Application pack for:

Director of Education
Plymouth CAST

Closing date for applications: 9.00 am on Monday 07th December 2026



w: plymouthcast.org.uk | e: admin@plymouthcast.org.uk | t: 01752 686710

Plymouth CAST is a trading name of Plymouth CAST Ltd. VAT Number: 163038231. Company Number: 08438686.

Job Title	**Director of Education**
Contract Type	**Permanent full-time**
Start Date	**April 2027**
Location	**Mobile working**
Reporting to	**CEO**
Remuneration	**£117,937 to £133,961**
Relocation expenses	**Up to £8,000 can be claimed for qualifying costs**

Letter from the CEO

Thank you for your interest in the Director of Education role at Plymouth CAST Multi Academy Trust. This exciting and dynamic role has become available due to the retirement of our current Director of Education after a long and successful tenure with Plymouth CAST.

Our vision is clear, we work together as one Trust, one family of schools, one community - inspired by a vision for excellence. We commit ourselves to deepening our mission and raising standards to provide an excellent Catholic education for every child in our care. We look forward to inviting applications for our next Director of Education to join us in delivering this purposeful ambition.

Our mission is to be a community of outstanding schools in which our students flourish in safe, happy, and stimulating environments, leaving us with the knowledge and skills, personal qualities, and aspirations to make the world a better place, inspired by the Gospel.

Our Gospel values of Humility, Compassion, Kindness, Justice, Forgiveness, Integrity, Peace, and Courage exemplify our behaviours towards ourselves and each other. We are defined by our mission and our Gospel values, which stand at the heart of everything we do.

Our Gospel Values
- **Humility** – seeing life as a gift
- **Compassion** – empathy
- **Kindness** – gentleness
- **Justice** – working for a fairer world
- **Forgiveness** – reconciliation
- **Integrity** – do what you say
- **Peace** – committed to peace-making, non-violence
- **Courage** – standing up for truth

Our Core Values help us deliver our ambition and mission:

Collaboration - We are one team, striving to be the best we can be. We achieve more altogether - one Trust, one family of schools, one community. We are united through our faith, families, and staff.

Ambition - We want our children to be happy and to flourish, achieving well. Across all areas, we work as one team to drive up standards. We are courageous in our decision-making and aspirations. Through the strength of our ambition, we create a distinct brand and culture.

Stewardship - Justice, forgiveness, and integrity are central to the gospels and drive our decision-making. Underpinning this is a relentless approach to safety, reliability, and consistency. As key influencers of our children's impact on society and the environment, we encourage sustainable and brave decision-making, based on a beliefs-led approach.

Trust - We are authentic, transparent, open, and honest. Through compassion and kindness, we show humility to each other.

We lead a family of Catholic schools across the South West where everyone is known, loved, and adds value to our community.

We believe in autonomy with coherence – we have a duty to share and implement best practice across our schools, but also encourage the development of next practice to drive continual improvement.

We will succeed by being better tomorrow than we were today through excellence in faith, service, personal development, and academic progress.

Our current position

- We operate within the Local Authorities of Cornwall, Plymouth, Devon, Torbay, Dorset, and BCP (Bournemouth, Christchurch, and Poole).
- We are a Catholic family of thirty-four schools and one nursery, which includes thirty-two primary schools and two secondary schools.
- We educate more than 6,300 students.
- We employ more than 1,100 staff.

Plymouth CAST has a strong focus on school improvement, underpinned by our Catholic values.

We are passionately committed to the core aspiration of Catholic education: the flourishing of the human person for the common good. Each of our schools is supported by a School Improvement Officer. The School Improvement Officers are line-managed by the Director of Education, who, with the Chief Finance Officer and Chief Operating Officer, makes up the Senior Executive Leadership Team, led by the Chief Executive Officer.

The Diocese of Plymouth has a Diocesan Schools Commissioner, who works closely with the Chief Executive Officer of Plymouth CAST and the schools within the Trust, to ensure that the Bishop's vision for education is actively promoted and embedded in all that we do.

As Director of Education, you will play a crucial role in driving our progress across the Trust. We are looking for someone who will live out our values, has a proven track record of excellence across schools, and is passionate about the transformative impact of Catholic education.

If you would like any further information about any aspect of your application or to arrange an informal conversation, please contact our HR Team by emailing careers@plymouthcast.org.uk.

Yours faithfully,

Zoe Batten

Chief Executive Officer, Plymouth CAST

The deadline for applications is **9.00 am on Monday, 07th December 2026**

The interview process will take place during the week beginning the 14th December 2026. We will contact shortlisted candidates with further details of the selection process soon after the deadline.

Our application form for this post is available through our Recruitment Page:

- **https://recruit.sampeople.co.uk/Jobboard/Trust/plymouthcast**

Job description

Job Title: **Director of Education**
Salary Range: **£117,937 to £133,961**
Line Manager: **Chief Executive Officer**
Line Management Responsibility: **Up to 8 people**
Working Arrangements: **Mobile working**

This role carries 'Mobile Worker' status and works on a hybrid basis, combining home working with essential visits by car to schools or other Trust sites as required by the role. There will be a requirement for travel throughout the Catholic Diocese of Plymouth, which covers the counties of Cornwall, Devon, and Dorset.

Purpose of Role

Put simply, to help us to achieve our ongoing vision of providing an excellent education for every pupil, every day. In addition, to help us achieve our ambitious five-year goals and be renowned for excellence in faith formation, service, talent development, and academic progress.

We are looking for an exceptional candidate to help us to achieve something very special. We aim to be the Catholic Academy Trust of choice for students, staff, and families. We are dedicated to becoming a bastion of excellence within education.

The Director of Education will provide strategic leadership in education across our thirty-four schools and one nursery. This will involve working with executive leaders, School Improvement Officers, school leaders, students, families, Diocesan Officers, and wider stakeholders.

We believe in the concept of autonomy with coherence. This means we have a duty to share and implement best practice across our schools, but also encourage the development of next practice to drive continual improvement. As Director of Education, you will lead on what autonomy with coherence looks like across education: helping to coordinate excellence across our schools, helping our schools learn from each other and from schools outside our Trust, and incorporating learnings from other industries/sectors that are transferable to education.

This Trust-wide executive role exists to:

- Strengthen system leadership across nursery, primary, secondary, and sixth form phases.
- Ensure coherence in curriculum intent, implementation, and impact.
- Secure consistently strong academic outcomes and personal development.
- Embed Catholic ethos authentically within educational practice.
- Provide executive oversight, professional challenge, and strategic support to School Improvement Officers and school leaders.
- Provide executive oversight, line management, and strategic direction for safeguarding across the Trust, ensuring that statutory compliance, professional curiosity, and quality of care remain exceptional across all settings.
- Provide executive governance and assurance to the Chief Executive Officer, SELT, and the Board of Directors by holding school leaders and central specialist staff accountable for safeguarding culture, standards, and timely risk mitigation.

The role does not replace the statutory responsibilities of Headteachers but provides Trust-level direction, accountability, and quality assurance to secure excellence for all pupils.

The postholder will be accountable for the Trust's collective educational performance.

Key Responsibilities

Executive Leadership, Strategic Oversight & Operational Capacity

As a senior executive leader of the Trust, the Director of Education will strengthen the leadership culture, build system capacity, and ensure that educational standards remain central to the Trust's decision-making.

The postholder will:

- Model high professional standards and ethical conduct.
- Line-manage School Improvement Officers who, in turn, line-manage Executive Headteachers and Headteachers.
- Provide line management, professional accountability, and performance development for the Trust Safeguarding Lead and the Safeguarding and Staff Development Officer.
- Conduct regular, structured line-management meetings, caseload sampling, and strategic reviews to monitor Trust-wide safeguarding trends, systemic risks, and audit outcomes.
- Facilitate integrated working between the Trust Safeguarding Team, School Improvement Officers (SIOs), and HR to align safeguarding reviews with wider school improvement strategies and employment practices.
- Oversee the process for performance management arrangements in schools.
- Set clear, measurable, and ambitious objectives aligned to Trust strategy and the Board's strategic 5-year goals, holding leaders accountable for standards, culture, and pupil outcomes.
- Provide high-quality professional challenge and support to school leaders.
- Coach and mentor senior leaders to strengthen strategic thinking, resilience, instructional leadership, and organisational effectiveness.
- Ensure that leadership development activities strengthen curriculum implementation, teaching quality, and pupil outcomes across all schools.
- Establish structured opportunities for collaboration across Trust schools to reduce variability and build collective capacity.
- Ensure effective identification, evaluation, and dissemination of best practice across all phases from EYFS to post-16.
- Promote purposeful school-to-school support where it strengthens quality and coherence.
- Develop and maintain strong, constructive relationships with the Diocesan Education Service and other relevant professional bodies.
- Represent the Trust in regional and national forums, ensuring Plymouth CAST contributes positively to education more broadly.
- Contribute actively to Trust-wide strategic planning, policy development, and long-term educational vision.
- Advise the CEO and Board on the educational implications of strategic decisions, risks, and priorities.
- Ensure that educational standards, curriculum quality, and pupil outcomes remain central to all Trust-level decision-making.
- Maintain up-to-date knowledge of national policy, curriculum reform, and inspection developments to ensure the Trust remains forward-looking and responsive.
- Uphold and promote the Catholic ethos and mission of the Trust in all aspects of leadership.
- Undertake any other duties commensurate with the seniority, scope, and strategic nature of the role, as directed by the CEO.

Curriculum Strategy & Phase Coherence (All Phases): Provide strategic direction and leadership for curriculum design and implementation across Early Years, Primary, Secondary, and Post-16

This includes:

- Establishing a coherent curriculum architecture that secures strong progression between key stages.
- Ensuring subject curricula are knowledge-rich, well-sequenced, and inclusive.
- Embedding Catholic Social Teaching and spiritual formation meaningfully within curriculum frameworks.
- Ensuring curriculum intent is ambitious and clearly understood across the Trust.
- Supporting leaders to respond effectively to curriculum reform, qualification changes, and updates to accountability frameworks.
- Overseeing cross-phase alignment to ensure a strong transition between nursery, primary, and secondary education.

The Director of Education will ensure curriculum quality is consistently strong and demonstrably impactful.

Teaching, Learning & Assessment: Be accountable for the quality of teaching and learning across the Trust.

This includes:

- Establishing clear, evidence-informed pedagogical principles.
- Ensuring professional development strengthens classroom practice at all levels.
- Supporting strong early reading foundations in primary and subject depth and rigour in secondary.
- Ensuring assessment systems are robust, proportionate, and effectively used to improve outcomes.
- Monitoring the quality of teaching through structured review processes.
- Ensuring high expectations for behaviour and engagement are embedded across all schools.

The Director of Education will ensure teaching excellence drives both academic progress and personal development.

School Improvement, Quality Assurance & Accountability: Lead and refine a rigorous Trust-wide quality assurance framework.

This includes:

- Establishing clear target-setting processes across phases.
- Analysing and reporting attainment, progress, and performance data at both Trust and school level.
- Identifying trends, risks, and areas for improvement.
- Overseeing school reviews, curriculum reviews, and leadership evaluations.
- Supporting schools in preparation for inspection and external review.
- Leading or contributing to targeted intervention strategies where improvement is required.
- Leading an ambitious curriculum strategy and ensuring that all CAST schools have a clear and consistent approach to intent, implementation, and impact.

The Director of Education will provide clear, analytical, and evaluative reporting to the CEO and Trust Board on standards and performance.

Faith Formation, Service & Personal Development: Strengthen and develop the Trust's distinctive Catholic educational mission.

This includes:

- Ensuring faith formation is intentionally embedded within the curriculum and school life.
- Promoting meaningful service opportunities.
- Establishing clear expectations for character development and pupil leadership.
- Supporting enrichment and talent development across schools.
- Ensuring that personal development outcomes are measurable and evaluated.

While the postholder is not required to be Catholic, they must demonstrate a clear commitment to promoting and strengthening the Trust's Catholic mission and ethos.

Inclusion, SEND & Safeguarding Oversight: Ensure consistently high standards of inclusion and safeguarding across all phases, providing robust executive leadership, line management, and assurance at Trust level.

This includes:

- Executive Safeguarding Assurance: Scrutinise RAG-rated safeguarding governance reports, annual audit summaries, and high-risk case analytics produced by the Trust Safeguarding Lead, ensuring rapid escalation and targeted follow-up where practice or compliance falls below Trust standards.
- Formal Support & Intervention: Authorise and oversee targeted central support, follow-up reviews, or formal Trust intervention when persistent weaknesses, serious compliance gaps, or unaddressed risks are identified in schools.
- High-Risk & Allegations Oversight: Act as the senior executive contact for high-level safeguarding escalations, working alongside the Trust Safeguarding Team, HR, LADOs, and legal counsel on complex cases, historical matters, or allegations involving senior school/Trust leaders.
- Governance & Trustee Reporting: Synthesise strategic safeguarding intelligence with the Trust Safeguarding Lead to deliver clear, evaluative reporting to the CEO, Education & Standards Committee, Audit & Risk Committee, and Board.
- Inclusion & Vulnerable Groups: Direct the collaborative analysis of CPOMS, attendance, exclusion, alternative provision, and SEND data between educational and safeguarding leads to proactively protect vulnerable pupils.
- Promoting and embedding a strong safeguarding culture in every school, ensuring vigilance, professional curiosity, and clear lines of accountability.
- Promoting an exceptional culture of vigilance, care, and continuous improvement, where every child flourishes in a safe, nurturing, and enriching environment.
- Ensuring that safeguarding remains visible and central to school improvement.
- Ensuring leaders understand and fulfil their safeguarding responsibilities, intervening where practice falls below national and Trust expectations.
- Securing high-quality SEND provision that is fully integrated within curriculum delivery and teaching practice.
- Promoting equitable outcomes for disadvantaged and vulnerable pupils through rigorous monitoring and targeted improvement strategies.
- Analysing inclusion and safeguarding data across schools to identify trends, address gaps, and ensure vulnerable pupils receive timely and effective support.
- Working with the School Improvement Officers to hold school leaders accountable for inclusive practice and pupil outcomes.

Inclusion, safeguarding, and excellence must be mutually reinforcing priorities across the Trust.

Attendance: Secure excellent attendance for all pupils in all schools.

This includes:

- Leading and implementing the Trust’s attendance strategy, ensuring clear expectations and

consistent practice across all schools.
- Analysing Trust-wide attendance data, identifying trends, patterns, and vulnerable groups to secure excellent attendance outcomes and reporting on these to the CEO, Board, and external stakeholders, as appropriate.
- Supporting, challenging, and quality-assuring the safeguarding and attendance practices of school leaders.

Why Join Us?

We value our leaders and are committed to creating an environment in which you can thrive both professionally and personally.

As Director of Education, you will benefit from:

- Relocation expenses of up to £8,000 which can be claimed for qualifying costs.
- Essential car user allowance.
- Membership of the Local Government Pension Scheme with employer contributions.
- A generous holiday entitlement – 35 days across the year (plus bank holidays), which can be taken flexibly across the academic year.
- Access to a high-quality employee assistance programme with a strong focus on wellbeing.
- A generous benefits package including retail and lifestyle discounts and salary sacrifice schemes, including cycle to work and home tech.
- Access to a generous professional development offer, with dedicated time and investment to support continued executive growth.
- The opportunity to shape educational strategy across a growing family of Catholic schools.
- Working as part of a collaborative, supportive, and creative Senior Executive Leadership Team.
- Executive-level influence within a Trust with clear ambition and strong moral purpose.
- A collaborative and driven community focused on excellence, integrity, and shared mission.
- The opportunity to grow professionally within a nurturing Trust rooted in values-led leadership.

Our people are central to our success. We are committed to developing leadership capacity, encouraging innovation, and supporting our senior leaders in thinking strategically and acting decisively.

Person Specification

The Director of Education will be an exceptional educational leader with a proven track record of improving standards across multiple schools and phases. The successful candidate will combine strategic clarity with disciplined execution to strengthen curriculum coherence, secure high-quality teaching, and drive sustained academic progress across all phases of education.

Comfortable operating at an executive level, the Director of Education will hold senior leaders to account, provide professional challenge and support, and advise the CEO and Board on educational performance and risk.

While not required to be Catholic, the postholder must demonstrate a clear commitment to Catholic education and the ambition to help establish Plymouth CAST as renowned for excellence across faith, service, personal development, and academic progress. Integrity, sound judgement, and the ability to inspire confidence across the Trust community are essential.

The ability to travel by car between home, schools, and central office locations across the Trust is an absolute requirement.

Criteria	Essential	Desirable
Qualified Teacher Status (QTS).	✓	
Substantial and successful senior leadership experience across multiple schools and deep knowledge of both primary and secondary education phases.	✓	
Proven track record of leading school improvement at scale.	✓	
Strong understanding of inspection frameworks and accountability measures.	✓	
Secure knowledge of curriculum progression across EYFS, primary, and secondary phases.	✓	
Demonstrable ability to influence, challenge, and support senior leaders.	✓	
Clear commitment to the ethos and values of Plymouth CAST.	✓	
Willingness to actively promote and uphold the Catholic identity and mission of the Trust.	✓	
Secure and up-to-date knowledge of safeguarding legislation and statutory guidance.	✓	
Demonstrable experience of leading or overseeing safeguarding culture at a senior leadership level.	✓	
Commitment to safeguarding and promoting the welfare of children and young people.	✓	
Proven experience of executive-level line management or oversight of senior safeguarding specialists across a multi-school or Trust structure.		✓
Experience of translating safeguarding quality assurance, audit findings, and risk analytics into decisive school improvement interventions.		✓
Secure, up-to-date knowledge of statutory frameworks (*KCSIE*, *Working Together*), LADO procedures, and cross-agency thresholds.	✓	
Ability to provide constructive, independent professional challenge on safeguarding standards to Executive Leaders, Headteachers, and Board Committees.	✓	
Experience of system leadership beyond a single organisation.	✓	
Experience of executive leadership within a Multi-Academy Trust.		✓
Experience of successful leadership in Catholic education.		✓

Experience in senior leadership coaching or mentoring.		✓
Postgraduate qualification in leadership or education.		✓
Experience of successfully supporting schools to achieve highly in Ofsted and Catholic School Inspections.		✓

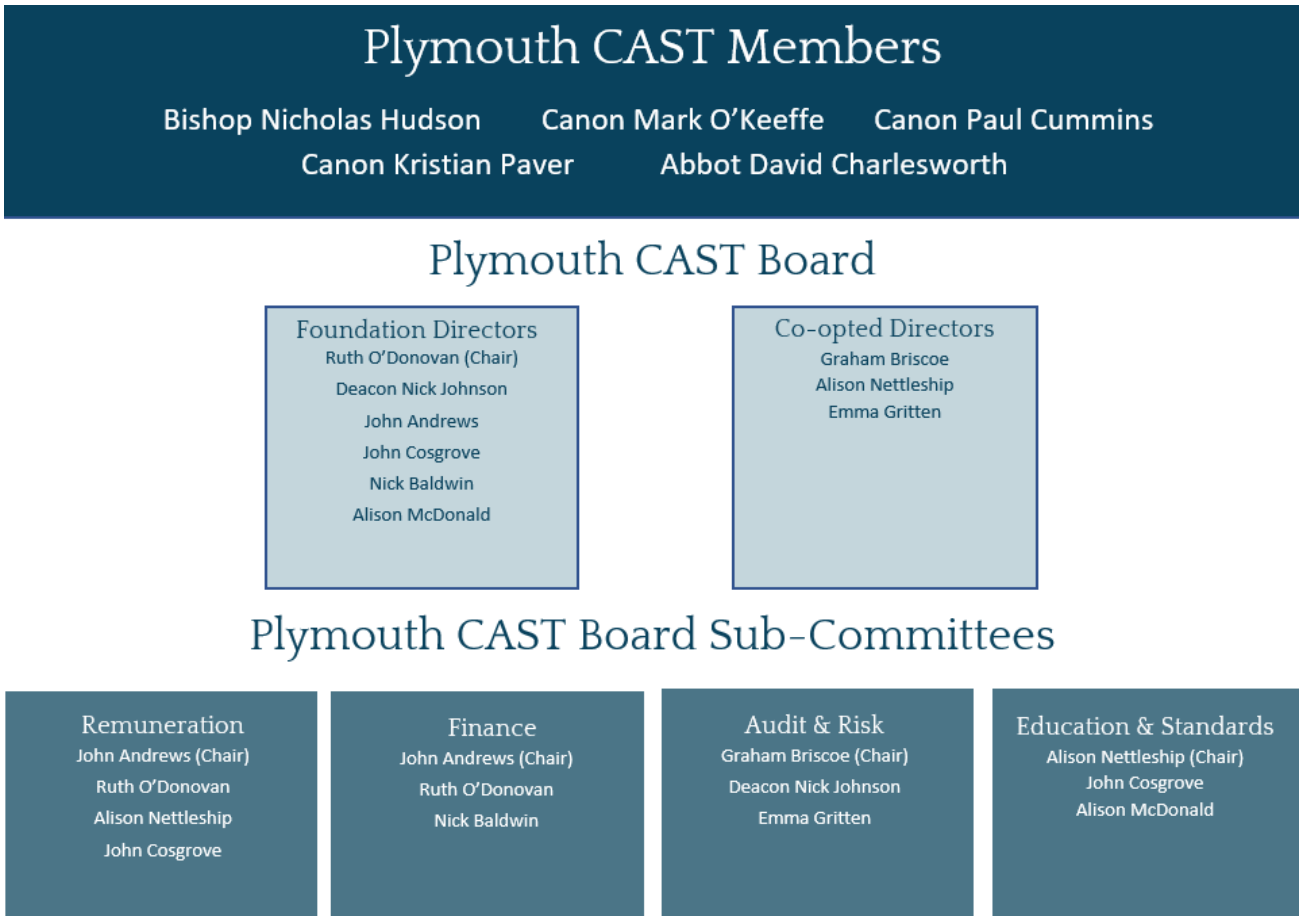
Safeguarding & Safer Recruitment

This post is subject to an Enhanced Disclosure and Barring Service (DBS) check.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and leaders to share this commitment. As a senior leader, the postholder will model and uphold the highest standards of safeguarding practice.

Board structure

The Board and its committees are structured as follows. The Board of Directors links to schools' local governing boards (Local CAST Boards) through its Link Director structure.



Organisational chart



Plymouth CAST map

