



Griffin Schools Trust

Appointment of a Head for Chivenor



Proud Traditions | Wide Horizons | High Achievement



Contents

About The Griffin Schools Trust	3
Trust Leadership	4
The GST Family	5
An Introduction to Chivenor	6
Role Description	8
Person Specification	10
How to Apply	12



CHIVENOR
PRIMARY SCHOOL



About the Griffin Schools Trust



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

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

GST welcomes Good schools, Outstanding schools and schools in Ofsted categories of concern. The Trust offers direct access to a central team of experienced educationalists who provide strategic support and guidance, as well as central operational management services. Membership of the Trust affords its schools the opportunity to share best practice, to develop high order leadership skills and to be creative in problem-solving.

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,
Founding Chief Executive

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,
Founding Chief Executive

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



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



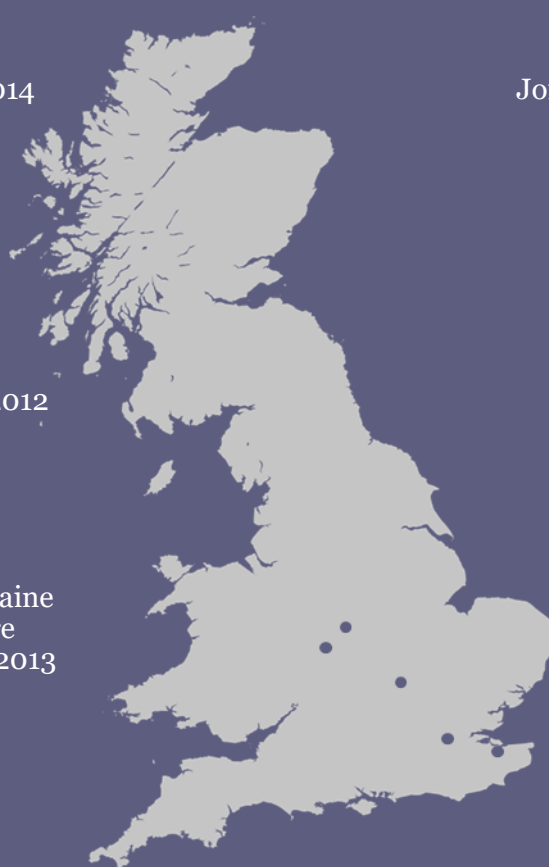
Park Lane
North Warwickshire
Joined November 2013

Saxon Way
Medway
Joined September 2013



Race Leys
North Warwickshire
Joined September 2012

Lordswood
Medway
Joined November 2013





An introduction to Chivenor



Chivenor is a 2 form entry primary school and has 340 children on roll. It offers provision for 4-11 year olds from 7:30am-5pm and offers 30 free clubs each week. The school is a stimulating and nurturing learning environment and pupils benefit from specialist teaching in art, music and P.E.

Chivenor is a warm and welcoming school in the heart of the Castle Vale and Birmingham community it serves. It is an oasis of aspiration and endeavor, where children are proud of their local history and heritage. Our strong pastoral care is supported by our partnerships and local connections. We believe that the traditions of a school give children the security and sense of belonging that is much needed in our ever changing world.

Chivenor is a dynamic school on a determined journey with an inspiring vision. Griffin Schools Trust Heads build their schools' identity and vision on the three shared pillars of proud traditions, wide horizons and high achievement. Each school is very different but has palpable family resemblance expressed in many ways.

As a GST school, we are an outward-looking school with a growth mindset: we seek to inspire our families, pupils and staff to realise their potential and to proudly serve our community. The Trust, school leaders, all staff and governors have high expectations of pupils which securely underpins the improvements that have been driven well by our school leadership team. 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 pillars of Proud Traditions, Wide Horizons and High Achievement encompasses our philosophy and vision for those in our charge as we prepare them to embrace the opportunities of life. We welcome our families to weekly celebration assemblies built around our values based education and offer many opportunities to share in their children's learning and wider school life.



Continued.

What our students say about Chivenor:

“Chivenor is amazing because I learn a lot and have loads of friends.”
Year 6 student

“I love the lunches and the big playground.”
Year 5 Student

“I have people who stick by my side.”
Year 6 student

“I like the extra-curricular clubs, especially ART club.”
Year 5 Student

“The teachers are wonderful and they help a lot.”
Year 3 Student

“I like it because we learn.”
Year 2 Student

“I love that the school is a place that we can learn and have ideas in our head.”
Year 2 Student

“I like that my teacher smiles at me.”
Year 3 Student





Role Description

Key Purpose

The Head is accountable to the Chief Executive of the Griffin Schools Trust and through her to the Governing Body of the School for the operational and educational management of Chivenor, for developing a strategic vision, for the appointment and development of staff, for outstanding pastoral care and for the promotion of the School externally. The Head will provide professional leadership for the School to secure future success and improvement, ensuring high quality education for all its pupil and improve standards of learning, achievement and relating to others.

Main Responsibilities

Strategic Leadership

- To work with the Trust, the Governing Body and staff to deliver a strategy to lead Chivenor to 'Outstanding' through to GST Great.
- To provide effective strategic leadership to the senior management team.
- To consolidate and build upon the benefits arising from being part of the Griffin Schools Trust and to work collaboratively with other Heads in the family.
- To work effectively with the Trust to ensure that Chivenor fully complies with the EFA Financial Handbook, develops and maintains strong talent pipelines and promotion paths for staff, deriving maximum benefit from the available financial, legal and educational support.
- To work effectively with the Trust in ensuring that Chivenor is well-positioned to take advantage of opportunities arising in a rapidly changing educational environment.

Operational Management

- To ensure that the management, finance, organisation and administration of the School delivers its aims and vision and is fully compliant with EFA, DfE and GST requirements.
- To recruit, retain and develop high calibre staff to ensure that Chivenor's broad curriculum is delivered to the highest standard.
- To develop and maintain strong talent pipelines and promotion paths for staff within and beyond the School.
- To lead the continuous improvement of organisational structure and functions, ensuring all are fit for purpose and fully meet the needs of the School.



Role Description continued



Leadership of Teaching and Learning

- To be a visible presence in the School, encouraging and promoting high-quality, innovative teaching.
- To ensure that Chivenor's curriculum and teaching methods are regularly reviewed, encouraging a culture of innovation to ensure students benefit from a stretching and supportive learning environment.

Educational Culture

- To promote a culture of high expectations amongst adults and students.
- To embody Chivenor's inclusive ethos, ensuring that the School continues to deliver a challenging and stimulating education for all students.
- To deliver pastoral care of the highest quality, ensuring that students are challenged and supported as individuals as they progress through the school.
- To uphold the creative and artistic ethos of the School and the wider Trust.

External Representation

- To build strong, trusting relationships with parents, carers and members of the community.
- To be a compelling ambassador for Chivenor, effectively communicating the School's vision and ethos to a wide range of external audiences.
- To collaborate with other schools both within the Trust and beyond to engage with businesses and community groups to the benefit of Chivenor.



Person Specification

The Head will possess the required qualifications and will demonstrate the following experience, skills, knowledge and professional attributes.

Education and qualifications

- A good first degree or equivalent.
- Qualified Teacher Status.
- Evidence of continuing professional development.

Experience

- An evidenced track record of successful senior leadership experience in a school.
- Demonstrable experience of leading and managing staff including building a successful team, delegating effectively and managing and implementing change.
- Significant experience of raising standards with measurable outcomes, and clear evidence of a positive personal contribution to a school in the pursuit of excellence.





Person Specification continued

Knowledge and skills

- Visionary leadership skills with the ability to win the support of colleagues, motivating and empowering the whole school community to realise the goal of becoming an outstanding school.
- An understanding of how to operate in a Multi-Academy Trust or within a wider organisation.
- First-class written and verbal communication skills with the capacity to market and represent Chivenor to a range of external audiences.
- A detailed understanding of school self-evaluation and the school improvement process.
- An outstanding classroom practitioner with the ability to evaluate teaching standards, foster consistency of performance, celebrate excellence and raise standards.
- A knowledge and understanding of the wider educational agenda, including current national policies and educational issues.
- A demonstrable understanding of the process of safeguarding and safer recruitment, ensuring a safe, secure and healthy school.

Personal attributes

- High levels of personal impact with the ability to build strong relationships with a wide range of stakeholder groups.
- A visible style of leadership with the charisma and energy to motivate and inspire the whole school community and develop high-performing teams.
- An outward-facing and global mind set.
- An interest in contributing more widely to the future development of GST.
- Sound financial instincts and the ability to engage with performance data, financial strategy and management.
- A strong sense of personal integrity, high emotional intelligence and good judgement skills.



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 Head of Chivenor 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 Chivenor to become 'great' and how you would lead that as its next Head.

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.

The deadline for applications is 1600hrs on Monday 16th October 2017. Visits to Chivenor are welcome.

The longlist of candidates will be determined by 17th October and longlisted candidates will be invited for a primary interview at Chivenor on 18th October.

The shortlist of candidates will be selected after the primary interview and successful candidates will be invited to the Trust HQ for a second interview on 20th October.