



## Deputy Director of Primary Education

### ROLE INFORMATION PACK

<b>Department</b>	Trust Central
<b>Place of work</b>	Central offices & academies
<b>Application deadline</b>	13 <sup>th</sup> March 2026 at 10am Interview date: 16 <sup>th</sup> March
<b>Enquires and applications to</b>	<a href="mailto:recruitment@lct.education">recruitment@lct.education</a>



## Mission Statement

Delivering an inclusive, compelling and transformative education that empowers young people, both in the classroom and beyond, preparing them for the rapidly changing world ahead.



## Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.



## Our values



### A Trust With Heart

We place our young people, staff and families at the heart of everything we do; we empower our young people to become compassionate, caring, humble and inspirational individuals.



### Never Leave A Child Behind

We support all our young people to ensure that - regardless of their background or starting point - they can achieve exceptional educational outcomes.



### Thriving Community

We passionately believe that a positive, thriving community is the heartbeat of the academy. We embrace our collective strength to create a range of opportunities that enhance the lives of our young people and families whilst also acknowledging and celebrating the distinctiveness and individuality of each academy's community.



### Together We Are Stronger

We are united in our vision to ensure the best learning experiences for our young people, staff, and community through strong relationships and effective collaboration.



### Successful Young People

We create a pride in our academies and a thirst for learning that raises aspirations and ensures our young people are ambitious - both within school life and through extensive enrichment offers - to prepare them for the global community.



### Learning For All

We deliver compelling, transformative and reflective learning in our classrooms, celebrating the differences of each academy's community, inspiring all our young people and staff to be the very best that they can be.



### Respect For All

We celebrate equality, diversity, inclusivity and individuality because we believe that we have far more in common than that which divides us.



### Coping With The Challenges Of Life

We develop resilience within all our young people and staff to ensure a mindset for success and readiness to thrive in an ever-changing global community.



## Mission Statement

Delivering an inclusive, compelling and transformative education that empowers young people, both in the classroom and beyond, preparing them for the rapidly changing world ahead.



## Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.



## Our values



### A Trust With Heart

We place our young people, staff and families at the heart of everything we do; we empower our young people to become compassionate, caring, humble and inspirational individuals.



### Never Leave A Child Behind

We support all our young people to ensure that - regardless of their background or starting point - they can achieve exceptional educational outcomes.



### Thriving Community

We passionately believe that a positive, thriving community is the heartbeat of the academy. We embrace our collective strength to create a range of opportunities that enhance the lives of our young people and families whilst also acknowledging and celebrating the distinctiveness and individuality of each academy's community.



### Together We Are Stronger

We are united in our vision to ensure the best learning experiences for our young people, staff, and community through strong relationships and effective collaboration.



### Successful Young People

We create a pride in our academies and a thirst for learning that raises aspirations and ensures our young people are ambitious - both within school life and through extensive enrichment offers - to prepare them for the global community.



### Learning For All

We deliver compelling, transformative and reflective learning in our classrooms, celebrating the differences of each academy's community, inspiring all our young people and staff to be the very best that they can be.



### Respect For All

We celebrate equality, diversity, inclusivity and individuality because we believe that we have far more in common than that which divides us.



### Coping With The Challenges Of Life

We develop resilience within all our young people and staff to ensure a mindset for success and readiness to thrive in an ever-changing global community.

# Together, with our families, our staff and our communities, we are stronger.

At the Learning Community Trust, we are proud to lead a family of academies that spans education from early years through to post-16 within our specialist settings. We serve thousands of young people and staff across our academies and take our responsibility seriously, placing our young people, staff, and families at the heart of everything we do.

Our mission is so important to us all, we all work tirelessly to deliver an inclusive, compelling, and transformative education that empowers young people both in the classroom and beyond, preparing them for the rapidly changing world ahead. We are united by a shared vision: to develop compassionate, resilient, and inspirational individuals who are ready to thrive in an ever-changing global community.

Our eight core values: A Trust With Heart, Successful Young People, Never Leave A Child Behind, Learning For All, Thriving Community, Respect For All, Together We Are Stronger, and Coping With the Challenges of Life create our daily moral compass and guide every decision we make and every service we offer.

We believe that every young person deserves access to a rich and inspiring educational experience, one that fosters a mindset for success and importantly, prepares them to be global citizens. Across our Trust, we are proud to celebrate equality, diversity, inclusivity, and individuality, recognising that we have far more in common than that which divides us. Each of our academies is distinctive, with its own ethos and community, yet all are united in our commitment to exceptional outcomes and shared trust values.

Our success is rooted in a steadfast commitment to the professional growth and well-being of our staff. We believe that when our teams are empowered, supported, and continually developing, they create the foundation for truly exceptional learning experiences. That's why we invest in high-quality training, leadership development, and well-being initiatives that nurture both personal and professional growth. By fostering a culture of care, collaboration, and continuous improvement, we ensure that our staff feel valued, inspired, and equipped to make a lasting impact in the lives of our young people.

To ensure we remain focused and forward-thinking, we have developed a robust Five-Year Strategic Plan. This plan is more than a roadmap; it is a commitment to realising our mission and values across every academy and community we serve. Grounded in our eight core values, the plan sets out clear priorities, aligns resources,

and establishes measurable goals. It unites leaders, educators, families, and partners around a shared vision, ensuring we are prepared to meet challenges and lead with clarity, compassion, and impact.

A key strength of our organisation is our commitment to investing in the people who work within our Trust. We believe that when staff are supported to grow, our academies flourish. That's why professional development is at the heart of our offer. Every colleague, whether in teaching, leadership, support, or operations, benefits from access to CPD pathways designed to build expertise, confidence, and career progression.

No academy within our Trust stands alone. We work collaboratively to share best practice, provide targeted support, and create opportunities for staff to connect, learn, and lead. From coaching and mentoring to leadership development and subject networks, our CPD offer is designed to meet the needs of every role and every stage of a career. Our aim is simple: to empower educators to deliver exceptional outcomes for young people, while building fulfilling and sustainable careers.

We are proud of our reputation, both regionally and nationally, for strong educational outcomes and community focus. Our academies work closely together, sharing best practice across phases and settings to create thriving learning environments. We believe that Together We Are Stronger, and through collaboration, we can build a resilient, inclusive educational system where every young person can flourish.

Thank you for considering the Learning Community Trust as your partner in education. We look forward to working with you to create lasting, positive change for your school and your community.



**Paul Roberts**

Chief Executive Officer



## LCT School Improvement Team

At Learning Community Trust, our vision for school improvement is ambitious, values driven and uncompromising in its focus on young people.

We are seeking an exceptional Deputy Director of Primary Academies to help lead this work and shape the next phase of improvement across our primary schools. This role sits at the heart of our mission to deliver a first-class, inclusive and transformative education, ensuring that every young person leaves our academies equipped with the confidence, character and skills to thrive in an everchanging world.

The successful candidate will play a pivotal role in translating our Trust vision into sustained excellence across classrooms, schools and communities. This is a role for a leader who believes deeply in values led improvement. At LCT, our vision and values are not aspirational statements, they are lived daily through decision making, relationships and practice.

As Deputy Director of Primary Academies, you will champion a culture where ambition, compassion, equity and community sit alongside high expectations and accountability. You will work with primary leaders to respect and celebrate each academy's distinct identity, while ensuring consistently high standards and a relentless focus on outcomes, experience and opportunity for all pupils.

Our people are our greatest strength, and the Deputy Director of Primary Academies, working closely alongside

the Executive Director, will be instrumental in developing, supporting and inspiring them. You will provide both challenge and support to head teachers, leadership teams, teachers and operational staff through a robust, collaborative improvement model. This includes professional learning, coaching, immersion and review, all designed to build leadership capacity and create confident, empowered teams. A strong focus on safeguarding, inclusion, SEND and support for disadvantaged pupils will sit at the centre of this work, ensuring that every child is known, valued and supported to succeed.

You will help ensure that every primary academy is the very best it can be for its pupils, staff and wider community, and that colleagues feel valued, supported and part of something bigger than their own school.

You will join a strong, committed team of Education Directors, working collaboratively to drive education forward locally, regionally and beyond. This is an academy facing role with real influence: sharing best practice, building partnerships and extending the Trust's impact across the wider education landscape.

For the right leader, this is an opportunity to shape primary education at scale, to make a lasting difference to communities, and to be part of a Trust that combines moral purpose with professional ambition. If you are driven by improvement, collaboration and the belief that every young person deserves the very best, Learning Community Trust offers a role where your leadership will truly matter.

For more information please visit [lct.education](https://lct.education)



# Deputy Director of Primary Education

## ROLE PROFILE

### Overview

The role of Deputy Director of Primary Education within Learning Community Trust is both demanding and deeply rewarding. It offers experienced leaders the opportunity to live out the Trust's mission, vision and values across a wider system, working collaboratively to ensure every primary academy thrives while retaining its unique identity. Central to the role is a commitment to *Together We Are Stronger*, bringing people together to secure the very best outcomes for our young people, staff and communities.

Working closely with, and under the direction of the Executive Director of Education, the Deputy Director of Primary Education plays a pivotal role in supporting and developing strong, values led leadership across the primary phase. The role ensures that no child, staff member or academy is left behind, underpinned by a relentless focus on inclusion, equity and high expectations, alongside a deep respect for the individuality of each academy community.

The Education Directorate is a collaborative, high performing team consisting of the Executive Director of Education, Director of Special Education and Director of Secondary Education, working closely with colleagues across the wider Trust. This includes HR, Governance and Compliance and the Education and Welfare Team, ensuring that leaders are never isolated and are always supported with the right expertise at the right time. Joining this team means becoming part of a Trust with heart, one that prioritises people, relationships and collective responsibility.

The defining quality of an exceptional Deputy Director of Primary Education is a genuine, unwavering desire to see others flourish. The role is rooted in serving head teachers, leadership teams, teachers, operational staff and, above all, our young people and communities, championing their success, wellbeing and belonging. The ability to support and hold leaders to account sits firmly within a culture of trust, care and support, where challenge is purposeful, collaboration is the norm and improvement is something we do *with* people, not *to* them.

## Role summary:

**Job Title:** Deputy Director of Primary Education

**Responsible to:** Executive Director of Education

**Responsible for:** Primary academies

**Salary:** L28–32

**Key relationships:** LCT, CEO, COO, Directors and Heads of areas within the Central Team, Principals/Head teachers/staff, Chairs of Governing Bodies

**Location:** LCT Central Office (Telford), with expenses-paid travel to primary academies and some hybrid working options to suit the needs of the role

**Working pattern:** STPCD Leadership terms

**Disclosure level:** Enhanced

## Role summary

The Deputy Director of Primary Education is a senior member of the Education Team and is responsible for the effective implementation of Trust strategy across the primary phase. Working under the direction of the Executive Director of Education, the postholder will lead the operational delivery of school improvement, standards, safeguarding culture and leadership development across primary academies.

The role focuses on translating Trust priorities into consistent practice, building strong leadership capacity and ensuring that primary academies deliver high-quality education aligned with Learning Community Trust's mission, vision and values.

## The Deputy Director of Primary Education will be responsible for:

### Job Purpose

- To be a member of the Education Team, contributing to Trust-wide priorities through the primary phase.
- To actively promote and embed the LCT mission, vision and values across primary academies, including supporting the onboarding of new schools.
- To implement the Trust education strategy within primary academies and ensure consistent delivery of agreed standards and expectations.
- To be accountable for the effective delivery of improvement work and the implementation of standards across the primary academies.
- To support, develop and line manage the head teachers in the primary academies.
- To work alongside the Headteachers to ensure financially sustainable staffing and wider provision
- To act as Executive Head/Head teacher for a fixed period where required to stabilise or support an academy, under the direction of the Executive Director of Education.

### Specific responsibilities

- To secure consistent implementation of Trust expectations in curriculum quality, teaching and learning, safeguarding and inclusion.

- To lead operational school improvement activity through coaching, review, monitoring and targeted intervention.
- To support head teachers to evaluate academy performance and develop accurate improvement plans.
- To be accountable for standards and performance in the primary academies.
- To monitor internal quality assurance processes and contribute to Trust review activity.
- To lead the development of Trust policy, school improvement structures and quality assurance frameworks as part of the Directorate.
- To ensure the quality of teaching and learning in each academy is effective by monitoring the internal quality assurance process, by triangulating quality personally, and by taking part in the Trust review process.
- To act in an Executive Head capacity when required to support an academy in particularly challenging circumstances which could include a need for rapid pace of progress, or support for a new leader in an academy which is not yet stable.
- To support Trust growth through academy onboarding and collaborative partnership working.
- To support, review and challenge the academy performance with head teachers.
- To maintain oversight of safeguarding in the primary academies to ensure that it is effective.
- To support academies during Ofsted inspections, external reviews and maintain Trust inspection readiness.
- To ensure academies comply with statutory requirements, Trust policies and the Scheme of Delegation.
- To be the key contact for significant concerns and escalations.
- To maintain an outward-facing awareness of research, policy and national developments relevant to primary education.
- To contribute to Trust CPD programmes and leadership development opportunities.
- To attend Governing Body meetings, representing Trust priorities and providing professional challenge and support.

## **Quality of Education**

- To support the implementation of Trust teaching and learning priorities within primary academies.
- To promote sharing of best practice and school-to-school support within the primary academies.
- To support and challenge Head teachers in the interpretation of data to raise standards via robust target setting and strategic interventions.
- To support and challenge Head teachers to secure high standards of teaching, learning, achievement and behaviour and attendance in the academies.
- To ensure vulnerable groups are appropriately supported and strategies to reduce and remove barriers to learning are suitably deployed.
- To support and challenge the academies to ensure that they have strong relationships with parents/carers to help all students achieve their potential and have a happy and fulfilling school experience.
- To report into the Trust Standards Committee around progress and performance of the academies and Safeguarding in the academies.

- To support the work of the Education Team and the Executive Team in providing externally commissioned support to schools outside the Trust.
- To line manage and perform Head teacher's Appraisal with the Chair of Governors in accordance with LCT policy.
- To ensure Head teachers are leading within the LCT mission, vision and values.
- To be involved in recruitment of the senior leadership team in academies.

### Safeguarding and Compliance

- To monitor the implementation of the Trust's safeguarding training, policies and procedures.
- To provide guidance and support to Head teachers to ensure they can deal with concerns appropriately, especially where those concerns merit Trust escalation.
- To escalate to the Trust DSL and CEO where necessary.
- To promote a strong safeguarding culture across all primary academies.

This job description sets out the main responsibilities for the post holder but is not intended to be an exhaustive list. Specific duties may change from time to time without changing the general nature of the post and the postholder is expected to be flexible in the range of responsibilities they undertake commensurate with the responsibility and salary.

### Person specification

#### QUALIFICATION AND EXPERIENCE

Essential	Desirable
General education to degree level (or equivalent). Professional teaching qualification.	NPQH
Evidence of recent and relevant professional development. Right to work in the UK.	Head teacher in more than one primary school.
Experience as Head teacher of a primary school.	Experience of successfully working as a senior leader or Head teacher/Principal in RI/Inadequate schools raising standards.
Working with a range of external stakeholders	Experience of working in or with a medium-large Trust

#### SKILLS AND KNOWLEDGE

Essential	Desirable
Demonstrable ability of how to build a successful team	Demonstrable ability to build a successful leadership team with integrated succession planning
Understanding of how to raise standards in schools, backed by experience	Budget oversight within a MAT model
Understanding of how to work with external stakeholders	Inspection training
Financial management and budget oversight	Understanding of how to work effectively with trade unions

Understanding how to use data to inform strategic planning & drive school improvement	
Knowledge of Ofsted inspection framework and its application	
Sound curriculum knowledge	
Good HR awareness	

## PERSONAL QUALITIES

<b>Essential</b>	<b>Desirable</b>
Ability to remain calm under pressure	Ability to perform different roles within a team as needed
Ability to command the respect of Head teachers	
Ability to be a reassuring presence in crisis/escalation	
Ability to work within an authentic leadership model	
Commitment to inclusion in all forms	
Commitment to support equality and diversity	
Understanding of the role of community and its importance	
Belief students should enjoy education & commitment to making this happen	
Unwavering commitment to keeping students safe	

## Role details

<b>Department</b>	Trust Central
<b>Main place of work</b>	LCT Central Office (Telford), with expenses-paid travel to primary academies and some hybrid working options to suit the needs of the role
<b>Reporting to</b>	Executive Director of Education
<b>Working weeks</b>	Working pattern: STPCD Leadership terms
<b>Salary</b>	Salary: L28 to L32

## Commitment to safeguarding

The Learning Community Trust is committed to safeguarding and promoting the welfare of our young people. All successful post holders are subject to an enhanced DBS check (including a check on the children's barred list) and an online search for the successful applicant. References will be checked following the Learning Community Trust recruitment and selection process.

In line with the Statutory Guidance Keeping Children Safe in Education an online check will be undertaken for all shortlisted candidates prior to the interview.

We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education.

For more information regarding our commitment to safeguarding, visit [lct.education](http://lct.education) and search 'Keeping Children Safe in Education' to find view the latest statutory guidance.

## How to apply

We are pleased to offer prospective candidates the opportunity to have an informal conversation about this role with our Chief Education Officer or Education Director. These discussions are designed to give you the opportunity to learn more about the role, our trust and our schools and are available by appointment. Please contact Kerriann Hughes – [Kerriann.hughes@lct.education](mailto:Kerriann.hughes@lct.education)

Please complete our word document application form which can be downloaded from [lct.education/jobs](http://lct.education/jobs). Once completed, please email to [recruitment@LCT.education](mailto:recruitment@LCT.education) by the deadline.

Please note that by submitting an application you agree for your personal data to be processed in line with the trust's privacy notices. Further information can be found at [portal.lct.education/dataprotection](http://portal.lct.education/dataprotection).



# Learning Community Trust

Learning Community Trust  
2.02-2.06 Grosvenor House  
Central Park  
Telford  
TF2 9TW



For more information please visit [lct.education](https://lct.education)