

Head of 16-25 / College Principal

L12 – L16 (Inner London) c£63k - £69k

Phoenix Autism Trust is embarking on the next stage of its journey as a college for 19-25 year old students with special educational needs. The Trust is looking to appoint a dynamic Principal to lead the organisation's ambitious growth strategy to meet the needs of increased demand for places. To get there, we're looking to solidify our foundations and strengthen our curriculum, systems and structures so that we are ready to meet this growth.

The Trust was established by Phoenix School in 2015 to meet the needs of their students who were unable to continue in mainstream FE colleges. It had been operating with the local FE college for five years. In September 2019, it started the Project Search programme in collaboration with Queen Mary University and in September 2020 it was designated by the EFSA as a Special Post-16 Institution and opened 'Phoenix College'.

In January 2021, the college moved to its new premises and we will seek to develop the space so that it can meet the needs of its evolving curriculum. The building will be shared with the Phoenix Outreach Research & Development Centre and will provide opportunities for work-related learning for our students. The curriculum is designed to support young people towards independent living and/or employability and the timetable is reflective of these pathways.

Staff deployed at the college are currently employed by the School. You will initially be employed by the school and the role will be split across the school and the college (approximately 40/60). This is until the college meets its growth targets, when the role will move exclusively to the college along with its own directly employed staff and become a fully independent organisation.

At Phoenix School, you will lead the KS5 curriculum in our new modernised building across the road from Phoenix College. Phoenix School is an Outstanding school (Ofsted 2018, 2013, 2008) and one of the largest SEN schools in the country. The school provides education for over 430 children and young people, all with Education and Health Care Plans (EHCP), aged from 3 to 19 years, with a significant number of children on the waiting list. There is an already established curriculum and you will bring a new perspective to ensure that this continues to grow and that students are appropriately prepared for their next destination.

Whilst we want to establish greater independence of the college, we also acknowledge the support structures in place and available across the different organisations and believe this relationship will be invaluable to the development of our young people and the work that we do.

We are looking for a dynamic leader that can drive the 16-25 programme forward to ensure the best possible outcomes for our young people. You may have experience in either schools, sixth forms or further education, but more important is experience in a leadership position with significant outcomes. This will be a strategic role with a requirement to get hands-on during its infancy and development stage.

Candidates are strongly encouraged to arrange a visit or video call with Stewart Harris, Executive Head Teacher. Please contact:

Stacey.Marsh@phoenix.towerhamlet.sch.uk 020 8980 4740

Application packs can be found on the [Phoenix School website](#):

Closing Date: 9am, Monday 25th January 2021.

Please send completed applications to recruitment@phoenix.towerhamlets.sch.uk

Message from Executive Headteacher

Dear Candidate,

I would like to thank you for your interest in the role of Principal of Phoenix College and Head of 16-25 at Phoenix School. This is an exciting time to join us as we embark on the next stage of our journey for Phoenix College. We are hugely ambitious and committed to making a real difference to the lives of the children we work with and their families.

The school has always been at the forefront of special needs education and we have had significant growth and development over the last few years. We currently provide education for 430 children and young people in our school, 26 in our college and we support a further 700 in mainstream schools.

We have an excellent reputation in the education of children of autism and we regularly participate in research with our partner universities. We share our good practice with other schools nationally and internationally including governments and education authorities. Following several years of work in Bangladesh, the Phoenix Charitable Trust opened a model school in the Sylhet region of Bangladesh.

The college has established good practices over five years and we want to develop this further. The Principal will play a key part in future developments, making us as efficient and dynamic as possible. As well as establishing the right structures and processes to do this, our Principal will drive plans to expand, and influence world class education for young people with special educational needs and disabilities. We expect the principal to be hands-on during the first stages as get we get the college started but we expect that there will be rapid growth to enable the Principal to

develop a complementary team for the college. The Principal will have an opportunity to draw on the skills and experience of colleagues across Phoenix.

Since 2019, the Trust has run Project SEARCH in partnership with Queen Mary University. Project SEARCH's training and job placements offer an unparalleled success rate for young adults with special educational needs and disabilities. We have had a successful pilot year and we are looking to now further develop this to allow as many young people the opportunity for sustainable employment.

We have huge energy across Phoenix to ensure our children and young people are successful and well-prepared for adult life. If you share our commitment to making a positive difference to the children at Phoenix and their families we would be pleased to hear from you.

Please take your time to read through the information available here, and should you have any questions please contact our school. I strongly encourage you to come and visit the school and college.

Yours faithfully,

Stewart Harris

Executive Headteacher – Phoenix School

www.phoenix.towerhamlets.sch.uk | www.phoenixcollege.london

Phoenix Governance Structure

Governors

Phoenix School

Primary

Upper

Post-16

Outreach

Therapy
SALT & OT

Trustees

Phoenix Autism
Trust

Phoenix
College

Trustees

Phoenix School
for Autism
Charitable Trust

Teacher
Training
Programme

Phoenix Sylhet

Senior Management Team

Executive
Headteacher

Associate
Headteacher

Deputy
Headteacher

Deputy
Headteacher

Highly
Specialist SALT

School Business
Manager

Head of
Primary

Head of
Secondary

Head of 16 –
25/ College
Principal

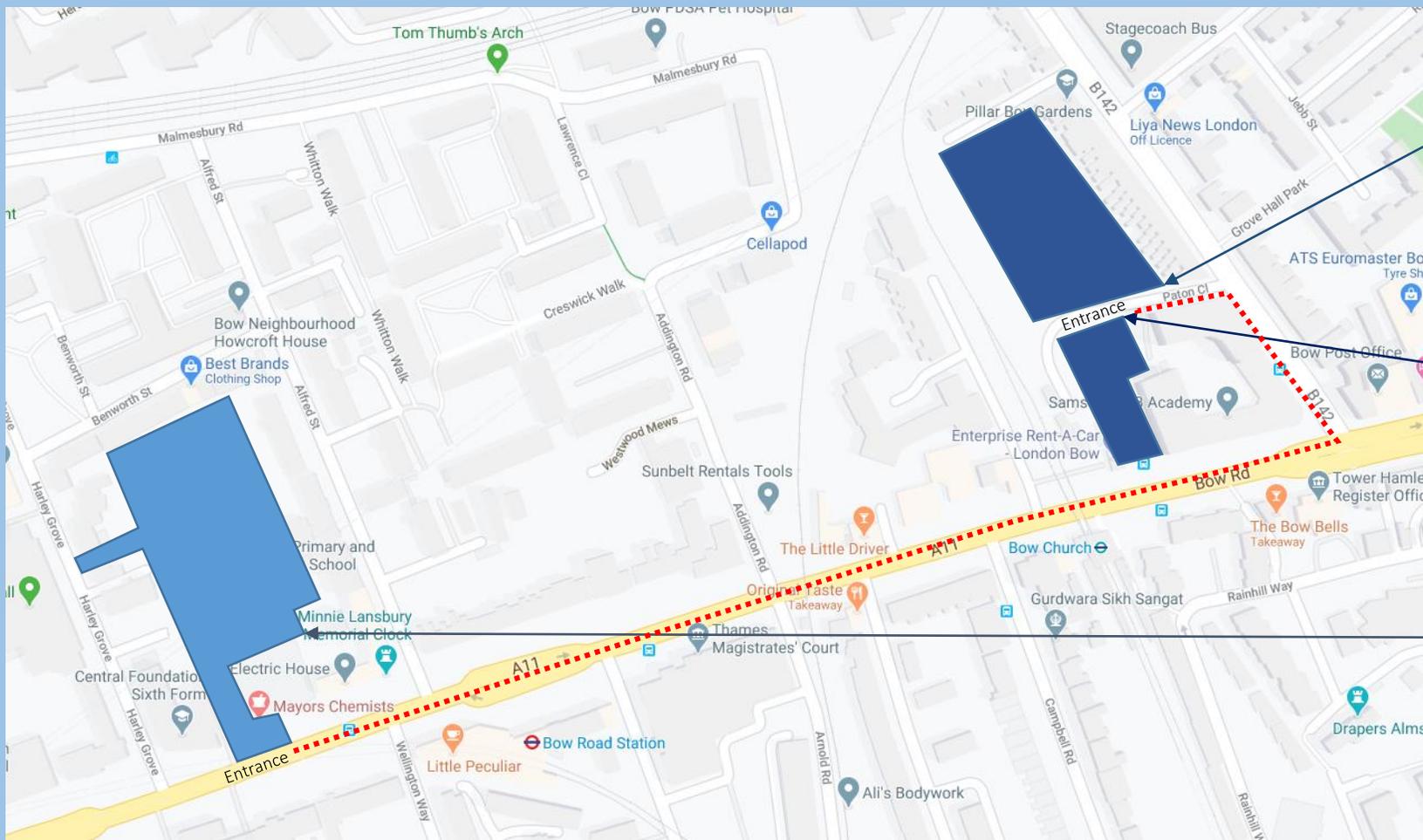
Assistant
Headteacher –
Early Years

Assistant
Headteacher –
Behaviour

Assistant
Headteacher –
Outreach

Key Information about Phoenix

- Phoenix School – 433 pupils across two main sites and two satellite sites, growing to 450 September 2021
- Phoenix College – 26 students
- Experienced and dedicated workforce - over 350 staff employed in a range of roles
- Innovative and engaging curriculum
- Strong financial stability. Budget: c£14m Phoenix School, c£700k Phoenix Autism Trust with a significant Development Fund
- A strong multi-disciplinary team managing a range of issues affecting pupils welfare
- Expertly qualified and dynamic Senior Leadership Team
- Highly engaged and committed governors and trustees
- Significant investment made to buildings and facilities
- Ambitious and innovative organisation
- Significant investment in staff training and development



Phoenix Upper School (North)
(To open January 2021)

Phoenix Upper South

- Phoenix College
- Phoenix Outreach Research & Development Centre

(To open January 2021)

Phoenix School
49 Bow Road
E3 2AD

Phoenix School | 49 Bow Road, London E3 2AD | Tel: 020 8980 4740

Phoenix Upper School | 2 Paton Close, London E3 2QD | Tel: 020 8629 8700

www.phoenix.towerhamlets.sch.uk | www.phoenixcollege.london | www.phoenixsylhet.com

Other locations:

Phoenix Marner Satellite (Primary), Marner Primary School, Devas St, Bromley By Bow, London E3 3LL

Phoenix Bow Satellite (Secondary), Bow School 44 Twelvetrees Crescent, London E3 3QW

Phoenix Sylhet, Bangladesh

Locations