



**Featherstone
High School**
An Academy Specialising in Science & Sports



Grand Union
Multi-Academy Trust

**Woodlands
Academy**



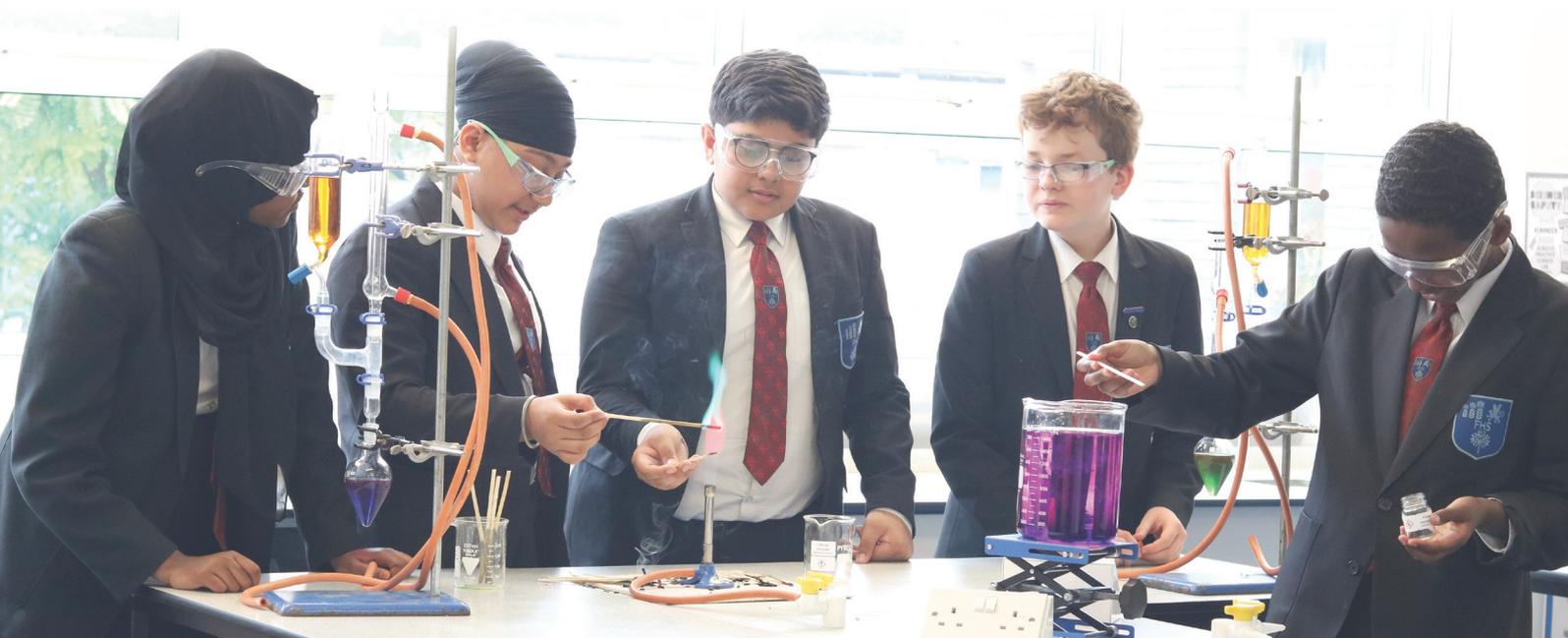
EXECUTIVE HEADTEACHER

Grand Union Multi-Academy Trust



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"A positive atmosphere. Kind, helpful, cheerful and passionate colleagues. The school are supportive of progression and encouraging personal development. The students are lovely and cheerful". - Staff

WELCOME

FROM THE CHAIR OF THE BOARD OF TRUSTEES

Dear Applicant,

I am delighted that you have expressed an interest in the combined roles of Headteacher of Featherstone High School (FHS) and 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.

WELCOME

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. Please contact Harj Johal, Head of HR on 020 8571 8787 or email HJohal@featherstonehigh.ealing.sch.uk to arrange.

This appointment is supported by ASCL's Leadership Appointment Service. If you feel this opportunity is for you, please contact Bal at ASCL Leadership Appointment Service on 07492 353368 or email Bal.Kaur-Pierpoint@ascl.org.uk for further information. To arrange an informal and confidential conversation / virtual meeting about this post with me, please contact Bal.

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

Yours sincerely,



C Dickson

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

BACKGROUND OF THE TRUST

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.

www.featherstonehigh.ealing.sch.uk/gumat



"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



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 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. We aim to promote a culture of our schools and students across the Trust.

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

Our Strategic Cornerstones

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.

- Relentless focus on Teaching and Learning
- A rich and varied curriculum
- Strong code of behaviour
- Rigorous tracking systems and associated intervention

TRUST AIMS

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
- We aim to deliver economies of scale and ensure all of the above are delivered within a predetermined budget, which is audited and gives best value for money.
- We aim to attract the highest calibre of staff that share our vision and values and ensure we fulfil our obligations as an equal opportunities employer in so doing.



FEATHERSTONE HIGH SCHOOL

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



“I love working with our ambitious students who are so keen to push themselves and achieve. It’s a real privilege to support our FHS Scholars and to prepare them for successful applications to top universities throughout the UK and the USA, including Oxford and Cambridge. The fact that many of these students come from families who have not gone to university makes it even more special and important. My aim as the Lead of the FHS Scholars Programme has been firstly to inspire them to aim high but secondly to equip them with the knowledge and skills that will enable them to achieve those goals. Featherstone students are ambitious and determined and working with them is the highlight of my job”. - Staff



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.

View our [Open Evening page](#) which features a short film looking around the school, our prospectus and social media links.

Also watch this [video introduction](#) to our world class school.



FEATHERSTONE HIGH SCHOOL

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





LETTER FROM FEATHERSTONE HIGH SCHOOL ALUMNI

This letter is to all the staff of Featherstone High School for the extremely supportive 7 years I have had here.

Thank you for those 7 years, as in my time at FHS I have come to know a great variety of excellent staff members who encouraged me to excel, challenged me to achieve greater heights but also supported me during the lows of my academic years. I found the environment I was provided with to have been the best I could have asked for so I wish that you all can continue to make FHS as special for the next generation of curious learners and innovators as it was for me.

Thank you all for supporting us students during these difficult times, making time for us and holding lessons from home during each lockdown. I and many others appreciate the amount of work that was put in to ensure our education was not affected by the current circumstances, along with the diligence of teachers who chased up work and supported any students finding it hard to cope through the effects of covid. I would also like to thank you all for keeping us informed during those times and engaging with us everyday like you would on any ordinary school day, communicating with the students on our views of the systems that would have been put in place and considering our opinions during their implementation.

I only have positive thoughts for the future of our school because from my experience with the staff here at FHS, I know that every teacher I have been fortunate enough to meet has placed some of their expertise, personality, optimism and most important of all, advice, in front of me to add to my journey in life. All of which I hope to take onboard and use to meet all of your expectations for my future. But as this is the end of my journey at FHS, I will certainly miss the environment I was taught in, the teachers I was taught by, and all others who provided support along the way. So I want to wish you all the best of luck for the years to come, as I hope you will continue to help more and more students in finding their passions, building their careers, and then in turn they will also come to appreciate your work as I do.

The last message I will leave you all, is despite the struggles of the past few years, despite the days where teaching proves to be difficult, and despite what scenarios you may face in the future; I wish you all the best in persevering, teaching and imparting parts of yourselves onto the future students of FHS because you shape our futures and your influence has no end.

Thank you again for everything! I hope you all stay safe, take care and continue to be great teachers!

Yours gratefully,

Former Head Boy

Now studying Computer Science at Birmingham University

VISITORS TO OUR SCHOOL



Damien Hinds



Jamie Redknapp



Imperial College



ITV



Theresa May



Steve McQueen



Michael Attenborough



Lord Professor Robert Winston



Sky IN DESCRIBING THE NUMBERS AS "DISAPPOINTING" | FIGURES RELEASED BY THE NATION



Walter Patterson

WOODLANDS ACADEMY

“Together We Achieve”

This mantra helps everyone focus on our being an outstanding school that fosters excellence through a culture of rigour, consistency and high achievement for every member of our diverse community.

Our School Ethos

Teamwork and Partnerships – the beliefs upon which our school is built, underpinned by Our Values of Determination, Respect, Self-belief and Tolerance.

Our Mission

Our values-based school nurtures curiosity and creativity through a rich, varied and inspiring curriculum. Teaching and Learning is the focus of all we do, our children learn to explore and express their innate talents and reach their full potential to be caring, conscientious and confident citizens of tomorrow.

All members of our school community are expected to behave, communicate and positively engage in a way that reinforces our values for everyone, every day.

‘Learning is a journey of discovery’

Woodlands Academy is a community that nurtures, challenges and strengthens our pupil’s attitudes towards learning. Celebrating and sharing learning helps us navigate this journey, underpinning our learning community with joy and discovery.

www.woodlands.ealing.sch.uk



WOODLANDS ACADEMY

Our Aims

To fulfil our mission statement, we aim to provide an outstanding quality and range of opportunity for learning. We focus on what children need and this includes:

- a range of skills and knowledge for life
- knowledge and understanding of the world
- emotional intelligence
- spiritual and moral awareness
- awe and wonder of the world

We engage our local community by extending our learning and inviting in our families. To aid this engagement we have created an environment where positive relationships and interactions are encouraged. This promotes and nurtures everyone's attitudes and dispositions towards learning. We encourage our pupils to have 'an appetite to learn' by being inquisitive and curious.



"A hidden gem of a school in a calm, leafy setting. This school genuinely puts the children first, listens to parents and promotes a warm and supportive environment. Teachers are 100% dedicated to nurturing children and helping them make excellent progress."
- Parent



ADVERT

Grand Union Multi Academy Trust - Executive Headteacher Vacancy

Employer:	Grand Union Multi academy trust
Location:	Ealing
Salary:	£125,000-£150,000
Contract type:	Full Time
Contract Term:	Permanent
Posted:	Thursday 30th December 2021
Closing Date:	10.00am Monday 24th January 2022
Job Starts:	September 2022

This is a unique and exciting opportunity for an outstanding, aspirational and inspirational leader to take on the role of Executive Headteacher. It combines the roles of Headteacher of Featherstone High School (FHS) and Executive Headteacher of the Grand Union Multi Academy Trust. The vacancy arises due to the retirement of our long standing Executive Headteacher after many years of distinguished service to the school and its community.

Featherstone High School is a highly popular, oversubscribed secondary school with 1,772 students, on roll. It provides outstanding educational opportunities for our students, achieving Ofsted outstanding in 2007 and again in 2015. It has built a reputation on achieving together through a partnership between high levels of achievement and a strong emphasis on shared values and virtues. It is excellent and remains on a journey to sustain its outstanding status in its next inspection. It is also a Sponsoring Academy. In the last year that examination results were published, Featherstone High School achieved a progress 8 score at GCSE of 0.96. 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.

As Executive Headteacher you will lead Featherstone High School and have oversight of our primary school Woodlands Academy which remains Good. It is intended that the Trust will grow steadily and in a measured way, the successful candidate will play a key role in this. As the Trust expands the role will evolve accordingly. Central to every aspect of our work is our motto 'Together we Achieve' built on our firm 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.

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 greater collaborative partnerships between our schools and any new ones that join the Trust in the future. Our staff are highly committed and work hard to deliver a first-class educational experience for all our young people.

As an experienced professional, you will be able to demonstrate strategic leadership and excellent people management skills, together with a proven track record of success in raising standards. You will demonstrate an excellent record of working on collaborative projects. You will be able to demonstrate extensive staff development experience and expertise. Most importantly, you will have a passion for education and student's learning, across both the primary and secondary sectors, with the determination to make a positive difference and commitment to continuous improvement across the Trust.

The successful candidate will need to be:

- Passionate about releasing young people's maximum potential.
- A calm, exceptional, aspirational leader, eager to grow.
- A strong track record in developing good relationships with staff and students.
- Able to lead development and manage change.
- Able to set challenging goals for all members of the school and Trust community.
- Be flexible and adapt to the changing nature of the role.
- A strategic thinker with a strong track record of sustained school improvement.
- Able to work collaboratively in developing and growing all members of our community.

We will offer you:

- Highly supportive and committed Trustees as critical friends.
- Induction and ongoing career support and development.
- A strong positive ethos across the Trust including a commitment to staff wellbeing.
- A vibrant and committed team.
- An excellent working environment.
- A Trust that has a well-managed budget.

This appointment is supported by ASCL's Leadership Appointment Service. If you feel inspired and excited to find out more about this fantastic opportunity, please contact Bal Kaur-Pierpoint on 07492353368 or email Bal.Kaur-Pierpoint@ascl.org.uk for further information. To arrange an informal and confidential virtual meeting to discuss the post in more detail with the Chair, Christine Dickson, please contact Bal.

Closing date for applications is 10.00am, Monday 24th January 2022

Shortlisting will take place on Thursday 27th January 2022

Interviews will be held on Friday 28th January, Wednesday 2nd and Thursday 3rd February 2022

The Grand Union Multi Academy Trust is committed to Safeguarding and promoting the welfare of Children and Young People and expects all staff and volunteers to share this commitment. References will need to be seen before any offer of employment is made. All successful applicants will need to complete an Enhanced Disclosure from the Disclosure & Barring Service check and adhere to the Trust's Safeguarding Children policy.

Equality is at the heart of The Grand Union Multi Academy Trust's motto "together we achieve". The Grand Union Multi Academy Trust understand that, in order to enable all members of our community to achieve their full potential, we need to be proactive and positive in ensuring everyone is given equal treatment and opportunities, regardless of race, religion, gender, sexuality, disability, age or any other of the protected characteristics.



PERSON SPECIFICATION

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 or Acting Head Teacher, 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 effective management of funding and resources.	E		A/I/R
8	Evidence of effective recruitment, retention, induction and development of staff and personnel management.	E		A/I/R
9	Evidence of successfully leading and sustaining educational initiatives.	E		A/I/R
C	KNOWLEDGE			
10	Substantial successful experience of teaching in secondary school(s).	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 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
16	Experience of working in collaborative partnerships outside school and in the local community.		D	A/I/R
D	LEADERSHIP			
17	Strategic thinker able to put strategies in place for ensuring inclusion, and diversity at all levels ref: Equality act 2010.	E		A/I

18	Ability 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
19	Able to advise the Trustees on the future strategic development and ideas for expansion of the Trust.	E		A/I
20	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
21	Strong effective financial, commercial, and business acumen, ensuring value for money.	E		A/I
E	ACCOUNTABILITY			
22	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
23	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
24	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			
25	Outstanding classroom practitioner with an excellent understanding of how students learn and the core features of successful classroom practice.	E		A/I/R
26	Provide inspirational and aspirational leadership which challenges, motivates and empowers students, staff, and parents.	E		I/R
27	A clear understanding of the implications of Government Education Policy for a Trust such as the Grand Union Multi Academy Trust.	E		A/I
28	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			
29	Inspirational, visionary leader, able to embrace and promote the Trust's core values.	E		I
30	Charismatic leader with integrity working to the Nolan Principles of Public Life establishing successful relationships at all levels.	E		I
31	A highly positive 'front of house' role model, encouraging external stakeholders to want to become involved with the Trust.		D	I
32	Determined with sound judgement and strong negotiation / advocacy skills with ability to resolve problems.	E		I
33	Be able to relate empathetically to parents/carers, students, staff, Trustees, Governors, stakeholders, and the wider community.	E		I
34	Approachable, outstanding communicator across all media with a range of audiences.	E		I
35	Able to build and maintain good, respectful relationships and promote unity across the Trust's Academies.	E		I/R
36	Able to cultivate a team ethic and ethos, knowing when to lead, coordinate and delegate.	E		I/R
37	Excellent listening skills, consults and values the contribution of others.	E		I
38	Resilient, tenacious, remains positive, calm and enthusiastic whilst working under pressure.	E		I
39	Able to embed and promote a Leadership coaching culture across the Trust.		D	I
40	A passion for continual personal and professional development.	E		I
41	Commitment to health and safety.	E		I

JOB DESCRIPTION

Post:	Headteacher and Executive Headteacher
Salary Range:	£125,000-£150,000
Location:	Featherstone High School (FHS)
Responsible to:	Board of Trustees Grand Union Multi Academy Trust
Responsible for:	Leadership of Featherstone High School Oversight of the Community Sports Centre
Line Management of:	Senior Leadership Team at FHS Headteacher at Woodlands Academy
Start date:	1 September 2022

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).
- Manage and support the performance of the Headteacher at the primary school, the Woodlands Academy.
- 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 work with the necessary ability, vision, energy, and enthusiasm, and as a skilled leader, with all, putting the needs of the students and children first.
- To respond dynamically as appropriate to key national policies and initiatives.
- To always give a 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.

JOB DESCRIPTION

SHAPING THE FUTURE – Strategic Direction and Development

1. 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.
2. 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.
3. Ensure creativity and innovation in the use of current and emerging technologies to achieve excellence across the Trust.
4. Ensure best management practice exists and the introduction of appropriate innovation is successfully addressed and reflects the individual community need for each academy.
5. Develop an appropriate and exciting curriculum at FHS and in collaboration with the Head Teacher at Woodlands Academy.
6. 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.
7. Develop and maintain the Trust values.

TEACHING AND LEARNING

1. Maximise the opportunities for all children/students through continuous focus on their achievement, using data and benchmarks to monitor progress.
2. Ensure high quality teaching is at the heart of strategic planning and resource management.
3. 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.
4. 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.
5. Implement strategies that secure high standards of attendance and behaviour.
6. Monitor and evaluate the quality of teaching and standards of learning and achievement.
7. 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.
8. Take a lead in the development of new and emerging technologies to improve the learning experiences for children/students.
9. Challenge underperformance at all levels and ensure effective corrective action, support and review.
10. 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

1. Be the chief talent manager across the Trust, ensuring all staff receive quality, impactful continuing professional development.
2. Create and maintain a positive culture by treating people fairly, equitably and with dignity and respect.
3. 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.
4. 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.
5. Ensure effective planning, allocation, support, and evaluation of work undertaken by teams and individuals; ensure clear delegation of tasks and responsibilities.
6. Develop and maintain a culture of high expectations for self and others and take appropriate action when necessary.
7. Regularly review own practice and take responsibility for own personal development.
8. Ensure adequate provision to enable an appropriate work/life balance for all.

MANAGING THE ORGANISATION

1. Produce and implement clear, evidence-based improvement plans and policies for the ongoing development of the Trust and its schools.
2. Ensure that policies and practices are in place across the Trust which meet all relevant legislation.
3. Work in partnership with other key organisations who provide a service to both schools and any new ones that join the Trust.
4. Manage the setting of annual performance management targets for staff and review progress against them in line with agreed policy and procedures.
5. Ensure that the use of resources provides value for money and achieves efficiency within the MAT.
6. 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.
7. Promote and develop a safer working practice culture to ensure that all staff and children/students are supported and safe.

SECURING ACCOUNTABILITY

1. 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.
2. 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.
3. Present a clear, coherent, and accurate account of performance to a range of audiences including trustees, governors, parents and carers.

STRENGTHENING THE COMMUNITY

1. Promote and develop a culture and curriculum that takes account of the richness and diversity of all communities and celebrates the differences.
2. Create and promote positive strategies for challenging discrimination.
3. Collaborate with other agencies to provide a holistic approach to the wellbeing of staff, children/ students, and their families.
4. Co-operate with relevant agencies to ensure communities are safe environments where children/ students and their families have opportunities to thrive.
5. Promote the Trust to external stakeholders and actively seek out opportunities for new schools to get more involved and to join the Trust.
6. 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.
7. To work with community partners to develop strong relationships which enrich provision and maintain community cohesion.
8. 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.

HOW TO APPLY

Having looked at this documentation and the websites, we hope you will now apply for the post.

Application:

Please use the application form provided. The completed application form should be emailed to Harj Johal, Head of HR, Grand Union Multi Academy Trust at: hjohal@featherstonehigh.ealing.sch.uk

Closing date is **10.00am on Monday 24th January 2022**

Please remember your supporting statement should set out how your experience to date fulfils the criteria set out in the person specification for this post.

Shortlisting:

This is scheduled to be undertaken on **Thursday 27th January 2022**

Interviews:

The Selection Process will take place over three days:

- **Day 1: Friday 28th January** – this will be a virtual, remote process
- **Day 2: Wednesday 2nd February**
- **Day 3: Thursday 3rd February**

Further details will be supplied as soon as possible after shortlisting.

The Trustees Appointment Panel reserve the right to review this appointment process at any stage and to reduce the field, if appropriate.

Visiting the Trust's Schools:

We hope to be able to facilitate pre-application visits to Featherstone High School and Woodlands Academy (if possible) on **Friday 7th January 9.00am-12.00pm; Tuesday 11th January 1.00-3.00pm; Wednesday 12th January 9.00am-12.00pm and Monday 17th January 9.00am-12.00pm**. Prospective Applicants will be asked to wear face masks and observe the social distancing rules in order to fulfil the requirements of the schools' risk assessments. However, please note that this may need to be reviewed at short notice.

Pre-application conversation/virtual meeting:

You are warmly encouraged to have a pre-application virtual meeting with the Chair of Trustees Christine Dickson. To arrange this, please contact our Leadership Consultant from ASCL, Bal Kaur-Pierpoint on 07492353368 or email Bal.Kaur-Pierpoint@ascl.org.uk