



# Voyage

EDUCATION PARTNERSHIP

## Trust Improvement Lead Application Pack

[www.voyage-education.org](http://www.voyage-education.org)

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**Working in  
partnership**  
to raise  
achievement  
for all.



# CEO's Welcome

**I am delighted that you have expressed an interest in the brand new role of Trust Improvement Lead at the Voyage Education Partnership.**

This is such an exciting time to join our organisation. We are looking for an exceptional primary executive leader to help us meet our strategic aims, and our growth and development plans.

The Voyage Education Partnership is a charitable Multi-Academy Trust (MAT) working in Lincolnshire to educate more than 3,500 learners from the ages of 3-16. We currently have 8 academies in our family, and work in a small geographical area around Boston and Spalding – with each academy no more than 30 minutes from each other. This is essential to how our MAT operates, enabling us to give immediate support when needed, and for our academies to collaborate and work closely together. Voyage is an inclusive and learner-centred Multi-Academy Trust which values and promotes excellence in learning.

Our commitment as a MAT is to educate, empower and champion all learners. We work closely with the families and communities we serve to ensure that

all young people meet their full potential. We are exceptionally proud that learners in our MAT speak 32 different languages and that 50% of our young people are bilingual, multilingual, or use English as an additional language.

We are currently in the process of bringing new schools into our family of academies and we are looking for candidates who care deeply and have high expectations for all learners, respect and appreciate the autonomy of each Headteacher and academy, and are committed to helping our 472 staff team members be the very best they can be.

We warmly welcome your application. You can find more about us on our website [www.voyage-education.org](http://www.voyage-education.org) – or please get in touch for an informal and confidential discussion.



**Emma Hadley,**  
Chief Executive Officer

# CEdO's Welcome

## **Thank you for your interest in the position of Trust Improvement Lead.**

This is a fabulous and exciting opportunity for an experienced and outstanding primary executive leader to join our Education Directorate to lead a highly professional and talented Education Team in supporting improvement and development of our Primary Academies. We are looking for someone who is passionate about school improvement and leadership development, who wants to have an impact across a group of primary academies, the majority of which serve a wonderfully diverse and multilingual community of learners.

As the Trust Improvement Lead you will work closely with me and your Education Team in implementing the Voyage Education Strategy Academy Development and Support Framework.

We are looking for a highly experienced leader of education who is forward-thinking, values-centred, and who has the vision to ensure that the quality of education for all of our learners is ambitious, inspiring and inclusive.

We are searching for a leader who can continue to lead a team-orientated

culture of best practice and continual development, which includes supporting our partnership role in delivering ITT and the ECF to Lincolnshire's early career teachers. We want someone who has a high degree of personal integrity, ethical leadership, and excellent interpersonal and communication skills.

Visits to the Trust or informal discussions with me are most welcome and highly advised prior to application.

If you are an inspiring leader with a strong sense of moral purpose who embraces both challenge and opportunity with enthusiasm we would warmly welcome your application and look forward to meeting you.



**Clare Willerton,**  
Chief Education Officer

**“Education**  
is the most  
powerful weapon  
which you can use  
to change the world.”

– Nelson Mandela





# Job Description

## Trust Improvement Lead (Primary) Voyage Education Trust (Centrally based)

Salary Scale: L24 – L28

Full time, permanent position

Start date: 1st January, 2023 (or ASAP by negotiation)

### Overall

As the Trust Improvement Lead for Voyage you will support the Chief Education Officer in the strategic improvement and oversight of a number of our primary academies, working alongside the Headteachers to ensure the very best provision for our primary learners. This work is varied and interesting, and includes supporting academy leaders through the implementation of the Voyage Education Strategy Academy Development and Support Framework with academy development planning, self-evaluation and the improvement of teaching and learning. You will also have a responsibility for leading on at least one Trust Education Strategic Priority.

### Strategy and Improvement

- Working with the Chief Education Officer to implement the strategic vision for education within Voyage and to promote this across the Trust and within the professional communities
- Supporting the Chief Education Officer with the implementation of

the Voyage Education Strategy Academy Development and Support Framework by:

- Providing regular challenge and support for Headteachers and Senior Leaders within the Trust
- Using appropriate monitoring activity to evaluate quality of education through the Voyage Education Strategy Academy Development and Support Framework, reporting to the Chief Education Officer on academy-level performance, highlighting any concerns and making recommendations for solutions where improvement is not rapid enough
- Using a range of information to develop a holistic understanding of the needs of all identified primary academies and support the wider

(cont.)



# Job

## Description (cont.)

Education Directorate in providing bespoke and effective support to enable continuous improvement

- Analysing academy performance, diagnosing issues, brokering support, monitoring impact, and building outstanding leadership capacity within identified academies
- Identifying the root causes of any underperformance, plotting the roadmap with Headteachers on how they can improve the overall effectiveness and quality of education within their academy
- Supporting academy leaders to develop robust and strategic Academy Improvement Plan/Post-Ofsted Inspection Plans, to build the academy's capacity to improve and sustain improvements
- Providing rigorous and regular challenge to academy leaders with a focus on pupil progression to ensure Trust-wide systems and strategies are making a measurable difference, maximising pupil attainment and outcomes at EYFS, KS1 and KS2
- Contributing to the setting of high expectations/challenging targets for each primary academy in conjunction with the Chief Education Officer
- Support academy leaders to prepare the academy in a highly effective way for their next Ofsted inspection, ensuring self-evaluation is focussed and rigorous
- Leading on a Trust Education Strategic Priority including having a vision for its long-term development and how to further develop and support staff

### Leadership and Management

- Build leadership capacity across the Trust by using the existing

professional networks across Primary and Secondary as a vehicle for development and improvement, and develop further cross-phase networks

- Provide inspirational and strong strategic leadership to teaching and support teams to ensure that academies continue to deliver the highest standards of learning
- Provide short-term cover as Headteacher of an individual academy in the absence of a primary Headteacher if required
- Provide effective line management of the Education Directorate/Central Education Team
- Contribute and lead on aspects of Trust-wide CPD including training, research and product development

### Teaching and Curriculum Excellence

- Drive a continuous and consistent focus to inclusion and diversity for all learners' achievement
  - Support the culture and ethos of challenge and support where all learners can achieve success and become engaged in their own learning
  - Ensure that curriculum intent is ambitious, broad, accessible to all learners and serves the communities of learners
  - Coordinate the work of the Education Advisers deployed for targeted support in identified primary phase academies and ensure work undertaken is effective
  - Use an excellent understanding of current educational issues and legislation to ensure primary teaching is kept at the forefront of national
- (cont.)

# Job

## Description (cont.)

### agendas

- Motivate others in promoting the culture of shared practice and learning and positive climates through the distribution of leadership through teams, professional networks and individuals across the Trust
- To oversee the successful delivery of ITT and ECF

### Safeguarding and Compliance

- Work with the Chief Education Officer to ensure that the Trust and all academies within the Trust meet their safeguarding responsibilities in line with current legislation.
- Embed across the Trust, and contribute to, the clear quality assurance systems through the vehicle of The Voyage Education Strategy Academy Development and Support Framework, reporting relevant compliance to the Chief Education Officer, including compliancy within assessment, data, attendance, SEND and safeguarding

### General

- To work as an outstanding leader to provide senior and strategic leadership for all Voyage staff
- To act as an ambassador for the Trust to promote Voyage, its ethos and values
- To promote the development and maintenance of high standards within the central team and across all MAT academies
- To promote the work of the Trust at a local and national level using a wide range of communication strategies, including social media
- To undertake other duties of a similar level and responsibility as required





# Our Benefits

**We are a well established Multi-Academy Trust with a supportive leadership and central team.**

Our list of employee benefits are substantial, and include:

## **Staff Wellbeing**

All staff have access to a 24/7 confidential Employee Assistance Programme to help them manage stress, access specialist counselling and information, and feel supported.

## **Help For Planning For The Future**

For support staff, we adopt the Local Government Pension Scheme – one of the most competitive in the country.

## **Employee Benefit Schemes**

These range from providing you with free cashback on your weekly shops and other purchases, right through to great company car leasing schemes – and even financial help if you choose to cycle to work.

# Safeguarding

**The Voyage Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to an enhanced Disclosure and Barring Service check.**

It is an offence to apply for a role if the applicant is barred from engaging in regulated activity relevant to children.

All adults employed by the Trust have a responsibility for data protection and have a duty to observe and follow the principles of the GDPR Regulations.

The Voyage Education Partnership welcomes applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation.

All applicants must be able to provide evidence of their Right to Work in the UK prior to commencement of employment. As part of our need to comply with UK immigration rules, you will be required to provide Home Office stipulated documentation prior to interview.

# Person Specification

## Skills, Knowledge and Aptitudes

The Trust Improvement Lead must be able to provide strong evidence of:

- Sound and up-to-date knowledge of educational policy developments and implication for in-school practices in primary settings
- Detailed knowledge of effective school improvement practices and system leadership in a MAT or educational setting
- Broad experience of analysing education data to inform successful education delivery, and writing strategic and operational plans to improve and deliver consistently good outcomes
- Extensive knowledge of curriculum development, implementation, evaluation and effective assessment techniques to support learners from 3-11 years of age
- Producing reports which strategically review and evaluate resources and performance
- Being skilled in using a range of techniques to ensure effective collaboration across academies, directorates and external strategic partners
- Robust knowledge and line management experience

## Qualifications and Training

The Trust Improvement Lead should have:

- Degree level education with QTS
- Relevant postgraduate or professional qualifications such as NPQH, NPQEL
- Evidence of a clear commitment to ongoing learning and continuous professional development

## Experience

The Trust Improvement Lead should be able to produce clear evidence of:

- Excellent leadership as a Headteacher and/or as an Executive Leader, such as a MAT System Leader or equivalent
- Developing and leading high performing teams
- Successfully preparing academies for Ofsted and improving schools in their Ofsted rating
- Leading schools in challenging circumstances and contexts
- Managing and leading complex changes across a group of schools or academies
- Evaluating the performance of the leadership and management of a school/academy and providing both support and challenge (cont.)

# Person

## Specification (cont.)

- in a timely and appropriate way
- Working collaboratively across a group of schools with an impact on outcomes for young people evidenced as a result of this work
- Developing and motivating senior and middle leaders to achieve success, and leading leadership programmes and training

### Personal Attributes

The Trust Improvement Lead should:

- Have high expectations for themselves and the people they work with
- Be an authentic leader with a strong moral purpose
- Be committed to providing a high quality service to the academies
- Be adaptive and responsive to change
- Possess excellent written, oral communication, presentation, and digital skills
- Have high level interpersonal skills with the ability to inspire and motivate others
- Be creative in their approach to problem solving
- Be able to influence effectively at all levels of an organisation
- Be able to demonstrate high levels of personal organisation
- Be an excellent team player



# Our Trust



**We are a charitable education Multi-Academy Trust based in Lincolnshire and are dedicated to working with our 8 primary and secondary academies.**

It is the core aim of the Voyage Education Partnership to create centres of excellence within, and for, the communities we serve which raise the aspirations and achievements of all.

Voyage's strategic aim for Trust growth is to improve the lives and life chances of more young people.

We want to:

- Be a learning organisation, continually improving and ambitious for our learners, staff and communities, which finds and implements the best moral and ethical ways to support and educate learners.
- Create an equitable Trust where every academy and learner thrives, and regularly evaluate our actions to measure the impact we are having for our learners.
- Focus on sustainability, long-term planning, and a legacy mindset - while managing risk so we can innovate, develop, and be a leading MAT in Lincolnshire.

- Use digital technology to become more effective and efficient, and support our employees' wellbeing and work-life balance.
- Ensure all available resources are delivered to academies to benefit learners, and enable improvement and innovation as an organisational habit.
- Be an organisation where leaders are strong, effective and authentic - and develop a pipeline of excellent future leaders.
- Ensure every child has a safe, stimulating, and well-resourced learning environment.





# Our Academies

**Six of our academies have been graded Good or Outstanding by Ofsted and the remaining two academies are confident they will be graded Good at their next inspection.**

Academic outcomes across the MAT have improved over time in all academies.

We are proud of how well our academies responded to the COVID-19 national pandemic and how all are academies went above and beyond to support the learning and the wellbeing needs of our pupils and families. We continue to prioritise our post-COVID recovery and reconnection plans.



Boston Pioneers Academy, Lincolnshire's first Free School, opened in the town in September 2013 with an inspirational and creative approach to learning. It continues to encourage and enable all children towards the realisation of their own unique talents.



Carlton Road Academy is a popular Boston school with a long history of providing education to a large section of the town's community. The academy is very well resourced and has features including a huge library, outdoor running track, and many other fantastic facilities.



Fishtoft Academy is a small, friendly, family-orientated school based in the beautiful village of Fishtoft. The school has been operating on its site since 1904 and has a proud tradition of developing and educating local children, both academically and socially.



Staff at Gosberton Academy believe passionately in putting children first and ensuring they reach their full potential. They ensure children are inspired by learning, while also being excited by the many opportunities offered through a rich curriculum.



Haven High Academy is a popular, well-resourced and oversubscribed secondary school based in the heart of Boston. The school's core purpose is to provide students with a world-class education.



Situated in the centre of Boston and educating children from 5-11 years old, Park Academy is a school where a love of learning is evident. Learners are highly valued at this vibrant and thriving academy, which features a large outdoor space.



Staniland Academy is a popular and oversubscribed school based in the centre of a large part of the Boston community. It features a huge outdoor space and prides itself on offering a comprehensive, broad and flexible curriculum to children of all abilities.



Recently voted 'Environmental Champion' and 'Primary School of the Year', Wygate Park provides primary education to the heart of the community of Spalding - priding itself on developing a sense of ambition and self-esteem in every pupil.

**"Individually,  
we are one drop.**

**Together,  
we are an ocean."**

– Ryunosuke Satoro



# How To Apply

For an informal and confidential discussion about this role please contact Clare Willerton on 01205 337057 or email: [clare.willerton@voyage-education.org](mailto:clare.willerton@voyage-education.org)

You can download an application form at: <https://www.voyage-education.org/vacancies>

To apply, email a completed application form with covering letter to: [hr@voyage-education.org](mailto:hr@voyage-education.org)

Closing date for applications is 12noon on Wednesday, 8th June, 2022.

Interviews will take place on Thursday, 16th June, 2022.







# Voyage

EDUCATION PARTNERSHIP

**"Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved."**

– Mattie Stepanek (Poet, 13 years old. 1990–2004)

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