



The Crossley Heath School Applicant Pack



To inspire each of our young people to flourish as an individual, to be curious, to be resilient and to love learning. We aspire for them to grow into articulate, independent future citizens and to become the leaders of tomorrow.

Chief Strategy Officer

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Welcome from the Head Teacher

Dear applicant,

We are delighted that you are interested in applying for the role of Chief Strategy Officer. This post is a new and exciting development for the school which aims to secure the capacity and skills of long term business planning and project management, promote future growth and financial resourcing and facilitate effective financial investment on behalf of the school.

Joining a school with the history and heritage of Crossley Heath as we celebrate 160 years of education in our unique building is a really exciting time. The Crossley Heath of today still retains so much of the culture of inclusion, determination to positively shape the future and dedication to providing a rich academic education that can be found in reading about the school's origins.

Crossley Heath is a very special school community with our values at its heart. We have a long tradition and enjoy an outstanding reputation in the region and beyond. We offer a strong, supportive ethos, excellent CPD opportunities and a beautiful and unique environment in which to work.

Details of the application process can be found on page 10 of these documents. Please visit our website (www.crossleyheath.org.uk) to explore the school further. Please do not hesitate to get in touch with the Executive Leader, Mrs Debbie Gallimore, (d.gallimore@crossleyheath.org.uk) if you require any further information in the first instance.

I hope you will take the opportunity to explore further and decide that this role is the right one for you and we look forward to receiving your application.

Dean Jones
Head Teacher



Who we are and what we stand for

At Crossley Heath we see ourselves as a school family. Our school building was founded as an orphanage and school 160 years ago and the spirit of inclusivity and social mobility on which we were founded lives strong today. The school evolved into an amalgamation of Crossley and Porter and Heath Grammar Schools allowing us to trace our heritage back to 1585 and the origin of the school motto 'Omne bonum ab Alto' meaning "all good things come from above" which can both have a spiritual dimension and remind us to be thankful to the generations before.

We are a selective grammar school for entry into Year 7 which means students of all backgrounds are welcome at our school, they just have to show the aptitude to excel on the entrance examinations. We are proud of our diverse student body and much higher proportion of students accessing Free School Meals than other grammar schools as inclusion is at the heart of our ethos. We have a thriving non-selective sixth form which is integral to the life of the school. We embrace and celebrate our wide ethnic and geographic diversity and endeavour to be a genuinely warm, inclusive and vibrant school community.

Our ambition is to inspire each of our young people to flourish as an individual, to be curious, to be resilient and to love learning. We aspire for them to grow into articulate, independent future citizens and to become the leaders of tomorrow. The vision for the school is rooted in our core values: Respect, Responsibility, Self-Belief, Purpose, Challenge and Aspiration. We are high performing with students achieving a high proportion of top grades at both GCSE and A Level. We are very proud to have been included recently in the top five of the Sunday Times Parent Power report for the best secondary schools in the north of England.

We have a vibrant House system which adds a strong sense of positive competition and affords students an opportunity to express themselves, demonstrate their talents, make lifelong friends and have fun. Indeed, many former students comment that some of their fondest memories are of taking part in activities for their House. Student leadership is a strength at Crossley Heath with all students, led by 6th form leaders, taking part in fundraising, Eco Schools, health and well-being initiatives. Extra-curricular activities, especially a wide variety of sports, are also a strength of the school as we have teams competing in rugby, football, netball, cricket and athletics throughout the year. Our school trips are many and varied across all subjects and with overseas trips ranging from Belgium to Berlin and Canada to China.

Partnership building is a Crossley Heath characteristic as we are a school family with highly supportive parents, carers and families, a vibrant local community and alumni who stay connected to our school for life. We care deeply about wellbeing and believe in being the friendliest and happiest school possible. Our staff are supported with a culture of listening, collaboration, commitment to professional development and an additional weekly free period on top of that typical in schools by way of a thank you for all that teachers do to support our wonderful students. Our students are the warmest and most welcoming people, they make being part of the Crossley Heath school family an absolute pleasure. Come along and see for yourself!





THE CROSSLEY HEATH SCHOOL

Savile Park, Halifax, HX3 0HG

Tel: (01422) 360272 • email: admin@crossleyheath.org.uk • www.crossleyheath.org.uk

Head Teacher: Mr D Jones MA

To inspire each of our young people to flourish as an individual, to be curious, to be resilient and to love learning. We aspire for them to grow into articulate, independent future citizens and to become the leaders of tomorrow.

Chief Strategy Officer

Competitive salary depending on experience

To start as soon as possible

12-month contract in the first instance

This new and exciting key appointment for Crossley Heath provides a rare opportunity for a high-level strategic thinker and leader to join the school at an exciting stage of its development.

Working closely with the Head teacher, SLT members and Chair of Governors, the Chief Strategy Officer (CSO) will be responsible for improving business operations and revising them to achieve the school's long-term vision as well as developing creative business ideas and reviewing data to monitor progress across the various initiatives.

The successful candidate will be responsible for increasing our strategic capacity for ensuring strong performance and financial sustainability, effective management and budget setting and leading the strategic oversight of capital works and infrastructure developments. This is a high-profile role which requires effective networking, both locally and nationally whilst working with the Head teacher to promote partnerships at all levels and with many different stakeholders.

Proven experience in a leadership role, expertise in financial and risk management are essential as are excellent communication skills with the ability to engage with diverse stakeholders at all levels. If you are a strategic thinker with exceptional leadership qualities, we would love to hear from you.

We are a very friendly, down to earth school with a diverse student population. We welcome applications from all sections of the community.

Information about the school is available on our website together with further details about the post and an application pack. All completed applications should be returned to Mrs Gaynor Fisher, HR/Events Co-ordinator (g.fisher@crossleyheath.org.uk) by 8.00am on Monday 15 July 2024. Interviews will take place on Thursday 18 July 2024.

We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff.



THE CROSSLEY HEATH SCHOOL

Chief Strategy Officer

Job Description

To secure the capacity and skills of long-term business planning and project management and to establish a sustainable infrastructure to secure financial growth for our school.

Strategic Planning

- 1) Leading the development of Crossley Heath's strategic plan, including:
 - Identifying opportunities to improve performance and maximising it through interventions that change and enhance practice.
 - Effective deployment and allocation of donations and funding received by school in consultation with the Head teacher.
 - Maximising the funding available for the school.
- 2) Leading on horizon scanning across all school sectors to ensure that the Head Teacher, Senior Leadership Team and Chair of Governors are appropriately informed of major developments with the potential to affect the school, highlighting risks and opportunities and ensure that these are reflected in the school's strategy.
- 3) Leading the growth of Crossley Heath School including evaluating and considering partnership proposals and overseeing negotiations on behalf of the school.
- 4) Leading the strategic oversight of capital works and infrastructure developments and liaising with all stakeholders as appropriate.

Planning and organising

- Plan and operate across multiple timescales including some longer-term planning which may extend to future years.
- Ensure any events, networking opportunities or building projects are planned effectively to maximise outcome.
- Ensure effective project management of capital build or refurbishment projects.

Problem-solving and decision-making

- Determine strategic and operational actions with relevant colleagues to ensure engagement with strategic planning, business planning and the agreement of new ventures.
- Negotiate with, and positively influence, external bodies including potential partners to ensure maximum financial or 'in-kind' benefit for the school.
- Analyse and compare complex partnership models and advise the Head teacher and Chair of Governors on the implications of potential partnerships and funding models.
- Influence and negotiate, from a position of sound knowledge and to ensure effective planning and decision making.



THE CROSSLEY HEATH SCHOOL

- Assess institutional risk, tactically and strategically, and take action to mitigate that risk.

This Job Description and the allocation of the particular responsibilities defined within it may be amended from time to time.

Signed Name Date.....

NOTES

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually and it may be subject to modification at any time after consultation with the holder of the post.
4. All staff participate in the school's performance management scheme.
5. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.



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| JOB ROLE: | Chief Strategy Officer |
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| | Essential | Desirable | How Measured? |
|---|--|---|---|
| Qualifications | <ul style="list-style-type: none"> Educated to a good Standard | Relevant degree. Financial or accountancy background | Application |
| Skills, Knowledge and Experience | <ul style="list-style-type: none"> Proven ability to think strategically and develop innovative solutions | Able to demonstrate success at senior strategic level | Application Interview Task Reference |
| | <ul style="list-style-type: none"> Substantial experience in policy engagement and strategic planning | Experience of working in a school or similar setting? | |
| | <ul style="list-style-type: none"> The ability to form effective working relationships and gain the trust and confidence of colleagues across the organisation and externally | | |
| | <ul style="list-style-type: none"> A level of comfort operating in a high-performing environment and a positive approach to change | | |
| | <ul style="list-style-type: none"> Capacity to deal with complex issues in a challenging environment | | |
| | <ul style="list-style-type: none"> A flexible, visible and solution-focused approach, combined with a keen eye for detail | | |
| | <ul style="list-style-type: none"> Demonstrable negotiation skills including the ability to influence within and outside the organisation | | |
| | <ul style="list-style-type: none"> Advanced conceptual and strong numerical analysis skills and experience of managing large and complex datasets | | |
| | <ul style="list-style-type: none"> Experience of successfully managing complex projects and working within complex organisations | | |
| | <ul style="list-style-type: none"> Leadership and management of others to deliver high quality services | | |
| <ul style="list-style-type: none"> Working knowledge of the law in connection to contracts, planning and tax | | | |

| | | | |
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| Personal attributes | <ul style="list-style-type: none"> • Excellent oral and written communication skills including the ability to present and explain complex information and analysis | | |
| | <ul style="list-style-type: none"> • Integrity, and a high degree of sensitivity to the school's values and charitable framework within which it is operating | | |
| | <ul style="list-style-type: none"> • A high level of professionalism, sound judgement, good decision-making and an understanding of when to consult | | |
| | <ul style="list-style-type: none"> • Ability to establish networks of planning, development and policy professionals in the wider community | | |
| | <ul style="list-style-type: none"> • Initiative, resilience and discretion | | |

Why apply to Crossley Heath?

You will be joining a school which is all about putting staff and students first. There are numerous wellbeing initiatives and social events to enjoy each term.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff

Other benefits include:

- Free parking
- Free access to onsite Fitness Suite
- Automatic enrolment to the Teacher Pension Fund / Local Government Pension Fund
- Excellent CPD programme

How to Apply

Applications must be made using the school's application form. The application form requires the names of two referees, one of which must be your current or most recent employer. If you currently work in a school, this should be from the Head teacher.

Closing date: 8.00 am on **Monday 15 July 2024**. Interviews will be held on **Thursday 18 July 2024**. Applications should be submitted by the deadline via email to Gaynor Fisher, HR/Events Coordinator, g.fisher@crossleyheath.co.uk

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. All staff are in a position of trust and therefore have a responsibility to promote and safeguard the welfare of children, young people and vulnerable adults in accordance with the nature of this post. The appointment will be subject to pre-employment checks, including an enhanced DBS check.

The Crossley Heath School
Savile Park, Halifax, West Yorkshire HX3 0HG
Tel: 01422 360272
email: admin@crossleyheath.org.uk
www.crossleyheath.org.uk