



Job Description

CST Senior Lead for School Improvement

Salary Range: £73,189 - £83,464 (L17-L22)

Role Line Management

The CST Senior Lead for School Improvement will report to the Chief Executive Officer (CEO) and will be part of the CST Core Leadership Team.

Role Summary

The CST Senior Lead for School Improvement will provide a bespoke, varied and high quality Improvement Service for:

- educational standards
- school amalgamation
- expert links with the DfE and the RSC
- school leadership
- policy development
- governance
- grievance and disciplinary proceedings and panels

Role Purpose

Financial expectations

- Post holder to generate an annual income from external school improvement support to be at least equivalent to the post holders' salary

Support within the trust

Be part of CST's Core Leadership Team (Comprising CEO and headteachers) to:

- develop trust school improvement strategy
- ensure that academies are continuously improving, achieving excellent outcomes for all pupils, and are well prepared for all Ofsted inspections and quality assurance reviews
- support new leaders joining the trust
- review and develop trust wide policy, processes and implementation in defined areas
- coordinate and lead on the delivery of high-quality staff professional learning in defined areas
- Facilitate and galvanise cross-trust collaboration and support to share and embed best practice in defined areas

- provide high quality specialist governance advice and guidance to support the CST Trust Board, ensuring that CST maintains exemplary standards of governance
- report to the CEO and Trust Board on the impact of the trust's school improvement strategy

External support

- To identify potential joining schools, establish positive working relationships, lead on education due diligence activities and seamlessly on-board new academies to CST
- Provide flexible, bespoke school improvement leadership and support through external school to school support within primary, secondary, Post 16 and special school phases of education
- Post holder to continue to culture strong relationships with the DfE, the RSC and the NGA and to work constructively when commissioned regarding governance development, through the NGA, and to support with regard to grievance and disciplinary proceedings and attendance on panels
- Provide rapid school improvement for supported schools beyond the trust where needs are identified on an ongoing basis

The post holder will be required to work and travel across all schools within our trust, and to travel across the West Midlands and beyond when working with external partners and supported schools.

No job description can be exhaustive, and the duties may alter in practice or over time. The post holder is expected to use his/her professional judgment to ensure that the CST Senior Lead for School Improvement role continues to evolve and develop in line with the trust's changing requirements.