




Windsor
Academy Trust

**DIRECTOR OF
EDUCATION**

**Candidate
Information Pack**

A photograph of three students in a classroom, overlaid with a semi-transparent red filter. The students are wearing school uniforms and are focused on their work. The student in the foreground is a boy with short brown hair, wearing a dark blazer, white shirt, and striped tie, writing in a notebook with a pen. Behind him, a girl with dark hair tied back is also writing. To the left, another student is partially visible, looking down at their work. The background shows a classroom setting with a whiteboard and some wall decorations.

Unlocking Academic and Personal Potential

Welcome

Thank you for expressing your interest in the post of Director of Education.

As CEO of the Windsor Academy Trust (WAT) family, I am delighted to introduce you to this unique opportunity to lead education across our family of 15 primary and secondary schools across the West Midlands region.

We are an award-winning trust with a team of 1200 passionate, dedicated and innovative staff who strive every day to make a difference for 10,000 young people through our unwavering focus on unlocking our children's academic and personal potential.

We want our young people to become all and more than they ever thought they could be and we are inspired by the transformative role our talented staff team plays in improving schools and shaping our children's lives and futures.

We are exceptionally proud of Windsor Academy Trust's reputation. Our schools, which have a higher proportion of disadvantaged children and young people than the national average, are achieving attainment that is significantly above the national average on a range of measures. Not only do we strive to maximise our trust dividend, where the whole is greater than the sum of the parts, we also take seriously our role as civic and system leaders and act collaboratively with many partners in supporting the realisation of civic and system dividend.

Being a great employer matters to us. We are very proud to have won the Edurio 'Trust Value Award' where, through our staff survey, our staff said they have a strong sense of belonging and deeply value being part of our family of schools. As an Associate College for the National Institute of Teaching we have an enduring commitment to staff growth, development and career enhancement.

As we relentlessly strive to be a world class provider of education and a system shaper, we are excited to be recruiting a Director of Education to be at the vanguard of our mission. We're on the hunt for an individual who pursues excellence, ethically. Who is visionary, innovative and creative. Someone who is collaborative and unleashes the potential of others and empowers deeply. A person who shares our moral purpose and is unwaveringly optimistic, courageous and spreads hope. Finally a person who makes things happen.

If you believe you are this person, join us on our journey. I invite you to be part of our story, our legacy, and our future. Together, let's shape the future.

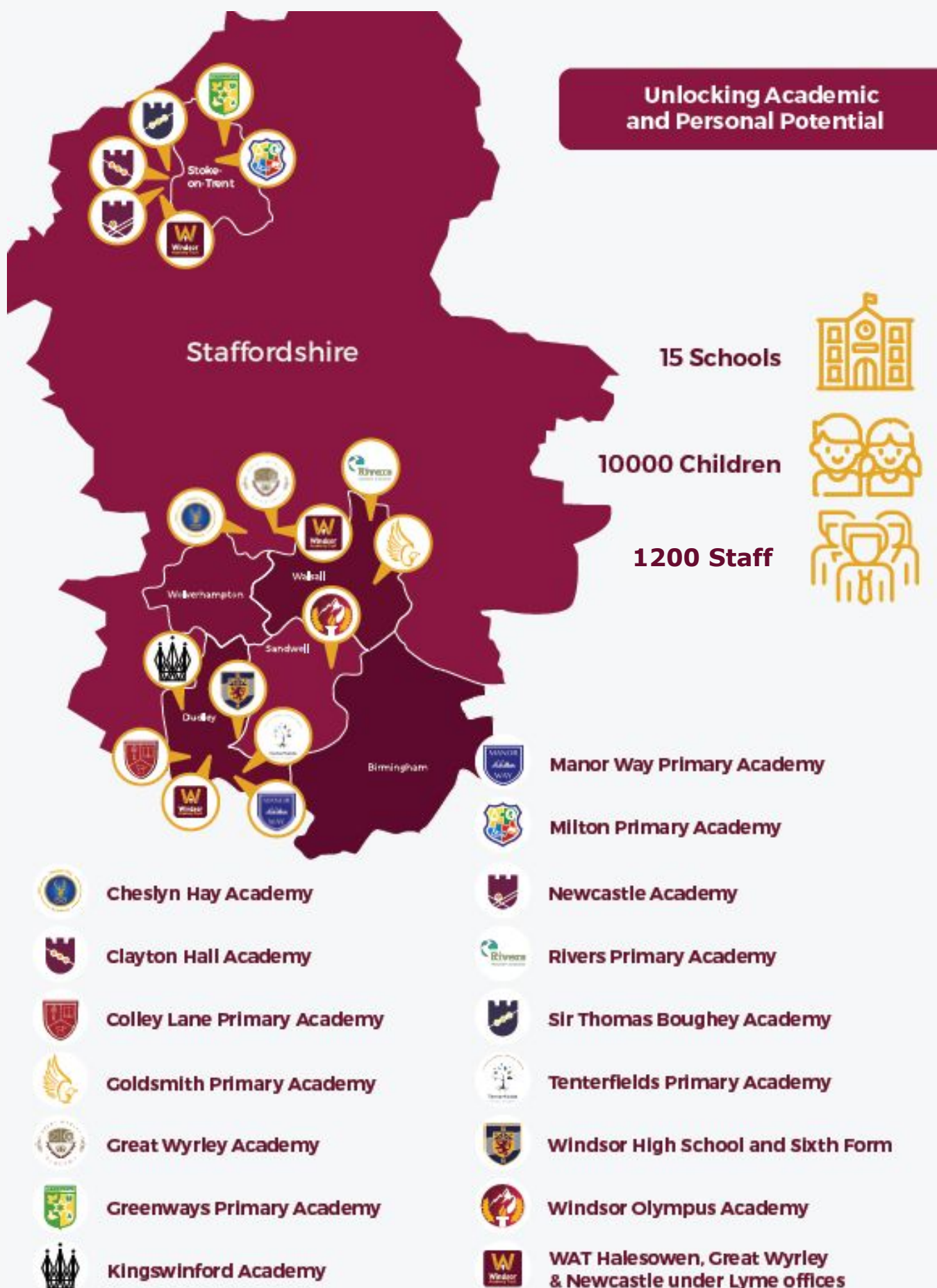


Dawn Haywood
Chief Executive Officer



Who are we?

Established in 2011 with Windsor High School and Sixth Form, our family has grown to fifteen successful schools. We currently have seven primary and eight secondary schools all located within one hour of each other. Our family reach will be expanding with further plans for growth.



What makes WAT WAT ?

A shared moral purpose

We develop high-performing schools that raise aspirations, inspire learning, build character and cultural capital, power social mobility and enable all students to thrive and make a difference in their communities and the world.

We want our students to aspire and to become all and more than they ever thought they could be. Students who know who they are and the sort of person they want to be; students who have discovered their passions; students who have high hopes and dreams for their futures and a clear sense of purpose; students who want to make a difference in their communities and in the world and therefore students who understand the importance and value of education as a powerful driver for the greater good.

The WAT Aspire Mountain, developed for our students, depicts a student at the summit of the Aspire Mountain where their academic and personal potential has been unlocked.

WAT equips students with the compass, empowering them to navigate their way to their summit. The four points of the compass are: knowledge, skills, values and attitudes. WAT puts the compass in the student's one hand and the world in the other.





What we do

Everything we do is underpinned by our five values:

- **Pride in Excellence:** We have high expectations and work hard
- **Respect:** We behave with integrity and honesty and foster equality
- **Responsibility:** We all take personal and collective responsibility
- **Collaboration:** We purposefully collaborate for the benefit of all
- **Bold/innovative:** We are future thinking and shape the future

How we succeed

Alongside our values we have five components of the WAT Approach to accomplishing success that are embedded in our Powering into the Second Decade Strategy.

- WAT Way: Our game plan, set plays and empowerment
- We inspire and develop people
- Everything we do is grounded in research
- We keep things simple and communicate clearly
- We collaborate, support others and make a difference in our communities (civic leadership) and the education system (system leadership)

What we do

We develop high-performing schools that raise aspirations, inspire learning, build character and cultural capital, power social justice and enable all students to thrive and make a difference in their communities and the world.

WAT Strategy: Our 'Five Big Moves'

We have identified five big moves we will make through our Powering into the Second Decade Strategy.



01 /

Big Move One

Develop **high performing schools** where every student unlocks their academic and personal potential



04 /

Big Move Four

Instil an ethos and ability to care for the natural environment now and in the future, to become carbon neutral and one of the most **sustainable** school trusts in the country



02 /

Big Move Two

Build staff talent by developing inspiring, research informed staff



05 /

Big Move Five

Expand the **WAT family reach** through support for other schools and trusts and through sustainable growth



03 /

Big Move Three

Drive education for the greater public good to create social value and deliver **civic** impact

Our five big moves are the turbo boosters that focus our efforts and drive us to succeed. Collectively, this provides a clear vision and shared understanding that is displayed across the WAT family every day.

To read more on our strategy click [here](#)



WAT a Snapshot

We have achieved a huge amount within our strategy already – and have highlighted some of our successes for each Big Move below

Big Move One

Develop high performing schools where every student unlocks their academic and personal potential

Strong academic outcomes across KS4 and KS5 - and in the top 9% in the country for primary attainment; the strongest KS2 results in our history

All schools in the WAT family are rated 'Good' or better by Ofsted, with our founding school, Windsor High School and Sixth Form, rated 'Outstanding' in all areas. Seven of our schools were graded 'Inadequate' or 'Requires Improvement' when they joined us

Four of WAT's primary schools featured in the top 10 in the national Edurio Pupil Happiness Award

A range of annual trust-wide collaborative events for our students to help unlock their personal potential across sport, the arts, science and more

WAT featured as a global case study for Apple for our use of iPads in teaching and learning







Big Move Two

Build staff talent by inspiring, research informed staff

Awarded the 'Trust Value Award' by Edurio after staff said they have a strong sense of belonging and deeply value being part of our family of schools

Awarded 'Executive Team of the Year' at the MAT Excellence Awards 2024

An Associate College of the National Institute of Teaching

Bi-annual staff conference at the ICC, Birmingham, and twice-yearly collaborative inset days

Big Move Three

Drive education for the greater public good to create social value and deliver civic impact

A national voice on education and health partnerships and co-creating solutions to reduce health inequalities in young people

Civic work featured as case studies in the book 'New Domains of Educational Leadership' by Leora Cruddas, CEO of Confederation of School Trusts

The WAT Community Foundation raising vital funds for our 'Bed and Breakfast' campaign

Annual trust-wide fundraising campaign, WAT a Run, in Mental Health Awareness Month, with staff running two marathons in two days between our 15 schools and fun runs for our children





Big Move Four

Instil an ethos and ability to care for the natural environment now and in the future, to become carbon neutral and one of the most sustainable school trusts in the country

Environmental Trust of the Year in the MAT Excellence Awards 2023

Ambition to become one of the most sustainable school trusts in the country

Sustainability strategy and 10 year decarbonisation plan that puts us on track to be net zero by 2030

Annual student WAT COP event, in partnership with Ministry of Eco Education, Schools of Tomorrow and Let's Go Zero

Big Move Five

Expand the WAT family reach through support for other schools and trusts and through sustainable growth

Shortlisted in the MAT Excellence Awards 2025 for 'MAT of the Year', 'Civic Partnership of the Year' and 'Digital Innovation Award'

DfE lead for the Walsall and Sandwell Priority Education Investment Areas 'Metacognition and Self Regulation' initiative to raise attainment across 40 schools

A member of the Confederation of School Trust's inquiry into the DNA of trust-led school improvement



The Role

Director of Education Role Overview

At Windsor Academy Trust, we are on a transformative mission to redefine educational excellence and unlock the extraordinary academic and personal potential of every student we serve. The Director of Education will be a visionary catalyst for change, leading our ambitious strategy to establish Windsor Academy Trust as a beacon of educational innovation and outstanding student achievement. This is not just a role but an opportunity to shape the future of education for WAT. We are seeking a dynamic, passionate leader who will drive our academies beyond conventional boundaries, championing a bold approach that challenges the status quo and creates truly exceptional learning experiences for our students.

Key Responsibilities

Vision, Values and Strategic Leadership

As a member of the Executive Team, the Director of Education is directly accountable to the CEO and has overarching responsibility for 'Big Move 1': students' academic and personal accomplishments for WAT. Our Director of Education will:

- Promote the WAT moral purpose, mission, values and culture
- Promote inclusion, equity and diversity
- Contribute to the strategic direction of the WAT family
- Create a deep culture of collaboration, maximising the 'trust dividend' and influencing the potential of the 'civic dividend' and 'system dividend'
- Provide exemplary leadership to the education directorate, oversee that of school leaders ensuring we unleash the potential of colleagues
- Play a leading role in the Trust Board Education Performance and Standards Committee and contribute to other governance forums
- Drive education forward passionately and ambitiously

Educational Outcomes

The Director of Education will be at the vanguard of WAT being a world class education provider and a system shaper. Our Director of Education will:

- Set the education direction for Big Move 1 of the WAT strategy and associated development planning
- Ensure that child protection and safeguarding are prioritised at all times
- Enhance our evidence-based 'set plays' for all components of our school improvement pyramid (attendance, behaviour, curriculum and assessment, teaching and learning digital technology, wellbeing and personal potential) spanning primary and secondary education
- Ensure there are robust approaches to drive school improvement in each school.
- Empower decision-making that is close to the front line
- Evolve and develop our School Transformation Model ensuring we have exceptional approaches to school self review and improvement planning
- Create systematic approaches to identifying and addressing educational challenges.
- Have a robust approach to diagnosis and quality assurance

The Role

Staffing and Budget Management

The Director of Education will be a driving force to ensure that we have excellent models for school improvement staffing, support with the recruitment and retention of trust-wide and school-based staff driving school improvement and ensure staffing models are affordable. Our Director of Education will:

- Work with colleagues to develop strategies that maximise admissions and therefore income
- Determine the staffing models in the education directorate, for staff with-trust wide roles and school-based school improvement roles
- Work alongside the CFO to ensure an effective and efficient Integrated Curriculum and Financial Planning approach
- Work alongside the People Directorate to recruit and retain exceptional talent

Leadership and Team Development

People are our most precious resource. The Director of Education will lead the Education Directorate and deploy colleagues in pursuit of our moral purpose. The Director of Education will:

- Build and lead a high-performing directorate
- Provide strategic leadership, coaching, and mentoring to senior educational leaders
- Build capacity and capability to lead all components of the School Improvement Model.
- Develop professional development pathways for educational staff
- Foster a culture of continuous improvement and collaborative practice

External Engagement and Sector Leadership

WAT has a deep commitment to civic and system leadership where we act on the system and not just in the system. The Director of Education will:

- Be an excellent ambassador for WAT externally
- Build partnerships and collaborative endeavours
- Represent WAT at national and regional educational events
- Share thought leadership through written blog, articles and reports
- Contribute to external advisory groups
- Engage with regulatory bodies and professional associations
- Promote WAT educational approach and achievements



Person Specification

We are seeking an exceptional educational leader who will be more than just a strategic thinker—a visionary who will challenge, inspire innovation, and drive transformational change across our schools. This role demands not just expertise but a steadfast commitment to unlocking the extraordinary potential of every student and every staff member within WAT.

The ideal candidate will bring a blend of strategic insight, educational excellence, and transformative leadership that aligns with our bold mission to redefine what's possible in education. They will have a strong track record of school improvement at scale and a passion for unlocking potential in culturally rich yet economically disadvantaged areas. Above all, they will be ethical, collaborative, and committed to fostering a culture of excellence.

Essential Experience and Qualifications

- Degree-level education
- Professional teaching qualification
- Successful senior leadership experience in the education sector
- Track record of school improvement at scale
- Proven civic and system leadership, driving education for public benefit
- Experience in leading educational innovation and initiatives at scale

Desirable Experience and Qualifications

- Masters degree
- NPQEL
- Experience as a successful Headteacher or Executive Headteacher
- Experience of working successfully with government officials and policy makers regionally and nationally
- Experience as an Ofsted Inspector
- Experience of working with trustees

Essential Skills, Knowledge and Abilities

- Proven ability to develop strategy and operational plans to drive educational improvement at scale across a group of schools
- Innovative approach to advance education
- Deep understanding of current educational policy
- Deep and extensive knowledge of research and approaches to drive excellence in safeguarding, attendance, behaviour, curriculum, teaching and learning and student's wellbeing and personal potential

- Excellent communication and interpersonal skills
- Ability to analyse complex educational quantitative and qualitative data and information and turn it into simple insights that drive action
- Ability to stay calm under pressure in unforeseen challenging circumstances and effectively prioritise
- Ability to successfully engage with external partners building reciprocal collaborations, partnerships and networks
- Ability to successfully engage with government official and regulatory bodies

Desirable Skills, Knowledge and Abilities

- Knowledge of legal and regulatory context of school trusts
- Knowledge of the use of digital technology to advance education.
- Knowledge, skills and ability to lead an ICFP process

Personal Attributes

- Commitment to inclusive, high-quality education
- Visionary and forward-thinking
- Collaborative and empowering leadership style
- Resilient and adaptable
- Strong ethical standards
- Commitment to being the best you can be through on-going professional development





Working for WAT

We believe it is important to be a great place to work. In addition to a competitive salary we offer:



Pensions

As a staff member you have access to the Local Government Pension Scheme and Teachers' Pension Scheme - both generous schemes with the employer contributing up to 20% plus. This also provides a death in service benefit of three times your salary.



Pay progression & career pathways

As well as any nationally agreed pay award (a salary increase linked to inflation), our employees have access to pay progression according to their grade.

We offer a number of career pathways from teaching and other classroom based roles to administration and IT. If you're interested in progressing on your career journey or taking a new career pathway, you should discuss this further with your line manager at your annual appraisal.



Continual Professional Learning (CPL)



WAT has developed exceptional teachers, leaders and professional services staff in schools for over a decade. We have an excellent reputation for delivering outstanding and innovative professional development for teachers, leaders and professional services staff at all levels, across the Midlands and beyond. Our professional development offer ranges from Initial Teacher Education, to the Early Career Framework as well as leadership development programmes such as National Professional Qualifications (NPQs) as well as networking groups for a number of roles.



Employee Assistance Programme

WAT has signed up to an Employee Assistance Programme with the Education Support Partnership which provides a support line to access a range of practical and emotional help 24/7, including counselling sessions, financial, legal and practical support from qualified professionals on a range of personal issues as well as access to online health and wellbeing resources and a specialist information service.



Free flu vaccinations and eye tests

For a number of years, WAT has provided free flu vaccination vouchers so that you can protect yourself over the winter months. We also provide free eye tests for display screen equipment users, which applies to the majority of our employees.



Cycle to work scheme

For those who do not live too far from work, cycling instead of driving or taking public transport could be a good option to save on travel costs. Our cycle to work scheme helps WAT employees to purchase a brand new bike and spread the cost over 12-18 months. To find out more, visit The UK's Most Popular Cycle to Work Benefit - Cyclescheme.



Food and leisure discounts

WAT has signed up to access Vivup - the leading wellbeing and benefits provider to the public sector - meaning our employees can benefit from lifestyle savings on films, leisure activities, dining out, family essentials and many more popular categories.



Reduced childcare costs

For working parents, childcare costs can be a significant financial burden. However, there are some solutions available to staff that may help ease short-term financial pressures around childcare. You may be eligible for the Government's tax-free childcare scheme. Find out more by visiting Tax-Free childcare at gov.uk. Should you need them, flexible working and paid time off for caring responsibilities policies are available upon request. Visit the Policies and Procedures section on the WAT website for full details.



Local Credit Union

WAT is now a partner employer with Castle & Crystal Credit Union based in Dudley. They are a not-for-profit financial co-operative who provide affordable loans and secure savings for all who live or work in the West Midlands. Loans repayments can be made directly from your salary.



How To Apply

Saxton Bampfylde Ltd is partnering with Windsor Academy Trust on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code RBWAA.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application

The closing date for applications is noon on Monday 28th April.

First stage interviews will take place on Friday 9th May. Second stage interviews will be on Wednesday 14th May.

Windsor Academy Trust is an equal opportunity employer. We encourage applications from candidates of all backgrounds and experiences.

Safer Recruitment In Education: Information For Applicants

- WAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment
- We have a number of policies and procedures that contribute to our safeguarding commitment, including our child protection policy which can be viewed at windsoracademytrust.org.uk/governance
- It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children
- Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child's welfare
- We will ensure that our concerns are discussed with parents/carers first unless we have reason to believe that such a move would be contrary to the child's welfare
- We actively support the Government's Prevent agenda to counter radicalism and extremism

What we will provide:

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post; including safeguarding responsibilities
- a person specification which will include a specific reference to suitability to work with children

All applications for employment will be required to complete an application form online, containing questions about their academic and full employment history, and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in their employment history.

References

References will be requested with your consent, at the selection stage directly from the referee.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-employment checks


- It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children
- An enhanced DBS check is required for all successful applicants
- Prohibition, overseas and section 128 checks will also be completed if necessary

Child Protection and Safeguarding Policy

View our Child Protection and Safeguarding policy at windsoracademytrust.org.uk/policies


A photograph of two students sitting at a desk, looking at a tablet. The image is overlaid with a dark red and yellow geometric pattern.

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