

Post Title: Director of School Improvement
Grade: Soulbury 42 47

Job Purpose – Vision & Strategy

To create and drive the vision for Children's Education Division, the Council and our city, placing 'Citizens at the Heart' of all we do. To actively and effectively promote the Council's vision, values, aims, objectives and priorities to partners, national and local stakeholders, employees and Nottingham's citizens.

A key success measure in this role will be to provide strategic direction to the Children's Education Division and the NST board of Directors and translate this into clear goals and objectives to deliver outcomes that make a positive difference to children and young people, putting into practice the policy decisions of executive councillors and ensuring there is clear alignment in all plans. To work effectively in collaboration with the Corporate Director for Children and Education Services, the Children and Education Directorate Leadership Team, NST Member schools, Councillors, colleagues and partners to support the creation of the right conditions for high performing services, and corporate ambitions for Nottingham to be a world-class city.

To assure the board that the operational obligations of running the Limited Company will be fulfilled. (Nottingham Schools Trust has incorporated as a private company limited by guarantee under the Companies Act 2006 on 14th July 2017) To reassure Member schools that the agreed duties of the NST will continue to be met. To also provide confidence to all stakeholders that the conditions outlined in the Contract for Service can be effectively fulfilled.

To be accountable for delivering on our promises and to take a lead role in robust decision making through the promotion of good governance and effective options appraisals that balance financial risk and organisational ambitions and promises.

Act as the lead officer on all matters within the remit of School Improvement in Nottingham City. Building effective relationships and partnerships with key education providers including, member schools, academy trusts, universities, the Department for Education; RISE teams and OFSTED. With a specific focus on improving educational attainment and outcomes for Nottingham City Children and Young People.

To spearhead efforts to cultivate a culture of excellence across Nottingham Schools Trust (NST) member schools. Developing an inclusive and creative education, ensuring the academic, social and emotional success of students.

The Director of School Improvement will act at the CEO for the NST and work with the NST board to provide professional advisory support and promote continuous learning and improvement among staff, governors and children.

Strategic Leadership Expectations

Leading People

1. Communicate a clear vision and purpose to inspire others.

2. Role model visible leadership through engaging and empowering all colleagues.
3. Plan for the future capability and capacity needs of the organisation and workforce.
4. Empower others to make decisions and ensure decisions are taking place at the appropriate level of the organisation.
5. Drive a high performing culture, utilising challenge and feedback techniques to drive accountability with colleagues and councillors.

Change and Innovation

1. Lead and drive change in a political and challenging public finances context.
2. Champion innovation by being open minded to new and radical ways to deliver our services and taking appropriate risks.
3. Create robust project management approaches maximising people and financial resources to deliver positive outcomes.
4. Where ambiguity exists; provide purpose and clarity of leadership, responding at pace to re-prioritise objectives in line with the organisation's changing needs.
5. Cultivate a culture of continuous improvement by encouraging colleagues to share ideas, and provides leadership to recognise and reward innovation.

Collaboration

1. Work collaboratively across the Council to achieve the best outcomes for the citizens of Nottingham.
2. Actively work to break down silos by working across boundaries to deliver benefits to the citizens of Nottingham.
3. Role model collaborative working in all that you do, working in partnership with Councillors, citizens and the local community to achieve the best outcomes for Nottingham's people.
4. Use foresight to interpret and communicate the needs of Councillors and Strategic Partners and to create opportunities for collaboration.
5. Align the organisation's context and interests when negotiating and aligning resources to deliver services.

Equality, Diversity and Inclusion

1. Understand and promote equality, diversity and inclusion at every level and positively challenge inclusion measures within the workforce and in the delivery of services.
2. Bring to life fully inclusive services, demonstrating awareness of the diverse needs of our citizens.

3. Show commitment to attract, recruit and retain an inclusive workforce that represents our citizens and city.
4. Create the conditions to release the full potential of all colleagues ensuring fairness, diversity and inclusion in leadership practices.
5. Lead and champion a culture of inclusivity within the organisation where voices are respected, valued and heard.

Specific Duties

1. To provide strategic leadership, direction and management to Children's Education Services, including;
 - a. Improving the quality of education and attainment
 - b. Development and delivery of the Education Strategy
 - c. Perform the role of the CEO/Managing Director of Nottingham Schools Trust and deliver School Improvement functions related to this on behalf of Nottingham City Council
 - d. Maintain and build a team of high-quality commissioned school improvement advisors, within the school improvement framework of the NST and Nottingham City Council
 - e. To advise on any requirement for Local Authority maintained schools to receive statutory intervention as per the Schools Causing Concern guidance
 - f. Provide professional advice to the NST Board of Directors, The Corporate Director for Children's and Education Services and the Lead Member for Children's and Education Services on the performance of the NST member schools
 - g. Meet regularly with the chair of the NST; facilitate effective Board and member meetings; supporting the board to discharge its obligations and responsibilities
 - h. To act as the Local Authority's representative providing a strategic input in the appointment of Head Teachers and Deputy Head Teachers, to Community Maintained Schools, acting as representative of the DCS, promoting recommended Models of Leadership.
 - i. To identify opportunities for improvement, promoting and brokering school to school support or intervention where necessary, and maximising the Council's influence in providing better outcomes for children and young people.
 - j. To operate in accordance with the Articles of Association for Nottingham Schools Trust, the Terms of Reference as agreed for the NST Full Board of Directors, NST Performance and Standards Committee, and NST Finance, Audit and Risk Committee. To also operate in accordance with the powers and duties outlined in the NST Financial Handbook and Scheme of Delegation, which govern financial affairs, assets, and resource management, including the production and filing of unaudited accounts with Companies House.
2. Provide bold, brave and clear leadership to the Children's Education Services Division workforce enabling their development while fostering a performance and

accountability culture, ensuring key successes are celebrated and under-performance is tackled.

3. Act as a principal School Improvement to the Council on strategy, policy options and the forward planning of objectives, services and resources to deliver the Council's ambitions for the city and the development of the Children's Education Services Division.
4. Lead the delivery of innovative School Improvement services, aligned to clear objectives that are supported by key decision-making, governance and performance management arrangements to deliver our priorities.
5. To lead the Children's Education Services response to the Council's Recovery & Improvement Plan and to ensure the Division is geared up for regulatory inspections.
6. Work with Councillors, the Lead Portfolio Holder and the Leadership to understand and interpret their vision, policy and direction for the Council, and specifically Children and Young People. Ensuring a strong working relationship is developed with Councillors and displaying the skills to interpret their policy and direction into action whilst giving strong, honest and professional advice, speaking truth to power.
7. Explore new partnership and commissioning opportunities and inclusive innovative delivery models within the Children's Education Services Division and across the Council to deliver high quality services to citizens in a locality-based way.
8. To take strategic leadership accountability for the delivery of the priorities of Children's and Education Services Improvement Plan and work in partnership with other organisations to deliver better outcomes for Children and Young People, balancing individual and community risks with the effective use of resources.
9. Contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities within your leadership role and championing this work through Children's Education Services.
10. Actively promote and ensure good financial management and assist in maintaining financial sustainability within the Council by practising and embedding the Council Financial Accountabilities Framework and Financial Regulations.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer, the responsibility leave of any other duties should not exceed those outlined above.

This is a politically restricted post under the provision of Section 2(1) (c) of the Local Government Housing Act 1989

All senior leaders are expected to:

- Undertake any other duties allocated by the Chief Executive
- Work outside of normal office hours where required
- Participate on an on-call Emergency Response rota
- Travel within and outside the city's boundaries when required.

Person Specification:

AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT			
		P	A	AC	D
Vision, Strategy and Delivery	Experience as a senior leader in a large and complex organisation with comparable scope, responsibilities, budget and resources.		√	√	
	Evidence of a successful track-record of creating compelling visions and successfully translating clear goals and objectives to deliver outcomes that make a positive difference.		√	√	
	Evidence of successful involvement in building the corporate reputation of a large, multi-disciplined organisation and inspiring people to deliver sustainable improvement.		√		
	Evidence of implementing innovative and progressive performance frameworks that drive accountability, balance risk and respect good governance and ensuring understanding at all levels.		√	√	
	Evidence of financial and commercial awareness with strong analytical skills and a creative approach to problem solving.			√	
	Demonstrate an understanding of the current issues and challenges facing local government in general and Nottingham City Council in particular.		√	√	
Leading People	Evidence of successfully leading and motivating people and cultivating a culture that creates high performing people and services.		√	√	
	Evidence of empowering others to take decisions and follow through confident actions, through strong and visible leadership.		√	√	
	Evidence of successful strategies in managing your own personal resilience and wellbeing at a leadership level and promoting positive leadership practice.			√	√
	Evidence of planning for the future delivery of services, including the effective workforce planning for capacity and capability challenges.		√	√	√
	Evidence of leading major change programmes in a large diverse organisation, bringing others on the journey with you.		√	√	

Change and Innovation	Evidence of success for creating innovative service delivery models that continue to provide high quality services within a smaller financial scope.		√	√	
	Evidence of implementing rigorous project management approaches to ensure the best use of resources.		√		√
	Evidence of leading large operational services and needing to re-focus service priorities at pace following changes outside of the organisation's control.		√	√	
	Evidence of successful cultures of continuous improvement where people feel included and involved in future directional priorities.		√	√	
Collaboration	Evidence of achieving successful partnership working variety of communities, partner organisations, private sector providers, Government, public agencies and statutory authorities.		√	√	
	Evidence of successfully promoting the interests of an organisation and engaging partners in strategic and service delivery.		√	√	
	Evidence of operating effectively and openly within the democratic process with the political acumen and skills to develop productive working relationships with Councillors that commands respect, trust and confidence.			√	
Equality, Diversity and Inclusion	Demonstrating a strategic understanding of equality, diversity and inclusion at every level and demonstrative experience in tried and tested methods to develop inclusive services within strategic partnerships.		√	√	
	Demonstrating a thorough understanding of equality, diversity and inclusion challenges posed by providing quality public services in our multi-cultural city.			√	
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.			√	
	Evidence of leading people and services to recognise, respect and value individual needs to achieve a culture of inclusivity.			√	
Qualifications and CPD	Qualified Teacher Status and evidence of Education Leadership Development	√	√		√
	At least 5 years' experience as a Head Teacher or senior school leader in a good or outstanding school	√	√		√
	Experience of engaging in school-to-school support with positive outcomes and improving pupil outcomes		√	√	
	Experience of supporting, coaching/mentoring, challenging and leading performance management of Head Teachers and school senior leadership teams, intervening as required		√	√	
	Up to date knowledge and experience of government policies and agenda's impact on Education; national, regional and local context		√	√	

	Excellent Presentation, written and verbal communication skills				√	√	
P- Application	A - Application	AC – Assessment Centre	D - Documentary Evidence				