



# Director of Education and Inclusion

## CANDIDATE PACK

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WELCOME TO THE WHITE HILLS PARKS TRUST

# Welcome Letter



THE WHITE HILLS  
PARK TRUST

Dear Applicant,

I am writing to invite you to consider applying for the position of Director of Education and Inclusion at The White Hills Park Trust.

At The White Hills Park Trust, we are deeply committed to providing excellent educational provision across all of our schools. Our ambition is simple but powerful: that every pupil, in every school within our Trust, receives a high-quality education that enables them to thrive academically, socially and personally. Achieving this requires strong leadership, clear vision and a relentless focus on improving outcomes for all learners.

Equally important to us is the principle that inclusion must sit at the heart of everything we do. We believe that every child deserves the opportunity to succeed, regardless of their background, need or starting point. Our work is guided by a commitment to ensuring that all pupils feel valued, supported and able to reach their full potential within our schools. The Director of Education and Inclusion will play a pivotal role in strengthening this commitment and ensuring that inclusive practice continues to shape our approach across the Trust.

The White Hills Park Trust is also proud to be a great organisation to work for. We believe strongly in developing our people, working collaboratively and creating a culture where colleagues feel supported, valued and inspired in their work. Our schools benefit from strong partnerships, shared expertise and a collective drive to make a difference to the lives of young people.

This is an exciting opportunity for an experienced and passionate leader who shares our values and ambitions. The successful candidate will have the chance to shape educational practice across the Trust and help ensure that every child, regardless of circumstance, receives the very best education we can provide.

I hope you will consider applying for this important role and contributing to the continued success of The White Hills Park Trust.

Claire Shaw  
CEO



# Our Values and Ethos

Our Trust is founded on the principle that by working together within our locality, our schools become beacons of outstanding practice and provide opportunities and benefits for our pupils and for our local community.

Our schools are autonomous bodies, each with their own leadership, management and distinct character. However, we have a shared ethos and common values and we believe that we are stronger together. The role of the Trust is to empower our schools and support them by unlocking the benefits of working together:

- Making the most of our resources
- Running our schools with maximum efficiency
- Bringing about continual School Improvement
- Developing our workforce
- Providing opportunities for pupils
- Becoming a force for good in our community
- Establishing effective governance and leadership

The White Hills Park Trust is built on a clear vision, demonstrated in our practice:

- A group of schools united in our mission to provide the very best opportunities for young people, with shared values, shared commitment to our locality and shared commitment to excellent outcomes
- Successful schools with high quality teaching and learning, sharing good practice, pooling resources and participating in joint projects for the benefit of pupils
- Consistently outstanding pastoral care and provision for all learners, including disadvantaged pupils and those with SEND
- Commitment to high quality and generous collaboration and the development of 'system leaders' contributing to education across the region
- Extensive, seamless and high-quality enrichment programmes, encompassing the arts, sport, good citizenship and all areas of the curriculum, accessed by all groups of pupils
- A powerful international dimension, enabling our students to visit and interact with students all over the world
- Open, transparent and ethical systems of finance, leadership and management

## OUR ACADEMIES



Alderman White School



Arnold Mill Primary School



Arno Vale Junior School



Bramcote College



FOXWOOD ACADEMY

Foxwood Academy



John Clifford School



Springbank Academy



The Florence Nightingale Academy



The Lanes Primary School

# Why work for us

Are you looking for a workplace that values collaboration, teamwork, and a supportive environment?

Then look no further. In the White Hills Park Trust, we pride ourselves on the fact one of the best things about working here is the people. Whether it's our supportive central team, our passionate and dedicated school families, or our amazing diverse pupils, we provide a friendly workplace that promotes collaboration, teamwork and professional development, united in our mission to provide the very best for our young people.

## EASILY ACCESSIBLE



Coming to work, you'll find:

- Our sites are easily accessible by car, within minutes of the M1 and the main A roads around Nottingham.
- Free parking at all our schools and at the Trust's main office.
- Good public transport links, with our schools all within a short walking distance to bus stops.
- We offer a Cycle to Work scheme, offering discounts on cycling equipment.

## HEALTH AND WELLBEING



As part of our programme to support the health and wellbeing of our staff, we offer:

- Access to free wellbeing and medical support and resources through our membership the Schools Advisory Service
- Access to free Eye Tests (in certain roles)
- Opportunities for hybrid / flexible working (in certain roles)
- Free Flu jabs
- The support of a friendly, driven and committed team

## PROFESSIONAL DEVELOPMENT



Investment in our staff is crucial, and CPD is at the heart of our work to engage, develop and retain our best people. The hundreds of professional decisions made every day by every one of us must be informed by the best evidence and knowledge. Supporting staff development is at the heart of our values and improvement strategy, and we offer:

- A commitment to high-quality, research-informed continuing professional development (CPD)
- Regular performance reviews and CPD opportunities, with Trust-wide INSET and school specific INSET throughout the year

## LEADING PENSION SCHEMES



All our staff can access great pension schemes with membership of either:

- The Local Government Pension Scheme (LGPS), for those in non-teaching roles and **one of the largest pension schemes in the UK**
- The Teachers' Pension Scheme (TPS), designed for teaching staff and **one of the most generous schemes in the country**

## DISCOUNT SCHEMES



All our staff can access great pension schemes with membership of either:

- Save up to 10% on selected Microsoft Surface devices and up to 30% on Microsoft 365 family subscriptions through the **Microsoft Workplace Discount Programme**.
- In addition to this, all our employees get free access to the full suite of Microsoft 365 apps on up to 5 of their own devices through their Trust email account.



#### JOB DESCRIPTION FOR

# Director of Education and Inclusion

Salary: Competitive

#### Job Purpose

The Director of Education and Inclusion provides strategic leadership and operational oversight of educational performance across the Trust, ensuring high-quality teaching, a coherent curriculum, and strong pupil outcomes across all schools.

The Director of Education and Inclusion will support the CEO and the Trust Board in implementing the Trust's vision and values.

The Director of Education and Inclusion will define and implement the Trust's educational strategy, delivering sustained improvement and ensuring an excellent educational experience for all learners.

## Job Description Continued

### Key Accountabilities

#### STRATEGIC LEADERSHIP AND DEVELOPMENT

- Drive the development and implementation of highly effective self-evaluation and school development plans.
- Support the Trust Executive Team and wider work of the trust by attending conferences, network, events and strategic planning days.
- Collaborate with leaders to identify and respond to emerging challenges and opportunities across the Trust, maintaining a forward-thinking approach to continuous improvement.
- Develop leadership capacity with Headteachers and Senior Leaders, provide tailored support and foster a culture of continuous improvement and high expectations.
- Collaborate with the Director of Human Resources to support the implementation of the Trust's People Strategy, focusing on attracting, developing and retaining high-quality staff across the Trust.
- Considering the Government's Curriculum Review, lead curriculum development across the Trust, including primary, special and secondary schools, ensuring a cohesive and inclusive educational experience for all learners.
- Lead and coordinate the professional networks across the Trust.
- Contribute to Trust-wide strategic planning, risk management and financial prioritisation as part of the Executive Team.
- Provide regular reports to the CEO and Trust Board on school performance, risk and strategic priorities.
- Work with Local Governing Bodies to ensure alignment between school-level plans and Trust strategy, contributing to governing body meetings where appropriate and providing high-quality training for governors.



## Job Description Continued

### QUALITY OF EDUCATION AND QUALITY ASSURANCE

- Monitor and evaluate the performance of schools within the Trust, identifying strengths and areas for development.
- Ensure that all Trust education policies are monitored and reviewed regularly and compliant with the DfE.
- Challenge underperformance, setting clear expectations and supporting Headteachers and Senior Leaders in implementing effective improvement strategies.
- Strategically lead the delivery of an excellent education for all our learners, using data and evidence to drive improvements in teaching and learning.
- Contribute to Headteachers' professional growth in partnership with the CEO.
- Lead the development of the Trust's education vision, ensuring a high-quality curriculum that is underpinned by agreed teaching and learning principles, a rigorous assessment framework and pedagogy so that all learners make excellent progress.
- Ensure robust quality assurance and compliance with OFSTED, DfE and other regulatory requirements, ensuring leaders are supported in readiness for inspection.
- Foster a culture of innovation and best practice, ensuring high-quality, evidence-based approaches to teaching and learning to meet the needs of all learners.



## Job Description Continued

### STRATEGIC INCLUSION

- Champion and support the most disadvantaged and those with additional and special educational needs and disabilities within a safe and secure learning environment to ensure that they consistently receive an excellent education.
- Pursuing excellence and equity by removing educational inequality, upholding and securing ambitious educational and behavioural standards for all learners, robustly tackling underperformance.
- Develop, implement and rigorously evaluate the Trust's Strategic Plan for Inclusion, ensuring it remains evidence-informed and results in high-impact.
- Act as the Trust's lead for Headteachers and SENDCos, providing external guidance and brokering external support when necessary.

### SAFEGUARDING AND WELL-BEING

- Champion a Trust-wide culture in which safeguarding, child protection, well-being and health and safety are embedded in all educational practices, across all schools in the Trust.
- Promote equality, diversity, inclusion and well-being for all learners and staff, ensuring curriculum alignment with the Trust's EDIJ Strategy.
- Build and sustain effective working relationships with the Trust Safeguarding Lead to ensure the highest standards of safety and support for learners across all schools within the Trust.
- Model and reinforce the expectations of all staff, governors, Trustees and volunteers regarding safeguarding and child protection.



## Job Description Continued

### SYSTEM LEADERSHIP AND COMMUNITY RESPONSIBILITY

- Promote and enable ways in which schools across the Trust and their local governing bodies engage meaningfully with their communities and are responsive and accountable to them.
- As a system leader, engage with schools and organisations outside of the Trust to improve the lives of children and young people beyond the organisation.
- Develop leadership capacity within the Trust, providing support and opportunities for professional growth among school leaders.
- Foster collaboration and shared best practices among all schools within the Trust.
- Foster and engage in the collective leadership of the education sector building a strong culture within the Trust to provide an excellent education for all learners and strategically address the barriers for disadvantaged learners.

### ETHICS AND PROFESSIONAL CONDUCT

- As part of the Executive Team, the Director of Education and Inclusion is expected to demonstrate consistently high standards of principled professional conduct. They should always uphold and demonstrate the principles of public life. (The Nolan Principles.)
- The Director of Education and Inclusion is responsible for upholding public trust in our schools and the Trust as a whole and should maintain high standards of ethics and behaviour.
- The Director of Education and Inclusion should serve in the best interests of all learners, conducting themselves in a manner compatible with their influential position in our schools and communities.



## PERSON SPECIFICATION

# Director of Education and Inclusion



THE WHITE HILLS  
PARK TRUST

QUALIFICATIONS	ESSENTIAL/DESIRABLE
Qualified Teacher status and Degree Level education	Essential
Evidence of continuous professional development	Essential
NPQH or equivalent qualification	Essential
NPQEL or equivalent qualification	Desirable
EXPERIENCE	
Successful leadership as a Headteacher, Executive Leader, or Trust-level Director	Essential
Experience as an OFSTED inspector	Essential
Proven success in school improvement and inclusion leadership	Essential
Experience leading SEND, safeguarding, or pastoral strategies	Desirable
Evidence of improving outcomes for disadvantaged learners	Essential
Experience of leading system-wide professional development	Essential
KNOWLEDGE AND SKILLS	
Deep understanding of curriculum, pedagogy, and inclusive education	Essential
Knowledge of the SEND Code of Practice and safeguarding legislation	Essential
Strong analytical and data interpretation skills	Essential
Highly effective communicator and relationship builder	Essential
Strategic thinker with the ability to translate vision into impact	Essential
PERSONAL ATTRIBUTES	
Embodies the Trust's shared values	Essential
Moral and ethical leadership, acting with integrity and humility	Essential
Resilient, optimistic, and solution-focused	Essential
Collaborative and empowering leadership style	Essential
Commitment to inclusion, equity, and the success of every child	Essential
Able to travel to Trust schools	Essential



## How to Apply

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Neil Massie: [nmassie@academicis.co.uk](mailto:nmassie@academicis.co.uk) or 01223 907979 / 07818 875514

Closing date: Monday 20th April 2026

Shortlisting: Wednesday 22nd April 2026

Interviews: Tuesday 28th April 2026



**THE WHITE HILLS  
PARK TRUST**

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