



EQUITAS
— ACADEMIES TRUST —



Trust IT & Strategic, Network & Systems Manager Candidate Pack

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Helping schools / trusts appoint the best Senior Leaders



Welcome Message

Equitas Academies Trust was formed in 2011 on the belief that we can inspire our children for the years beyond their time within education. Rooted in kindness, love and mutual respect, we wish each child to think well of themselves and demonstrate empathy and respect in their interactions with others. From the moment any of our pupils step through any of our schools, our staff and students alike prepare them for the years beyond the classroom.

Our pupils are guided and motivated in achieving their diverse aspirations by dedicated and passionate teachers, skilled men and women who care deeply about the welfare of their students and possess the ability to impart that same knowledge and passion to others. This relationship between staff and students, with the incredible support from parents, is one of the reasons why Equitas Academies Trust has become a positive and purposeful establishment.





Mission Statement

Our schools have a strong reputation for providing an excellent education for all its pupils in a friendly and caring environment. Pupils' wellbeing is at the forefront of what we do at Equitas and all staff are committed to ensuring every child's needs are met.

Our schools cater for children of all abilities in a well-disciplined environment and through a wide range of extra-curricular activities. Our staff are highly qualified and experienced, with a commitment to ensuring that every pupil reaches their potential.

We currently have over 1000 pupils on roll across our schools and pride ourselves on being a closeknit community, in which everyone feels valued and involved. This enables children transferring from our primary school to settle in very quickly.

We are proud of the way in which our pupils conduct themselves both in school and outside. Visitors frequently compliment them on their 'confident and courteous behaviour'. During every lesson, pupils' efforts and conduct are monitored by staff.

At Equitas, we believe:

Every Child has the right to learn, strive and achieve

- All Pupils have a place at our schools; All Different, All Equal, All Achieving.
- All pupils are entitled to a safe, secure and positive learning environment where they can be nurtured and cared for.
- Pupils can only thrive in safe and positive environments; it is essential that we can continue to provide this for all our pupils.

Our mission is to create a positive community in which we generate self-esteem and self-confidence in young people who can achieve highly in both their academics, and outside of them too, ultimately, preparing them for their time beyond education.



Our Values

Our aim at Equitas Academies Trust is to provide a stimulating environment in which students learn exceptionally well and develop life skills that prepare them for the future. We have high expectations for all students to work hard so that they reach the highest levels of attainment possible.

The Academies in the Trust are caring and nurturing environments and place the utmost importance on student welfare and personal development. Our students are safe in school and feel safe all of the time.





Chilwell Croft Academy



Telephone: 0115 94 3402
Email: info@chilwellcroft.ac.uk

All Different All Equal All Achieving

Chilwell Croft Academy

Chilwell Croft Academy is a very happy school for children aged four to eleven. The school currently has children on roll representing over 30 nationalities, speaking 40 different languages.

We are proud to be part of a multicultural community, and actively celebrate the diversity of our school.

Our aim is to provide an environment where children can make progress academically and develop personally, to continue their journey to be positive, impactful, global citizens. Everything we do is focused on this.

We spend a lot of time and effort developing the culture of our school. The physical environment is welcoming and nurturing. Our school benefits from our drama lead, music lead and sports coach, reflecting our commitment to provide positive experiences enabling our school community to be a happy and stimulating place to be.

Our pupils learn to behave, have a good attitude to learning and respect each other. Pupils take pride in their work as evidenced by the presentation in their books. They value our rewards system and say they feel safe in school.

Developing the highest quality teaching lies at the heart of our school improvement agenda. We celebrate success and share good practice whenever we can.

We are very proud of our pupils and their families. Here, every child is truly valued for his or her contribution and encouraged to grow in confidence. A real strength of our school are the very positive relationships between staff and pupils and within peer groups.



Aston Manor Academy

A successful 11-18 mixed Academy in the heart of Birmingham, serving the inner city communities of Aston, Handsworth and Nechells.

Progress made by students is well above the national average and continues to improve year on year; an outstanding achievement made possible by the students and staff working exceptionally hard. As an Academy, we are committed to ensuring that every child succeeds.

As always, sport excels at Aston Manor. We have students competing at national level and our Sixth form sporting success has led to a number of students gaining scholarships overseas. We have developed a strong partnership with Aston Villa Football Club, and Aston Basketball is fast becoming a centre of excellence. Students are able to compete whilst completing level 3 programmes of study. Our extra-curricular programme is extensive and our Saturday Club provides numerous sporting activities for all ages, including basketball, football and boxing.

Our music programmes also offer a wide range of opportunities for students to channel their creativity.

Results for both vocational and academic courses at our Sixth Form are outstanding and our progress score places us as the highest performing Sixth form in Birmingham. 100% of our Year 13 students were successful in obtaining university places or apprenticeships last year. Aston Manor is a remarkable Academy with fantastic students, staff and parents. We always welcome visitors to the Academy and encourage you to come along to see the work that we do for yourself.



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ACADEMIES TRUST

Trust IT & Strategic, Network & Systems Manager Job Description

Reporting to: Director of Innovation & Development

Location: Trust wide

Weeks of work: 36.5hrs per contracted working week whole year.
Flexible in line with the needs of the Trust

Grade/salary: Grade 5 Spinal Column Points SCP 32-40, Salary: £41,511 to £49,764 per annum

Pay progression: Incremental progression within the grade will be subject to professional criteria-based performance assessment



Job Purpose

To be responsible for the strategic direction, leadership, planning, development and effectiveness of ICT in delivering business communication, efficiencies and economies across the Trust, and being a fundamental driver behind the Trust's Digital Strategy. To support and enhance teaching and learning within all settings within the Trust. To work with the Leadership and Executive Teams in shaping and delivering the Trust's vision from an ICT perspective. To work with the Director of Innovation and Head Teachers (and SLT) of each academy to ensure the effective strategic development of ICT. Foster innovative approaches and lead in the discovery and introduction of new technologies and compliance to support all activities, and especially to enhance teaching and learning as part of the Trust's Digital Strategy. Provide effective and robust leadership, management and performance development opportunities for a designated team of ICT Support Staff and to work strategically with external network support agencies to continue to develop and improve all aspects of the Trust's network infrastructure and security, including its on-line presence and digital profile.

Key Responsibilities

Strategic Planning

- To be responsible for strategic ICT procurement, tendering, supplier management, software licensing and contract management across the Trust. With a focus on economies of scale, normalisation, sustainability and compliance while always observing Best Value.
- Plan, develop and project manage the operational move of Trust wide ICT developments, working with the Leadership Team in order to develop ICT strategies in line with the Trust Improvement Plan and national initiatives.
- Work alongside the Director of Innovation and Development to oversee the strategic planning and implementation of the Trust ICT strategy with an emphasis on improving and embedding the use of ICT in internal and external systems and practices.
- Prepare medium and long term ICT Strategic Plans which includes backup and recovery strategies, maintenance of existing resources and provision for development of leading edge technology, management and learning.
- Form relationships with other Network Managers and leading Ed-tech professionals in order to learn and share good practice.
- To ensure that appropriate professional development is planned, delivered and evaluated according to identified area needs.
- Research and promote leading edge technology for the curriculum and management of the Trust.



Budgets, Procurement, Audit

- To be responsible for ICT procurement, tendering, supplier management, software licensing and contract management
- To manage ICT maintenance and capital expenditure finance budgets
- Produce timely, full and costed proposals which are sustainable, within 3 year budget forecasts.
- Maintain and review ICT contracts under Best Value Policy and with due regard to sustainability.
- Oversee the work of external ICT contractors, liaising with the Site Manager.
- To audit the ICT provision across the Trust and maintain a full register of all ICT related assets ensuring that all ICT equipment is security marked or has appropriate categorical numbering

Installation, Maintenance, Repair and Support

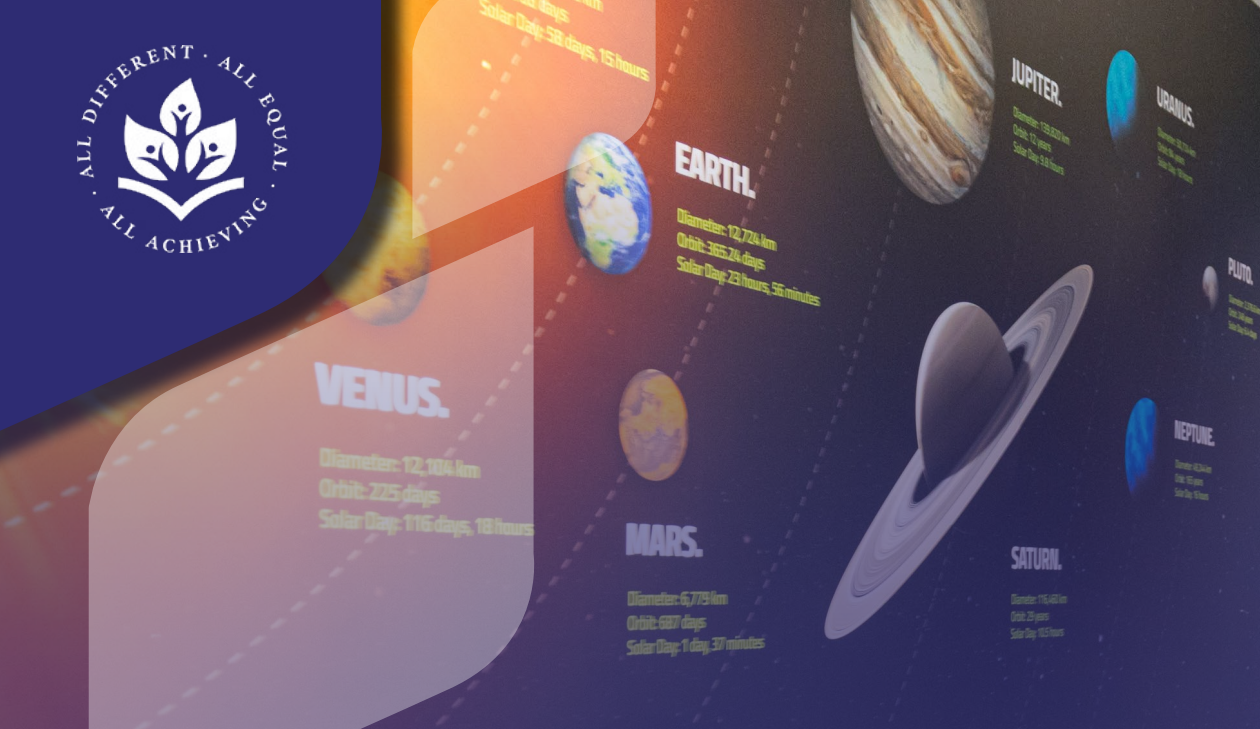
- To install, and proactively maintain and repair, the ICT hardware of the Trust ICT Systems.
- To source, install and maintain a wide range of software packages to meet the needs of the curriculum and management use.
- To manage and monitor the services of third party maintenance contractors

Technical Assistance, Training

- To provide technical management and maintenance of the Trusts Management Information System and ensure its availability to appropriate staff.
- To work closely with teaching and support staff to specify user requirements. Provide 1:1 or group training at all levels for Trust staff when required.
- To proactively support staff in using ICT facilities, in order to enhance learning in the classroom.

Access Management

- Ensure optimum performance, continuity of service and monitoring systems for all ICT facilities, both for curriculum and management use.
- Liaise with external organisations, where appropriate to ensure continuity of service and ordered rollouts of new services.
- Manage user access to the Trust network via the appropriate user account and password policies
- Making available, and maintaining a usage log of loan ICT equipment for students and staff



Good Practice, Policies

- Managing the implementation and adherence of all Trust policies including Health & Safety, Internet & Email and Data Protection Policies
- Ensuring Trust's security, anti-virus and internet filtering systems operational and maintained
- To direct and manage ICT development functions ensuring that system structures and processes are in place.
- Conduct Performance Management of designated staff in accordance with the Trust's Performance Management Policy and Guidelines.
- To ensure consistent high standards are met in the ICT Support Area.
- To implement revised working practices to deliver agreed standards and objectives.
- To help realise the full benefits of ICT systems to the Trust.
- To adhere to the ethos of the Trust
- To promote the agreed vision and aims of the Trust
- To set an example of personal integrity and professionalism

Other Resources Management

- Continually develop and manage access to and maintain continuity of the Trust CCTV security system

- Assist the Site Manager with the development, management and access of the Trust door access/biometrics/ID card control system and any other aspects of school sites that are dependent upon the IT infrastructure
- Oversee technical aspects of Trust's on-line presence, including media platforms and websites.

Other

- To undertake any other duties commensurate with the grade as required.
- To undertake appropriate professional development including adhering to the principle of performance management

Equitas Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will be subject to all pre-employment checks necessary to meet safer recruitment requirements, including a satisfactory enhanced DBS check, right to work check and references.

The Trust is committed to safeguarding and promoting the safety and welfare of all our children and expects staff to share this commitment.



Person Specification

IT Manager

MOA	Method of Assessment
AF	Application form
C	Certification
I	Interview
T	Test or Exercise
P	Presentation

Criteria	Essential/Desirable (E/D)	MOA
Qualifications/Education NB: Full regard must be given to overseas qualifications	Degree-level qualification in an ICT or Business discipline (or equivalent experience) (E)	AF/C
	Post graduate degree in relevant field (D)	AF/C
	COMP TIA, MSCE, MIE, City and Guilds qualifications are an advantage (D)	AF/C
	Membership of an appropriate professional body such as: BSC, ITIL, ACM, etc. (E)	AF/C
	Microsoft Innovator Training Certificate (E)	AF/C
Experience Relevant work and other experience	Wide ranging experience working at a senior level (E)	AF/I
	Thorough, in depth experience in technical trouble-shooting (E)	AF/I/T
	Experience of delivering an ICT Training programme to staff (E)	AF/T
	Financial management experience in an educational setting (E)	AF/I
	Advanced experience and knowledge of wide area networks (WAN) and local area networks (LAN) - Connecting network with MPLS provider networks and TCP/IP, routing, switching, etc. (E)	AF/I
	Administrative and report writing experience in an educational setting (E)	AF/I
	Experience of line management responsibility (E)	AF/I
	Experience of using data input systems (E)	AF/I
	Experience of child protection procedures and commitment to safeguarding pupils (E)	AF/I



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Criteria	Essential/Desirable (E/D)	MOA
Skills & Ability	The ability to manage the Trust budget both on a strategic and day to day level (E)	AF/I
	The ability to lead, organise and motivate a team (E)	AF/I
	Able to effectively use time management skills (E)	AF/I
	Effective problem-solving skills (E)	AF/I/T
	Effective use of ICT (E)	AF/I/T
	The ability to think strategically (E)	AF/I
	The ability and motivation to constantly improve own practice and knowledge through self and evaluation and learning from others (E)	AF/I
	The ability to be flexible and positive, dedicated and trustworthy (E)	AF/I
	An ability to establish and develop positive relationships throughout the Trust (E)	AF/I
	To be loyal and committed to the Trust (E)	AF/I
Behaviours	Adaptable, accountable and dependable with a focus on accuracy and timeliness (E)	AF/I
	Able to liaise using tact and diplomacy with internal/external stakeholders, particularly parents/carers, members of the Trust Board and the local community. (E)	AF/I
	Ability to establish constructive relationships and communication with all staff and other agencies/professional bodies, etc (E)	AF/I
	Tenacious in resolving issues of all kinds; in proactively seeking out improvement opportunities and delivery of solutions (E)	AF/I
	Integrity, enthusiasm and commitment (E)	AF/I
	Flexible approach to work. (E)	AF/I
	A willingness to personally embrace and celebrate the ethos and values of the Trust (E)	AF/I
	To proactively take the time to develop yourself and others (if applicable) through training, coaching, mentoring etc. (E)	AF/I
	A willingness to embrace and celebrate the ethos and values of the Trust (E)	AF/I



How to Apply

If you are interested in finding out more information and making an application for this role, please contact Rebecca Beach on 07733628155 or email rbeach@academicis.co.uk

KEY DATES

Deadline for applications: Monday 2nd June 2025

Shortlisting: W/C Monday 2nd June 2025

Interview date: W/C Monday 2nd June 2025



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