all students regardless of race, religion, sexual orientation, gender, disability, economic background or special educational needs
- Respond speedily to address underperformance in any of the trust academies
- Act on a temporary nature, as required, as Executive Headteacher of any KGA primary, as the need arises.,

Health, Safety & Security

- Ensure a personal awareness of and compliance with, policies and procedures related to health, safety & security, confidentiality and data protection.
- Role model excellent leadership and management in these areas
- Ensure concerns are reported immediately to the delegated colleague
- Attend mandatory training and refreshers to ensure personal and up to date understanding of relevant legislation, policies & practices

Safeguarding

- Ensure personal understanding of the duties and responsibilities in relation to child protection and the safeguarding of children and young people. This includes understanding of KGA's Child Protection Policy, Safeguarding policy and Code of Conduct.
- Ensure all issues relating to pupils are reported immediately to the delegated member of staff
- Attend mandatory training and refreshers to ensure a personal and up to date understanding of safeguarding requirements



Person Specification	Essential	Desirable
Qualified Teacher Status	✓	
Experience as successful Headteacher of a high performing school or equivalent at primary level	✓	
Experience of successful leadership in all primary key stages; EYFS, KS1 and KS2	✓	
NPQH		✓
Current Ofsted Inspector		✓
Experience of working within and across a Multi Academy Trust	✓	
Working knowledge of the theory and practice of teaching in a primary school	✓	
Up-to-date with current curriculum developments	✓	
Evidence of continuous professional development	✓	
Experience and knowledge of school self-evaluation processes	✓	
Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders.	✓	
Knowledge of legal issues relating to managing a school including Child Protection Procedures, Equal Opportunities, Race Relations, Disability, Human Rights, Employment, Health and Safety legislation and Data Protection	✓	
Demonstrable experience of successfully leading major change to achieve impact	✓	
Able to create and lead a positive learning environment, promoting inclusion, equality, and diversity	✓	
Able to analyse relevant data to inform school improvement and to set realistic & challenging targets for students and staff	✓	
Experience of coaching, mentoring, directing, and challenging senior members of staff	✓	
Resilience, with the ability to deliver a complex and demanding workload	✓	
Flexibility	✓	
Good interpersonal skills including being able to influence, negotiate and deal with conflict	✓	
Clear educational philosophy	✓	
Commitment to supporting both personal and the professional development of others	✓	
Willingness to share expertise and collaborate across the Trust	✓	

High expectations of students and their behaviour	✓	
Effective collaboration skills – ability to build and draw on the strengths of others to generate outstanding results	✓	
Excellent communication skills with parents and other stakeholders	✓	
Ability to prioritise own workload and that of others	✓	
Ability to travel to all KGA Academy sites.	✓	
A flexible approach to working hours	✓	
Use of car and current driving licence	✓	
Commitment to and understanding of strong safeguarding policy and practice	✓	
Unashamedly high expectations in all aspects of academy life	✓	

The Opportunity and Timeline

Starting salary range £96,239 to £101,067 (L30-L32) with an ideal start date of 1st September 2024 or as soon as possible after.

This role is remote based and will be required to travel across the geographic area of King's Group Academies.

You are invited to have a preliminary conversation about the role by contacting either Nick Cross, CEO (nick.cross@kingsacademies.uk) or Sarah Howells, Director of Academy Improvement (sarah.howells@kingsacademies.uk).

To apply for the position, you will need to complete our application form and send a covering letter of no more than one page of A4. Application form can be downloaded from KGA's vacancies page: [here](#)

Closing date for applications **9am on 21st May 2024**

Interviews will take place at King's Academy Northern Parade on **4th June 2024** with second interviews if needed on **5th June**.

King's Group Academies is committed to the safeguarding and promotion of the welfare of all children and young people, we expect all of our staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks. Our recruitment has safeguarding at the heart of the process.

We reserve the right to carry out an online search as part of our due diligence obligations



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on shortlisted candidates and candidates will be provided the opportunity to address any issues of concerns that may come up during the search at interview.