



Executive Headteacher Candidate Pack

Together We Achieve





Welcome from the Chair of the Board of Trustees

Dear Applicant,

I am delighted that you have expressed an interest in the role of Executive Headteacher of the Grand Union Multi Academy Trust. This vacancy has arisen following the retirement of our current Executive Headteacher after many years of distinguished service in the post.

Central to every aspect of our work is our motto 'Together we Achieve' built on our belief that effective partnerships can deliver improved outcomes beyond those we could achieve on our own. We are proud to have sustained very high levels of performance.

As Chair of the Board of Trustees, I can tell you that we are very proud of our schools and of the service we provide to our students, children, and the wider community. We currently have two schools in our Trust and as well as ensuring the highest standards in each of them, we aspire to grow our MAT.

Our well-established oversubscribed secondary school FHS provides outstanding educational opportunities for our students, achieving Ofsted outstanding in 2007 and again in 2015, with a reputation built on achieving together through a partnership between high levels of achievement and a strong emphasis on shared values and virtues. FHS has 1,772 students, is excellent, and remains on a journey to sustain its outstanding status in its next inspection. It is also a Sponsoring Academy. Our small primary school Woodlands Academy has 205 children on roll and has capacity for growth. It achieved a good judgement in its most recent Ofsted Inspection in 2019.

Our staff in both schools are highly committed and work to deliver a first-class educational experience for all the young people in our care. All our students are known and valued for their unique contribution. Their successes are recognised and celebrated at every opportunity. Our students leave us as confident, resilient and resourceful individuals equipped with the skills and qualities needed for future success

The Grand Union Multi Academy Trust was set up in September 2016 as the first school-led MAT to open in Ealing. As part of our commitment to excellence, we offer specialist support to our partner schools working in collaboration and sharing expertise with schools beyond the

Trust. Our community partnerships and networking are also very strong with well-established links, for example the community Sports Centre is a shared resource. We have excellent facilities to support teaching and learning and wider educational experiences for all our young people.

We invest heavily in our staff and want to grow them, and our young people to achieve the best for each of them and that extends to the investment in our new Executive Headteacher. We want to see even greater collaborative partnerships between our schools and any new ones that join the Trust in the future. Doing the very best for young people underpins everything we do. We want to continue transforming the lives of our students and children.

I hope that after reading this pack, you will feel inspired to apply for this fantastic opportunity. We warmly welcome prospective applicants to visit the school. If you have any queries or would like to discuss any aspect of the role, please contact **Ross Laird** at **Academicis** on **07901 585959** or via email at **rlaird@academicis.co.uk**

I very much look forward to hearing from you and to receiving your application.

Yours sincerely,



Christine Dickson – Chair of Board of Trustees
Grand Union Multi Academy Trust



Multi Academy Trust

Background to Grand Union MAT

The Grand Union Multi Academy Trust (GU MAT) was formally set up by Featherstone High School Governing Body on 1st September 2016. The founding members are Woodlands Academy, a Primary school in Hanwell, Ealing and Featherstone High School, an outstanding secondary school in Southall, Ealing. The Grand Union MAT is the first school led Multi Academy Trust to open in Ealing and is a formal partnership between local schools committed to supporting each other. Schools joining GU MAT will all show commitment to the Trust's four strategic cornerstones. In addition, they will also be committed to the Trust's motto "Together We Achieve." All schools will share our ambition that all children within GU MAT schools will make outstanding progress and will be seen collectively as "our children" by all member schools. Featherstone High School is a government approved Sponsoring Academy.

"Our Head of Department and my line manager are realistic and approachable when it comes to workload and targets. They appreciate if you are doing all you can." - Staff

"I believe being a student of FHS is a wonderful experience and I cannot express how grateful I am to be a student here especially considering the amazing and dedicated staff. As a student from Year 10, I have learnt over these past years that together, we really do achieve." - Student



Multi Academy Trust

Together We Achieve

Trust Vision, Values, Ethos and Aims

Our Vision

The Grand Union Multi Academy Trust (GU MAT) is currently a small cross-phase family of schools committed to the common aim of continuous school improvement through collaboration, support and challenge. We seek to be a network of 3-5 schools where every child/young person receives the best possible education through the sharing of best practice and world class professional development opportunities for staff.

Our Values and Ethos

GU MAT believes that all schools are more effective when they work in partnership than when they stand alone. We value and embrace each school's uniqueness and the community it serves, whilst seeking to learn from and share with each other so that we spread excellence effectively. We believe in a blended system of collaborative autonomy within which our schools will follow some central core GU MAT Policies. However, each individual school with a Good or Outstanding Ofsted grading is able to continue to develop its systems and non-core policies in its own unique way and is expected to share what is best practice across the Trust. Reduced autonomy will operate (in line with our Scheme of Delegation) where a school falls into an Ofsted category and the family of schools will come together to support such schools.

We believe that there is a moral imperative to spread best practice beyond the confines of one school.

Our Strategic Cornerstones

All schools will support our four strategic cornerstones within an ethos which values equality, diversity and inclusion.

These are key to our ongoing success. We focus on these each year in our schools' planning to ensure we continue to work towards our mission statement. All 4 areas are underpinned by our advanced and innovative use of New Technology.

- A determined focus on Teaching and Learning which stems from evidence informed best practice.
- Rigorous data tracking and intervention.
- A rich, varied and well-sequenced curriculum.
- A strong code of behaviour.

Our overriding aim is to develop a co-operative and collaborative ethos across all our schools which places children at the centre of everything we do and ensures they receive the best possible education. We want to be at the heart of a self-improving system led by school leaders in partnership and collaboration.

- We aim to offer an outstanding education to all the pupils in all our schools to ensure we realise the potential of every pupil in every school and to prepare them for a successful future in the 21st Century.
- We promote excellence, personal achievement and the realisation of each and every child's/pupil's potential, irrespective of their gender, race, ability or background.
- We aim to provide strong, ambitious and inspirational leadership in every school so that every pupil and every member of staff is encouraged to achieve more than they thought was possible.
- We aim to set challenging targets for all our schools and to use key data sets to drive progress.
- We aim to use the most effective new technologies to drive attainment and progress.
- We aim to offer the very best CPD in Teaching & Learning and in Leadership and Management to all our staff and to provide wider opportunities for staff development across schools and phases.
- We aim to ensure all schools in the partnership will be working towards or maintaining outstanding status.



About Featherstone High School



We are a fully inclusive school focused on the needs of each individual; we want all our students to taste success and to be rewarded for that success.

We are a caring community and foster the highest levels of empathy and respect for all members of our community.

We require high standards of behaviour at all times as we know good behaviour is essential for effective learning to take place. We don't accept any form of bullying, disruption to lessons or rudeness to other members of our community.

As part of our caring attitude, we strive for excellence in all areas and will challenge students appropriately if they don't meet our high expectations. We are committed to the belief that parents are crucial partners.

Traditional values of working hard, taking pride in one's appearance and demonstrating good manners are, we believe, essential ingredients for success at Featherstone. We know that if we work together there is no limit to what our young people can achieve.

We are very lucky to have state of the art facilities which include:

- A wireless infrastructure that supports iPads and over 1000 laptops in all areas of the curriculum.
- Two Mac Suites and interactive white boards in all classrooms.
- Two sports halls, floodlit astroturf, MUGA pitches, and climbing wall.
- Dance studio, fitness suite, three drama suites.
- Fourteen science laboratories.
- School garden area.
- Newly refurbished Learning Resource Centre and two libraries.

Our school motto underpins our ethos of partnership in the pursuit of high achievement:
"Together We Achieve"

Our mission statement encapsulates our broad educational aims:

"At FHS each individual will realise and achieve their full potential academically, personally and socially through a rich and varied curriculum, state of the art technology and outstanding teaching and learning. We will inspire all members of our community to become global ambassadors in our increasingly interconnected world."

www.featherstonehigh.ealing.sch.uk



Together We Achieve

Job Description

Post: Executive Headteacher • Salary Range: £125,000-£150,000

Location: Featherstone High School (FHS) • Start date: January 2023

Responsible to: Board of Trustees Grand Union Multi Academy Trust

Responsible for: Leadership of Featherstone High School and oversight of the Community Sports Centre

Line Management: Senior Leadership Team at FHS and Headteacher at Woodlands



The Trustees are seeking a strategic thinking and inspirational individual to undertake the role of the Executive Headteacher at Featherstone High School.

MAIN PURPOSE

- To be accountable to the Board of Trustees for providing vision and outstanding leadership and management of the Trust to deliver exceptional outcomes.
- To undertake the role of Headteacher at Featherstone High School (FHS).
- To manage and support the performance of the Headteacher at the primary school, the Woodlands Academy and across the Trust.
- To maintain and/or enhance the current Ofsted gradings of the schools in the Trust.
- To continue to inspire and build a collaborative learning culture within and across the Trust to ensure that every child reaches their full potential in all areas of their development.
- To market the Trust with a view to expanding it in a controlled manner.
- To oversee the continued development of the Community Sports Centre and Schools Sports Partnership for the local community.
- To respond dynamically as appropriate to key national policies and initiatives.
- To always give priority to promoting and safeguarding the welfare of children and young persons for whom the Trust is responsible and those with whom they come into contact.
- To recruit, grow and develop staff, creating future leaders.
- Undertake the statutorily required role of Accounting Officer for the Trust.

SHAPING THE FUTURE – Strategic Direction and Development

- Formulate and clearly articulate a collaboratively built vision of school improvement across the Trust ensuring that this vision is clearly understood and shared so that it secures the effective engagement of all staff, parents, children/students, and all those with Governance responsibility.
- Work with the local community to translate the vision into agreed Improvement and Development plans that will promote and sustain school improvement in the Trust's two current schools and any new ones that join.





Job Description *continued*

- Ensure creativity and innovation in the use of current and emerging technologies to achieve excellence across the Trust.
- Ensure best management practice exists and the introduction of appropriate innovation is successfully addressed and reflects the individual community need for each academy.
- Develop an appropriate and exciting curriculum at FHS and in collaboration with the Headteacher at Woodlands Academy.
- In line with the Trustees vision, formulate and implement a strategy to grow the Trust with clear timelines for short, medium and longer-term sustainable growth.
- Develop and maintain the Trust values.

TEACHING AND LEARNING

- Maximise the opportunities for all children/students through continuous focus on their achievement, using data and benchmarks to monitor progress.
- Ensure high quality teaching is at the heart of strategic planning and resource management.
- Establish creative, responsive and effective approaches to teaching and learning and contribute to the development of a collaborative approach across the multi-academy trust in sharing good practice and improving the learning experience for children/students.
- Empower children/students to take an active part in their own learning and to take personal responsibility for improving their future opportunities for educational experience.
- Implement strategies that secure high standards of attendance and behaviour.
- Monitor and evaluate the quality of teaching and standards of learning and achievement.
- Work with other professionals to determine, organise and implement a diverse, flexible curriculum and effective assessment frameworks. Establish a culture that promotes aspiration within the schools' communities and celebrates success and achievement.
- Take a lead in the development of new and emerging technologies to improve the learning experiences for children/students.
- Challenge underperformance at all levels and ensure effective corrective action, support and review.
- Build an effective partnership with parents and the wider community to support and enhance the achievement and personal development of children/students.

DEVELOPING SELF AND WORKING WITH OTHERS

- Be the chief talent manager across the Trust, ensuring all staff receive quality, impactful continuing professional development.
- Create and maintain a positive culture by treating people fairly, equitably and with dignity and respect.
- Build a collaborative learning culture within both schools and actively engage with other schools to build effective learning communities, encouraging them to get more involved with the Trust and see the benefits of joining it.
- Develop and maintain effective strategies and procedures for staff recruitment, staff induction, professional development and performance management in line with agreed Trust and national policy and procedures.

Job Description *continued*

- Ensure effective planning, allocation, support, and evaluation of work undertaken by teams and individuals; ensure clear delegation of tasks and responsibilities.
- Develop and maintain a culture of high expectations for self and others and take appropriate action when necessary.
- Regularly review own practice and take responsibility for own personal development.
- Ensure adequate provision to enable an appropriate work/life balance for all.

MANAGING THE ORGANISATION

- Produce and implement clear, evidence-based improvement plans and policies for the ongoing development of the Trust and its schools.
- Ensure that policies and practices are in place across the Trust which meet all relevant legislation.
- Work in partnership with other key organisations who provide a service to both schools and any new ones that join the Trust.
- Manage the setting of annual performance management targets for staff and review progress against them in line with agreed policy and procedures.
- Ensure that the use of resources provides value for money and achieves efficiency within the MAT.
- Ensure that effective systems are in place for the management and monitoring of the trust and academies budgets and to ensure that financial returns are made in accordance with the requirements of ESFA and Companies House.
- Promote and develop a safer working practice culture to ensure that all staff and children/students are supported and safe.

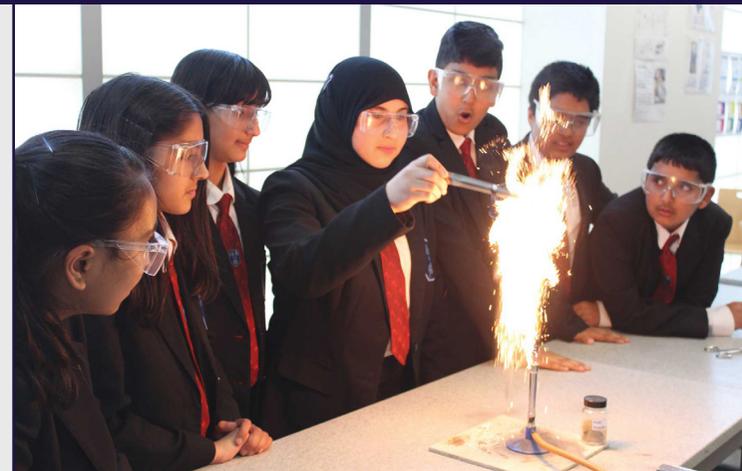
SECURING ACCOUNTABILITY

- Ensure that individual staff responsibilities and accountabilities are clearly defined, communicated, understood, and agreed and are subject to a robust and rigorous review and evaluation in accordance with statutory management policy and procedures.
- Work with the Trustees of the Grand Union Multi Academy Trust to provide objective advice and support to local governors to enable them to fulfil their responsibilities in line with the Scheme of Delegation and the relevant sections of the Ofsted EIF.
- Present a clear, coherent, and accurate account of performance to a range of audiences including trustees, governors, parents and carers.

STRENGTHENING THE COMMUNITY

- Promote and develop a culture and curriculum that takes account of the richness and diversity of all communities and celebrates the differences.
- Create and promote positive strategies for challenging discrimination.
- Collaborate with other agencies to provide a holistic approach to the wellbeing of staff, children/ students, and their families.
- Co-operate with relevant agencies to ensure communities are safe environments where children/ students and their families have opportunities to thrive.
- Promote the Trust to external stakeholders and actively seek out opportunities for new schools to get more involved and to join the Trust.
- To maintain effective strategies which ensure the Community Sports Centre and Schools Sports Partnership continue to develop and deliver exceptionally strong provision within a financially viable framework.
- To work with community partners to develop strong relationships which enrich provision and maintain community cohesion.
- To embrace and celebrate the diversity and cultural richness of the different backgrounds and multifaith dimension of the students, ensuring equality of opportunity for all by maintaining an inclusive school and cohesive broader community.

The appointed Executive Headteacher will work to the professional duties set out in the School Teachers Pay and Conditions Document. The job description details responsibilities but does not direct any priorities or amount of time to be spent carrying out these duties. This job description is not prescriptive, nor necessarily a comprehensive definition of the post. As such, it may be subject to amendment after consultation to meet the changing needs of the Trust.



Person Specification



Featherstone
High School



Grand Union
Multi-Academy Trust

KEY:

A – Application C – Certificates I – Interview and Assessment Tasks R – References

	CRITERIA	Essential/Desirable		Where Assessed
		E	D	
A	EDUCATION AND QUALIFICATIONS			
1	A good honours degree	E		A/C
2	Qualified Teacher Status (QTS)	E		A/C
3	Professional/management qualification relevant to the role or relevant higher degree and/or NPQH		D	A/C
4	Safeguarding/Designated Person Training	E		A
B	EXPERIENCE			
5	Experience as a Headteacher, Head of School or Acting Headteacher, with a sustained record of strategic school improvement across all areas	E		A/I/R
6	Experience of developing partnership and learning between Academies/schools including primary schools		D	A/I/R
7	Experience of strong effective management of funding and resources	E		A/I/R
8	Evidence of effective recruitment, retention, induction and development of staff and people management	E		A/I/R
9	Evidence of successfully leading and sustaining educational initiatives	E		A/I/R
C	KNOWLEDGE			
10	Substantial experience of teaching in secondary school(s) with a strong knowledge of models of teaching and learning in secondary schools and understanding of good pedagogy in primary schools	E		A
11	Knowledge and understanding of secondary school curriculum, attendance and behaviour	E		A/I/R
12	Knowledge of what constitutes quality in educational provision, strategies for at least maintaining but also for raising the highest standards and achievement for all students	E		A/I/R
13	Ability to analyse data, develop strategic plans, set targets to raise standards and monitor/evaluate progress towards these	E		A/I/R
14	Understand the strategic role of the Board of Trustees and Local Governing Body and evidence of successful partnerships outside of school in the local community and collaboration with teaching school alliances, businesses and employers	E		A/I/R
15	Knowledge and understanding of statutory requirements and experience of Child Protection, Safer Recruitment, safeguarding procedures and Prevent	E		A/I
D	LEADERSHIP			
16	Substantial strategic leadership experience as a Headteacher to achieve sustained improvement in a mainstream school(s)	E		A/I/R
17	Successful experience of leading teams across an organisation and knowledge of leading support staff services functions		D	A
18	Strategic thinker able to put strategies in place for ensuring inclusion and diversity at all levels	E		A/I/R
19	Able to articulate and share a vision of education and evidence of having successfully translated vision into reality at whole-school level	E		A/I/R
20	Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement	E		A/I/R

Person Specification *continued*



Featherstone
High School



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KEY: A – Application C – Certificates I – Interview and Assessment Tasks R – References

	CRITERIA	Essential/Desirable		Where Assessed
		E	D	
21	Able to advise the Trustees on the future strategic development and ideas for expansion of the Trust	E		A/I
22	Knowledge and understanding of the key legal issues relating to the leadership of a Trust and the schools within it, including equal opportunities, race relations, disability, employment, health and safety and public relations	E		I
E	ACCOUNTABILITY			
23	Experience and evidence of highly developed skills of robust self-appraisal, performance management of direct staff and systems for all staff, recognising high performance and tackling underperformance to resolution	E		A/I
24	Experience of effective strategic financial and resource management to achieve educational priorities and ensure efficiency and value for money	E		A/I/R
25	Proven successful experience of systematic, rigorous school self-evaluation, to inform school improvement planning, maintain high standards and raise educational standards even further	E		A/I
26	Able to combine the outcomes of regular school self-review with external evaluations to develop the schools and MAT further	E		A/I
F	STUDENTS AND STAFF			
27	Outstanding classroom practitioner with an excellent understanding of how students learn and the core features of successful classroom practice	E		A/I/R
28	Provide inspirational and aspirational leadership which challenges, motivates and empowers students, staff, and parents	E		I/R
29	A clear understanding of the implications of Government Education Policy for a Trust such as the Grand Union Multi Academy Trust	E		A/I
30	A commitment to staff and student wellbeing ensuring that there is a wider well-being strategy across the Trust	E		I
G	PERSONAL QUALITIES, SKILLS AND ATTRIBUTES			
31	Inspirational, visionary leader, able to embrace and promote the Trust's core values	E		I
32	Charismatic leader with integrity working to the Nolan Principles of Public Life establishing successful relationships at all levels	E		I
33	Determined with sound judgement and strong negotiation / advocacy skills with ability to resolve problems	E		I
34	Be able to relate empathetically to parents/carers, students, staff, Trustees, Governors, stakeholders, and the wider community	E		I
35	Approachable, outstanding communicator across all media with a range of audiences	E		I
36	Able to build and maintain good, respectful relationships and promote unity across the Trust's Academies	E		I/R
37	Able to cultivate a team ethic and ethos, knowing when to lead, coordinate and delegate	E		I/R
38	Excellent listening skills, consults and values the contribution of others	E		I
39	Resilient, tenacious, remains positive, calm and enthusiastic whilst working under pressure	E		I
40	Able to embed and promote a Leadership coaching culture across the Trust		D	I
41	A passion for continual personal and professional development	E		I

ACADEMICIS

How to apply:

If you wish to discover more about this exciting opportunity, need any further information or you would like to have an informal discussion, please contact our retained consultant at **Academicis: Ross Laird: rlaird@academicis.co.uk – 01223 907979/07901 585959.**

Please email your application to: **Ross Laird** at **Academicis: rlaird@academicis.co.uk**

Closing date: **Monday 27th June 2022**

Shortlisting date: **Wednesday 29th June 2022**

Interview dates: **Wednesday 6th and Thursday 7th July 2022**



Multi Academy Trust



Featherstone High School

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Middlesex

UB2 5HF

Together We Achieve