



Regional Head of Quality and Regulatory Compliance – Eastern Region

Newcome Education is a unique schools group currently seeking a full time Regional Head of Quality and Regulatory Compliance – Eastern Region to support our Schools. The successful candidate will join a multidisciplinary team, working to support a relational approach to teaching and learning which influences our whole school ethos and systems, as well as everyday practice.

Our Schools offer education placements for children and young people with very complex needs, often living in complex circumstances. Many of our learners have diagnoses of Autism and have experienced exclusion from mainstream settings. The Schools currently are:

- Gretton School, Girton, Cambridgeshire
- Quorn Hall School, Quorn, Leicestershire
- Hardwick School, Loughborough, Leicestershire
- Wilds Lodge School, Oakham, Rutland

Our Schools are committed to offering a relational approach to education, informed by specialist knowledge of Autism and SEMH. Children and Young People who attend our schools have frequently experienced disrupted relationships as a consequence of their needs not being understood or met in other settings. Our schools are committed to offering learners reparative experiences of relationships in order to enable them to meet their full potential.

Within this overarching relational frame, we draw on evidence based approaches such as restorative practice and positive behaviour support to meet the needs of our students and support the wellbeing of the whole school community.

Job Description

School: Newcome Schools

Salary: £55,000 (Greater package analysable dependant on skills and experience)

Contract type: Full time, Permanent, 52 weeks

Responsible to: Operations Director with a dotted line report to Compliance Director and the wider governing body of Cavendish Education

Aim of the Post

The role holder will provide support to the Operations Director and Headteachers across the region by developing and maintaining a systemic review of standards across all functions within schools to ensure the achievement of regulatory compliance and the management and mitigation of all identified risks

Main Duties:

- Develop and maintain a process or framework through which a systemic review of standards across all functions within schools supports the Operations Director with the development of an engaging, clear and 'bottom up' quality improvement system, utilising skills and knowledge within the schools to support constant development in all schools.
- Use developed quality improvement systems to identify risk, in all its forms, and implement supportive, creative systems to manage and reduce that risk, whilst engaging the schools in their own solutions.
- Use developed quality improvement systems to identify where standards and regulations are, or are not being met. Supporting schools to effectively improve their compliance with them
- Support the development of bottom up reporting systems which enable data to flow, through the key levels of leadership without additional requirement for reporting; which enables a thorough and clear overview at regional level for effective and meaningful governance.
- Engage at all levels of school infrastructure with the aim of supporting the building and maintenance of bottom up quality systems.
- Maintain Governance system reporting which meets the needs of the governing body of Cavendish Education.
- Support the Operations Director in the development of a Governance system and team.
- Support the leadership of the governance team, maintaining meaningful data flows, considering schools needs at the centre, in order to create and maintain risk identification and management, as well as service development.
- Support the schools to develop their local Governance systems to seamlessly feed into regional Governance systems.
- Engage all stakeholders across Newcome in co-created challenge and practice improvement.
- Coordinate the multidisciplinary team of people visiting schools across the region for their own regulatory and school improvement purposes, in order to build and maintain coherence.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school/service as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed.

Person Specification

Experience, Skills and Knowledge

The successful candidate will demonstrate a wide range of qualities and skills, including:

- Demonstrable interest in and knowledge of the requirements of and approaches to quality assurance in schools and experience of implementing systems and processes to improve school outcomes and manage risk
- Excellent judgment and ability to investigate and solve problems in collaboration with others
- Excellent interpersonal skills, including the ability to relate well to all types of people, to listen, influence and work collaboratively with others
- The ability to analyse data and performance measures
- Personal qualities of integrity and trustworthiness, approachability and discretion
- Determination and commitment to achieve the highest standards in all tasks undertaken
- Excellent written and verbal communication skills
- Support for the aims and ethos of Cavendish Education as a group
- Proven experience of Google packages
- A positive interest in working within an SEN education environment
- Flexibility and a willingness to travel to other locations, including our schools, if and when required
- Commitment to ongoing personal development

Newcome Education is committed to safeguarding and promoting the welfare of children. This post is exempt from the Rehabilitation of Offenders Act 1974.

I understand that if I am shortlisted for this role I will be required to obtain an Enhanced Disclosure & Barring Service Check (DBS) and complete a self disclosure for cautions and convictions.