



# Griffin Schools Trust

## Appointment of Executive Head



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# About the Griffin Schools Trust



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 art and sport.

Annual events include our Arts Festival, Sports Festival and Science Symposium.

These events celebrate and promote the artistic and sporting excellence 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 3 secondary and 10 primary schools GST has a combined pupil population of 9,500.

# 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. She has had a proud association with Riverley Primary school, having led high quality provision in the primary phase and served on the school's leadership group for some time. When Riverley joined the Griffin Schools Trust, she took every opportunity to expand her skillset and was delighted to become the Head of the new academy school and then Executive Head of Riverley, Willow Brook and Lordswood primaries. She embraced the vision to provide rich classroom and extra-curricular experiences for children as the heart of a good education and worked to establish and host the ever-growing Griffin Arts Festival, now in its fourth year, remaining ever more determined that good exam outcomes are the corollary of a great education and not its sole focus.



**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).



**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, leading school improvement and advisory services as well as spending three years in a specialist team recovering schools in failing categories. Before establishing the Griffin Schools Trust she worked as a consultant for DfE and for Local Authorities.



**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. As Joint CEO of GST, Ange has scaled the sophisticated school improvement model developed with Liz over the past decade to drive deep cultural change predicated on leadership at all levels. She has also established and embedded bold traditions of broad arts and sports provision more usually associated with the independent sector.

# 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



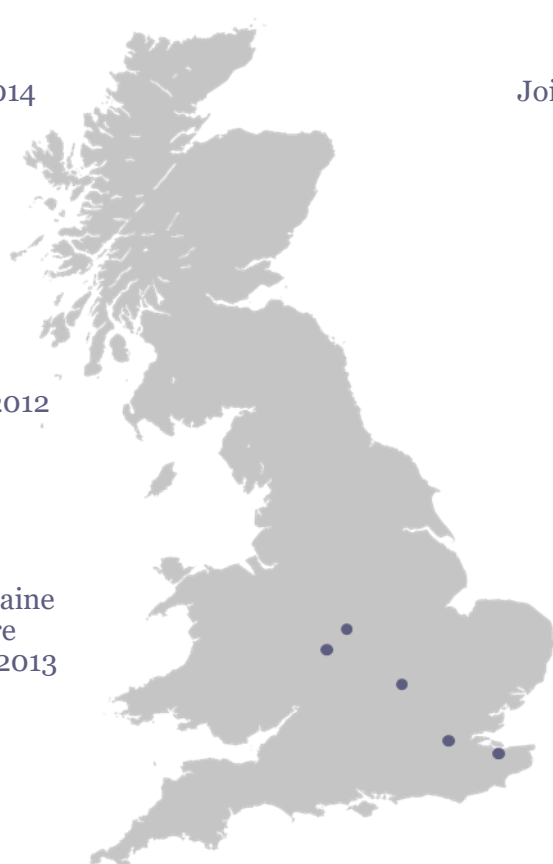
Park Lane  
North Warwickshire  
Joined November 2013

Saxon Way  
Medway  
Joined September 2013



Race Leys  
North Warwickshire  
Joined September 2012

Lordswood  
Medway  
Joined November 2013





# An introduction to Park Lane and Race Leys



Park Lane is a 2 form primary school in Nuneaton where pupils are offered a curriculum that is rich in opportunities in a setting that is vibrant and inspiring. The school has a rural outlook on the outskirts of an urban setting and the school grounds are used extensively to offer excellent sporting activities and outside learning experiences. Our friendly, committed and caring staff put the pupils first when making decisions and take great pride in creating a community of learners. There are currently 355 pupils on roll and pupils attend our architecturally designed nursery setting from the age of three. Pupils benefit from specialist teaching in art, music and P.E. and the very wide range of clubs and extra-curricular opportunities are offered free.

Race Leys is a Junior School in Bedworth with two forms of entry where pupils enjoy being part of values based community. Our values have replaced school rules and we are accredited for our exemplary work in this area. When you walk through the door, you will be impressed by our promise of 101 experiences and our pupils will be delighted to tell you about their amazing visits, workshops, clubs and celebrations. This really does set us apart from other schools and the energy and drive to make an impact on the lives of pupils makes Race Leys a very special place to be.

As proud GST schools, we are passionate about educating the whole child 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.

## What our students say about their schools:

“The teachers are kind and helpful and the lessons are fun.”  
Year 2 Pupil at Park Lane

“We do fun learning activities in class and solve problems.”  
Year 3 Pupil at Race Leys

“The maths my teacher sets is always challenging so I know I’m learning new things.”  
Year 3 Pupil at Race Leys

“I like this school because there are a lot of clubs that we can attend.”  
Year 4 Pupil at Park Lane

“There is always someone who listens and cares for us.”  
Year 4 Pupil at Race Leys

“I love this school because everyone is so friendly.”  
Year 6 Pupil at Park Lane

“We go on fantastic, interesting trips regularly. They are always fun!.”  
Year 6 Pupil at Park Lane

“The teachers are lovely.”  
Rec Pupil at Park Lane



# Role Description



## **The Opportunity**

We are seeking to appoint an Executive Head for two of the Trust's primary schools in North Warwickshire: Race Leys Junior (210 pupils 2 Form Entry) and Park Lane (355 pupils Rec-Yr3 2 Form Entry and Yr4-6 1 Form Entry). The schools are 5 miles apart and are part of our North Warwickshire hub with Nicholas Chamberlaine School, a comprehensive secondary school. The hub is governed by a single local governing board and shares finance and operations managers. Primary and secondary Heads in our Trust are of equal status. Both primary schools have their very distinctive identities and work with others across the Trust as well as retaining good links with local Warwickshire 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 two schools. The precise nature of the role will be negotiated with a suitable candidate.

## **The Role**

Both schools were in Special Measures when they joined GST and rapidly improved to be judged 'Good'. The Executive Head will grow leadership capacity at all levels in both primary schools and speed their progress through Ofsted Outstanding to GST great.

The ability to work adventurously with other GST Heads and the HQ team to establish a real legacy for the communities the two 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 led a school which is outstanding or improved a school by at least two Ofsted grades
- are highly articulate in speech and in writing
- are very numerate and 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



# How to Apply



Candidates should submit a Curriculum Vitae (including comprehensive details of key achievements and responsibilities) along with a supporting statement which fully addresses the competencies outlined in the role description and person specification.

We are keen to know specific things about you as the potential Executive Head of Park Lane and Race Leys so we ask you to include the three elements below in your supporting statement:

1. No more than 600 words on your personal track record in school improvement.
2. No more than 300 words on how your leadership style fits with the Trust's aims and values.
3. No more than 800 words on the agenda as you see it for Park Lane and Race Leys to become 'great' and how you would lead that as the Executive Head.
4. An expression of your interest in a wider role beyond the two schools , if applicable.

Please also include in your application the names, email addresses and direct phone numbers of two professional referees, making clear in what capacity they know you.

Completed applications should be addressed to Anne Powell CEO and sent to [michelle.hall@griffinschoolstrust.org](mailto:michelle.hall@griffinschoolstrust.org).

The deadline for applications is 16:00hrs on Wednesday 07 February 2018.

Visits to Park Lane and Race Leys are welcome.

Candidates will be invited for a primary interview at Race Leys on Thursday 08 February 2018.