

# Generations Multi Academy Trust



## Director of Corporate ICT and Infrastructure

Information for Applicants





## **GENERATIONS MULTI ACADEMY TRUST**

### **DIRECTOR OF CORPORATE ICT AND INFRASTRUCTURE**

M5 - £48,436.00 rising to £51,467.00

Full Time – 27 days holiday plus bank holidays

**Required as soon as possible**

We are seeking to recruit an enthusiastic and committed Director of Corporate ICT and Infrastructure. Reporting directly in to the very top of the Trust's leadership structure, the successful candidate will lead on the creation, implementation, delivery and communication of the Trust's technical strategy.

The post is full time, working 37 hours per week. The successful candidate will need to be flexible regarding working hours in order to meet the needs of the business.

The ideal candidate will be able to demonstrate:

- A proven track record in a senior ICT role
- A proven ICT record including delivering complex systems / networks/databases, at scale
- The ability to think on their feet and adapt to the changing demands of the business
- Strong leadership and strategic skills, coupled with a willingness to be "hands on"
- Ability to motivate and organise teams in order to ensure the efficient delivery of ICT provision across the Trust
- Evidence through DBS check and recruitment process of their suitability for working with children

The successful candidate will have the opportunity to gain access to an exclusive range of benefits, including free use of a range of sports and leisure facilities including a fully equipped gym, and swimming pool; priority student admission to schools in the Trust for your child after 2 years' service, and a generous cash incentive employer referral scheme.

**For further details, please contact Nina Wood, Executive Principal's PA and HR Officer, on 01992 424200, Ext 201, or by email at [nwo@goffs.herts.sch.uk](mailto:nwo@goffs.herts.sch.uk)**

**Closing date for applications: Monday 16th July 2018, 9.00am**

**Interviews will be held week commencing Monday 16th July 2018**

**Applications will be assessed on submission, so early application is encouraged.**

The Trust is committed to safeguarding children and young people  
All postholders are subject to a satisfactory enhanced DBS check





# **JOB DESCRIPTION**



## JOB DESCRIPTION

<b><u>Job Title:</u></b>	Director of Corporate ICT and Infrastructure
<b><u>Grade:</u></b>	M5 - £48,436.00 rising to £51,467.00 Full Time – 27 days holiday plus bank holidays
<b><u>Purpose of your Role:</u></b>	<ul style="list-style-type: none"> <li>• To be responsible for the creation, implementation/delivery and communication of the Trust's technical strategy, and for managing the technical process for implementing the Trust's mobile learning strategy.</li> <li>• Operate as the Trust's Deputy Data Protection Officer</li> </ul>
<b><u>Reporting to:</u></b>	Chief Financial Officer (CFO)
<b><u>Staff Reporting to Job Holder:</u></b>	All ICT support staff in the Multi Academy Trust
<b><u>Contacts Within the Trust:</u></b>	<ul style="list-style-type: none"> <li>• Multi Academy Trust Leadership</li> <li>• Multi Academy Trust ICT support team</li> <li>• Multi Academy Trust staff interfacing with ICT provision</li> </ul>
<b><u>Contacts Outside the Trust:</u></b>	<ul style="list-style-type: none"> <li>• All Software and hardware suppliers</li> <li>• Herts County ICT providers</li> <li>• Telephony providers</li> <li>• Mobile learning platform providers</li> </ul>
<b><u>Main Tasks and Responsibilities:</u></b>	<p><b>Strategic:</b></p> <ul style="list-style-type: none"> <li>• To lead on the development, implementation and compliance of ICT and associated strategies, and where necessary the adoption of new and innovative approaches for the maximum use/ benefit of information and systems</li> <li>• To monitor and challenge where necessary the use/ benefit of information and systems in close liaison with the Chief Financial Officer and Executive Principal</li> <li>• To have overall responsibility for the current and future systems adopted by the Multi Academy Trust</li> <li>• Responsible for implementation of best practice security disciplines as identified and agreed by the Multi Academy Trust's Board</li> <li>• To be responsible and accountable for the ICT budgets, procurement and contracts in the Trust</li> <li>• Maintain a strategic rolling five year procurement plan in liaison with the CFO</li> </ul>

	<ul style="list-style-type: none"> <li>• Attend Trust meetings if required, including Trustee Board/Committees, being the lead officer for ICT related matters, and to liaise with Trustees when required</li> <li>• Maintain and enhance the Trust's reputation through the appropriate use of communication and support to its academies</li> <li>• Maintain the overall integrity of the Trust's ICT environment and ICT business continuity arrangements</li> <li>• Keep up to date with emergent technology and promote the use of technology and best practice across the Multi Academy Trust</li> <li>• Play a lead role in supporting the Trust with being GDPR compliant</li> </ul> <p><b>Delivery:</b></p> <ul style="list-style-type: none"> <li>• To be responsible for the operational management and day to day deployment of ICT Services that support learning and teaching and the business and administrative functions across the Trust</li> <li>• To ensure that all holiday projects across the Trust are completed smoothly and to deadline</li> <li>• Ensure systems are in place such that ICT queries and problems reported by stakeholders are dealt with in an efficient and timely manner</li> <li>• Lead on the development and delivery of the ICT team and review performance against Trust feedback and targets set within specific projects, as appropriate</li> <li>• Work in close partnership with the CFO to ensure the accurate and timely completion of all Trust/school census' and DfE returns</li> <li>• Ensure the efficient and smooth delivery across the Trust of all examinations/assessments that involve ICT</li> <li>• Develop relationships and partnership working with other private, public, voluntary and community sector bodies on joint information and system projects of mutual interest and benefit, for example, to negotiate successfully with external suppliers and partners</li> <li>• Maximise revenue streams to the Trust through appropriate management of Information and ICT systems</li> <li>• To seek to reduce costs whilst maintaining or improving services through appropriate invest-to-save opportunities, working collaboratively and with effective procurement</li> <li>• To have overall responsibility for all SIMS(School information management system) databases and ensure on-going integration of SIMS data into all schools' reporting and recording processes</li> <li>• To manage and develop robust networks and associated equipment which meet the curriculum and administration requirements of all schools in the Multi Academy Trust, including the provision of telephony services</li> <li>• Oversee the support and upgrades of the Multi Academy Trust s key software platforms as required</li> <li>• To implement relevant ICT related H&amp;S and E-Safety precautions and routines across the Multi Academy Trust</li> <li>• To audit software, including licences, hardware, ICT usage and infrastructure through the maintenance of accurate records, ensuring that the Trust remains fully legally compliant</li> </ul>
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	<ul style="list-style-type: none"> <li>• To develop, communicate and implement a recovery plan, including arranging back-ups and implementing virus protection and securing ICT hardware and software</li> <li>• To deal with requests for support and determine appropriate response and wider service implications</li> <li>• To set out and manage clear service delivery expectations, monitor external support services and contracts and maximise warranties and lifespan of ICT equipment</li> <li>• To develop and maintain all public facing websites across the Multi Academy Trust</li> <li>• To ensure fully functional CCTV and monitoring systems across the Multi Academy Trust</li> <li>• To ensure fully functional print and MFD services across the Multi Academy Trust</li> <li>• To ensure fully functional telephony services across the Multi Academy Trust</li> <li>• To support the Heads of ICT in coherent ICT development supporting the Multi Academy Trust's strategy on teaching and learning</li> <li>• To be responsible for safeguarding and promoting welfare of children, including promoting E-safety with the designated SLT advocate</li> <li>• To perform other reasonable duties within scope of skills as directed by line manager</li> </ul> <p><b>Research and Planning:</b></p> <ul style="list-style-type: none"> <li>• Research and be informed about the wider (regional and national) ICT and Information related context (including social trends), and identify developments and changes which will have a positive or negative impact on cost, service delivery or performance</li> <li>• Keep a watching brief on ICT products, systems and providers</li> <li>• Maintain links with outside bodies (e.g. SOCITM)</li> </ul> <p><b>Staff and Leadership:</b></p> <ul style="list-style-type: none"> <li>• Oversee and lead Trust ICT members of staff including the performance management of staff in line with Trust policies</li> <li>• Recruit, induct, train and performance manage the ICT support team across the Multi Academy Trust, and deploy them across Trust sites effectively and efficiently</li> <li>• Line manage the ICT Services staff within the Trust and be responsible for the necessary liaison, monitoring, coaching and advice on network related hardware and software issues, facilitating the efficient and effective ICT support programme</li> <li>• To lead on relevant/necessary Trust wide training</li> <li>• To communicate the vision, culture and values of the Trust so staff are engaged, motivated and professional in their conduct</li> </ul>
<p><b><u>Knowledge, Experience and Training:</u></b></p>	<ul style="list-style-type: none"> <li>• Understand the Trust environment and context in which ICT is used and realise the unique characteristics of the Multi Academy Trust schools,</li> </ul>

	<p>students and staff</p> <ul style="list-style-type: none"> <li>• Understand and direct on the limitations and use of hardware and operating systems</li> <li>• Promote and develop the use of ICT related H&amp;S issues, and E-Safety issues</li> <li>• Develop knowledge of networking &amp; system development and monitor new technologies</li> <li>• Familiarity with standard ICT hardware and peripherals</li> <li>• Confidence to lead and work in student facing environment</li> <li>• Be responsible for own professional development</li> <li>• Play a team role</li> <li>• Evidence through DBS check and recruitment process of suitability for working with children</li> </ul>
<p><b>Other Specific Duties:</b></p> <ul style="list-style-type: none"> <li>• To continue personal development as agreed at appraisal reviews</li> <li>• To engage actively in the appraisal review process</li> <li>• To address the appraisal targets set by the line manager each Autumn Term</li> <li>• To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example</li> <li>• To support the Academy in meeting its legal requirements for worship</li> <li>• To promote actively the Academy's corporate policies</li> <li>• To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate</li> <li>• To show a record of excellent attendance and punctuality</li> <li>• To adhere to the Academy's Dress Code</li> <li>• To undertake any other reasonable duty delegated by the Principal</li> </ul>	

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Trustees to reflect or anticipate changes in the job which are commensurate with the salary and job title.

AGREED BY: \_\_\_\_\_ (Job Holder)                      DATE:

AGREED BY: \_\_\_\_\_ (Line Manager)                      DATE:



# PERSON SPECIFICATION





## PERSON SPECIFICATION

### DIRECTOR OF CORPORATE ICT AND INFRASTRUCTURE

			Assessed by:	
No	Categories	Essential / Desirable	App Form	Interview/ Task
<b>QUALIFICATIONS</b>				
1.	5 GCSEs (incl. Maths and English Grade C or above)	E	✓	
2.	Degree level or Equivalent	D	✓	
3.	Professional Qualification (e.g. FBCS, CITP)	D	✓	
4.	Project management (e.g. MSP or Prince 2) or post graduate management qualification	D	✓	
5.	Evidence of continuous professional development and training	E	✓	✓
<b>EXPERIENCE</b>				
6.	Education / Academy sector experience	D	✓	✓
7.	Technically experienced with a proven ICT record including delivering complex systems / networks/databases at scale, so as to enable ICT to meet the needs of academies / students	E	✓	✓
8.	Experienced of initiating, leading, and managing cultural change	E	✓	✓
9.	Experience of developing and sustaining positive relationships with relevant stakeholders	E	✓	✓
10.	Senior Management experience in terms of deputising upwards, managing relationships, decision making and working with Trustees / Governors and Committees	D	✓	✓
11.	Experience of managing and developing staff including effective performance reviews and continuous service reviews	E	✓	✓
12.	Experience of managing budgets, challenging VfM and establishing roles with suppliers and partners	E	✓	✓

<b>ABILITIES, SKILLS AND KNOWLEDGE</b>				
13.	Proven ability to create and lead an ICT team to best support academies / students' needs by shaping ICT and infrastructure strategy and managing the service	E	✓	✓
14.	Outstanding written / verbal communication, leadership and influencing skills	E	✓	✓
15.	Excellent project management and organisational skills	E	✓	✓
16.	ICT literate with a working ability to use key IT software to present work to a high standard	E	✓	✓
17.	Ability to build effective working relationships with colleagues and external partners at all levels	E	✓	✓
18.	Understanding of relevant legislation and regulatory requirements underpinning the education and academies sector	D	✓	✓
19.	Ability to maintain strict confidentiality in all matters and command confidence and credibility	E	✓	✓
<b>PERSONAL QUALITIES</b>				
20.	A strong commitment to both Trust values and ethos, plus own professional conduct and ethics	E	✓	✓
21.	Commitment to support the Trust's agenda for safeguarding and equality and diversity	E	✓	✓
22.	A willingness and ability to work outside of core hours if necessary	E	✓	✓
23.	High attention to detail and self-awareness to resolve conflicts with sensitivity, and foster positive reputations and personal credibility as a leader	E	✓	✓
24.	Deals with all stakeholders both positively and pragmatically	E	✓	✓
25.	A firm commitment to continuing professional development	E	✓	✓



# **INFORMATION ABOUT ICT EQUIPMENT IN THE TRUST**



## **ICT INFRASTRUCTURE - GENERATIONS MULTI ACADEMY TRUST**

### **Goffs Academy**

The Academy has two main virtualised networks - one for curriculum use, one for administrative purposes. The curriculum network has over 500 connected stations. There are 7 suites of 32 stations and 7 suites with 20 stations. There are also machines in Learning Support and the Library. A new Veeam backup replication service was installed in Easter 2018.

We have an RM Connect 4 network and all stations have internet access making use of the Hertfordshire Grid broadband link, and run Microsoft Office 2010 suite (Word, Excel, Access, PowerPoint, and Publisher), as well as Adobe Master Collection CS6 and an abundance of specialist curriculum software. Every computer is connected to an MFD which are positioned strategically around the school, and all classrooms throughout the school have a projector and interactive whiteboard.

Art and Media also have specialist ICT equipment that they utilise. There is a rolling programme of upgrade and expansion on the network. All the ICT suites are well used both by the ICT & Computing department for delivery of specialist lessons and by other curriculum areas to deliver the cross-curricular ICT programme.

Goffs Academy has been designed as a three story building and as such has cable runs that exceed the specifications necessary to have a single Server Room. To support the ICT Infrastructure there is a Server room and two additional hub rooms. Wi-Fi is in place throughout the building.

### **Goffs-Churchgate Academy**

The Academy has a virtualised system that consists of 3 servers and one other that has the Veeam Back up and replication. There are six cabinet locations around the school with fibre links back to the server room. The network has over 150 connected stations. There are 4 suites of 30 stations with plans to expand this greatly in the next few years.

The server infrastructure is being upgraded this summer to RM's latest version 'Connect on Premise' and will be extended to the Goffs – Churchgate network. This will involve installing a new host server at Churchgate along with a complete rebuild of all PC's and Laptops, this will result in a shared user experience across both Academy sites. Wi-Fi is in place throughout the new building.

The Trust's ICT support team is made up of the Director of Corporate ICT and Infrastructure; a senior ICT Technician, and a Network Manager based at Goffs-Churchgate, who coordinate all ICT & AV projects on the two sites. Plans and funding are in place to expand this team in line with the growth of the Trust.



# **INFORMATION ABOUT THE GENERATIONS MULTI ACADEMY TRUST**



## Information about the Generations Multi Academy Trust



Welcome to our information pack about the Generations Multi Academy Trust and its two schools, Goffs and Goffs-Churchgate. Goffs is a mixed 11-18 comprehensive Academy with approximately 1300 students on roll, including a thriving and successful Sixth Form. The school is extremely popular in the local area, with an average of over 800 applications annually for the 240 places available, and significant waiting

lists for places across the year groups. On intake, students are of an ability level (KS2 APS) significantly above that of the national average although the school is a true comprehensive school and admits a good mix of students of all ability levels.

Goffs-Churchgate is a fully mixed comprehensive school from 11-16 years of age, with 260 on roll; it is intended to rapidly expand this number to 120 per year group, making a school of 600. The school opened at the end of August 2017, and our first ever open evening at the end of September 2017 saw significant numbers coming through the door, reflecting the very high level of local interest in the school. Local estate



agents report significant interest in parents moving to the locality with a view to being near Goffs-Churchgate: a very successful future is predicted for the school. The school is already oversubscribed for the current Year 7 and the Year 7 starting in August 2018, with a wait list for both year groups. One of the school's key strengths is its highly cohesive and supportive community. As such, the decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else – if you visit, you cannot fail to be struck by this. It is a very special part of who we are.

### Professional Working and Learning Environment

Staff and students work in modern, professional environments, with both having benefitted from recent building projects including a full, £20million rebuild at Goffs. The new facilities provide light,



modern, professional and a fit for purpose working environment for all.

### **The Generations Multi Academy Trust**

In early 2016, Goffs Academy received a direct approach from the DfE asking that they consider establishing a Multi Academy Trust and work in partnership with other schools. As a result, the Generations MAT was established from 1st September 2016, with Goffs as the lead school within the Trust. Goffs-Churchgate was born from that vision. The two schools are within walking distance of each other and already share many activities, including CPD for staff. One of the Trust's fundamental principles is that no one school is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

Our future plans include establishing a nursery provision with subsidised staff places, and looking at the opportunity to establish or join with a primary school, thus effectively creating an all through education structure. The MAT offers extremely exciting opportunities for staff, students and the local area and we are all very much looking forward to its growth.

### **Outcomes**

Our strategy for continuous school improvement has had huge success and we are actively committed to ensuring that our very popular and successful school, plus the wider MAT, continues as a centre of excellence in the community. Exam results in 2017 were another year of huge success for Goffs. GCSE highlights include:

- Progress 8: +0.34 (significantly above national average)
- 75% of students achieved grade 4 or more in English and maths and 55% achieved 5 or more in both
- English grade 4/5 or more: 85%/73%
- Maths grade 4/5 or more: 79%/59%
- Percentage of students achieving the EBacc qualification (English (5+), mathematics (5+), 2 Science GCSEs, 1 Humanity and 1 Language): 46%
- Pass rate for EBacc Science: 72% (national average: 64%)

At A Level, continuing the upward trend of recent years, students achieved another excellent set of exam results. Once again, outcomes tracked up from last year's excellent results in key areas including grades at A\*/A, A\* - B, A\* - C, and the average grade achieved by each student. The overall pass rate was 99%. Approximately three quarters of the year group progressed to university or further education courses including Criminology, Environmental Engineering, Journalism, Construction, Law and Politics, Mathematics, Economics, Music, Zoology, Psychology, Philosophy and Biomedical Sciences, whilst the other students progressed directly into employment or apprenticeships. Our Sixth Form has an excellent reputation in the local area, over the past three years the numbers of students applying to join our Sixth Form has increased and is now around 150 per year. This growth in popularity is supported by a continued upward trend in outcomes; 81% of students achieved A\*-C at A level in 2017.



Goffs-Churchgate is a new school and will secure its first set of public examination results in summer 2018. We are confident that the school's outcomes will markedly outperform those of the predecessor school.

Both schools target set in the top 10% of all schools nationally and strive at all times to meet ambitious targets. We are committed to a cycle of continuous improvement and aspiration and are keen to appoint a colleague who shares that vision, determination and a restless quest for even higher outcomes. All of these factors combine to make The Generation Trust a very exciting and rewarding community to be a part of.



## **Community**

Both schools pride themselves on their sense of community – both within the school itself, and in the wider locality. Visitors to our schools unfailingly comment on a very real sense of community, coupled with warmth and pride. Both schools are members of Cheshunt Extended Services (ChExS), offering a variety of extended school and community based activities for both students and parents. Our students actively support local charity work such as the Isabel Hospice, and maintain strong links with our local primary schools. Each school also benefits from a thriving student leadership programme, with students leading on key development projects of their choice, ensuring strong student voice and participation across the Trust. We firmly believe in every student feeling a strong sense of community, and on entering each school, every student is placed in a House. Each House is led by a team of student House Captains and has a clear sense of identity. Regular competitions and assemblies strengthen this sense of community. Each year the House Captains decide on a possible group of charities to support, with students then voting for their chosen school charity and subsequently arranging a variety of fund raising events throughout the school year. Such work is indicative of the ability of students in the Trust to empathise with the needs of others, and further develops their capacity to work successfully in a variety of social settings.

We regularly bring visitors from the community into school to work with students, and maintain strong links with our local secondary schools. Each school's facilities are used for evening and weekend lettings, including superb sporting facilities, as well as holiday classes, providing opportunities for a diverse range of users including the Greek School, and local dance and sports groups.



Across the Multi Academy Trust a large variety of annual school trips give students the opportunities to sample different cultures, whilst an extensive programme of off-site visits provides opportunities for students to experience the diversity that exists within the UK, including theatre, galleries and museum visits.



Both schools are proud to be truly comprehensive schools, with students and staff from different religions and a number of languages spoken in each school. As a Trust we recognise and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected and we strive hard to ensure we create a positive culture within the school to enable this to happen.

#### **The Goffs School Dog: Maximus Aurelius**

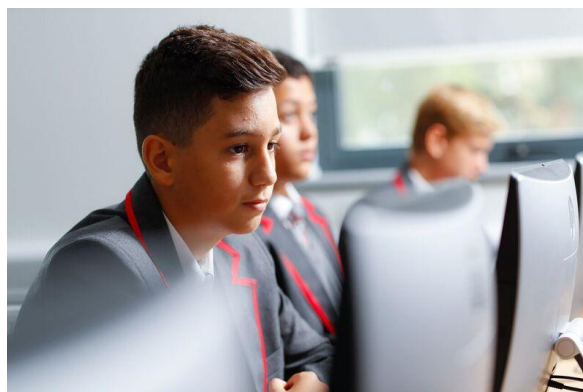


Max joined Goffs in January 2017, and is a black Labrador, known for their very affable temperament. He is owned by Caroline Legg, Vice Principal, and her husband, but spends his days in school. He goes on regular walks around school and spends time in Learning Plus and the LRC where our more reluctant readers can read to him, as one example. He also has his own Twitter feed. In short, Max is a full member of our community and has been warmly welcomed by students, staff and parents. The student Digital Leaders are also enjoying running Max's Twitter account and blog! Follow him @GoffsSchoolDog

We have a policy and risk assessment, both of which have been through our lawyers. It goes without saying that anyone not wanting any contact with Max, for personal or health reasons, will not have any. However, potential SLT should be aware that Max's base is in the Principal's office which is directly connected to the conference room.

### **Care, Guidance and Support**

Successful learning takes place when students feel safe, confident, respected and valued, and are engaged. The Trust believes in supporting and nurturing all students in their quest to become successful learners. As such, we place a high value on pastoral care as an integral part of the life of each school.



We promote positive attitudes towards learning and provide a caring and supportive environment within our community. Continuously nurturing, supporting and developing our students is hugely important to us and significant investment is made in each school's pastoral structures.

### **Staff Development**

The Trust has an extremely strong reputation for staff development both teaching and support staff. Developing the next generation of school leaders, both middle and senior, and future Headteachers for those who wish to pursue this, is a responsibility that we take very seriously.

We have a full suite of staff leadership development which staff can join be they an NQT or highly experienced colleague, whilst I chair the national Leadership Partner School network, a group that brings together schools dedicated to developing outstanding leadership skills throughout their communities, and which allows us to visit other network schools, to attend national conferences and to share best practice.



In addition to innovative whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University. Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for NQTs and other interested

staff which run each week after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in house.

## **Leadership Development**

The Trust's Leadership Academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring Middle Leaders
- Aspiring Senior Leaders

All pathways are personalised for the individual and staff receive one to one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the Leadership Academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

- Communicating vision and values
- Developing your leadership approach
- Building a high performing team
- Supporting your team
- Leading your team day to day
- Quality assuring effective teaching
- Observation for improvement
- Using data for impact
- Fostering positive behaviour for learning
- Leading and managing innovation and change

Attendance to all training sessions leads to certification by the SSAT. In addition, we encourage aspirant Senior Leaders to take part in the SSAT 'Stepping Up to Senior Leadership' training programme, which includes four external sessions throughout the year. As part of the Trust's commitment to developing future leaders, a number of the existing Senior Leadership Team across both schools gained experience through an 'Associate' SLT position before gaining substantive leadership posts.

## **Trust Staff Benefits**

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including:

**Competitive base salary with a tailor made development plan aimed at enhancing your future [earnings] potential through:**

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for Masters and Degree courses
- Secondment and shadowing opportunities

- As part of our Multi Academy Trust, potential to work across more than one school to develop career enhancing skills and knowledge

**Additional financial incentives and tax efficient benefits, including:**

- Exam marker payment of £400 plus 2 days paid leave to do the marking (1<sup>st</sup> year)
- Childcare voucher scheme
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday
- A £1,000 Employee Referral Scheme (ie finder's fee) for any qualifying positions that you refer the successful candidate for: £500 on the person starting, and £500 if the person is still at the school 12 months later

**Access to a wide range of health and well-being resources including:**

- New, professional and fit for purpose working environments
- Free use of a range of sports and leisure facilities including a fully equipped gym and swimming pool.
- Occupational Health & counselling support
- Free flu jabs
- Subsidised social events
- 100% attendance reward – day in lieu, taken at each school's discretion
- Free tea, coffee and milk for staff

**Alison Garner**  
**Executive Principal**  
**June 2018**