



Cumberland Council

Post Specification - Soulbury

Date	September 2024
Soulbury Post Reference	SLB001
Post Title	Senior Manager – Learning Improvement Service
Pay Range	Soulbury EIP 26-29 (SPA 30-32)

Service Area description

The post sits within Education, SEND & Inclusion in the Learning Improvement Service, in the Children & Families Wellbeing Directorate: the post holder reports to the Assistant Director – Education SEND & Inclusion.

Purpose of this post

As a Senior Manager, to have strategic and leadership responsibility for a significant service area with budget accountability. The postholder is responsible for leading the coordination and management of a range of education services in the Learning Improvement Service including: improving outcomes and wellbeing for children and young people across Cumberland by working strategically with others to ensure that wider services work together in the interests of children and young people.

To monitor standards and improve outcomes for Children and Young People across Cumberland by providing leadership, challenge and support to schools and partners to ensure high standards across schools and settings.

Key job specific accountabilities

- To lead on the development and implementation of school improvement and intervention across Cumberland as part of a wider vision for a strong education system (including the development of school to school support, whole school/setting collaborative/peer reviews, themed reviews and health check reviews).
- To be responsible for developing educational practice and supporting school improvement, in partnership with other system stakeholders in a fragmented and complex system.
- To direct and implement credible policies and procedures for monitoring, challenge and intervention in underperforming schools and educational providers and implementing the local authority's formal powers of intervention when required. Oversee the work of the Learning Improvement Service to ensure that areas for development identified by colleagues responsible for quality assurance are addressed in order to drive up and improve standards.
- To liaise with external associate organisations e.g. NCSL, NLEs Training Schools to secure bespoke interventions and broker external advisers, consultants and specialists to support specific interventions in schools and settings, including Governor Support.
- To lead the use of hard and soft intelligence, a wide range of relationships and creative resource management to solve complex problems, and work with stakeholders to build an ongoing consensus on priorities for improvement and accountability for actions to raise the quality of education.
- To shape the performance of LA-maintained schools, creatively using the resources available to achieve the greatest impact in the areas of greatest need.
- To lead and manage the quality assurance process for schools in relation to the Securing School Improvement policy and including use of data both qualitative and quantitative.

- To develop as necessary performance reports for Executive, Scrutiny, SMT and other strategic boards as required To support attendance processes and develop robust oversight Elective Home Education.
- To determine and lead improvement strategies in all Cumberland early years providers, schools and post 16 settings for all children, particularly those who are most vulnerable and at risk of not achieving at least national expectations for standards and progress.
- To lead on the development of effective client-centred relationships with and between the council, parents/carers, schools, providers, governing bodies; ensuring effective and responsive services, which promote a positive, collaborative and strong working relationship based on the concept of high challenge and high support.
- To determine and lead on the development of system leadership and robust school-to-school support which fosters and maintains effect-working relationships with Teaching schools and the Cumberland Education Strategic Partnership Board.
- To set and monitor service standards, which comply with national and local policy, including regional peer review and practice requirements informed by evidence based practice.
- Strategic lead for School Governance across Cumbland and provide information and challenge to school leaders and governing bodies.
- Strategic lead for providing a traded service which offers support and challenge and appropriate training and support packages to schools in order to raise standards of attainment and provide enrichment activity .
- To provide strategic leadership for education safeguarding ensuring all statutory requirements are implemented across Cumberland.
- To provide strategic leadership for the Standing Advisory Council on Religious Education (SACRE), overseeing religious education (RE) and collective worship - in practice across the Cumebrland.
- Oversight of EY's team including the strategic plan for delivering sufficiency high quality early education across Cumberland.
- To undertake such other duties and responsibilities commensurate with the grading and nature of the post.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	The post holder will be responsible for monitoring all budgets associated with the teams managed and redesigning services to create efficiency where possible, keeping within Corporate policy guidelines and practices.
Staff Management Responsibilities	<p>The post holder will be responsible for supervising the work of the Learning Improvement Service in accordance with the organisation chart for the service and other staff who provide specialist and professional services to schools, including the line management of staff working in roles equivalent to Head Teachers.</p> <ul style="list-style-type: none"> • To be responsible for the recruitment and personal assessment of all employees for whom the post holder is personally responsible and ensure career development and training requirements are continually met.
Other	<p>This post will be responsible for the impact on a range of council priorities including:</p> <ul style="list-style-type: none"> • School performance in terms of OFSTED inspection outcomes and outcomes for pupils • Income generated through School Improvement Traded Service • To support the Council's core values and corporate standards. • Resources available should be managed creatively to achieve the best possible outcomes for children, schools and settings

Essential Criteria - Qualifications, knowledge, experience and expertise

- Appropriate professional qualification at degree level or equivalent
- Qualified teacher status

- Evidence of commitment to continued professional, managerial and personal development
- Successful experience of managing and inspiring individuals and teams and of providing clear direction to staff
- Extensive experience of working in schools as a Head Teacher or equivalent and experience in an advisory service in a LA
- Significant & substantial experience at a Senior manager level, including experience of managing and developing teams, including dealing with difficult people management issues
- Experience of managing and monitoring budgets, resources and performance
- Successful project management experience.
- Successful experience in providing support for monitoring of teaching, learning, leadership and management.
- Experience of Ofsted criteria and training.
- Knowledge of current government policy, statutory guidance and legislation relating to all areas covered by the main job task and the impact of these in a local context.
- Working knowledge of all areas covered by main tasks attained through qualification or CPD.
- Knowledge of legislation including statutory requirements for areas identified by main tasks
- Knowledge of inspection regime relating to main tasks
- Experience of monitoring performance and addressing shortfalls.
- Up to date knowledge of current research and good practice in relation to the education agenda
- Excellent understanding and experience of data analysis techniques and target setting process; school improvement strategies and school leadership styles.
- Good knowledge and understanding of the national standards for school improvement services
- Excellent ability to communicate effectively at all levels with internal and external partners
- Ability to negotiate and persuade external partners and other organisations concerning complex and large scale issues
- Ability to effectively convert data into information which can inform strategy and develop priorities
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- The nature of the post means that there will be a requirement to work flexibly in a variety of locations on a daily basis. A creative thinker able to offer solutions outside of traditional expectations
- Professional integrity, reliability and consistency, treating others with respect and leading by example.
- Outcome focussed and self-motivated

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
 - DBS Enhanced – Children

Other Factors

- Ability to travel as needed across Cumberland.
- Willingness to work flexibly, including occasional meetings outside the usual working week.