

Education Director

Information Pack



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Introducing TLG...

TLG is a dynamic education charity with a vibrant Christian ethos, enabling churches to help children and young people at risk of exclusion from school, and to reach out with support to their families.



TLG want to enable the local church to be the place that struggling children and families turn to when they are at risk of exclusion from education.

TLG's stretching vision is to work with local churches in every community of the UK. The immediate goal is to grow the existing 85 church based centres to 300, enabling churches to support young people in crisis through TLG Education Centres, and prevent exclusion through TLG Early Intervention for younger children. By the end of 2020, this vision will enable transformation in the lives of 3000 children each year.

It's been said that 'the local church is the hope of the world'. We really believe that and each day get to see the difference made as church communities throughout the UK are equipped to serve struggling children. Reengagement and progress in learning are only part of the picture for children and young people, with the broader TLG opportunity being one of connecting children, young people and families into the support of a local church community.

Education Centres provide a robust sustainable model of transformation enabling a church to host a small Ofsted registered school. This proven replication model of small independent schools has grown steadily since our first partnership in 2007, enabling some of the most disadvantaged young people to reconnect into education, progress and achieve academically, with many connecting in to the wider support of a local church.

We are really excited by the strength of the church partnership pipeline for TLG Education Centres, enabling continued growth from the current network of 13 schools, to 17 within four years.

We are looking for a dynamic leader to take our Education Centre network to the next level of success. Someone who is a relational leader of people, has experience of a leadership position in education, and has a passion for the role the local church can play in transforming lives.

Job Description

Location: TLG National Support Centre, Bradford (with involvement nationally in the leadership of TLG's network of schools and some flexibility to work from home as appropriate)
Salary: Competitive and based on experience, including 10% employers' pension
Hours: 37.5 hours (utilising flexitime to enable travel and occasional evening work)
Reporting to: Chief Executive

A unique opportunity for a dynamic Educational Leader to shape the growth and effectiveness of TLG's UK network of church led Education Centres for children at risk of exclusion.

Role Tasks

Strategic Leadership

- Lead the existing network of 13 small independent church-led alternative provision schools across the UK.
- Bring vision for the continual development and improved effectiveness of existing TLG education delivery and the expansion of the network.
- Implement, monitor and review strategy throughout the year.
- Secure long term holistic impact by enabling young people to progress in learning, successfully sustain the next step from TLG, and where appropriate, by enabling young people and families to access the wider support of the church.
- Influence national policy for children at risk of exclusion by building on TLG's history of significant relationships with key staff at the Department for Education and other agencies as appropriate.

Organisational Leadership

- Play a full part in the Core Leadership Team of TLG with five other senior leaders – a faith led partnership together.
- Support the development of vibrant Christian faith amongst the staff, volunteer and church partner teams.
- Shape strategy across the entire organisation; have a voice into every aspect and every opportunity.
- Play a significant role in the development of leadership, particularly the next generation. This could include a teaching role in TLG's leadership programme (The Leadership Track) and the occasional mentoring of emerging leaders and managers.
- Be a role model for the culture, values and mission of TLG.

Operational Management

- Lead the Education Centre Development team and support TLG Centre Managers (School Leaders) to continue to lead 'Good' or 'Outstanding' schools.
- Line-manage a cluster of the existing Centre network and grow TLG support capacity as the network grows.

- Oversee the team who will recruit, equip and support new church based teams to launch new TLG Education Centres: 5 new Education Centres in the next 3 years.
- Strengthen the wider impact of TLG Education Centres, utilising beyond school opportunities for young people and their families to access the wider support of local church partners. Develop the vision to embed volunteer involvement in family support and beyond school youth activities and to enable growth in the number of people accessing wider support of the church.
- Lead the Centre Management Team and TLG Centre Managers collectively to review the content and structure of TLG programmes to achieve a broader curriculum and more robust academic outcomes, creating a culture with high expectation of pupils working towards challenging and achievable targets.
- Lead the Education Centre Development Team to create, facilitate and coordinate innovative professional development for TLG Education teams.
- Develop the use of data within TLG education delivery to enable outstanding pupil progress.
- Develop, and where necessary create, robust systems and processes to ensure best practice is easily identified and under performance promptly addressed across the Centre network.
- Lead the Centre Management Team to ensure a healthy, safe and secure environment for everyone, linking to the TLG Safeguarding Named Person and the Health & Safety Coordinator.
- Take financial responsibility for all aspects for TLG national education operations – agreeing annual budgets and strategically responding to variance.
- Lead the Centre Management Team in the sharing of learning, best practice, peer mentoring and peer support amongst school leaders through the termly Head Teacher forum.
- Report on Centre performance to the Core Leadership Team, and through the quarterly report, to the trustee board.

Person Specification

We value experience – it's really useful to develop skills, but we're more interested in leadership talent and culture fit. Passion for the TLG mission to enable local church is essential, as is a heart for team and the challenge of enabling the church to be at the forefront of changing lives.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good general standard of education including English, Mathematics GCSE or equivalent. • Degree level education or equivalent qualification • A teaching qualification, typically a PGCE, GTP or equivalent and complete NQT probation 	<ul style="list-style-type: none"> • National Professional Qualification for Headship (NPQH)
Knowledge /Skills	<ul style="list-style-type: none"> • Demonstrate excellent communication, including effective written, verbal and listening skills, able to impact large groups & represent TLG at a high level externally. • Comprehensive understanding of the requirements of Ofsted. • Understand the broad issues impacting young people's ability to participate in learning and self-improvement. • Understand the skills, strategies and curriculum to engage young people within an Alternative Provision classroom setting and beyond school provision. • Understanding of factors which create barriers to learning and ability to implement strategies for reducing inequalities and promoting social inclusion. • Ability to bring clear, direct and decisive leadership that ensures high levels of engagement from staff teams. • Ability to quickly comprehend and appropriately respond to complicated situations to bring clarity. • Ability to analyse school performance using appropriate data to draw clear conclusions and develop strategy. • Well-developed understanding of church based community engagement across a range of denominations and church types. • Highly effective personal leadership enabling time management and ability to organise and prioritise own work load and that of team. • Ability to relate to people from a variety of backgrounds and put them at ease utilising excellent inter-personal and listening skills; a high degree of emotional intelligence; and effective oral and written communication. • Ability to act as a role model for the ethos, vision, values and culture of TLG. • Evidence of effective ICT skills. 	<ul style="list-style-type: none"> • A well-developed knowledge of current educational developments and initiatives relating to Alternative Provision. • Knowledge of most recent legislation and guidance with regard to education, safeguarding, child protection, SEN and inclusion of students of SEBD. • A proven ability to use data confidently and forensically to celebrate progress, inform and diagnose weaknesses that need addressing.

Experience	<ul style="list-style-type: none"> Managing a high performing team (not necessarily in an educational context). Designing, implementing and evaluating effective and imaginative learning. A proven understanding of how to coach other staff to achieve outstanding teaching practice and how to implement effective strategies to raise learning standards. Monitoring, evaluating, and improving the quality of teaching and learning. Promoting the personal, social, moral, cultural and spiritual development of students. Leading and influencing at all levels of an organisation. Success in at least one school in an urban setting, and teaching pupils of socio-economic disadvantage. Leading and influencing partner organisations. 	<ul style="list-style-type: none"> A first-hand experience of teaching / leadership within an Alternative Education context. School leadership experience. Experience of having contributed to policy formulation, implementation, evaluation and review.
Christian Lifestyle	<ul style="list-style-type: none"> Be able to work within a Christian framework and be sensitive to different cultures and faiths by having their own strong and vibrant Christian faith. In the context of TLG's Christian ethos, bring leadership to enhance ethos vision and values within the team. Passion for local churches to be enabled to make a difference in their communities, and where appropriate, young people and families be connected into the wider support of the church. 	
Additional	<ul style="list-style-type: none"> Provide evidence of suitability to work in the UK and appropriate qualifications. Complete a DBS check prior to employment and the disclosure reveals no reason for the applicant being unsuitable to work with children. Provide 3 referees. References will be taken up after short listing. 	<ul style="list-style-type: none"> An understanding of the requirements of Health and Safety legislation, First Aid, and employment law.

Application Process

All applicants are directed to apply online through our website www.tlg.org.uk.

Please go to our jobs page, and then download the application pack by entering your details. You will then be able to access an online application form which you can work at online at any point, and your details will be saved every time you log off. Please specify clearly how you meet the person specification (using the headings provided in the person specification), with special emphasis on how your faith relates to all aspects of your working life.

If you have any problems with the online application process, please contact recruitment@tlg.org.uk and someone will get back to you as soon as possible.

The deadline for applications is **5pm, Monday 20th November 2017**. Interviews will take place on **Tuesday 5th December 2017**.