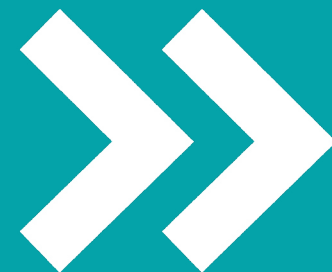


LONDON
SOUTH EAST
ACADEMIES
TRUST



Director of London Hub Candidate Pack



Location: Trust Head Office (Orpington, Kent) and London Hub Schools (Bexley and Bromley area)

Start date: September 2025 • **Salary:** Competitive

Welcome letter from our Deputy CEO

Dear Candidate

Thank you for your interest in this role and in London South East Academies Trust. We are committed to raising attainment, encouraging aspiration and supporting social mobility for every single child and young person in our schools, throughout their educational journey and beyond.

Our Trust currently comprises 13 academies including special and alternative provision, mainstream primary, an outreach service and a music hub. Several other schools are in the process of transferring into our network and we expect to grow to 20 schools by 2026.

Our pupils are at the centre of everything we do. Our holistic, yet personalised approach, enables every child to flourish and achieve their full potential, regardless of background or their learning needs. We support them to progress successfully through education and on to lead fulfilling lives.

The Trust sits within our wider education group (London & South East Education Group), which also includes a multi-campus further and higher education college (London South East Colleges) and a charity (LASER Education Foundation). We provide outstanding support and leadership development opportunities for staff across our schools. We encourage the sharing of best practice, together with high-quality, cost-effective support services to ensure success for all.

Our outstanding staff and leadership teams are dedicated to achieving positive outcomes for all pupils and we very much celebrate this.

We know that education has the power to transform lives. By adding further staff expertise and diversity to our thriving Trust, we can provide even more opportunities for our schools and for the wider communities we serve.

Conversations and meetings are encouraged and are very much welcomed. For full information and to arrange your conversation/meeting please contact our **Recruitment Partner, Charlotte Cuthbert** at **Cuthbert Colvill** on charlotte@cuthbertcolvill.co.uk

Thank you for your interest in this role, we look forward to hearing from you.

Neil Miller
Deputy CEO, London South East Academies Trust

Director of London Hub – About the Role

Inspire the Remarkable...

This newly created role is an exciting and unique opportunity to deliver impactful change to the lives of children and young people.

Initially, this position will be working 2 days a week suiting those looking for a part time opportunity or open to working on a secondment basis.

We are looking for someone with a genuine moral purpose coupled with a proven track record of delivering meaningful change and continuous improvement in special schools.

As a strategic and innovative thinker, you'll be able to challenge, empower and elevate our thinking, to provide inspiring learning experiences for pupils across our evolving Trust.

You will have the clarity of vision, evidence-led knowledge of curriculum and personal presence to represent London South East Academies Trust locally, regionally, and nationally – helping us to play our part in positively contributing to the sector during a period of complexity and uncertainty.

As our new Director of London Hub, you will have significant experience of leading multiple Special schools, together with a deep understanding of curriculum, pedagogy and practice.

It is essential you can build credible relationships with existing Trust school leaders, as well as potential new schools as part of our growing network. As such, we are looking for someone who brings first-hand experience of leading schools to great success and has a collaborative approach to forge effective working relationships with all key stakeholders.

As a Trust Leader, you will work collegiately with all types of provisions within our Trust to support and share best practice.





Our Story

In 2013, Bromley College (now London South East Colleges) was asked by the DfE and a Local Authority to become an academy sponsor and take on a failing Alternative Provision in the London Borough of Bromley.

This was a result of our proven track record for driving up standards and learner outcomes across the college and our responsive approach to local educational need.

So, we agreed to set up a Multi-Academy Trust, understanding the importance of supporting our community, within which our further and higher education college was already deeply rooted.

With our College already providing high quality pathways into vocational training, apprenticeships, higher education and careers, we had the capacity and expertise to help improve the life chances of all children and young people, no matter what their interest, ability, special educational need or background.

Giving these young people the opportunity to progress into further education and beyond was, and remains, a priority for us. Being able to support them at an earlier stage is fundamental to improving their life chances and outcomes.

By working in partnership with stakeholders, setting high expectations, recruiting strong leaders and specialist staff, the provision improved dramatically. We created a culture of continuous improvement and systems leadership – securing the school financially and nurturing a positive and encouraging environment, which was recognised by Ofsted as being good.

This success led to us being asked to take on another sponsored academy – a specialist provision for boys with social, emotional and mental health needs. Once again, with our strong focus on standards, achievement and systems leadership, the school was transformed. It achieved an Ofsted rating of Good (with outstanding leadership) for the first time in its history.

Our Trust has grown over the past decade. We have thirteen schools now in our network across Bexley, Bromley, Lambeth, Surrey and East Sussex and further schools are in the process of joining us. These include SEMH, alternative provision, PMLD, ASD and two mainstream primaries. Eleven of our schools are rated Good or Outstanding by Ofsted, and the other two await their first inspections since joining.

Our Schools



For an insight of what you can expect from being part of
London South East Academies Trust please click on the link

www.youtube.com/watch?v=38rhD1Xjuq0



Our Culture

We do not apply a 'one size fits all' approach at London South East Academies Trust – nor do we impose a top-down culture.

We strongly believe that school leaders are the best placed people to make key decisions about their schools and their staff. In any partnership with us, curriculum choices, culture and vision for learning are all tailored to an individual school's community. We encourage and expect strong leadership, personal accountability, agency and self direction from every school leader – while providing them with full support.

This is balanced by the importance we place on shared mission and values: these are our non-negotiables which our family of schools live by. All our pupils and staff benefit from effective collective practices, including our extensive resources, brand and positive reputation that comes from being part of the Trust and the wider Group.

In establishing our culture, we have taken the best ideas from across the wider education sector and combined them with our own experience in running successful, sustainable schools and colleges.

We are values driven, with high expectations. We have a relentless focus on ensuring every child and young person can achieve their potential. We do the right thing, ethically and morally.

We look after our most valuable assets – our staff – and prioritise giving all our pupils the very best educational experience.

Our Values

SUCCESS

Success is for all: we create a culture of continuous improvement, encouraging all pupils and staff to strive to be better, and succeed.

TEAMWORK

We work together to maximise the talent and abilities of all, with our pupils central to every choice we make.

ACHIEVEMENT

We have ambition for our pupils and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential.

RESPECT

We empower our pupils and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

SERVICE

Our purpose is to serve our pupils and our communities. Leaders at every level serve with integrity, ensuring our pupils achieve and progress in society.

Our Provision

Within our Trust we have mainstream, special and alternative provision schools – supporting children and young people with different needs in a range of settings.

Our schools work in partnership with one another, sharing best practice and providing all pupils with clear progression pathways. The joined-up approach between our mainstream, special and alternative provisions supports the DfE's ambition in its SEND and AP Improvement plan for an integrated system.

National demand for EHCPs and specialist places is growing rapidly, with the pandemic having had a huge impact on children's mental health and development.



Special Education Academies within the London Hub are:

Aspire Academy

Aspire Academy Bexley is a small special school catering for children with emotional, social or behavioural difficulties. Aspire Academy Bexley was inspected by OFSTED in May 2023 and was graded as 'Good' with 'Outstanding' features. Aspire Academy Bexley promotes inclusion in the widest sense.

www.aspire.lseat.org.uk

Woodside Academy

Woodside Academy is a special academy, offering provision for 4-18 year olds with a wide range of learning difficulties including Autistic Spectrum Disorder (ASD). All our pupils have a Statement of Special Educational Needs (SEN) or an Educational Health Care Plan (EHCP).

www.woodside.bexley.sch.uk

Bromley Beacon Academy – Bromley and Orpington

This school provides education and support for primary and secondary aged pupils with Social, Emotional and Mental Health (SEMH) needs, who have Education Health and Care Plans. Students have the opportunity to specialise in a range of vocational subject areas, with industry-standard facilities and expert teachers – alongside a focus on literacy and numeracy skills. A range of therapeutic and counselling support is also provided.

www.bromleybeaconacademy.org.uk

Endeavour Academy

Endeavour Academy Bexley is a lively, happy school and our students enjoy a full curriculum, which mirrors mainstream provisions. Although small, we want our students to have the same opportunities as a mainstream school and we pride ourselves on our curriculum offer. Our students have a range of learning needs but we aim to instil the desire to learn and make progress and the belief that they can aim high and are able to achieve their goals.

www.endeavour.lseat.org.uk

Heron Academy

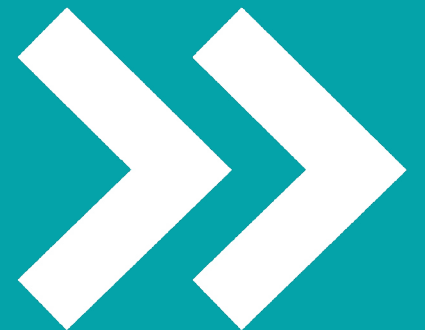
Heron Academy is committed to providing outstanding education to young people with profound and multiple learning difficulties by providing a secure, caring and supportive environment in which pupils are valued, understood, respected and challenged.

www.heron.lseat.org.uk



Job Description

Director of London Hub



Job Description

Director of London Hub

- Responsible to Deputy CEO of London South East Academies Trust
- Date effective September 2025
- Hours of work 2 days per week initially
- Salary Determined on experience
- Location Based at Orpington Head Office

Core Purpose of the Role

The Director of London Hub will support the sustainable growth and improvement of the Trust – working in conjunction with the CEO, Deputy CEO, Director of School Improvement, Director of Primary, Director of Surrey and Director of AP. They will drive strategic development, growth, operation and performance of our London Hub, as it continues to expand and develop. They will contribute to the Special and SEMH Provision Boards and the Education, Performance and Standards (EPS) Committee meeting – and also represent the Trust with Local Authority partners, external organisations and wider stakeholders.

The Director of London Hub will predominantly work with our Special/SEMH schools across south east London to support the development, implementation and evaluation of strategic plans. They will have direct impact on improving overall outcomes whilst always upholding and modelling the values of the Trust, providing a high level of service to all customers.

As a Trust Leader, this role will also work closely with the Director of School Improvement, Director of Primary, Director of Surrey and Director of AP to support and share best practice in all Trust Special and SEMH provisions.

The Director of London Hub will also be expected to lead on specific whole Trust strategic priorities, aligned with their own expertise, to help develop and meet the Trust's key objectives.

Accountabilities

- Line managed by the Deputy CEO of London South East Academies Trust
- Close collaboration with the Director of School Improvement on quality assurance measures and Trust school improvement priorities of schools within our London Hub
- Providing high quality strategic and operational support and guidance
- Driving Trust improvement priorities

- Ensuring the Trust Strategic Growth targets of London Hub schools are met
- Contributing to raising standards of achievement across our schools
- Contribute to the continuous improvement of existing Trust systems for monitoring and quality assurance
- Provide accurate evidence about the progress and performance of our London Hub schools

Responsibilities

- Providing strategic leadership and guidance for School leaders within our London Hub schools
- Leading on the growth of these schools within the Trust, creating a pipeline of associate and full members
- Contribute to termly quality assurance meetings with Deputy CEO, Headteachers and their SLTs in London Special schools
- Contribute to Special and SEMH Provision Boards and EPS Board meetings where required
- Monitor, review and understand reported performance data from schools in order to secure appropriate support for school leaders in conjunction with Director of School Improvement and the Deputy CEO where required
- Lead on particular Trust strategic priorities and measure impact of these across all schools
- Develop strong partnerships both within the Trust and externally to support and accelerate the development of excellence in our schools
- Develop a strong and healthy culture across the schools that enable collaboration including sharing of best practice and celebrating success

Person Specification

We will be looking for evidence that the candidate has demonstrated their ability to fulfil the following:

Qualifications	Essential	Desirable
• Educated to Degree Standard	✓	
• Qualified Teacher Status	✓	
• Evidence of commitment to continuing professional development	✓	
• National Leader of Education		✓
• Ofsted Inspector		✓
• Evidence of further learning through NPQEL, Masters or executive leadership course completion	✓	
Knowledge and Experience	Essential	Desirable
• Successful record as a Headteacher	✓	
• Clear evidence of delivering strong outcomes within schools	✓	
• Detailed and up-to-date knowledge of education (Special Education), national policy/strategies, school improvement, inspection procedures and statutory requirements	✓	
• Knowledge of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children	✓	
• Experience of leading organisational change and developing a positive school culture	✓	
• Experience of building capacity and achieving sustainability	✓	
• Experience/evidence of successful school improvement across several schools	✓	
• Experience of developing a vision and communicating a clear purpose and sense of direction	✓	
• Experience of evaluating, reviewing and developing systems, procedures and structures to raise standards	✓	
• Experience in the analysis of performance data for the purposes of target setting and evaluation	✓	
• Experience of developing networks and relationships beyond the organisation to widen opportunities and collaborate with other agencies	✓	
Skills and Competencies	Essential	Desirable
• Ability to lead and inspire others	✓	
• Excellent communication/interpersonal skills	✓	
• Excellent verbal and written skills	✓	
• Excellent numeracy skills	✓	
• Excellent organisational skills	✓	
• Excellent customer service skills	✓	
• Excellent research skills	✓	
• Excellent analytical skills	✓	
• Excellent influencing skills	✓	
• Excellent mentoring and coaching	✓	
Other Qualities	Essential	Desirable
• Professional and approachable	✓	
• Ability to deal with complexity and uncertainty and work under pressure	✓	
• Ability to meet very tight deadlines	✓	
• Ability to multi-task, prioritising where necessary	✓	
• Ability to inspire, challenge, motivate and empower others to attain challenging outcomes	✓	
• Demonstrate enthusiasm and commitment to the values and vision of the Trust	✓	
• A clear understanding of national policy and the challenges and opportunities this presents to MATs	✓	
• Ability to work collaboratively with others and develop effective partnerships	✓	
• Ability to use own initiative and be solution focused	✓	
• To work as part of a team and provide support to colleagues	✓	
• Flexibility in approaching work situations	✓	
• Able to work confidentially	✓	
• Competent in dealing with difficult situations	✓	
• An understanding of, and commitment to the Equality and Diversity policies	✓	
• Prepared to operate in accordance with all policies e.g. Health & Safety, Safeguarding etc	✓	



For full details of this opportunity or to arrange a visit to
London South East Academies Trust, please contact:

Charlotte Cuthbert
Cuthbert Colvill Education Recruitment
E: charlotte@cuthbertcolvill.co.uk/T: 07967 111228

Closing date: 9am, Monday, 19th May 2025
Shortlisting date: Tuesday, 20th May 2025
Interview date: Thursday, 22nd May 2025

