



Griffin Schools Trust

Appointment of Head



Proud Traditions | Wide Horizons | High Achievement

Contents



About The Griffin Schools Trust	3
Trust Leadership	4
The GST Family	5
An Introduction to Nicholas Chamberlaine School	6
Role Description	7
How to Apply	8



About the Griffin Schools Trust



The Griffin Schools Trust is a Head-led Trust. Founded by former school and system improvers who have led high-performing schools in the UK, Europe and Asia, the Trust works with the Heads and wider communities of its 12 schools in the Midlands and South East to develop a shared mission and values while preserving the individuality of each school.

The constituent schools and the Trust's Board share a conviction that great schools are built on rich extra-curricular programmes and high quality pastoral care as well as an inspiring curriculum, expertly taught. The Trust seeks to build community and communality across its primary and secondary schools, promoting unity rather than uniformity and enabling each school to lead its own journey to success. It is a given that schools work together within and cross phase to enhance their provision, speed their journeys to 'great' and celebrate the arts, sports and Founders' Day events. Unusual in the state sector, the Griffin Schools Trust employs highly qualified directors of sport, performance, art and music.

Annual events include our Arts Festival, Sports Festival and Science Symposium. These events celebrate and promote creativity and enquiry in our schools and encourage participation, excellence and endeavour. Pupils travel to national events and meet with other like minded pupils to experience performing on the wider stage.

For all pupils, staff and wider communities, Griffin aims to foster proud traditions, widen horizons and promote high achievement. With 2 secondary and 10 primary schools GST has a combined pupil population of 7,500 increasing when the 3rd secondary joins the Trust in summer 2018.

<http://www.griffinschoolstrust.org/>

Trust Leadership



The Griffin Schools Trust was founded by a small group of educationalists, with the founding CEOs establishing a Head led trust based around three pillars of Proud Traditions, Wide Horizons and High Achievement.



Anne Powell,
Chief Executive

Anne Powell is a music graduate who found her vocation in teaching in the least affluent communities in East London. Having laid the foundations of excellence over more than a decade leading Early Years at Riverley Primary, she was delighted to take the helm of the whole school when it joined the Griffin Schools Trust. Anne transformed the culture, provision and expectations at Riverley. She also helped to establish and hosted the Griffin Arts Festival, now in its fifth year and a highlight of the Trust calendar. Having led Riverley from special measures to outstanding, Anne then worked with three other schools as Executive Head modelling to them the fact that good exam outcomes are the corollary of a great education and not its sole focus. As CEO Anne champions the Trust's commitment to providing wide academic research opportunities in a Masters programme with Manchester Metropolitan University as well as growing the reach and quality of provision in our schools.



Jennifer Bray MBE,
Chair of Board

An Oxford graduate in geography, Jennifer's first career was as a university lecturer working in the UK, West Africa and East Asia and specialising in economic development. She is a qualified teacher and became Principal of two large British international schools, in Hong Kong and then in Belgium. Jennifer currently works as a leadership consultant to British Schools Overseas, specialising in start-up schools and those in areas facing major economic and political challenges. An Ofsted inspector and school governor, she is also a member of the Board of the Council of British International Schools (COBIS) and an Accreditation Leader for the Council of International Schools (CIS). As founding Chair, Jennifer has established the highest standards of corporate governance for the Trust.



Liz Lewis,
Founder

A founding Joint CEO of the Griffin Schools Trust, Liz has spent more than twenty five years in school and system improvement in the UK and overseas. She has held leadership positions in independent, international and maintained schools experiencing the full spectrum of challenges and opportunities faced by children and those who educate them. As well as serving as Head and Executive Head of four schools, Liz has experience at a senior level in local authorities. Before establishing the Griffin Schools Trust she worked as a consultant for DfE and for Local Authorities. Liz grew the family of schools to its current size and laid the foundations of the Trust's excellent recruitment, support and training for leadership.



Ange Tyler,
Founder

A founding Joint CEO of the Griffin Schools Trust, Ange has spent her professional life improving opportunities for the least advantaged. She was a Youth Worker in one of London's poorest and most diverse boroughs before training as a teacher. After serving as a Head and Executive Head in inner city schools, Ange led change programmes for local authorities and for the DfE. She scaled the sophisticated school improvement model developed with Liz over the past decade to drive deep cultural change predicated on leadership at all levels, underpinned by academic research. Ange has also established and embedded bold traditions of broad arts and sports provision.

The GST Family



Bramford
West Midlands
Joined June 2013

Stantonbury Campus
Milton Keynes
Joined September 2016



STANTONBURY
International School



Chivenor
West Midlands
Joined February 2014

Riverley
East London
Joined November 2013



Chivenor
West Midlands
Joined December 2012

Willow Brook
East London
Joined April 2015



Nicholas Chamberlaine
North Warwickshire
Joined September 2013

Kingfisher
Medway
Joined September 2013



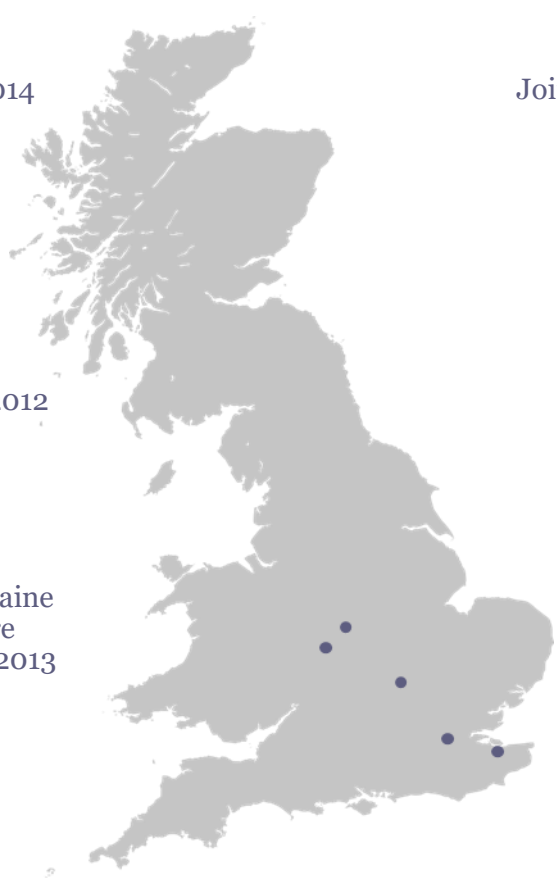
Park Lane
North Warwickshire
Joined November 2013

Saxon Way
Medway
Joined September 2013



Race Leys
North Warwickshire
Joined September 2012

Lordswood
Medway
Joined November 2013



An Introduction to Nicholas Chamberlaine School



Nicholas Chamberlaine School is a secondary school in Bedworth and is proud to be at the heart of the community. There are currently 992 pupils on roll and we are excited to be part of the Priority Schools Building programme so that we will be moving into a brand new building in November 2019. Nicholas Chamberlaine School is a place where everyone can flourish and belong. Our dedicated and innovative teams are changing lives every day and we celebrate our successes in a community where everyone has a voice. The current Head, Alison Ramsay, has led the school to its first 'good' judgement in its 60 year history and created a transformed culture of learning and discovery amongst students and adults.

We have many, well established, proud traditions which include exceptional artistic and sporting opportunities and events. We work with the Griffin Schools Trust's Director of Performance and Director of Sport to provide specialist resource to inspire and motivate staff and pupils alike. Everyone who visits our school is captivated by the energy and commitment of our young people and we are privileged to be working with them every day.

As proud members of the Griffin Schools Trust, we are passionate about educating young people through a well-rounded approach built on rich extra-curricular programmes and high quality pastoral care as well as an inspiring curriculum, expertly taught. The three pillars of Proud Traditions, Wide Horizons and High Achievement encompasses our philosophy and our vision for those in our charge as we prepare them to embrace the opportunities ahead. We welcome our families to regular celebration assemblies and offer many opportunities for parents to share in all aspects of school life.

Alison Ramsay—Head

<http://www.nicholaschamberlaine-gst.org/>

Role Description



The Opportunity

We are seeking to appoint a Head for our North Warwickshire Secondary School, which works in partnership with two primary schools: Race Leys Junior and Park Lane (Primary and secondary Heads in our Trust are of equal status). The hub is governed by a single local governing board and shares finance and operations managers. All three schools have their very distinctive identities and work with others across the Trust as well as retaining good local networks.

For a proven and exceptional leader, there is the opportunity to join the Trust's wider Education Team with a regional role beyond the school. The precise nature of the role will be negotiated with a suitable candidate.

The Role

The Head will grow leadership capacity at all levels at Nicholas Chamberlaine School and speed progress through Ofsted Outstanding to GST great.

S/he will also work adventurously with other GST Heads and the HQ team to establish a real legacy for the communities the schools serve.

The Person

Inspirational school leaders come in all shapes and sizes and from every kind of personal background. There is no template and no recipe. The only stipulations we make are that you:

- understand that great schools are founded on broad provision and the belief that all children can achieve at least national norms
- have served as a Head or senior leader in an outstanding school or made a demonstrable contribution to improving a school by two OfSTED grades
- are highly articulate in speech and in writing
- are very numerate, able to engage with performance data and financial strategy and management
- can demonstrate that you know how to work in teams as well as leading them effectively

Key challenges for The Head of Nicholas Chamberlaine School

- manage a major building programme without loss of momentum in the school's progress
- recruit exceptional professionals to inspire pupils in all aspects of the curricular and extra-curricular provision
- substantially improve KS4 outcomes to build on the cultural transformation achieved
- grow the school as a national centre of excellence for Sport and a Sport hub for the Trust
- develop the sixth form offer and increase its uptake from Yr11 at NCS and other local schools



How to Apply



Candidates should submit a Curriculum Vitae (including comprehensive details of key achievements and responsibilities) and address the following in no more than 3 sides of A4 in 11 point and note that a generic supporting statement will not be considered. Your application will be treated in strict confidence.

1. Tell us about your experience in contributing to a school's high performance, either as the Head or a Senior Leader. What impact did you have and what lessons did you learn?.
2. From your research into Griffin Schools Trust and Nicholas Chamberlaine School, briefly tell us why you want to work in the Trust.
3. Briefly explain and evidence why you are the right person to lead Nicholas Chamberlaine's journey to OfSTED Outstanding and Griffin Great and list what your top priorities would be in the first term.
4. What do you understand by a Head-led Trust and what wider contribution to its operation and development would you hope to have?

Please also include in your application the names, email addresses and direct phone numbers of two or three professional referees, making clear in what capacity they know you. Unless you ask us not to we may contact them before the interviews.

Completed applications should be addressed to Anne Powell CEO and sent to michelle.hall@griffinschoolstrust.org

The deadline for applications is 14:00hrs on 05 June 2018.

Visits to the School and the Trust office are welcome. Please arrange these through Michelle Hall.

Candidates will be invited for the first stage interview at Nicholas Chamberlaine School 18 June 2018. The final panel will be held at the Trust's offices in South East London 20 June 2018.