

Regional Improvement Lead

Candidate Pack

Forward As One Church of England Multi Academy Trust is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Working as One Family to put young people first

With roots in an Outstanding, inner-urban, multi-cultural National Support School, educational charity Forward as One is a growing Church of England Multi-Academy Trust of faith and non-faith schools in local authorities across
Greater Manchester.

Our strong, sustainable and local trust has a proven track record of excellence in school performance, trust leadership and management, creating stable and successful learning and working environments for both adults and students.

One Team, One Mission, One Family

With the collaborative support of our One Team, school leaders, staff, students and families work towards our One Mission as One Family, empowering young people with the education and opportunities they need to flourish and prosper during their lifetimes. Forward As One puts young people
first in order to build communities that thrive economically, academically, spiritually, physically and emotionally.



The Role

Job title: Regional Improvement Lead

Directorate: Forward As One CE Multi Academy Trust

Reporting to: Director of Leadership

Salary Scale: L21 – L28

Hours: Full Time – All Year Around

Type: Permanent

Purpose of the post:

We are seeking proven Executive Leaders who are passionate about leading and supporting improvement across a group of schools as part of Our One Team.

This is an exciting opportunity for exceptional leaders with a strong track record of securing high standards and improving outcomes for children. Working as part of our Trust School Improvement Team, you will play a key role in raising standards, strengthening our school-to-school support offer, and ensuring that every child benefits from the highest quality primary education and has the opportunity to flourish.

Why does this matter? Because children only get one chance at education.

This role offers an excellent opportunity to influence leadership across the Trust while further developing your own expertise and capacity in educational leadership. We are looking for individuals who embrace both collaboration and constructive challenge, and who are committed to making a lasting difference for children, colleagues, and communities.

Together, we can ensure that every school, every team, and every child achieves their full potential.

Person Specification

Knowledge and Experience

* A secure and up-to-date understanding of educational development, curriculum design, assessment, safeguarding, and evidence-informed school improvement strategies.

* A proven track record of successful executive leadership, demonstrating measurable impact on standards, outcomes, and organisational effectiveness across more than one school.

* Experience of contributing to strategic decision-making at Trust or system level, working collaboratively with central teams and school leaders to deliver organisational priorities.

* The ability to provide professional challenge and support to school leaders, setting ambitious targets and monitoring progress to secure continuous improvement.

* A strong understanding of leadership development, capacity building, and sustainable school-to-school support models.

Ethos

* Further embed the Christian vision and ethos of the Trust
* Act as an ambassador and role model of FA! Across the school community
* Maintain morale and confidence; set an example of optimism and inspirational leadership
* Embrace continuous improvement and reflection to "keep getting better'
* Support the development of the school's unique and distinctive Church of England identity

Equality

* Ensure the entitlement of all children to a broad and balanced curriculum
* Ensure the Trust's equality policy is followed
* Ensure the curriculum reflects and celebrates the diversity of Modern Britain and remove barriers to learning

Qualifications and Professional Development

Essential:

* Qualified Teacher Status
* Degree or equivalent professional qualification
* Evidence of recent, relevant leadership professional development

Desirable:

* Strong understanding of the Church of England's vision for education and willingness to uphold and promote Christian distinctiveness
* NPQH or equivalent leadership qualification

Knowledge & Experience

Essential:

* Strong understanding of effective teaching, learning and assessment
* Knowledge of primary curriculum and statutory requirements
* Understanding of safeguarding legislation and best practice
* Understanding of inclusion, SEND and strategies to support vulnerable learners
* Awareness of current educational research and evidence informed practice

Desirable:

* Understanding of the role of a Church school within its parish and community
* Knowledge of SIAMS inspection framework
* Understanding of working within a Trust

Personal Qualities

Essential:

* A commitment to the ethos and values of the school
* High levels of integrity, emotional intelligence and professional conduct
* A reflective, resilient, and solution focused approach
* A passion for enabling every child to flourish
* A positive, optimistic and compassionate leadership style
* Ability to remain calm under pressure and manage competing priorities
* Commitment to continuous improvement and learning

Abilities and Role Modelling

Essential:

* To inspire, motivate and develop staff
* To articulate and model clear vision and values
* To analyse data and use it to drive improvement
* To lead change with clarity, empathy and resilience
* To build strong relationships and be a positive role model to pupils, staff, families and community partners
* To hold others to account while maintain trust and respect
* To work collaboratively within a wider Trust family and demonstrate at all time times the Trust DNA

Safeguarding

Essential:

* A strong commitment to safeguarding and promoting the welfare of children
* Ability to maintain professional boundaries and act with confidentiality
* Understanding of safe recruitment and child protection responsibilities