

## Haringey Education Partnership



Haringey is located in the north of London. The borough shares borders with six other north London boroughs. Clockwise from the north: Enfield, Waltham Forest, Hackney, Islington, Camden, and Barnet.

Haringey is a vibrant and diverse borough and one of extreme contrasts. The west, with areas such as Highgate, Muswell Hill and Crouch End, are among the most prosperous in the country. The east of the borough has some wards that are classified as being among the most deprived 10% in the country. Parts of Haringey are currently undergoing exciting redevelopment and regeneration.

### Education in Haringey

We can rightly be proud of the quality of education in Haringey. Parents are currently able to choose from good or outstanding provision in over 95% of early years settings and 99% of schools (including all our nursery, secondary and special schools). In 2016, Haringey bucked the national trend with a significant rise in GCSE results; pupil progress was in the top 10 local authorities nationally; and our looked after children achieved the best GCSE results in the country. Improvement has been rapid and sustained across all of our schools over the past five years. This represents a real success story for the borough and we can say confidently we now have a solidly good school system.

Yet our ambition is to push further. We want Haringey to have a higher proportion of outstanding schools; we want our children to be performing not just above national averages but well above London averages and in at least the top quartile. And every child must mean every child: despite our recent achievements, we know unequal outcomes remain across and within our schools.

**Haringey Education Partnership** is a newly established schools-led organisation providing a fresh and innovative approach to ensuring all of Haringey's children and young people have the very best learning opportunities to reach their potential.

Working in partnership, Haringey's schools and the local authority are committing to the next big step in developing a truly exceptional education system from early years through to post-16. We already have a very robust system built on a strong collective ethos. Haringey Education Partnership will go further to empower schools to work together to support and hold each other to account on behalf of our children and young people. Haringey Education Partnership has been designed, and is majority owned and led, by Haringey's schools.

## Job Description & Person Specification

We are seeking to engage **two Lead Improvement Partners** to work with HEP member schools delivering our core offer and traded services. It is integral to the HEP offer to schools that we are able to engage Lead Improvement Partners who have specialist expertise and experience to best support and challenge schools in all phases and specialisms.

The role of Lead Improvement partner represents a unique opportunity for exceptional individuals with an understanding and commitment to school improvement and system leadership to work with the Chief Executive and HEP staff.

### Key responsibilities of this post include:

We are recruiting two Lead Improvement Partners. The general responsibilities below set out what we require from both of these roles. The specific responsibilities below reflect the areas of particular specialism we are looking for from one of each of these roles.

### General responsibilities

- Work with leaders across all school types and phases to develop and implement a school-led system of improvement, which builds and develops leadership capacity across the system
- Engage proactively with Networked Learning Communities to support school to school improvement and system working
- Work with HEP staff and other school leaders to deliver the core membership offer of support and challenge to an agreed number of HEP member schools
- Contribute to a robust and transparent system which identifies both strengths and areas that need improvement at both individual school and partnership level
- Support the coordination and delivery of a traded offer to schools which compliments the core offer
- Support the quality assuring of a CPD offer to schools
- Deliver training sessions for school governors in areas of personal strength
- Report outcomes in terms of data and Ofsted inspections to the Lead Improvement Adviser for a number of allocated schools.

### Specific responsibilities:

#### 1. Lead for Standards and Strategic Priorities:

- Lead responsibility for data analysis to consistently evaluate the key strengths and weaknesses across all HEP member schools and support analysis of risk in schools
- Take the overall lead for identifying system priorities to close any achievement gaps and drive improvements working with schools and partners
- Work with schools and other Lead Improvement Partners to provide rigorous target setting, reflecting the aspirations for HEP member schools
- Ensure schools always have the latest information on policy changes, inspection, funding opportunities and system perspectives including through regular briefing to Headteachers and governors

#### 2. Lead for Partnerships and Continuing Professional Development (CPD):

- Identify and make available the best possible CPD opportunities for staff in HEP member schools through the core and traded offer
- Work with Teaching Schools and other key providers of CPD within HEP to strengthen the peer to peer offer
- Establish close partnerships with networks of school leaders and research institutions to ensure HEP is constantly in touch with the best practice and evidence available
- Develop strong relationships with cultural and educational organisations to enrich the learning opportunities available to children and young people in HEP member schools

## Person Specification

The successful candidate will be able to demonstrate evidence of the following qualities, skills and experience:

### Qualities

- Enthusiastic and inspiring, with the ability to influence leaders, partners and stakeholders
- Relentless focus on improving and developing leadership capacity in the pursuit of excellence across the system
- Sound judgement and diplomacy in all dealings
- Quick to grasp and understand changing perspectives and needs of schools, leaders, and other partners
- Understanding of the need to balance challenge and support to produce the best outcomes

### Experience

- Recent senior leadership in a school or college or equivalent experience
- Raising achievement and improving schools and the school system across phases
- Working as part of a high performing team
- Influencing and leading people beyond own direct line management
- Developing successful business relationships and systematically spotting opportunities for trade and business development

### Skills and knowledge

- Excellent understanding of schools, school improvement and school related support services, including governance
- Proven high level organisational skills
- A clear and up to date knowledge of 'system leadership' within the context of the school system
- A detailed and up to date knowledge of the Ofsted framework
- Ability to analyse, evaluate and interpret data and information to make critical decisions
- Exemplary communication skills, both oral and written
- An ability to liaise and network successfully with leaders in schools, the Council, partners and regulatory organisations

## How to apply

To apply, please submit a comprehensive CV along with a covering letter of no more than three sides of A4 setting out your interest in the role and details of how you meet the Qualities, Experience and Skills and Knowledge criteria outlined in the Person Specification. Please also use the covering letter to outline how you are able to meet the General responsibilities and indicate which of the two specific responsibilities you are best matched to and why.

Secondments of at least two full academic years will be considered where this can be negotiated with your existing employer. If you are applying on a secondment basis, please indicate this clearly in your application.

For more information and to apply, please click [here](#)

For a confidential discussion regarding this role please contact our retained consultant at Penna: Anita Denton on 07725 554802 or Joshua Bembridge on 0203 849 2649

Closing date: **3rd July 2018, noon**

Interviews: **11th July to 18th July 2018**