



Victoria
ACADEMIES TRUST

Director of Curriculum, Teaching,
Learning and Assessment

Recruitment Pack

Full Time and Permanent from 1st September 2026

Pay scale: L15 – 20

#BeTheBestYouCanBe

Welcome From the CEO

Thank you for your interest in joining the team at Victoria Academies Trust.

I am delighted that you are interested in working with us. Victoria Academies Trust is a primary only trust based in the West Midlands consisting of a mix of sponsor, converter and free schools. We currently have eleven schools open; ten mainstream and one special school.

Victoria Academies Trust was set up in 2014 up with the sole aim 'to make our people the best they can be'. We are passionate about making a difference to the lives of our pupils,

families and colleagues. We want to inspire our young people to achieve more than they imagine possible, and having the right people in every role across our schools is an important part of making our vision become reality.

We have a strong board of Trustees who work closely with the trust executive team to focus on our goals of investing in our school communities, growing and valuing our colleagues and preparing our children for the

future. This ensures that our schools are on a continual journey to the best they can be. We currently educate over 3200 pupils across

the primary age range, and employ over 500 colleagues across our schools and in our Trust Central Team.

We may be eleven schools, but our vision and values run through our Trust and we truly are a family, united in our ambition for our people 'To Be The Best They Can Be'.

The opportunity:

We are looking to recruit a permanent, full time Director of Curriculum, Teaching, Learning and Assessment, from 1st September 2026

Full downloadable recruitment forms can be found on our website at [Job Vacancies \(victoriaacademiestrust.org\)](https://victoriaacademiestrust.org)

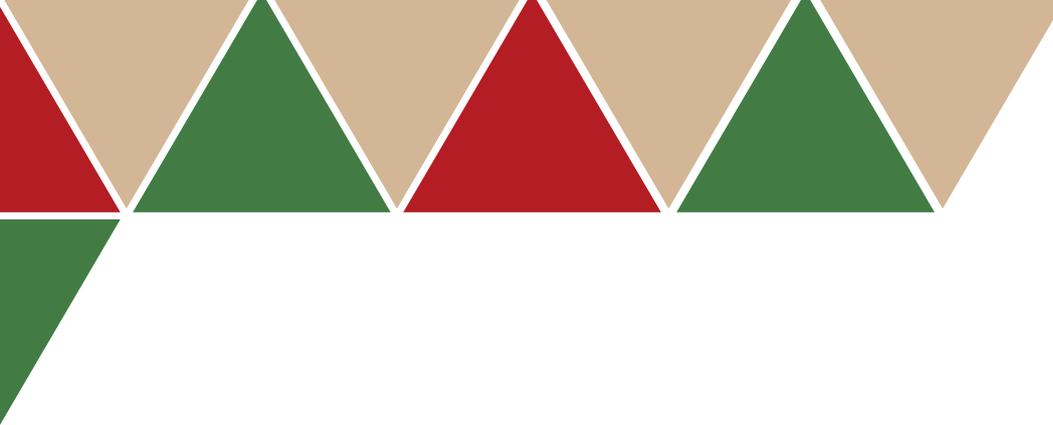
We are committed to flexible working and are happy to have discussions with prospective candidates.



Sharron Philpot

CEO

Victoria Academies Trust



About Us

Our Mission

Our mission is our reason for being - it is simply: to make our people the best they can be.

Our people are our colleagues, our pupils, our governors and our school communities - we work with and empower our people to be the best they can be.

Our Vision

Our vision is the picture we paint, the future we want to create, based on our mission.

We are a family of schools, united in our passion for inspiring pupils to achieve more than they imagine possible.

We have a positive influence on children's lives in areas where we can make the most difference.

We are ambitious for our children. Our high expectations of them, the memorable experiences and opportunities they have in our schools, along with the kindness and compassion which is at the centre of our Trust means that they will be successful in whatever they choose for their future.

We are at the heart of our communities; a place where local people can turn to for help, support and guidance, working with us for the greater good of our shared community.

We are aspirational for our people, who are given opportunities to grow, develop and become experts in their chosen fields.

Our people feel valued and supported; they show ambition, courage and resilience, but most of all are kind and respectful.

Our Values

Our Values are important to us and guide our behaviours, our relationships and the way we work together. They define how we want to be.

These values of **Unity, Integrity, Courage, Curiosity and Excellence**, along with our commitment to strong ethical leadership ensure that we build a positive and powerful legacy to be proud of.



Unity

We know that by working together, we are stronger than working alone. We work together as a family, united in our shared responsibility to achieve our mission.



Integrity

We show integrity by being honest, truthful, and transparent; always doing what we believe is right and true. We show kindness and respect by treating others with dignity, empathy, and understanding.



Courage

We show courage by being ambitious, challenging ourselves and others to achieve more. We take on challenges with enthusiasm, determination, and resilience, learning from failures.



Curiosity

We show curiosity by having a passion to learn, explore, and discover new things and new ways of working. We are innovative and ambitious, always seeking to be even better.



Excellence

We have a strong commitment to continuous improvement, a willingness to learn and a dedication to becoming the best we can be.

What we can offer you

Joining the Victoria Academies Trust means becoming part of a vibrant and dedicated community that is committed to ensuring colleagues are supported 'To Be They Best They Can Be'

This is what we can offer you:



Competitive Pay Scales

- **Transparent Salary Framework:** We offer clear and transparent pay scales, aligned to government recommended pay, that reflect your experience and expertise.
- **Annual Pay Review:** Commitment to regular reviews to ensure our salaries remain aligned to government recommended scales for teaching and non-teaching staff.



Generous Pension Scheme

- **Teachers' Pension Scheme:** Benefit from one of the most generous pension schemes in the UK.
- **Local Government Pension Scheme:** Our support staff are enrolled in the LGPS, which is a secure and flexible pension plan that provides a valuable package of retirement and death in service benefits
- **Employer Contributions:** We make significant employer contributions to your pension, helping you plan for the future with confidence.



Professional Development

- **Tailored Growth:** Benefit from our bespoke professional development programmes, designed to help you reach your career goals.
- Access to over 100 tailored CPD courses through a mix of flexible webinars and online or face to face opportunities
- Opportunities to network with likeminded individuals- through networks, meetings and our annual Whole Trust Conference.
- **Leadership Opportunities:** With a clear pathway for progression, you have the chance to advance into leadership roles within our trust - teaching and non-teaching



Well-being and Support

- **Work-Life Balance:** We support a healthy work-life balance with flexible working options and a commitment to you through our Flexible Working Policy and People Strategy
- **Health and Wellness:** Access to our comprehensive wellbeing and benefits scheme which includes counselling services, access to Doctor, Nurse and Physio support, online wellbeing, nutrition and exercise sessions, discounts on gym membership, cycle to work scheme and lifestyle voucher scheme
- Paid expenses in line with HMRC guidance – and access to free parking on site at our schools
- **Dedicated technology** – To enable you to fulfil your role effectively
- Dedicated shared working spaces allowing colleagues to collaborate and work in way that suits them
- Generous holiday allowance – many of our roles are term time only contracts



Community and Culture

- **Collaborative Environment:** Thrive in our culture of teamwork and support, where ideas are shared and successes celebrated.
- **Community Impact:** Make a real difference in our local communities through various outreach and engagement activities and events

We are proud to offer a fantastic and supportive working environment where our passion for inspiring our children to achieve more than they imagine possible is at the heart of everything we do.

If you're ready to make a significant impact and grow with us, we would love to welcome you to our team

Our Schools, Our Journey



2012

Victoria Park
Primary becomes
Victoria Park
Academy



2014

Victoria
Academies Trust
founded



2014

Rowley Park
Academy,
Staffordshire join
as first sponsor
school



2014

Devonshire
Infant and Junior
Academies,
Sandwell join as
converter



2017

Birchen Coppice
Academy,
Worcestershire
join as a sponsor
academy



2016

Fibbersley Park
Academy, Walsall
join as a sponsor
academy



2015

Northfield
Manor Academy,
Birmingham join
as a converter
academy



2018

Foley Park
Academy,
Worcestershire
join as a converter
academy



2019

Poppyfield
Academy,
Staffordshire
opens as our first
Free School



2022

Elm Tree
Academy,
Sandwell opens
as our first SEND
Free School



2025

Whitehall
Nursery & Infant
Academy join as
converter school
2025



Role Overview

Victoria Academies Trust is a family of eleven schools united by a shared commitment to powerful, immersive and creative learning. Since our formation, we have worked collaboratively to ensure every child across our Trust experiences an exceptional education that nurtures curiosity, ambition and success.

We are seeking to appoint an inspirational **Director of Curriculum, Teaching, Learning and Assessment** to work across all Trust schools. This is a strategic leadership role, central to shaping the next stage of our educational vision and supporting leaders and teachers to deliver consistently high-quality provision.

We welcome applications from experienced school leaders with a proven track-record of driving improvement, developing others, and securing excellent outcomes for children.

We are looking for a leader who is:

- A strategic thinker with the passion, drive and expertise to influence and enhance curriculum, teaching, learning and assessment across multiple schools
- Deeply committed to ensuring the highest possible outcomes and opportunities for every child, regardless of starting point
- Energetic, positive and able to inspire, challenge and support colleagues at all levels
- Skilled at building strong professional relationships and leading collaborative work across diverse school settings
- Willing to go the extra mile to secure excellence and champion innovation across the Trust

In return, we can offer:

- A Trust committed to professional growth, leadership development and continuous learning
- A dedicated and talented team of senior leaders and educators who share a belief in the transformative power of education
- A culture of collaboration, creativity and high ambition for pupils and staff
- The opportunity to shape and influence Trust-wide strategy and make a significant impact across all 11 schools
- Engaged, enthusiastic children who are eager to learn and benefit from the exciting learning environments across our Trust

Victoria Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.





Job Description

Responsibilities of the role

Victoria Academies Trust

Position Profile

Job title: Director of Curriculum, Teaching, Learning and Assessment

Responsible to: Executive Director of Education

Remuneration: STPCD L 15-20

Location: Trust Central Base or VAT School Base as agreed by DoE

Purpose of the role

The **Director of Curriculum, Teaching, Learning and Assessment** is a senior Trust-wide role within the Central Services Team (Education). Reporting to the Director of Education (People, Inclusion and Innovation), the postholder provides strategic leadership, expert guidance and rigorous quality assurance across curriculum design, teaching and learning, and assessment practice for all 11 Trust schools.

The role ensures that the Trust delivers a high-quality, ambitious and inclusive curriculum that is coherently sequenced and aligned with national expectations and Trust priorities. It guarantees that teaching and learning are consistently strong, evidence-informed and reflective of the Trust's values, and that assessment—both formative and summative—is purposeful, reliable and supports pupils' progress and achievement.

A central responsibility of the role is the leadership of a **Trust-wide curriculum strategy**, establishing a clear curriculum vision and ensuring coherence and progression in every subject and phase. The postholder works with school and subject leaders to refine curriculum intent, strengthen implementation and monitor impact, ensuring that pupils experience a rich and well-structured education across our schools.

The postholder collaborates closely with Headteachers, teaching and learning leads, curriculum leaders and central teams to ensure excellence in classroom practice and robust assessment systems. Through targeted support, professional development and structured quality assurance, the role drives school improvement, develops staff expertise and ensures that curriculum, teaching, learning and assessment combine to deliver consistently strong outcomes for all pupils.

Job Description

Responsibilities of the role

Responsibilities of the Role

1. Applied Knowledge and Expertise

- Maintain an up-to-date understanding of national curriculum guidance, pedagogical research, Ofsted expectations, and statutory assessment requirements.
- Provide high-quality analysis and evidence-informed recommendations to senior leaders to support strategic decision-making.
- Ensure leaders and staff are informed of emerging policy developments, curriculum reforms and sector trends.
- Work with the Director of Education (People, Inclusion and Innovation) to translate research into scalable, trust-wide approaches that strengthen teaching, learning and curriculum implementation.
- Lead horizon-scanning to identify future risks, opportunities and innovations relevant to curriculum, teaching and assessment.

2. Curriculum Leadership

- Alongside Director of Education (People, Inclusion and Innovation), design, maintain and continually refine the Trust Curriculum Framework and progression models across all phases.
- Provide strategic oversight of subject leaders, ensuring rigorous subject knowledge, high expectations and adherence to the Trust's monitoring and quality assurance cycle.
- Lead systematic quality assurance of curriculum provision to secure coherence, ambition, rigour and continuous improvement.
- Guide and support schools on curriculum sequencing, breadth, inclusion and ambition in line with the Trust's curriculum principles.
- Work with the Director of SEND to ensure curriculum pathways meet the needs of SEND and disadvantaged pupils, closing gaps in access and achievement.
- Lead subject networks (where appropriate) to strengthen disciplinary expertise, collaboration and consistency across the Trust.
- Oversee curriculum documentation, ensuring clarity, coherence and alignment across all schools.
- Produce curriculum reports and provide regular, high-quality feedback to the Director of Education (People, Inclusion and Innovation).

3. Teaching and Learning

- Support the Director of Education (People, Inclusion and Innovation) in the development and implementation of a Trust-wide, evidence-informed Teaching & Learning strategy.
- Monitor and evaluate the implementation of instructional coaching across schools to ensure a consistent, high-impact approach.
- Promote and embed evidence-informed pedagogy across the Trust, ensuring alignment with research and Trust principles.
- Quality-assure teaching practice through reviews, professional dialogue and triangulated monitoring.
- Identify strengths, emerging trends and priority areas for development across all schools.

Job Description

Responsibilities of the role

Victoria Academies Trust

4. Assessment and Moderation

- Oversee and maintain the Trust's Assessment for Learning & Moderation Policy.
- Lead Trustwide analysis of curriculum data to inform improvement priorities, intervention planning and strategic support.
- Ensure assessment systems are purposeful, proportionate and aligned to curriculum intent.
- Lead and coordinate moderation processes to secure accurate and consistent teacher judgements across schools.
- Ensure formative assessment is used effectively to strengthen teaching, identify misconceptions and support pupil progress.

5. Decision Making and Problem Solving

- Lead Trustwide improvement projects linked to curriculum, teaching and assessment.
- Working with Director of Education (People, Inclusion and Innovation), use data, research and professional insight to identify high impact improvement priorities.
- Provide practical, solution focused recommendations to senior leaders in schools.

6. Resource Management

- Ensure curriculum resources are coherent, cost effective and aligned to Trust principles.
- Support leaders in making evidence informed decisions about resources, materials and staffing structures linked to curriculum delivery.

7. Influencing and Managing Relationships

- Build strong, professional relationships across the Trust and with external partners, promoting collaboration and collective efficacy.
- Facilitate professional networks to strengthen expertise, share best practice and build capacity.
- Provide professional challenge and support to school and subject leaders.
- Represent Victoria Academies Trust at external networks, partnerships and events linked to curriculum, teaching and assessment.

8. Supporting Growth and Due Diligence

- Contribute to due diligence processes for new schools, including curriculum, teaching and assessment reviews.
- Produce due diligence reports with clear recommendations and identified risks.
- Support new schools in aligning with the Trust's curriculum expectations and teaching principles.

Job Description

Responsibilities of the role

Victoria Academies Trust

9. Governance and Reporting

- Produce highquality reports for Executive Leaders and the Trust Board on curriculum quality, teaching, learning and assessment.
- Contribute to Trustwide KPIs, evaluation frameworks and strategic planning.
- Ensure transparent communication of strengths, risks and improvement priorities.

10. Safeguarding and Wellbeing

- Promote pupil welfare, wellbeing and inclusion across all aspects of curriculum, teaching and assessment.
- Ensure curriculum content and teaching practices reflect safeguarding principles and promote safe, inclusive environments.
- Identify and mitigate risks to pupil and staff wellbeing arising from curriculum, workload or assessment practices.

Other Responsibilities

- Represent and promote the vision, values and ethos of Victoria Academies Trust.
- Take responsibility for decisions made within the scope of this role and in line with Trust policy.
- Participate fully in appraisal, training and professional development.
- Actively promote and adhere to Trust policies, including the Code of Conduct, Safeguarding, and Health & Safety.
- Undertake any reasonable duties requested by the Director of Education or CEO that are commensurate with the role.
- Recognise that, while major duties are outlined, additional tasks may be required to meet the needs of the Trust.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from their line manager to undertake work of a similar level that is not specified in this job description

This job description is current at the date of issue, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification

Director of Curriculum, Teaching, Learning and Assessment

Criteria	Qualities
Qualifications, training and experience	<ul style="list-style-type: none">• Qualified Teacher Status (QTS)• Degree level qualification.• Evidence of sustained professional development in curriculum, teaching, learning and assessment.• Safer recruitment training (or willingness to undertake immediately).• Additional leadership or specialist curriculum qualifications (desirable). <p>Experience</p> <ul style="list-style-type: none">• Must have previously served as a Deputy Headteacher (DHT) or Headteacher (HT) with whole school leadership responsibility.• Proven track record of improving curriculum quality, teaching and learning, and assessment accuracy.• Experience leading whole school curriculum strategy, monitoring cycles and pedagogical improvement.• Experience developing and implementing assessment systems, moderation processes and data informed school improvement.• Experience guiding subject leaders and phase leaders to strengthen disciplinary and pedagogical expertise.• Experience contributing to, or leading, school improvement activity with demonstrable impact on pupil outcomes.• Experience supporting or working across multiple schools within a Trust or partnership (desirable).• Experience producing high quality reports for senior leaders, Trust Boards or external bodies.

Person Specification

Director of Curriculum, Teaching, Learning and Assessment

Criteria	Qualities
Knowledge and skills	<ul style="list-style-type: none">• Expert understanding of national curriculum expectations, Ofsted's Quality of Education framework and statutory assessment requirements.• Strong understanding of effective pedagogy, instructional coaching, formative assessment and curriculum design.• Ability to analyse curriculum, teaching and assessment data to identify trends, priorities and improvement needs.• Ability to lead curriculum and teaching audits, evaluate practice and design clear improvement plans.• Skilled in supporting leaders to strengthen teaching, curriculum sequencing and assessment validity.• Strong communication skills with the ability to influence, challenge and support senior leaders and subject specialists.• Ability to produce clear, accurate and high quality written reports for multiple audiences.• Strong organisational skills, with the ability to manage competing priorities across multiple schools.• Ability to coach, mentor and develop subject leaders, teaching and learning leads and senior leaders.• Ability to build strong, trusting relationships across schools and external partners.
Personal qualities	<ul style="list-style-type: none">• High levels of integrity, discretion and emotional intelligence.• Calm, professional and credible presence, especially in complex or high-stakes leadership contexts.• Commitment to high quality curriculum, excellent teaching and fair, accurate assessment for all pupils.• Values driven, with a strong moral purpose and commitment to inclusion and equity.• Able to challenge poor practice with clarity, confidence and sensitivity.• Highly credible and able to inspire confidence in others through expertise and professionalism.• Collaborative, approachable and able to build strong relationships at all levels.• Reflective, open to feedback and committed to continuous improvement.• Able to model the Trust's values and promote a positive, supportive professional culture.

Safeguarding

Victoria Academies Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects our staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust.

Equalities:

Victoria Academies Trust has a strong commitment to achieving equality of opportunity in its academies and in the employment of people. The post will ensure that the Trust meets its statutory obligations in relation to all aspects of equalities legislation.

Flexible Working:

Victoria Academies Trust is committed to ensuring that all colleagues have working conditions that meet their own needs, as well as the needs of their schools and children. Details of our Flexible working policy can be found on our website: [**VAT-Flexible-Working-Policy-v1.0-.pdf \(victoriaacademiestrust.org\)**](#)



Victoria
ACADEMIES TRUST

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Ballot Street,
Smethwick,
West Midlands
B66 3HH

Web: victoriaacademiestrust.org

Email: enquiry@victrust.org

X [@VicAcademies](https://twitter.com/VicAcademies)