



Job Title:	Head of Quality of Education
Salary:	£42,000 - £48,000
Location:	Greater Manchester
Hours of Work:	Monday – Friday 8:15-16:00 (Expectations to have flexible working when required)
Line Manager:	Executive Head
How to apply:	Request an application pack from recruitment@fstmanagement.uk
Contact Details:	0330 118 0974
Start Date:	To be Agreed

Job Overview:

We are seeking a dynamic and experienced leader to take on the role of Head of Quality of Education across a group of independent Special Educational Needs (SEN) schools. This pivotal position will ensure the highest standards of education provision, fostering the academic, social, and emotional growth of all learners in alignment with our organizational vision and values. Your role will ensure that our group of schools consistently leads the way in achieving and maintaining excellence in educational progression.

As the Head of Quality of Education, you will provide strategic leadership to embed and maintain exceptional teaching, learning, and curriculum development. You will work collaboratively with school leaders, staff, and stakeholders to create environments where children with SEN thrive academically and personally.

Key Responsibilities:

Strategic Leadership:

- Develop and implement a comprehensive quality of education strategy for the group of schools.
- Making sure there is a consistent quality of teaching and learning that is being accessed.
- Lead on initiatives to enhance teaching standards, curriculum delivery, and assessment frameworks.
- Ensure alignment with statutory guidelines, Ofsted criteria, and best practices in SEN education.

Teaching & Learning Excellence:

- Drive improvement in pedagogy, ensuring consistency across all schools within the group.
- Support the professional growth of teaching staff through training, mentoring, and performance management.
- Lead the analysis of academic performance data to identify areas for improvement and celebrate successes.

Curriculum Development:

- Collaborate with school leaders to design and refine bespoke SEN curricula that meet the diverse needs of learners.
- Ensure the effective integration of innovative educational strategies and personalised learning approaches.
- Oversee themed cycles and topic maps, embedding resilience and holistic development in KS2 and beyond.

Quality Assurance:

- Conduct regular school reviews, classroom observations, and audits to ensure consistent high standards.
- Prepare schools for inspections and ensure compliance with all regulatory requirements.
- Provide strategic recommendations for ongoing improvement across the group.
- Able to write new and assess/amend current policies i.e. Marking Policies for consistency

Stakeholder Engagement:

- Foster collaboration among schools within the group to share best practices and resources.
- Promote inclusive education, ensuring all SEN learners receive tailored support and opportunities to thrive.
- Must possess the ability to implement change for subject leaders in a manner that is widely accepted and supported by all stakeholders.
- Must have a good understanding of Policies regulated by unions in respect to acceptable Observations frequency.
- Responsible for Realising the compliance of EHCP's
- You will be responsible for the long-term plans and will assist the subject leaders with the medium-term plans.

Qualifications & Experience:

- Proven experience in a senior leadership role within SEN education, with a track record of improving educational outcomes.
- Deep understanding of SEN frameworks, statutory requirements, and curriculum planning.
- Exceptional skills in professional communication, strategic thinking, and problem-solving.
- A recognized teaching qualification is mandatory and advanced leadership credentials are desirable.

Personal Attributes:

We are looking for someone who is:

- Passionate about education and dedicated to transforming lives for learners with SEN.
- Resilient, proactive, and committed to driving positive change.
- Collaborative and able to inspire teams to achieve ambitious goals.

Why Join Us?

By becoming part of our leadership team, you will play a key role in shaping the educational experiences of children with SEN. You will have the opportunity to work in a supportive and innovative environment where your contributions are highly valued and celebrated.

Safeguarding

Here at First Steps Together, we're committed to safeguarding the welfare of children and young people and promoting that commitment. We expect all our staff and volunteers to share in it, too, which is why – as part of the selection process – we'll carry out all the necessary checks to ensure you don't pose any risk of harm in your role here.

Join us and you'll be expected to actively contribute to our safeguarding commitment and promote child welfare in line with the school's Child Protection Policy. If ever there's a concern or issue, you'll be ready to report it to your Designated Safeguarding Lead or, in their absence, any Deputy Safeguarding Lead.

Review

The nature of this role means that this job description will be subject to an annual review with the potential for amendment or modification at any time after consultation directly with you. It by no means acts as a comprehensive statement of procedures and is just a way of setting out all the main expectations we'll have of you, here in the role as you deliver an impassioned and truly caring experience to our young people.