



GREAT SCHOOLS
TRUST

TALENT ARCHITECT
RECRUITMENT PACK



KING'S LEADERSHIP
ACADEMY BOLTON



KING'S LEADERSHIP
ACADEMY HAWTHORNES



KING'S LEADERSHIP
ACADEMY LIVERPOOL



KING'S LEADERSHIP
ACADEMY WARRINGTON



KING'S LEADERSHIP
ACADEMY WAVERTREE



KING'S LEADERSHIP
PHOENIX ACADEMY



KING'S LANDER
PRIMARY ACADEMY

WELCOME TO GREAT SCHOOLS TRUST

Every Child Deserves Excellence

At the Great Schools Trust, we believe that every child deserves an outstanding education. We make a solemn commitment to each child who attends one of our Academies: we will do everything in our power and more to ensure their success.

Nurturing Character for Lifelong Success

As a values-led Trust, we instil in our students the belief in themselves and cultivate the character traits that will enable them to make a positive impact on society. Tim Peake once said, “your qualifications may get you to the interview, but it will always be your character that gets you the job.” We want our students and teachers to believe that they can make a difference.

Transforming Lives through Education

We firmly believe that great teachers can change the course of a child’s life, turning them into leaders who, in turn, can change their communities. To defend a civilization, you need education, and that’s what we offer. Our aim is to create a safe, inclusive environment where both staff and students feel a sense of belonging and are empowered to make a positive impact on each other’s lives.



GREAT SCHOOLS
TRUST



Shane Ierston

Shane Ierston
Chief Executive Officer

OUR VALUES, VISION, ETHOS & BELIEFS

Our Mission

To develop in each of our students the academic skills, intellectual habits, qualities of character, and leadership traits necessary to succeed at all levels and become successful citizens in tomorrow's world.

Our Vision

To develop a family of Great Schools that allow all students, irrespective of their starting point or background, to access university or a career of their choice and succeed in life.

Our Ethos

Each of our academies offers the advantages of an independent education without fees or selection - a family of independent schools for the state sector.

Our Beliefs

We believe that all students have the potential to reach their highest aspirations, that our academies shape life chances, and that the best preparation for the future is through leadership.

Our Values

At the Great Schools Trust, we embrace seven distinct values, summarised in the acronym **ASPIRE**. These values form the foundation of our academies:

- Aspiration
- Achievement
- Self-awareness
- Professionalism
- Integrity
- Respect
- Endeavour

CREDIMUS



ABOUT US

Guided by a mission to create a family of world-class academies, our motto ‘credimus’ supports our belief in nurturing the potential within every child, creating the next generation of leaders and providing them with a pathway to excellence. Our core values, embodied by the acronym “aspire,” underpin every decision we make, emphasising aspiration, achievement, self-awareness, professionalism, integrity, respect, and endeavour.

To realise this ambitious vision, we understand that our most valuable resource is our workforce. As a significant contributor to our People Strategy, this post holder will play a pivotal role in shaping the future of our Trust with the responsibility of attracting, developing, engaging, and retaining a diverse and talented workforce that aligns seamlessly with our mission, values, and strategic aspirations. S/he will work closely with our HR Business Partners and Trust Executive Team in this mission.

OUR TRUST STRATEGY

In a dynamic and ever-evolving educational landscape, the success of our trust relies on the careful orchestration of our strategic anchors, the 4Ps - Purpose, People, Partnerships, and Performance.

The 4Ps

1. Purpose: Our unwavering purpose is to transform the lives of children in our communities, ensuring that every child, regardless of their background, can aspire to greatness. This purpose serves as our guiding star, directing our efforts and decisions.

2. People: Our people are the heart and soul of the Great Schools Trust. They are the educators, leaders, and support staff who drive our mission forward. Without a dedicated and talented workforce, our purpose would remain unfulfilled. Therefore, our People team are of paramount importance in ensuring that we have the right individuals, with the right skills, in the right positions to make our vision a reality.

3. Partnerships: Effective partnerships reaffirms our growth narrative and explores opportunities to expand and support other schools. New partnerships re imagine our growth path over the next five years. We envision our academies becoming dynamic parts of their communities, transforming regional and national partnerships through national programmes we lead on such as Behaviour Hub.

4. Performance: Ultimately, the success of our trust is measured by the performance and outcomes we achieve. It is through the collective efforts of our people and the optimisation of processes that we drive outstanding performance, resulting in the realisation of our mission.

These fundamental elements form the cornerstone of our strategic plan and growth trajectory.

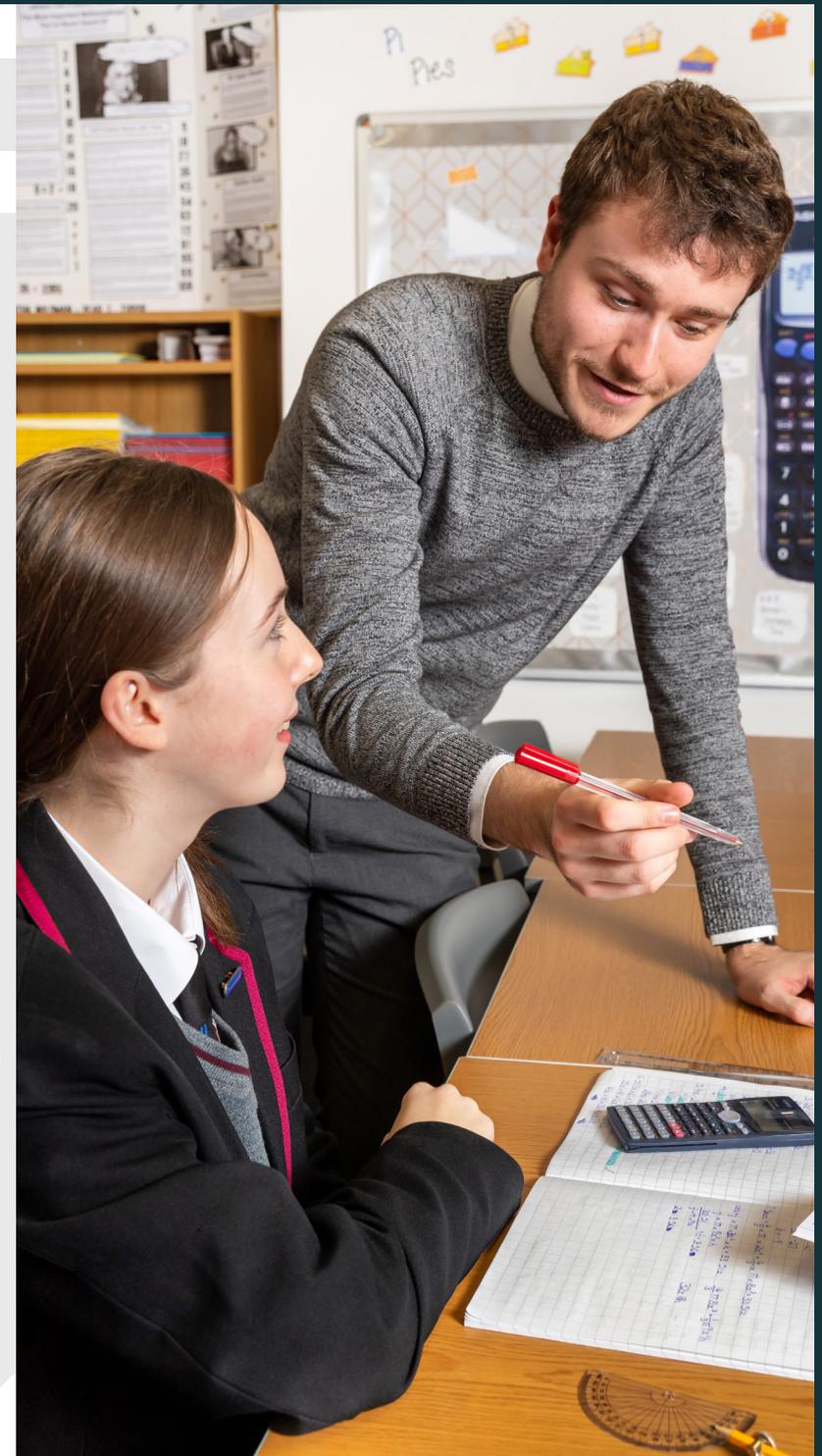
THE CRUCIAL ROLE OF PEOPLE

As the Trust continues to expand, “People” stands as a crucial pillar of our strategic and growth plans. We are delighted to be the fifth regional campus for NIOT (National Institute of Teaching) in the UK and hold a strong reputation for helping tomorrow’s teachers to succeed.

Our Trust Talent Architect holds the key to ensure Great Schools Trust attracts candidates who align with our mission, helps them develop their careers, rewards their loyalty and retains their career interest through training, CPD and new opportunities. Part of this role is supporting our Institute of Character and Leadership programme and helping new entrants to the profession to quickly establish themselves in their appointed school.

This post reports to our Director of Education (Systems & HR) who has strategic oversight of the People Team. In addition, there are two HR Business Partners who offer help and support to our school leaders and oversee the logistics of Central Trust recruitment as well as HR / disciplinary and attendance matters.

The team’s work ensures that we drive the development of our staff, fostering a culture of continuous growth and improvement. This, in turn, directly impacts the quality of education and support we provide to our students.



OUR CURRENT PEOPLE STRATEGY

Our current People Strategy is designed to embody our ethos and values, ensuring a culture that fosters excellence, high expectations, and a nurturing environment.

- 1. People Centred Leadership:** Implementing an innovative and self-directed performance development system that underpins our Trust Culture of 'safety, vulnerability and purpose', aligns with the trust and academy strategic objectives and values and puts well-being at its core.
- 2. Empowering Excellence:** Focusing on the development of each staff member to achieve their potential. Implementing a comprehensive professional development plan including continuous training, and regular mentoring and coaching.
- 3. Innovative Recruitment and Retention:** Adopting proactive and modern recruitment strategies. Maintaining a strong employer brand that positions Great Schools Trust as a 'great place to work', thus attracting and retaining high-quality staff.
- 4. Leadership and Talent Development:** Investing in leadership and talent management systems that identify and nurture future leaders. Promoting a culture of internal growth and opportunity.
- 5. Succession Planning:** Focusing on succession planning to ensure continuity and sustainability in leadership and key roles.
- 6. Well-being and Work-Life Balance:** Prioritising staff well-being with strategies aimed at reducing workload and stress.
- 7. Diversity and Inclusion:** Building a diverse and inclusive workforce that reflects the communities we serve. Encouraging a culture of respect and understanding across all levels of the Trust.
- 8. Effective Communication:** Ensuring transparent, two-way communication channels. Engaging staff in decision-making and organisational development.

As we continue our journey to create a family of world-class academies, we recognise that new and better ways to invest in our people is not just a choice but a necessity.

ABOUT THE ROLE

Salary: Competitive for the right person (in region of £40k-55k dependent upon experience)

Contract: Full Time, Permanent

Location: Hybrid (i.e. working at times from home and at times within a designated academy – our academies are in Bolton, Merseyside and Warrington)

Accountable to: Director of Education (Systems/HR)

Start date: ASAP (dependent upon notice period)

Your Mission

Design the Future. Inspire the Present. Build the Workforce of Tomorrow.

As **Talent Visionary**, you'll craft and develop a forward-thinking strategy that attracts exceptional talent, fosters growth, and transforms the Great Schools Trust into the employer of choice. From shaping recruitment to ensuring meaningful staff development and well-being, your role will leave an indelible mark on every career journey within our family of academies.

Your Purpose

1. Design a dynamic talent strategy that identifies, develops and retains top-tier professionals.
2. Build a culture where Great Schools Trust becomes synonymous with excellence and innovation in education.
3. Lead succession planning with clarity, ensuring our leadership pipeline is always future-ready.
4. Partner with our People Team to champion professional growth and ensure HR best practice across every initiative.

Your Collaborators

Working alongside:

- Director of Education (HR/Systems)
- HR Business Partners
- Head of Institute and Character Leadership (IoCL)
- Principals of our Academies
- Chief Executive Officer & Chief Operating Officer



Core Responsibilities

Talent Development Architect

- **Strategic Workforce Leadership:** Shape and execute a forward-looking talent strategy within the Trust's People Strategy, anticipating and responding to challenges with agility.
- **Talent Mapping:** Drive the talent development required to underpin the annual Workforce Strategy, identifying opportunities for growth and mitigating risks in real time.
- **Innovate Recruitment:** Develop bold recruitment strategies informed by market trends, ensuring Great Schools Trust attracts and retains the best talent.
- **Empower Leadership:** Partner with our Institute of Character & Leadership Lead to recruit and develop high-potential educators into transformative leaders.

Recruitment Innovator

- **Employer Branding:** Collaborate on the development of a cutting-edge Careers Microsite to showcase the Great School Trust's unique culture and opportunities.
- **Talent Pool Builder:** Identify and engage potential candidates for future roles, ensuring Great Schools Trust remains ahead of talent demands.
- **Recruitment Strategy Lead:** Partner with senior leadership to craft recruitment strategies that align with organisational goals and values.

Cultural Ambassador

- **Represent Great Schools Trust** at recruitment events and conferences; embodying the Trust's vision and values.
- **Be the Trust link to university education training providers**, delivering thought-provoking presentations to a variety of audiences.
- **Plan and deliver impactful events**, including the annual Autumn Trust Conference and other key initiatives.
- **Build meaningful external partnerships** that enhance the Great School Trust's reputation as a world-class employer.

Wider People Team

- **Support the work of the wider People/HR Team** in areas such as employee well-being, recruitment practice and policy development.





What You Bring

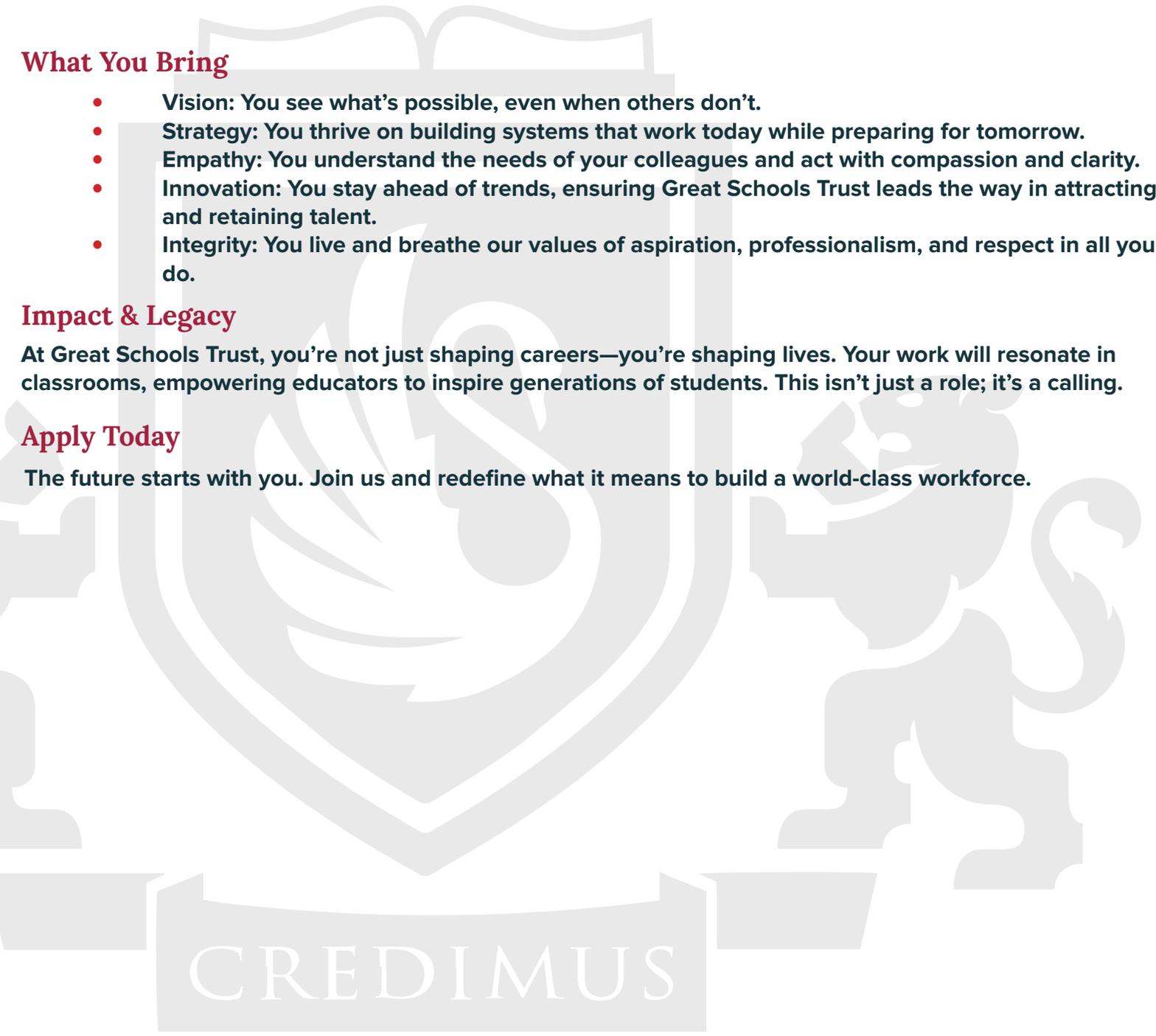
- **Vision:** You see what's possible, even when others don't.
- **Strategy:** You thrive on building systems that work today while preparing for tomorrow.
- **Empathy:** You understand the needs of your colleagues and act with compassion and clarity.
- **Innovation:** You stay ahead of trends, ensuring Great Schools Trust leads the way in attracting and retaining talent.
- **Integrity:** You live and breathe our values of aspiration, professionalism, and respect in all you do.

Impact & Legacy

At Great Schools Trust, you're not just shaping careers—you're shaping lives. Your work will resonate in classrooms, empowering educators to inspire generations of students. This isn't just a role; it's a calling.

Apply Today

The future starts with you. Join us and redefine what it means to build a world-class workforce.

A large, faint watermark of the Great Schools Trust crest is visible in the background. The crest features a shield with a stylized 'S' and 'T' monogram, a lion rampant on the right, and a banner at the bottom with the Latin motto 'CREDIMUS'.

CREDIMUS

PERSON SPECIFICATION

Education & Qualifications

- Degree or equivalent
- CIPD or equivalent qualifications or experience
- Evidence of professional development
- Strategic mindset adaptable to evolving priorities.
- Driving Licence

Communication & Engagement

- Excellent communication skills, fostering a culture of communication, collaboration, and engagement.
- Proven experience in promoting open and effective communication between internal and external partners.

Talent Management & Development

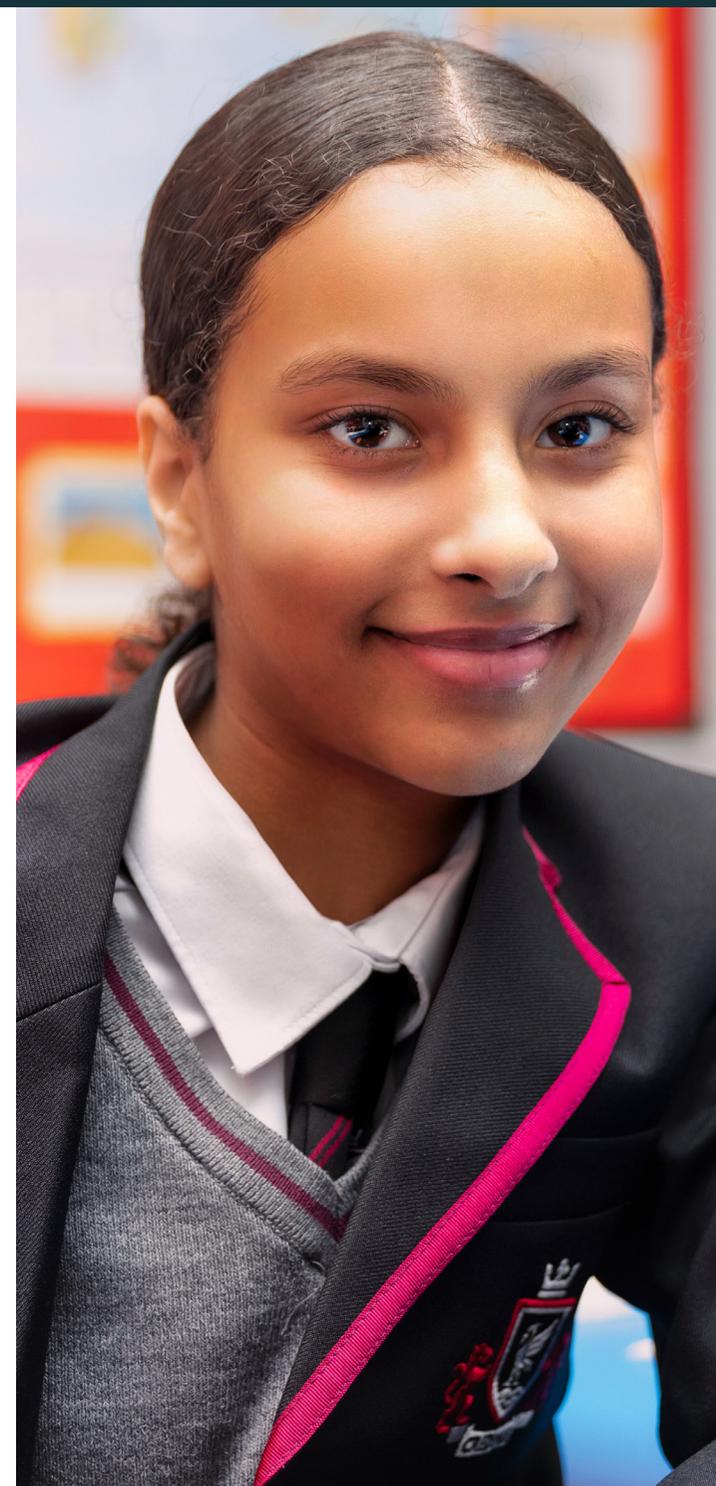
- Experience in developing and implementing talent management and development programs.
- Comprehensive knowledge and understanding of the key issues, risks and priorities in education.

Leadership Development

- Proven track record in developing the careers of colleagues
- Understanding of the role of team work to an organisation's success
- Demonstrable experience of developing, implementing and monitoring human resources and organisational development strategies and plans.

Inclusive Workplace

- Commitment to fostering an inclusive workplace; valuing diversity and promoting success for all.
- Understanding of effective processes to reward colleagues in a fair, transparent way.



Desirable

- Understanding of the highest standards of integrity, fairness, and transparency in HR practices
- Experience working in a school, college, university, academic or training environment.

We would happily consider colleagues from a range of backgrounds including schools, colleges, higher education, training, HR or wider sectors.

Join us in this mission, where every role, every initiative, and every effort contributes to making a significant impact on the trust's mission and, more importantly, on the lives of children in our communities. Together, we can shape a brighter and more promising future for all.

Key Benefits

- A trust which prioritises the well-being of its staff
- Flexible Working opportunities
- Highly competitive salaries
- Access to the Teacher Pension Scheme and Local Government schemes
- Generous holiday entitlement of 30 days for support staff
- BUPA Employee Assistance Programme which provides access to tools to help manage well-being along with services such as counselling and access to a child and dependant care helpline
- Good occupational sickness and maternity/paternity schemes
- A unique approach to Performance Leadership
- A commitment to personal and professional development with training and support for each staff member
- The opportunity to develop your career within and across the Trust academies
- Salary sacrifice scheme - Cycle to Work





How to apply

Great Schools Trust values equality and diversity and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be subject to safer recruitment practices including satisfactory references and an enhanced DBS check.

To comply with KCSIE regulations, applicants will also be asked to declare information about their social media accounts and an online name check will be performed.

For more information about the post, please contact **Michael Scott, Director of Education** at m.scott@greatschoolstrust.com

Submitting your application

Applicants should submit an application form and a covering letter of application which fully addresses the competencies outlined in the job description and person specification. Completed applications should be addressed to Michael Scott (Director of Education/HR) and sent to recruitment@greatschoolstrust.com by 12 noon on **Wednesday 11th December 2024**.

Interviews

Interviews: Friday 13th December

Data Protection

Protecting your personal data is of the utmost importance to the Trust and we take this responsibility very seriously. Any information obtained by the Trust is held and processed in accordance with the relevant data protection legislation. The data you provide us with will be securely stored by the Trust in accordance with the General Data Protection Regulation (GDPR). You have the right to object to us processing your data in this way.

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ONE TRUST - ONE FAMILY OF SCHOOLS - ONE COMMUNITY