



HABERDASHERS' ASKE'S

ATLAS TEACHING SCHOOL ALLIANCE



2017-18 RECRUITMENT PACKAGE

A SCHOOLS'
PARTNERSHIP

www.atlaspartnership.com



From the Director

Letter from the Director

Dear Applicant,

Thank you for your interest in the role of Deputy Director of the Teaching School: Primary

This is a pivotal moment in Atlas’ development as it matures into a separate entity within the Federation and recruits a founding team of staff responsible for ITT, staff development, talent management and curriculum development.

For this new and exciting role I am looking for an inspirational candidate who is an expert in their field, with the drive and ambition to implement a coherent strategy for school improvement across our 4, very different, primary schools in the boroughs of Lewisham and Bexley. You will be a strategic and innovative thinker with entrepreneurial flair who can mobilise and engage others for transformative change whilst contributing to the growth of the teaching school. You will demonstrate the tenacity, flexibility and ‘can do’ attitude necessary to have immediate impact in our schools. You will have the credibility and effective communication skills necessary to advise, support and challenge experienced primary head teachers and their senior teams both in our Federation and wider teaching school alliance.

As one of England’s leading federations, we believe it is important to recruit talented individuals who share our vision to be the provider of exceptional education for all our children. We firmly believe that living the distinct Haberdashers’ ethos has paved the way for the long lasting success of our Federation, currently comprising three all-through schools and one free primary school, totaling over 5,000 students and 600 staff. The scale of expertise and leadership across our Federation gives us enormous capacity for school improvement and to mount new ventures; this capacity empowers our staff to take on new opportunities and rapid development trajectories. Ours is a culture of enthusiasm for high performance plus continuous improvement; and one of teamwork and open communication.

Our commitment to the importance of learning extends to all our staff, we are genuinely a learning organisation. We know that the success of our schools depends upon the quality of the people working within them and that attracting and keeping the best talent is the most effective way to advance a successful Federation and sustain school improvement for all of the schools in our teaching school alliance. So you will see that we are committed to investing in all of our staff and we will offer you a competitive remuneration and benefits package, and further learning and development opportunities.

If you have the skills, abilities and vision that will complement and exceed the strategic plans of the Federation; and the ambition to become a proud ambassador of our brand, then we would like to hear from you.

Kafilat Agboola, Director of Atlas Teaching School

From the Chief Executive

A Message from the Chief Executive

A very warm welcome to Haberdashers’ Aske’s Federation. We are a Multi-Academy Trust of three secondary schools and five primary schools organised as three all-through 3-18 academies and a primary free school:

Haberdashers’ Aske’s Crayford Academy
Haberdashers’ Aske’s Knights Academy
Haberdashers’ Aske’s Hatcham College
Hatcham Temple Grove Free School

Our schools are in the London Boroughs of Lewisham and Bexley and educate over 5,000 children and young people in south-east London. All our schools have a single vision and ethos and are committed to valuing tradition, as well as progress, and promoting excellence in every area of school life, and to ensuring every student in our care fulfils their potential. We have a strong ethos based on mutual respect and responsible behaviour.

Our Principal Sponsors, the Worshipful Company of Haberdashers, take a keen interest in the welfare and progress of our students and are extremely generous with their support and expertise.

Being part of a Multi-Academy Trust

Our Federation brings together primary and secondary schools in an innovative and ambitious way. United by a single Trust Board, Chief Executive, Finance Director and Director of Performance, our three all-through school clusters are autonomous schools with their own Principals and senior leadership teams.

At the same time, links develop at every level and in every area of school life. There are excellent opportunities for sharing resources, learning from each other and student and teacher exchange. The Federation is at the cutting edge of national educational initiatives, committed to research and development and to adopting creative solutions that will benefit all students.

All our students are inspired to reach their full potential, no matter their ability or background; aspirations and achievements are constantly raised; the improvement of standards reflects the needs of the local and wider communities, through the highest quality academic, personal and vocational teaching and guidance. We build on the strengths and experiences of our schools so that our students become independent learners, fully equipped for the opportunities, challenges and responsibilities of adult life in the 21st century and well prepared to be the leaders, professionals and parents of tomorrow.



Our Vision

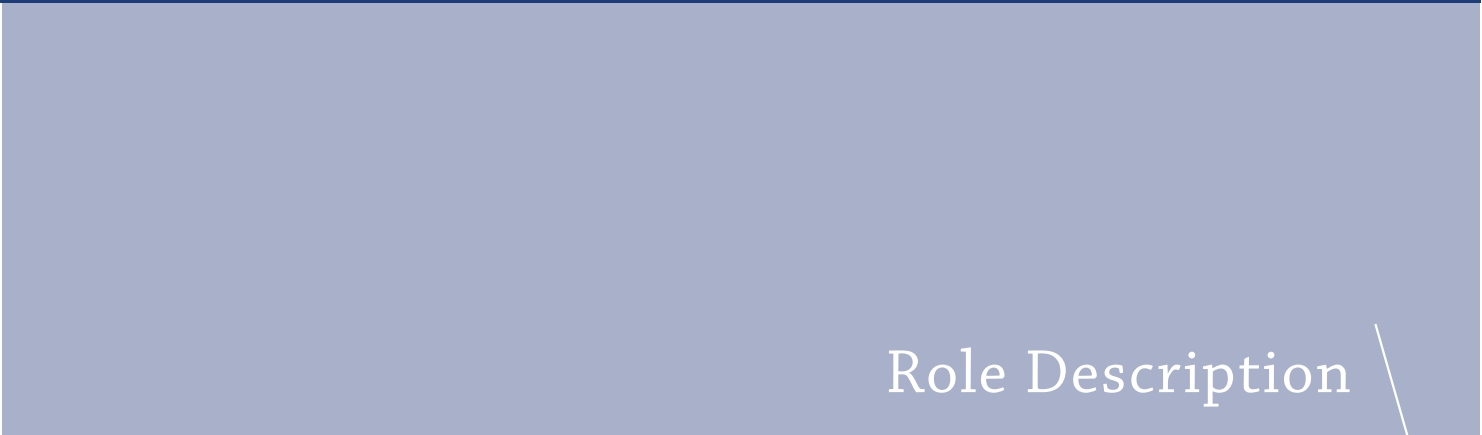
The Haberdashers’ Aske’s Federation is a Federation of three all-through academies, each at the heart of their community that share a vision for the education of children and young people. Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation within the context of our long tradition of providing excellent education. Based upon these values we aim to ensure all the children and young people who come to our schools:

- Are happy and safe at school and are able to learn successfully within a supportive environment.
- Are able to achieve their full potential personally, academically and socially.
- Develop and grow as independent, resourceful and resilient individuals.
- Are equipped with the skills, qualifications and love of learning they will need to be successful

“We are forward-looking and value innovation within the context of our long tradition of providing excellent education.”

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- High expectations of every member of our community.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge.



Deputy Director of Atlas Teaching School: Primary

Job Purpose

The Deputy Director of the Teaching School: Primary is responsible for all aspects of the strategic leadership and management of the cross Federation primary improvement groups and the delivery of the associated annual plan. This role will involve significant partnership work with all of the primary head teachers and their leadership teams, and the provision of individual support and challenge leading to increased capacity for sustained improvement in standards and outcomes.

Key Responsibilities

1. Provide support, challenge and, where necessary, targeted and intensive professional development, consultancy and interventions for the primary phases within the Federation and teaching school alliance
2. Implement a programme of quality assurance to ensure that schools’ self-evaluations and the analysis of progress and attainment data and are accurate and supported by evidence
3. Work with the leadership teams in all of the primary schools to identify priorities for improvement and effective actions and interventions for change
4. Monitor and evaluate the implementation of each school’s improvement plan and develop cross Federation progress reports for the Federation Executive team and governors
5. Improve KS2 outcomes through advice, support and challenge to the KS2 task group
6. Work with primary school leaders in the Federation to increase leadership capacity as and when needed
7. Benchmarking of individual school progress against targets and cross Federation practice against best practice locally, nationally and internationally
8. Modelling and disseminating best practice through leadership of primary pedagogy networks, conferences and hosting of best practice visits



Role Description

Person Specification

General Responsibilities

The Atlas Teaching School is the training arm of the Haberdashers’ Aske’s Federation Trust and the strategic lead of the Lewisham Secondary Challenge. It takes responsibility for professional development within the Federation as well as into the teaching school alliance that is growing in Lewisham and we expect to grow in Bexley. It has responsibility for key elements of the Federation five-year strategy and annual plan specifically in the areas of curriculum development, talent management, professional development for staff and initial teacher training. As part of the core Atlas team, the Deputy Director: Primary will also work alongside the Director and other Deputy Directors to ensure the teaching school meets its core outcomes and deliverables:

- Design and delivery of a coherent marketing, recruitment and induction project leading to a defined number of beginner teachers gaining QTS and the recruitment of a defined number of qualified teachers
- Design and delivery of subject knowledge enhancement programmes as part of the initial teacher training and professional development offer
- Delivery of a specified number of training programmes to include ITP, OTP (or its successor), SuLSA;
- Delivery of the annual Federation conference, the Federation SLT conference and other similar activities to be determined;
- Through successful bidding for grants and through marketing products within the teaching school alliance, specifically but not limited to teacher development programmes and core subject consultancy, meet an annual earnings target to support the activities of Atlas, ensuring that it is financially robust and operates as a viable going concern
- Evaluate the success of current programmes and recommend improvement strategies via periodic reporting
- Support the Director in developing and communicating a clear strategic vision articulated with clarity in the Teaching School annual plan
- Model the values and vision of the Teaching School and the Haberdashers’ Federation of schools
- Contribute to the preparation of all Teaching School documentation, including the marketing materials, reports, impact evaluations
- Contribute to the strategic development of the Federation via the school improvement groups

Criteria	Essential	Desirable	Assessed via *
Education/Qualification/Training			
Qualified Teacher Status	X		AP
NPQH or relevant post graduate qualification		X	AP
Experience and knowledge	X		AP, I
An outstanding practioner	X		AP,AS/I,R
Experience as a successful headteacher	X		AP, AS, R
Experience of senior leadership or school improvement in more than one school		X	AP,AS/I,R
Sound knowledge and experience of EYFS-KS2	X		
A track record of successful delivery of school improvement for clusters of schools		X	AP,AS/I
Proven success in building effective partnerships and links with a range of relevant organisations, including schools and local authorities to maximise networks and opportunities.		X	AP,AS/I,R
Up to date knowledge of research, developments, curricula and assessment requirements for EYFS-KS2	X		AP,AS/I,R
Proven experience in implementing effective strategies to improve and sustain outcomes at least two phases	X		AP,AS/I,R
Proven experience of leading change through strategic interventions across a number of teams or organisations	X		AP,AS/I,R



Person Specification

Criteria	Essential	Desirable	Assessed via *
Skills, Abilities and Personal Qualities			
Ability to establish trust and credibility with the Federation Executive Team, head teachers, senior leaders and governors	X		AP, R, AS/I
Ability to work effectively with the Federation Executive Team and the governors to support the creation of the Federation's vision and overall strategy of achieving that vision.	X		AS/I
A strategic and innovative thinker with clarity of vision and a strong moral purpose.	X		AP, R, AS/I
An entrepreneurial spirit and commercial awareness, willing and able to create networks and use them for the best advantage of the organization		X	AP, R, AS/I
Committed to the highest standards in all areas of school life.	X		AP, AS/I
Committed to state 3-18 education and the raising of academic standards among students.	X		AP, R, AS/I
Well-developed presentational skills and the analytical ability to communicate effectively and with authority to a variety of audiences, acting as an effective am-bassador for the Federation and comfortable with public speaking.	X		AS/I
Excellent written communication skills, able to communicate complex ideas cogently and concisely in writing for a range of audiences.	X		AP, AS/I
Passionate about primary education	X		AP, R, AS/I
Able to analyse and synthesise a wide range of evidence and use the conclusions drawn to inform and create detailed plans.	X		AP, AS/I
Well organised, able to manage a number of complex projects concurrently	X		AP, R, AS/I

*AP: application, AS/I: assessment/interview R: references

Additional recruitment information

Recruitment Schedule

Closing date 23 October, Midday
Day 1 interview 30 October
Day 2 interview 31 October

Recruitment Process

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you attain high scores you will then be invited to attend an interview assessment.

This may include:

- Psychometric assessment
- Biographical and competency based interview
- Classroom observation
- Visit around the school
- Case study
- Presentation
- Software tests

References

Before you are invited to interview, the Academy will obtain references from your referees. In order to prevent a delay please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the UK.



/ Additional recruitment information

Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

Criminal Convictions

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the Academy before employment can commence.

Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

Special Requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing c.doran@haaf.org.uk and where practical we will support your request.

Visiting the Academy

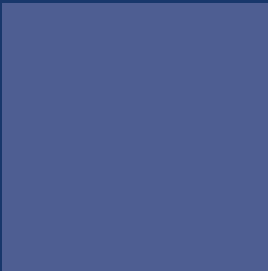
If you are successfully shortlisted to attend an interview you will be given the opportunity to have a tour of one of our schools.



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ATLAS TEACHING SCHOOL ALLIANCE

A SCHOOLS' PARTNERSHIP



ATLAS Teaching School Alliance,
Jerningham Road, London, SE14 5NY

Telephone: 0207 652 9570
Fax: 0207 652 9520
enquiries@atlaspartnership.com

www.atlaspartnership.com