



LONDON
SOUTH EAST
ACADEMIES
TRUST



Trust Director of Quality Assurance Candidate Pack



Location: Orpington, Kent • **Start date:** January or April 2026

Salary: Competitive – Determined on experience

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 16 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



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.

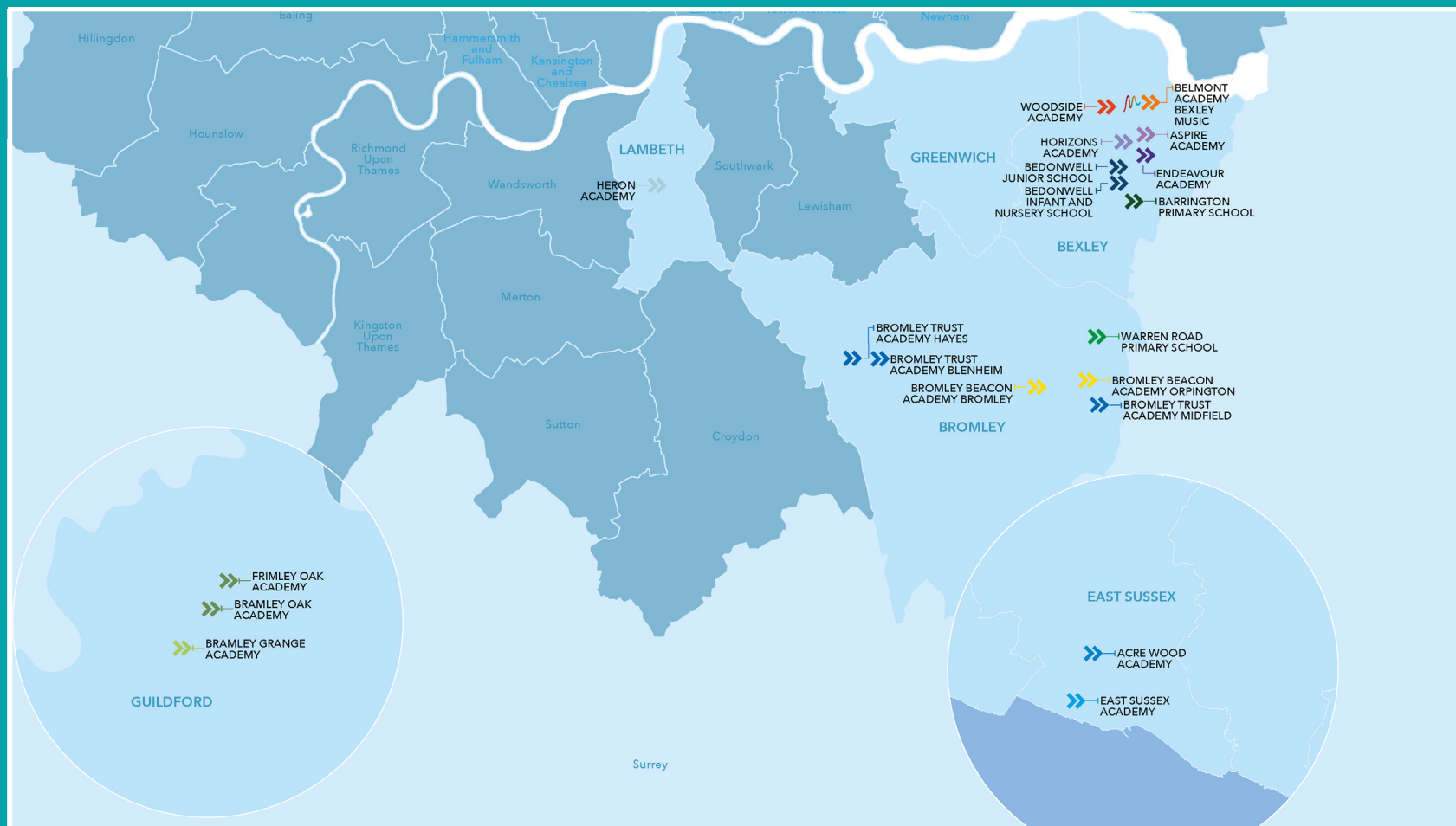
Giving these young people the opportunity to progress into further education and beyond was, and remains, a priority for us. Being able to support them at an earlier stage is fundamental to improving their life chances and outcomes.

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 16 schools now in our organisation 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 five mainstream primaries. The vast majority of our schools are rated Good or Outstanding by Ofsted and those that are not, have joined us through Academy Orders to raise standards rapidly.

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.

A young child with light brown hair is smiling and looking towards the camera. They are wearing large, over-ear headphones with pink and purple patterned earcups. The child is holding a yellow stick in their right hand. In the background, other children are visible, some wearing red vests. The image is framed by large, stylized arrow graphics in teal and grey.

Our Provision

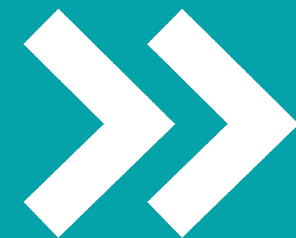
Within our Trust we have mainstream, special and alternative provision schools – supporting children and young people with different needs in a range of settings.

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.



Job Description

Trust Director of Quality Assurance



Job Description continued

Trust Director of Quality Assurance

- Responsible to Deputy CEO of London South East Academies Trust
- Date effective January or April 2026
- Hours of work 3 days per week initially
- Salary Determined on experience
- Location Based at Orpington Head Office

Core Purpose of the Role

Inspire the Remarkable...

This is a brand new position within the Trust; an exciting and unique opportunity to deliver impactful change to the lives of children and young people.

Initially, this position will be working 3 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 who has been, or currently is, an experienced Headteacher in any type of provision, as well as having experience as an Ofsted Inspector (minimum 5 years) or Lead Ofsted Inspector. This person must have a proven track record of successful senior leadership in schools and delivering continuous improvement and meaningful change within schools, along with a relentless pursuit to raise the standards and quality of education.

Being 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.

As our Trust Director of Quality Assurance, you will have significant experience of leading and delivering school leadership and improvement, together with a deep understanding of curriculum, pedagogy and best practice.

In addition, you will have the clarity of vision, outstanding evidence-led knowledge of Quality of Education and personal presence to lead on Quality Assurance within London South East Academies Trust, enabling us to play our part in positively contributing to the sector during a period of complexity and uncertainty.

To ensure the Trust is delivering high quality education and improving pupil achievement, this person will have oversight of a MAT inspection and collate MAT level data that will be required.

It is essential you can build outstanding and professional relationships with all existing Trust school leaders, as well as potential new schools as part of our growing network. As such, we are looking for an inspirational and exceptional leader who brings first-hand experience of leading schools and Quality Assurance across schools, along with a collaborative approach to forge highly effective working relationships with all key stakeholders.

As a Trust Leader, you will work collegiately with all types of provisions within our Trust driving Quality Assurance and continuous improvement, supporting and sharing best practice.

This truly is an excellent opportunity to be part of an award winning and inspirational Trust, committed to providing the best possible education and outcomes for all students.

Accountabilities

- Line managed by the Deputy CEO of London South East Academies Trust
- Close collaboration with Director of Primary, Director of Surrey, Director of AP, Director of London and Director of SEND on all matters related to school improvement priorities across the Trust
- Leading on quality assurance across the Trust in regards to educational performance of all Trust schools and accurately reporting to the Trust
- Providing high quality strategic and operational support and guidance
- Driving Trust improvement priorities where appropriate
- Ensuring the Trust Strategic Growth targets of Trust schools are supported and met
- Contributing to raising standards of achievement across our schools
- Contributing to the continuous improvement of existing Trust systems for monitoring and quality assurance
- Providing accurate evidence about the progress and performance of all schools across the Trust

Responsibilities

- Develop (in collaboration) and lead the Trust's Development Strategy in line with the Trust's vision and improvement priorities
- Lead or support the development of Trust-wide school development frameworks, QA cycles, and monitoring tools
- Design and implement systems to monitor, evaluate, and develop standards of: Teaching and learning; Curriculum delivery; Assessment practices; Leadership and management
- Oversee regular self-evaluation processes, including SEFs (Self-Evaluation Forms) and SIPs (School Development Plans) in conjunction with Directors of Hubs/Regions
- Lead or coordinate internal school reviews
- Prepare schools for Ofsted inspections, ensuring readiness and compliance with current frameworks
- Provide feedback, reports, and follow-up actions to drive school development
- Analyse performance data across all schools in the Trust to identify trends, risks, and areas for development
- Use data to benchmark performance, monitor progress, and support evidence-based decision-making
- Produce regular QA reports for trustees, governors, and executive and school leaders
- Identify training and development needs related to teaching quality and leadership
- Support or lead the development of CPD programmes focused on pedagogy, curriculum, and assessment in collaboration with Directors of Hub/Regions
- Coach or mentor senior and middle leaders to drive improvement at school level in collaboration with Directors of Hub/Regions
- Foster collaboration across schools to share best practices and ensure consistency.
- Work with governance structures (local governing boards, Trust Board) to ensure transparency and challenge
- Ensure Trust-wide adherence to national standards, policies, and inspection frameworks
- Contribute to the Trust's risk management by identifying under-performance or non-compliance
- To have oversight of a MAT inspection and collate MAT level data that will be required

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		✓
• HMI or Ofsted Inspector Experience – minimum 5 years	✓	
• Ofsted Inspector Lead Experience		✓
• 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 including SEN, 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	✓	
• Tactful and diplomatic	✓	
• 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 6th October 2025
Shortlisting date: Wednesday 8th October 2025
Interview date: Wednesday, 15th October 2025

