



THINKING SCHOOLS
ACADEMY TRUST

INVESTORS IN PEOPLE®
We invest in people Standard

Are you ready to Transform Life Chances?



Our Trust

Mission

At the Thinking Schools Academy Trust we work hard to provide a stimulating learning environment for all where everyone feels safe to explore knowledge and understanding. We are our best when staff are motivated, clear about expectations in their work and behaviour, feel valued, secure and confident, are challenged and receive constructive feedback about their performance.



Aspire

By nurturing aspirations and cultivating excellence, we believe that with the 'Thinking' philosophy, every student and member of the Trust can aspire and aim high to unlock personal and professional growth.



Challenge

Our Trust empowers individuals by presenting challenges through a cognitive framework that shapes their minds, fosters aspiring attitudes and habits, allowing every member of our Trust to be the master of their own destiny.



Achieve

Our community is encouraged to achieve and embody the highest levels of cognitive abilities and habits. We aim for our pupils to be naturally curious, excelling in both independent and interdependent prowess.

Our story so far...

In 2010, The Rochester Grammar School (RGS) embarked on a transformative journey, envisioning a shift to Academy status. Embracing collaboration, RGS sought partnership with All Faiths School (AFS), to form a cross-phase Multi-Academy Trust in 2012 - The Thinking Schools Academy Trust.

Since the beginning, our Trust has been dedicated to enhancing educational opportunities and outcomes through a cognitive-based curriculum for students across the regions. In 2013, Portsmouth marked the outset of our sponsorship endeavours, igniting a trajectory of growth and collaboration. From supporting schools to new ventures, our Trust has continually expanded its impact to ensure every child receives the best opportunities regardless of their background.

In 2014, we extended our support to schools in Medway, sponsoring Holcombe Grammar School and Gordon Children's Academy. Together, we embarked on a journey with the surrounding community by creating our first free school, New Horizons Children's Academy. The footprint of the Thinking Schools Academy Trust steadily expanded across Kent and Portsmouth. In 2021, Plymouth High School for Girls proudly joined our network, followed by collaborative efforts in Devon. By 2023, the unification of the Devon region stood as a testament to our growth, accompanied by the establishment of Lodestar Academy, our first alternative provision school.

Driven by a passion for excellence, we have established four regional hubs across the South West, South, South East and East of England. These hubs serve as pillars of support, offering expert assistance from early years to sixth form education. Our holistic approach extends beyond traditional schooling, as evidenced by the launch of Little Thinkers in 2022, our first childcare and pre-school provision initiative.











We recognise the importance of sharing our expertise and resources with others in the education sector. We established the trading subsidiary, Thinking Solutions for Education in 2020. Our aim is to empower schools and academies beyond our network, facilitating their growth and success through access to our extensive network and resources.

At The Thinking Schools Academy Trust, innovation, collaboration, and academic excellence are not just aspirations but guiding principles. We extend a warm invitation to join us in shaping the future of education, united in our commitment to progress and collective impact.





Our Regions













South West

-  Plymouth High School for Girls
-  Plympton Academy
-  Brixham College
-  Curledge Street Academy
-  Furzeham Primary & Nursery School
-  Kings Ash Academy
-  Lodestar Academy
-  Paignton Academy

South

-  New Horizons Primary School
-  Penbridge School
-  The Portsmouth Academy
-  Meon Way Federation

South East

-  All Faiths Children's Academy
-  Cedar Children's Academy
-  Gordon Children's Academy
-  Holcombe Grammar School
-  Maritime Academy
-  New Horizons Children's Academy
-  The Rochester Grammar School
-  The Victory Academy
-  Colchester Royal Grammar School
-  Goodwin Academy

In Summary

One Trust working together to Transform Life Chances

Proudly accredited by Investors in People and Investors in Wellbeing

2000 dedicated members of staff

16,000 young people

15 Accredited Thinking Schools

13 Accredited Artsmark Schools

26 Academies connected over 4 regions





Could you be our
next leader in
Portsmouth?

We are looking for a.....

Regional Director & Executive Principal



Salary: Up to £131,870 per annum

Location: Portsmouth

Start date: April 2025

Interview dates: 7th and 8th October

About the role:

As Director of Education - South, you'll oversee our Portsmouth schools, working alongside a team of two other regional directors (South West and South East), including a dedicated Deputy Director of Primaries for Portsmouth. Additionally, you'll lead The Portsmouth Academy, with a strong and experienced Senior Leadership Team in place, designed specifically to provide the support you need to drive innovation and excellence in one of the city's most dynamic schools.

What you will need to succeed:

- **High Academic Expectations:** Hold unwavering high expectations for all students, regardless of their prior attainment or socio-economic backgrounds.
- **Aspirational Culture:** Possess the ability to cultivate a culture of aspiration amongst staff and students and create a supportive learning environment where every student can achieve their academic potential.
- **Community Engagement:** Be a passionate advocate for The Portsmouth Academy and our Portsmouth schools within the wider community, fostering strong relationships.
- **Curriculum Expertise:** Be fully acquainted with the demands and requirements of the curriculum, ensuring that our educational programs meet the highest standards and prepare students for future success.
- **Emotional Intelligence:** Exhibit high levels of emotional intelligence, understanding and managing your own emotions, while effectively leading and inspiring others.
- **Inclusion knowledge:** Understand, embrace and be an advocate for strong inclusion practice in schools and actively drive this across the TSAT South region.
- **Effective Team Leadership:** Bring highly developed people skills and extensive experience in leading and motivating teams to achieve shared goals.
- **Dynamic Communication:** Possess excellent public speaking skills and the ability to communicate clearly and persuasively with a wide range of stakeholders, including students, parents, staff, and the wider community.



**Book a tour of
our **schools**
and see for
yourself**

Job Description:

MAIN RESPONSIBILITIES AND CORE DUTIES:

1. Setting and delivering targets that support the Trust's total education strategy and school improvement strategies

- Quality assure target setting of educational outcomes to achieve a culture of high aspirations and achievement
- Work with the Deputy Regional Director and Headteachers/Principals to ensure effective use of data to monitor and raise standards for all pupils
- To visit the regional schools on a regular basis, monitoring and evaluating performance, providing support and challenge
- Ensure trust wide strategies for developing or improving education are implemented effectively in schools by Headteachers/Principals
- Work with the Deputy Regional Director and Headteachers to develop and refine efficient and informative reporting of schools' performance, appropriate for the different audiences which require information

2. Planning and delivering strategic change effectively

- Adhere to the Trust model of planning change to create a strategy to support the adoption of changes required by a project or initiative
 - Utilise a full range of tools to support and engage senior leaders so that change leadership is effective and a maximum number of relevant stakeholders adopt the change
 - Support the design, development, delivery and management of communications
 - Define and measure success of any changes initiated
 - Work as team player, working collaboratively with and through others
 - Remain resilient and tenacious, tracking and dealing with issues and managing risk

3. Operational leadership including accountability for Health and Safety and budget performance

- Work with the Head of Business and Operations (HBO) to maintain control and oversight of the financial performance of all the South schools, developing a five-year budget that ensures the Region lives within its means
- Lead strategic workforce planning with the Deputy Regional Director (DRD) and the HBO that enables schools to meet their objectives with the financial resources available
- Ensure Health and Safety policies and procedures are adhered to within the Region through monitoring and update meetings with HBO, DRD and Facilities Team, as necessary
- Ensure a positive working relationship with the South Region's HBO to remain informed of business operations performance and agree action plans to improve or develop these where necessary
- Ensure schools follow all relevant compliance legislation, working with their HBO and the Governance and Compliance team to monitor and control this
- Work with senior leaders at schools and Trust to create a premises and technology development plan that creates high quality facilities for the schools and meets the needs of any future requirements
- Work with senior leaders to develop a marketing strategy that positively promotes the schools within the Region

Job Description:

4. Holding to account the Deputy Regional Director (DRD) and Headteachers/Principals including providing/securing leadership in their absence

- Line management of DRD, supporting them with strategic decisions
- Line manage the most senior members of The Portsmouth Academy's senior team
- Line manage the Designated Safeguarding Lead and the Executive PA at The Portsmouth Academy
- Support staff on their Professional Growth journeys
- Actively carry out Quality Assurance visits to schools in the South Region, analysing data, School Improvement Plans and Heat Maps
- Arrange, and take part in, external Quality Assurance of Regional Schools including The Portsmouth Academy
- Ensure capacity is built within the schools for them to run effectively if the Head or Principal is on long term absence
- With the DRD, quality assure Governor reports and challenge accordingly
- Support the DRD and Headteachers/Principals in preparation for Ofsted and QA visits

5. Wider trust involvement including supporting the Accounting Officer and other Executive members

- To lead on whole Trust initiatives and projects as agreed with the CEO
- Use Trust systems and structures to lead and manage organisational change
 - Engage with a wide range of stakeholders to secure Trust wide change
 - Engage positively with other change projects being developed in our Trust to support their development and implementation in their regional schools.
 - As a system leader they will represent the Trust with a range of relevant stakeholders and partners

6. Ensuring governance arrangements are effective and risk management is embedded within all layers of leadership

- To act as the lead officer for the Regional Governor meetings
- Ensure Governors are kept up to date with all relevant information about The Portsmouth Academy. Attend and present at all TPA Governor meetings
- Review the risk register regularly with the HBO and ensure that Heads are actively discussing risk within their leadership teams and considering risk as part of their decision-making process
- Provide the RGB a regular update on risk management strategies and highlight any issues that could have a high impact on the schools within the Hub
- Work with the Head of Governance to ensure that all Governors meet the skills required and are engaging effectively

7. Leading in the community through collaboration and wider stakeholder engagement

- Support DRD, Headteachers and Principals to lead community schools that offer place-based learning opportunities as an element of their educational offer
- Work with stakeholders to ensure TPA has a positive reputation of achievement and aspiration within the community
- Develop productive relationships with relevant community partners that support and enhance the strategic aims of the Trust
- Seek opportunities for TPA students to engage in community events that benefit their academic and personal development
- Represent the Trust in appropriate local academic collaboration groups and forums

Job Description:

8. Developing Self and Working with Others

- Motivate and enable all TPA staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs
- Treat everyone within each Academy fairly and equitably ensuring a high standard of professional development for all staff and for self
- Keep abreast of educational developments and best management practice to introduce appropriate innovation.
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academies
- Develop the capacity, through coaching and other appropriate means, of educational leadership and management, particularly the Senior Teams

9. Leading The Portsmouth Academy

- Carry out the duties of an Ofsted accountable Headteacher, supported by a suitably structured senior team
- With the senior team, develop the shared vision and strategic plan for the Academy
- Create and maintain a culture of raising aspirations and improving outcomes
- Ensure inclusive practice is in place and well led
- Work with stakeholders to generate enthusiasm and commitment
- Secure and sustain effective teaching, learning and assessment
- Create and maintain a culture of challenge, support and high expectations of all
- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision
- Support leaders to develop their own skills and knowledge – Growing Great Leaders
- Deploy staff effectively



THINKING SCHOOLS
ACADEMY TRUST

Benefits and support

Our comprehensive staff benefits program designed to support your wellbeing and enhance your overall working experience with us. We are dedicated to creating a positive and rewarding work environment for all. Whether it's through our Cycle to Work Schemes, Gym Memberships, or specialised assistance programs, we strive to ensure that you have access to everything you need to thrive.

Join a Thinking School:

- Benefit from an internationally accredited pedagogy approach to thinking and learning, which has been proven to enhance classroom practice.

Professional Development:

- Our in-house CPD provision, Thinking Horizons, offers clear pathways and goals to guide your aspirations;
- As an accredited Chartered Teacher organisation you can become a recognised Chartered Teacher;
- Grow your skills with opportunity for Trust-funded apprenticeships and training courses;
- Regular MAT meets alongside our regional hub model offers a network of collaboration for staff to share best practice.

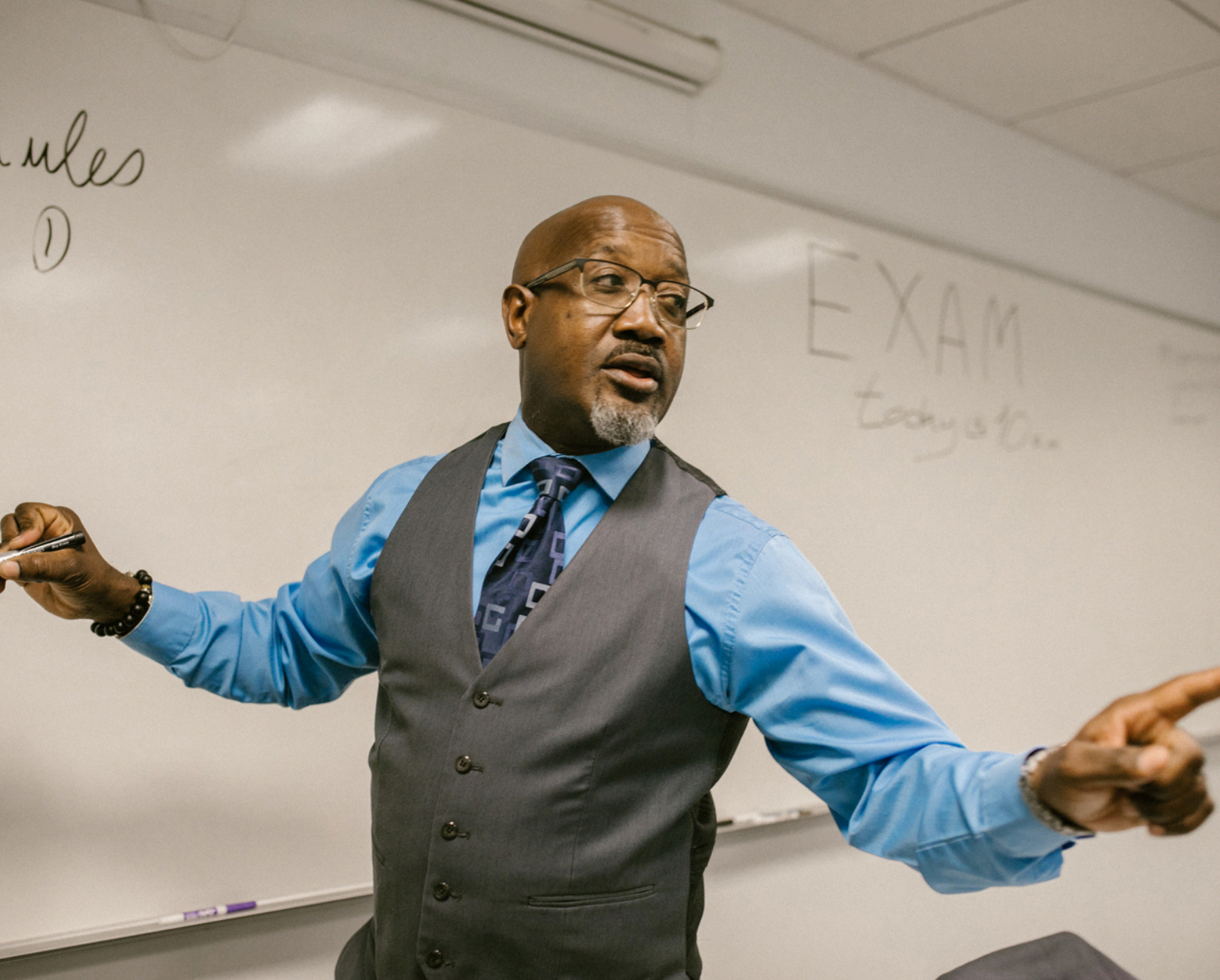
Financial:

- Competitive salary bands with opportunity for growth via annual pay reviews, as part of our Professional Growth policy;
- Generous employer contribution to the Teachers' Pension Scheme;
- Refer a Friend incentive scheme; earn monetary rewards for successful employee referrals;
- Support staff have access to 'Discount for Teachers' scheme that offers a huge range of money saving deals and vouchers;
- Free car-parking on all school sites and support service offices.

Wellbeing:

- Health and Wellbeing benefits including access to Thinking You - A 24/7 employee assistance programme for legal, financial, emergency health or lifestyle support;
- Culture of appreciate exemplified by our TSTARS colleague recognition scheme, includes seasonal rewards;
- Trust and School level wellbeing initiatives, including Mental Health Awareness week in May;
- We are accredited 'Investors in Wellbeing' by Investors in People for our commitment to staff wellbeing.





Contact Information

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