



**The Roseland**  
**trust**

Kindness  
Responsibility  
Ambition

**Where Everyone Succeeds**

**Trust Education Lead**  
**Applicant Pack**

# Contents

<b>Message from our CEO</b>	Page 3
<b>Message from our Chair</b>	Page 6
<b>The Trust</b>	Page 8
<b>Mission, Vision and Values</b>	Page 8
<b>Trust Improvement</b>	Page 9
<b>Ofsted Report</b>	Page 10
<b>About the Role</b>	Page 11
<b>Job Description</b>	Page 13
<b>Person Specification</b>	Page 16
<b>How to Apply</b>	Page 18
<b>Timeline</b>	Page 18

# Message from our CEO

## Dear Applicant

The Roseland Multi-Academy Trust is entering an exciting new phase in its development. Over recent years, our schools have undergone significant improvement, strengthened collaboration and developed a shared commitment to delivering exceptional educational experiences for every child. With secure foundations now established across the Trust, we are seeking an exceptional leader to help shape the next stage of our journey: moving from successful improvement to sustained excellence, innovation and system leadership.

We are therefore seeking to appoint a **Trust Education Lead** to provide strategic leadership for educational quality, curriculum development, professional learning and school improvement across our Trust.

The Roseland Multi-Academy Trust consists of three secondary schools, two primary schools and a Teaching School Hub. Our mission is “to provide outstanding education for our communities, where everyone succeeds” and we place our workforce, collaboration and professional trust at the heart of our work.



***Our mission is “to provide outstanding education for our communities, where everyone succeeds”***

This pivotal executive leadership role will work across all settings, leading the strategic development, implementation and evaluation of our Trust-wide approach to quality of education. The successful candidate will build upon the considerable improvements secured across our schools and help lead the transition from improvement-focused systems towards a culture of deep professional expertise, curriculum excellence, innovation and sustained organisational effectiveness.

Working as part of the Trust's Executive Team, the post-holder will lead and further develop our Trust improvement processes, quality assurance frameworks and evidence-informed improvement strategies. They will work closely with our Primary Executive Headteacher, Headteachers, senior leaders and governance colleagues to ensure high standards are consistently embedded across all phases.

This role requires an exceptional and credible educational leader with the strategic capacity to evaluate and strengthen educational systems, curriculum implementation, leadership effectiveness and wider school improvement priorities. The successful candidate will demonstrate the ability to move fluidly between strategic leadership and operational improvement work, providing both support and challenge to leaders across the Trust.

### **We are looking for a leader who:**

- has a proven track record of securing sustained school improvement and leading successful organisational change;
- understands how high-performing Trusts develop coherent improvement architecture and collaborative professional cultures;
- can work effectively across both primary and secondary phases, aligning improvement priorities whilst respecting the distinctiveness of each setting;
- possesses deep expertise in quality of education, curriculum leadership, teaching and learning, inclusion and wider aspects of school effectiveness;
- can coach and develop senior leaders with credibility and emotional intelligence;
- is highly skilled in using evidence, data and research-informed practice to secure continuous improvement;
- can inspire confidence with staff, students, parents, trustees, governors and external partners;
- is committed to developing leadership capacity and empowering others to succeed.



***This is an exciting opportunity for an ambitious and highly effective leader to join a successful and values-driven Trust.***

As our schools continue to strengthen, this role represents an opportunity to help shape the next chapter of our Trust's development: embedding excellence, strengthening curriculum and pedagogical consistency, developing leadership capacity and ensuring every school benefits from being part of a highly collaborative and ambitious Trust community.

All our schools, Central Team and OneCornwall Teaching School Hub (East) share a common ethos and values-driven culture. Collaboration is a defining feature of our Trust. Our primary schools benefit from a shared leadership structure and close partnership working, while our secondary Headteachers work collectively to drive school improvement and system-wide success.

This is an exciting opportunity for an ambitious and highly effective leader to join a successful and values-driven Trust. We are seeking a professional who is passionate about educational excellence, system leadership and making a lasting difference to the life chances of children and young people across our communities.

**Chris Challis, Chief Executive Officer**



## Message from our Chair

**Thank you for your interest in this pivotal role: Trust Education Lead. This is a position of influence and purpose with the successful applicant working as part of the Executive Team to shape the experiences and outcomes for the children and communities we serve.**

As someone with extensive experience in the education sector, I recognise the profound difference that strong, values-led leadership can make not only to outcomes but to the life chances of young people. This role represents an opportunity to build on that belief at scale across our family of schools.

We are at an important point in our Trust's journey. Having successfully led rapid and effective school improvement, we are now focused on embedding that success, anchoring our schools deeply within their communities and ensuring that strong outcomes are not only achieved, but sustained. This role reflects that evolution: from improvement to sustained excellence, innovation and system leadership.

Our Trust remains ambitious for every child and every member of staff. As Trustees and Governors, we are unwavering in our commitment to the highest aspirations guided by our core values of kindness, ambition and responsibility. We are proud of what has been achieved through the dedication, expertise and collaboration of colleagues across our family of schools.



***Our Trust remains ambitious for every child and every member of staff.***



Collaboration continues to define us. Our schools work together with openness and integrity sharing best practice, providing support and challenge and learning from one another as well as from partners beyond the Trust. Our leaders are thoughtful, committed and outward-facing creating cultures where staff are supported to thrive and develop professionally.

This role will be central in shaping the next phase of our work; ensuring that quality of education is consistently excellent across all settings, that innovation is purposeful and evidence-informed and that our Trust continues to contribute meaningfully to the wider education system.

Education remains a complex and demanding landscape yet it is also full of opportunity. We are seeking a leader who will help us build on our strong foundations, sustain excellence and continue to make a lasting difference to the lives of young people.

Thank you again for your interest. I hope this pack gives you a clear sense of our ambition and direction, and we look forward to receiving your application.

**Lisa Michell, Chair of the Trust Board**



## The Trust

**The Trust consists of three secondary schools (The Roseland Academy, Treviglas Academy, Falmouth School), two primary schools (Gerrans School, Tregony Community Primary School), OneCornwall (East) Teaching School Hub and our Central Team. The Teaching School Hub is a partnership of two outstanding schools in Cornwall within two different Trusts, including The Roseland Academy, but working together to provide the golden thread for teacher development including ITT, ECF and NPQs.**

The Roseland Multi Academy Trust is responsible for encouraging and supporting all our schools to conduct robust and honest self-evaluations, develop their practice and ensure our students have the best possible learning environments. The Trust has a Central Team to support our schools to achieve their goals. We put our staff at the heart of everything we do to create a team spirit in our highly successful schools.

## Mission, Vision and Values

**Mission:** The Roseland Multi Academy Trust provides an outstanding education for our communities Where Everyone Succeeds.

**Vision:** To inspire a love of learning within environments that are happy, respectful and challenging where everyone feels valued and able to reach their full potential.

**Values:** Kindness - Responsibility – Ambition



**Within the Trust we have been successful in establishing a Teaching School Hub through the recognised outstanding provision provided by The Roseland Academy. In Cornwall, the East Cornwall Teaching School Hub works in partnership with the West Teaching School Hub, creating OneCornwall Teaching School Hub.**

The key functions are:

1. Initial Teacher Training.
2. Appropriate Body: ensure Early Career Teachers have access to appropriate support and training, and manage their assessment and support as required.
3. Support the delivery of the Early Career Framework by acting as a delivery partner for an ECF lead provider.
4. Facilitate the delivery of the National Professional Qualifications.

## Trust Improvement

**Since its establishment in 2016, the Trust has remained steadfast in fulfilling its mission and vision, underpinned by a clear set of values and an uncompromising commitment to continuous improvement. This is realised through a coherent, Trust-wide approach to school improvement, professional development and system leadership.**

Our Trust Improvement Lead, line managed by the Trust Education Lead, leads our internal CPD offer, “Where People Grow”. This programme is central to our People Strategy, ensuring sustained investment in staff development, leadership capacity and succession planning across the Trust.



Trust improvement forms a cornerstone of our current school improvement model. Our regular activities are carefully structured opportunities to bring colleagues together to rigorously review practice, evaluate impact and identify precise, evidence-informed priorities for development. Rooted in a culture of professional trust and accountability, these sessions enable leaders and practitioners to engage in disciplined, high-quality dialogue that both supports and constructively challenges practice.

Through collaborative working, colleagues share and refine best practice, drawing on expertise across phases and contexts. This not only strengthens the consistency and quality of provision, but also ensures that improvement is collective, sustainable and aligned with Trust-wide priorities, including curriculum quality, implementation and student outcomes.

The impact of this improvement model is seen in strengthened leadership at all levels, increased consistency in the quality of education and a growing culture of reflective practice and professional curiosity. Trust improvement plays a vital role in ensuring that all schools are supported and challenged, enabling the Trust to deliver sustained improvement and improved outcomes for all.

## Ofsted Reports

### **Falmouth School**

<https://reports.ofsted.gov.uk/provider/23/137223>

### **Gerrans School**

<https://reports.ofsted.gov.uk/provider/21/142662>

### **The Roseland Academy**

<https://reports.ofsted.gov.uk/provider/23/136572>

### **Tregony Community Primary School**

<https://reports.ofsted.gov.uk/provider/21/142668>

### **Treviglas Academy**

<https://reports.ofsted.gov.uk/provider/23/145843>



# About the Role

## Trust Education Lead

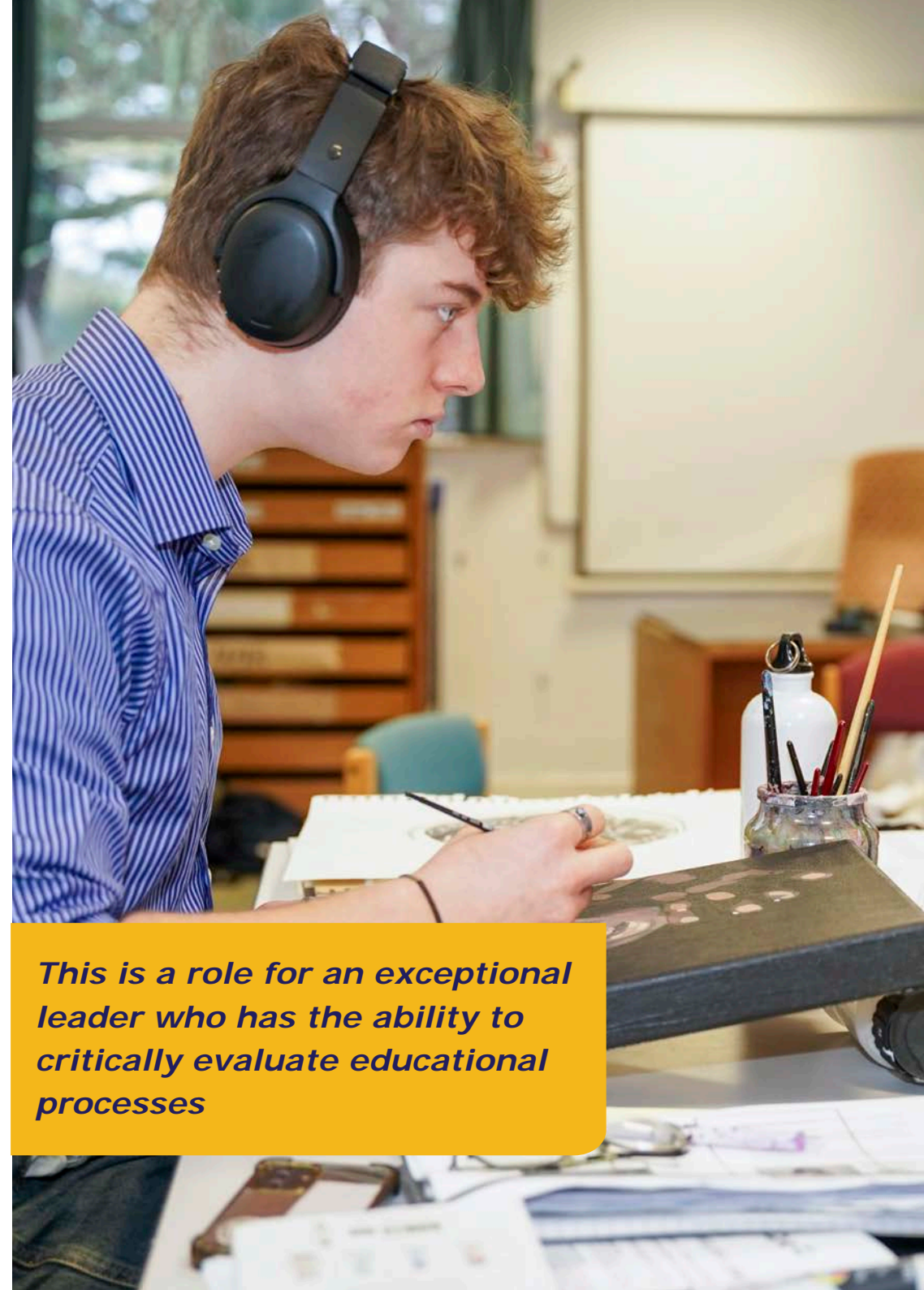
**Contract Type:** Permanent/Full Time  
**Salary:** Negotiable  
**Start date:** 1 January 2027 / by negotiation

**We are looking for a Trust Education Lead to join our Trust. The Roseland Multi-Academy Trust consists of three secondary schools, two primary schools and a Teaching School Hub. The Trust's mission is "to provide outstanding education for our communities, where everyone succeeds" and we put our staff at the heart of everything we do to create a team spirit in our highly successful schools.**

As part of the Executive Team, the Trust Education Lead will be employed to work Trust-wide, leading quality assurance and school improvement across our settings, leading the development and use of quality assurance systems and improvement strategies.

This is a role for an exceptional leader who has the ability to critically evaluate educational processes, procedures, systems and policies to enable rapid and sustained improvements in all aspects of the overall effectiveness of a school. The post-holder will be able to quickly form strong professional relationships with school leaders, gain their confidence and provide high level coaching that enables ambitions to be realised. You will know and have experience of outstanding practice in all areas of the inspection framework and will have experience of successfully leading change for improvement that positively impacts our school communities.

11.



***This is a role for an exceptional leader who has the ability to critically evaluate educational processes***

The ability to onboard stakeholders, model best practice, use the best researched informed strategies, present in complete confidence and gain staff, student and parent confidence is essential.

The Roseland Multi Academy Trust is a highly successful and we are looking for candidates who:

- value and understand how Trusts work effectively and how best to foster collaboration across settings;
- can work cross-phase, leading and supporting both primary and secondary schools in educational practices and school improvement;
- can lead with determination to make transformational change where it is needed with a proven track record of securing sustained school improvement;
- are excellent leaders, who inspires the best in others;
- are looking for a new role, working with the Executive Team, in a Trust with a strong reputation and proven track record in school improvement;
- wish to join a highly effective Trust who have brought transformational change to our schools.

All our schools, the Central Team and the OneCornwall Teaching School Hub (East) share the same ethos and values. Every one of our school communities strives for our mission and this is reflected in what we do on a day to day basis.

Our primary schools are led by an Executive Headteacher alongside a Primary Deputy Headteacher, a model that has fostered strong and purposeful collaboration across our primary schools. This approach has enabled staff to work closely together, sharing expertise, developing best practice and strengthening outcomes for pupils.

Our three secondary Headteachers also work collaboratively, championing Trust-wide partnership and collective responsibility to drive continuous school improvement and deliver the very best educational experience for all students.

As a Trust spanning ages 2-18 years, we place equal value on every school within our community. Strong leadership, mutual respect and a shared commitment to excellence underpin our work together, ensuring that our schools actively support, challenge and learn from one another for the benefit of all.



# Job Description

The Trust is committed to promoting staff wellbeing and fostering a supportive, collaborative working environment across all of our schools and Central Team. We value positive working relationships, professional trust, staff voice and opportunities for colleagues to work together and share expertise across our settings.

This role will involve working across schools within our Trust, all of which are located within close geographical proximity to one another, with the Central Team currently based in the village of Tregony near Truro. A driving licence and access to a vehicle are therefore essential, with mileage expenses provided where travel between schools is required.

If this new, exciting opportunity interests you we would love to hear from you. We are keen to hear from dedicated and passionate professionals who are eager to progress their career in a highly successful Trust.

**Job Title:** Trust Education Lead  
**Contract Type:** Permanent/Full Time  
**Salary:** Negotiable  
**Start date:** 1 January 2027 / by negotiation  
**Responsible to:** Chief Executive Officer

## Role summary

This is a pivotal Trust-wide leadership role combining strategic leadership, people leadership, and operational management to enable all our settings to take their educational and operational quality to the next level of excellence. The appointee will work across an ambitious family of schools with strong foundations and community focus, leading the next phase of educational and organisational development through greater collaboration cross-phase.

The role is fundamentally one of leadership of leaders, with responsibility for line managing and developing our Headteachers, providing both challenge and support to ensure accountability, alignment and impact. The Trust Education Lead will translate Trust priorities into effective educational, operational and financial practice across our 2-18 settings, ensuring consistency and rigour while enabling individual settings to build further on their cultures across diverse contexts. As part of the Executive Team the post-holder will have significant influence and visibility, shaping Trust-wide systems, strengthening educational provision, and contributing to strategic growth and external partnerships.



## Key responsibilities

### 1. Strategic Leadership

- Contribute to and help deliver the Trust's mission, vision and strategic plan, ensuring alignment across all settings.
- Provide clear, coherent strategic direction for school improvement across the Trust, focused on achieving the highest standards and outcomes.
- Lead the development and implementation of Trust-wide improvement frameworks, KPIs, and performance metrics.
- Strengthen consistency across schools, aligning expectations, systems and communication while respecting individual school identity.
- Contribute to Trust growth and future development, including exploring opportunities for expansion and external partnerships.
- Alongside the CEO, represent the Trust at local, regional and national level, contributing to sector dialogue and enhancing the Trust's external profile.
- Work closely with the Executive Team and Board, providing strategic insight, reports and recommendations to inform high quality decision-making.

### 2. Educational Leadership

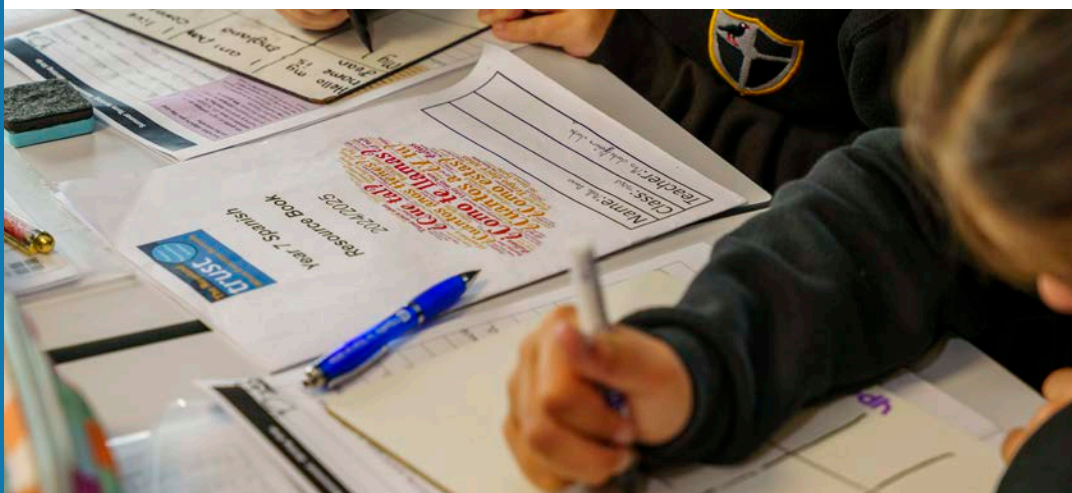
- Lead quality assurance and school improvement across all Trust schools, ensuring sustained improvements in teaching, learning, safeguarding, pastoral care, attendance, and behaviour practice and outcomes.
- Critically evaluate educational processes, systems and practice to drive continuous improvement.
- Maintain a rigorous understanding of each school's strengths and areas for development through effective monitoring and evaluation.
- Ensure high-quality implementation of the Trust's educational strategy, including curriculum, assessment and pedagogy.
- Lead Trust-wide approaches to assessment, reporting, and data analysis, ensuring accuracy, consistency and impact.
- Promote high standards in attendance, behaviour, safeguarding and inclusion, ensuring that all pupils thrive.
- Develop and deliver targeted school improvement interventions and professional learning programmes.
- Navigate and align practice across primary and secondary phases, ensuring coherence while recognising contextual differences.
- Legislation to raise the profile of our settings by contributing to local and regional debate and agendas.

### 3. People Leadership

- Line manage and develop Headteachers and senior leaders, ensuring strong performance, accountability and professional growth.
- Build high-trust, high-challenge relationships with school leaders.
- Foster collaboration within and between all settings, including leading networks of leaders and practitioners.
- Influence and align leadership practice across the Trust to ensure collective responsibility for outcomes.
- Develop leadership capacity at all levels, ensuring a strong pipeline of talent across the Trust.
- Model and promote the Trust's values, culture and expectations in all interactions.
- Support leaders in managing change, improvement and performance within their schools.
- Support leaders in accurately evaluating safeguarding culture, systems and practice, ensuring statutory compliance and a culture where safeguarding is understood to be everyone's responsibility.

### 4. Operational Management

- Lead and oversee Trust-wide quality assurance systems to ensure robust, accurate understanding of performance.
- Use data (academic, attendance, behaviour) to inform decision-making, identify priorities and evaluate impact.
- Ensure effective implementation of school improvement plans, monitoring progress and impact.
- Recommend and implement improvements to systems, processes and policies based on evidence from practice.
- Ensure statutory compliance across schools, particularly in safeguarding, inclusion and regulatory requirements.
- Contribute to the smooth operational running of schools through strong understanding of systems, structures and processes.
- Undertake targeted school-based work or leadership secondments where required to secure improvement.
- Ensure safeguarding culture is prioritised, with clear accountability and adherence to statutory guidance.



# Person Specification

## Essential Qualifications

- Qualified Teacher Status (QTS) and a relevant degree.
- National Professional Qualification for Headship (NPQH) or equivalent (or willingness to achieve).

## Essential Knowledge and Skills

- Substantial leadership experience beyond headship of a single school within primary and/or secondary education, including ideally evidence of leadership cross-phase.
- Proven track record of delivering sustained school improvement and raising standards in diverse settings.
- Strong understanding of quality assurance, monitoring, evaluation and school improvement methodologies and the ability to embed these in diverse settings.
- Highly developed leadership and people management skills, including managing performance.

- Expertise in curriculum development, Ofsted expectations, assessment, safeguarding, inclusion and statutory educational requirements.
- Ability to analyse, interpret and use complex data to inform strategic decisions.
- Ability to horizon scan and anticipate trends in education, and to communicate vision and strategic possibility to a range of audiences.
- High-level strategic planning, reporting and communication skills, including presenting to senior stakeholders and boards.



## Essential Personal Attributes

- Absolute commitment to improving outcomes and life chances for all pupils.
- Integrity, resilience and professionalism, with the ability to lead in evolving environments.
- Strong interpersonal skills, with the ability to build trust, influence and motivate others.
- High levels of emotional intelligence, with a coaching and developmental leadership style.
- Commitment to collaboration, partnership working and collective success.
- Adaptability and confidence to operate across diverse school contexts and phases.
- A values-led approach, aligning with the Trust's mission and ethos.
- Commitment to safeguarding and promoting the welfare of children and young people.

## Safeguarding

The postholder has a responsibility to safeguard and promote the welfare of children and young people and must adhere to all Trust safeguarding policies and procedures. The postholder will act in accordance with Keeping Children Safe in Education and contribute to maintaining a strong safeguarding culture across all Trust schools.

The Trust is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will share this commitment and adhere to all safeguarding policies and procedures, including statutory guidance such as *Keeping Children Safe in Education*.

The Roseland Multi Academy Trust is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. All shortlisted candidates will undergo online searches as part of the recruitment process and the successful candidate will be required to undertake an Enhanced DBS check.



## How to apply

Please apply via the following link:

[www.gatenbysanderson.com/job/GSeI33308](http://www.gatenbysanderson.com/job/GSeI33308)

Our advisors at GatenbySanderson will be delighted to offer you a confidential exploratory conversation to bring the role further to life for you, explore your suitability in greater detail, and support you through the application process if you feel a mutual fit with the role and our Trust. Please contact Dr Maliha Ahmed for a confidential initial conversation - [maliha.ahmed@gatenbysanderson.com](mailto:maliha.ahmed@gatenbysanderson.com)

A CV, a letter of application addressed to Chris Challis, CEO, and the Trust's application form completed in full must be submitted to GatenbySanderson by 9am, Monday 3rd August 2026 using the following link: [www.gatenbysanderson.com/job/GSeI33308](http://www.gatenbysanderson.com/job/GSeI33308)

If you have any questions about uploading your documents, or if you would welcome a conversation about reasonable adjustments for any stage of the appointment process, including the initial conversation with our consultants, please contact Clair Clarke - [clair.clarke@gatenbysanderson.com](mailto:clair.clarke@gatenbysanderson.com)

Candidates are also invited to complete the confidential anonymous diversity monitoring form on GatenbySanderson's website when documents are uploaded. This will be detached from your application by GatenbySanderson and the aggregate anonymised statistics will be shown to the Panel after the selections of candidates have been made at all stages.

## Timeline

**Closing date for applications:** 9am, Monday 3rd August 2026

Shortlisting and interviews to be conducted prior to 30 September 2026

