



AVANTI SCHOOLS TRUST

Director of
Learning and Teaching
Candidate pack

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Welcome



Letter of Welcome from Mike Younger, Chair of Avanti Schools Trust Board of Trustees

Dear Candidate,

Thank you for your interest in the position of Director of Learning and Teaching. This is a hugely exciting time for our family of schools. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many pupils.

When I visit our schools, I see proud staff, engaged students and a community that knows we will do all that we can to secure the very best outcomes for the children within our care. These attributes are certainly not unique across the sector, but the relentless commitment and high expectations staff in Avanti's schools hold for our young people is truly remarkable.

As a Trust, we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual schools to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools. Employees within Avanti belong to

a community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. Those we recruit can demonstrate that they share our values, are highly motivated to work with colleagues to continuously develop their skills, pursue professional excellence and are committed to providing the highest standards.

I hope you are as excited by this proposition as we are and if so, we look forward to meeting you.

Mike Younger

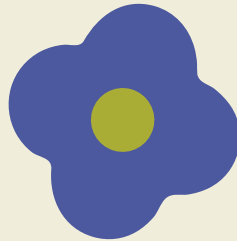


Core principles



We have incredible potential and can achieve this when nurturing all parts of ourselves – intellectual, emotional, physical and spiritual.

1



We choose how we wish to respond to life and what we nurture within.

2



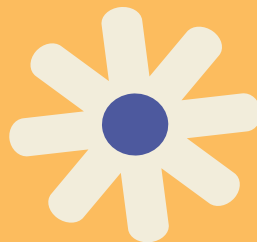
We care for and respect all life – human, animal and plant – and live in a way that causes the least possible harm.

3



We each observe the one same reality from our own unique perspective and engage in open-minded dialogue to deeply enrich our vision.

4



We serve a higher purpose by living a meaningful and satisfying life of contribution.

5



We are nourished by personal relationships that fulfil our need to love and be loved, encouraging us to be the best we can be.

6

The three pillars

Our school prepares students for their respective life-journeys by promoting educational excellence, character formation and spiritual insight.



Educational excellence

Our vision for educational excellence is one where deeply inspired teachers nurture joyful students and nourish their innate passion for learning. Learning is a quest to discover each student's unique gifts and potential and lay the foundation for their lifelong journey of learning. This is inseparable from high academic standards, where a challenging holistic curriculum cultivates independently thoughtful and reflective students by working towards a sense of mastery, emphasising depth, and not just breadth.



Character formation

Our vision for character formation is one where virtues are taught by example and a supportive community of learners fosters a powerful sense of individual and collective purpose. Learning develops for these conscious changemakers as a quest for making the world a better place, starting with oneself. The capacity to internalise and put into practice what we have learned is the true test of learning. Building this capacity demands an experiential, virtues-led curriculum that embraces collaboration, custodianship and global perspectives.



Spiritual insight

Our vision for spiritual insight is one where our interconnectedness with all living beings and with the universe, urges acts born out of humility and love, and the Self is perceived beyond its layers of coverings. Learning blossoms for these seekers as a quest for self-discovery and opens the door to their unlimited potential; an antidote to the emptiness of a materialistic or mechanistic worldview. The curriculum unveils the possibilities of sacredness and transcendence at every moment and so engenders a deeply positive attitude to life, enduring happiness and heartfelt relationships.

Information about the MAT and school

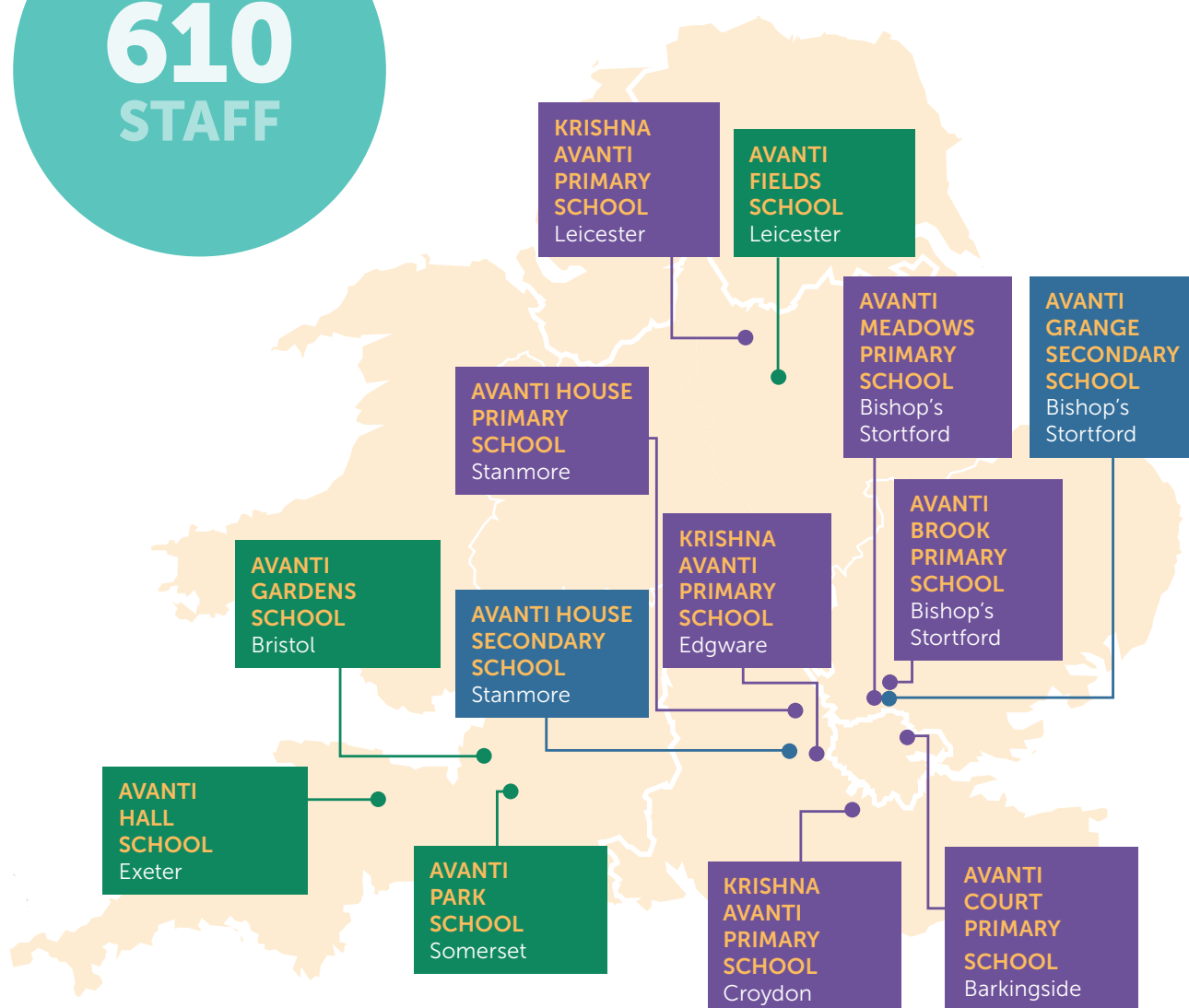
5000
STUDENTS

The Avanti Schools Trust

Avanti Schools Trust (AST) is a successful and growing multi-academy trust (MAT) with a track record of delivering strong outcomes for children. To date, all of our academies that have been inspected by Ofsted have been rated good, some with outstanding features. The majority of our schools are over-subscribed and we have a strong track record of delivering projects on-time and within budget.

The MAT currently operates three learning hubs – one in London, one in the Midlands and one in the South West.

610
STAFF



CURRENT SCHOOL INFORMATION

School	LA	Date joined Trust/opening	Age range	Ofsted grade
Krishna Avanti, Harrow	Harrow	2008	3-11	Good
Krishna Avanti, Leicester	Leicester	2011	4-11	Good
Avanti Court	Redbridge	2011	3-11	Good
Avanti House Primary	Harrow	2012	4-11	Good
Avanti House Secondary	Harrow	2012	11-18	Good
Krishna Avanti, Croydon	Croydon	2016	4-11	Good
Avanti Fields	Leicester	2018	4-16	N/A
Avanti Park	Somerset	2019	4-14	N/A
Avanti Gardens	Bristol	2019	4-11	N/A
Avanti Hall	Devon	2019	4-16	N/A
Avanti Meadows	Hertfordshire	2021	4-11	N/A
Avanti Grange	Hertfordshire	2022	11-18	N/A
Avanti Brook	Hertfordshire	2023	4-11	N/A

Pupils' outcomes

Our schools are amongst some of highest performing in the country. For example, in 2019 many of our primary schools were ranked amongst the highest performing schools in the country. For more details about outcomes in Avanti's schools please [click here](#).

Our commitment to parents, carers and students

We want to involve you as parents and carers fully in your child's education. By working closely with you we can ensure that each stage of your child's journey is stimulating, positive and enriching.

We will provide:

- The very best teaching in every subject and every classroom;
- A rigorous curriculum that challenges and stretches every student to be the best that they can be;
- A regular and robust assessment and reporting system that clearly informs you about your child's progress;
- An enrichment programme that includes academic, sport and music related activities;
- A wide range of local, national and international educational visits;
- Clear and precise feedback that enables every student to master key skills and build their understanding;
- Opportunities to contribute to the life of the school and develop their leadership skills;
- A safe learning environment in which your child can flourish and be happy







10 elements of great learning and teaching in Avanti Trust Schools

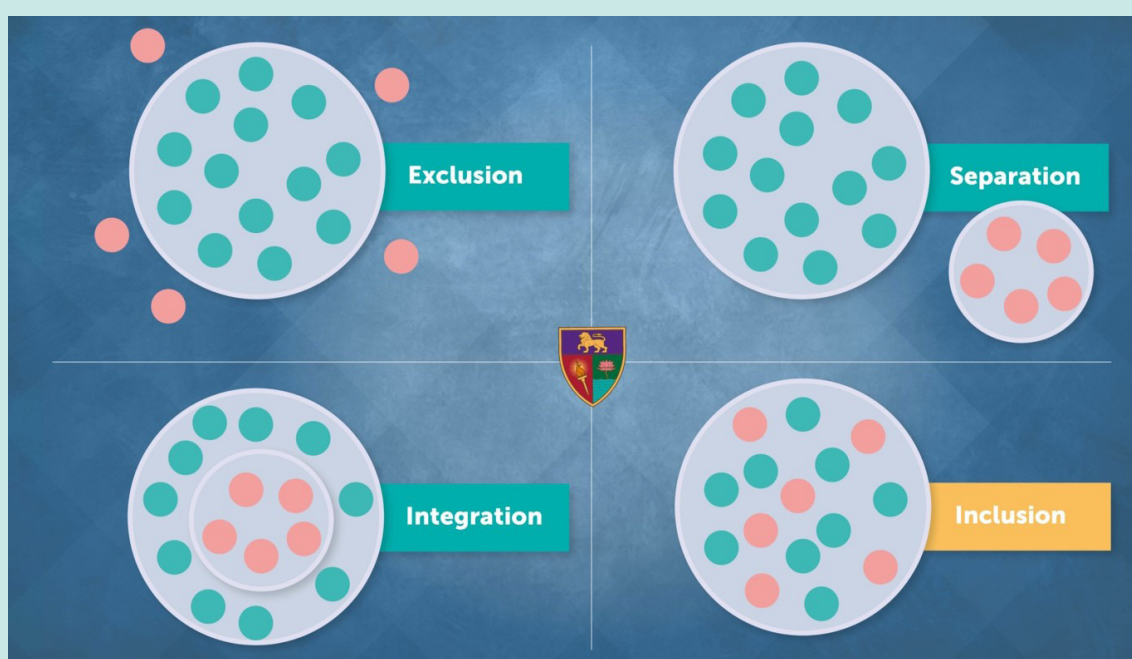
Through a planned programme of training and development supported by The Avanti Institute we will ensure that all Avanti Trust Schools have a highly developed sense of what constitutes great teaching. We will continuously train and coach our staff on every feature of high quality pedagogy, in order that every student gets an education that is second to none.

We will ensure that all our teachers:

1. Provide explanations and instructions are clear and concise
2. Check every student's understanding before moving on to new topics
3. Model excellence through effective scaffolding of ideas and concepts
4. Ensure that the needs of every student are understood, planned for and met
5. Continuously engage and intellectually challenge students in their class
6. Plan activities that will enable students to demonstrate understanding and master skills
7. Manage students behaviour in a measured and proportionate manner
8. Help students recall and apply prior learning to new contexts
9. Make clear to students how their learning will be assessed
10. Provide precise feedback that helps students re-draft and improve their work

Avanti's approach to inclusion

The ethos of our schools - driven by our values and adopted by all staff – will be inclusive. We place a strong value on both academic achievement and personal development, believing that pupils should achieve their full potential, learning alongside their peers within a nurturing environment. We believe that the entitlement to an inclusive, broad, balanced, relevant, and differentiated curriculum is a right for all and should not be constrained by age, gender, creed, race, physical disability, special education need or vulnerability. This entitlement should be delivered by trained personnel, committed to maximum inclusion, who are able to provide a happy, sensitive, secure, and developmental environment, in which all individuals are encouraged and enabled to undertake self-development, self-advocacy, respect for self, respect for others and respect for the environment.



Main responsibilities and key tasks of the Director of learning and teaching



Take the lead for learning and teaching learning within AST by;

- Promoting quality learning and teaching in all AST schools in order to secure outstanding provision
- Providing clear guidance on the learning, teaching and leadership strategies necessary to further improve the quality of education in all AST schools
- Oversee the implementation of a Lead Practitioner model that is focused on high quality coaching, modelling and mentoring
- In collaboration with the AST Head of Professional Learning ensure that the Avanti Institute provides high quality CPD for all classroom based staff
- Securing high quality aspirations, commitment, self-belief, outcomes, learning and progress for all children
- Positioning AST as a beacon of excellence and innovation in education, maintaining leading edge knowledge of national and international research and developments in primary and secondary education
- Leading on the development and implementation of effective strategies for assessment (formative and summative)
- Ensuring the curriculum in AST schools is rich, relevant, coherent and inspirational and contributes to outstanding attitudes and outcomes – social, academic and spiritual.
- Supporting the alignment of curriculum models across all AST schools.

Personal qualities;

- Commitment to the ethos and values of the Trust as outlined in The Avanti Way
- Commitment to the education and welfare of children and young people
- Commitment to equal opportunities and the promotion of diversity
- Independence of thought and sound judgment
- Ability to work as part of a team
- Commitment to seeking and taking account of the views of stakeholders, e.g. parents and pupils.

Education and training;

- A recognised teaching qualification
- Senior leadership experience at school or MAT level
- A proven track record of raising attainment and above national outcomes
- Proven experience of driving change and school improvement
- Successful experience of ensuring excellent teaching and learning, through processes of monitoring and support
- Experience of using pupil attainment data to raise standards for all pupils
- Experience of developing and leading effective, inspiring staff development programmes for teachers and other staff
- Experience of successfully initiating and implementing strategies to engage parents in their children's learning.

Knowledge and insight;

- A deep understanding of the importance of the culture and ethos in securing high standards and of strategies for improving these aspects in schools
- Knowledge of equality of opportunity, safeguarding, child protection and inclusion issues and how they can be addressed effectively in schools
- An excellent understanding of current educational theory, regulatory frameworks and of best practice in teaching and learning.

Leadership qualities;

- The confidence, gravitas and inner strength to deliver professional support and challenge at all levels
- The ability to inspire and lead in the continual drive for excellence
- To be a positive role model and take the lead in setting very high expectations of staff and outcomes
- The confidence, sensitivity and resilience to both inspire and celebrate high performance and to constructively challenge underperformance in any aspect of school life
- To be approachable, accessible, reflective and diplomatic.

Person Specification

Professional qualifications	Essential E/ desirable D	Application form
Qualified teaching status	E	✓
Higher degree	D	✓
Evidence of commitment to CPD	E	✓
NPQH	D	✓

Experience	Essential E/ desirable D	Application form	Interview or reference
Knowledge of up-to-date pedagogy and research	E	✓	✓
Creative thinking, problem-solving and identifying opportunities	E	✓	✓
Knowledge of strategic financial planning, risk and budgetary management	E	✓	✓
Strong analytical and decision-making skills	E	✓	✓
Ability to implement effective school self-evaluation and development planning.	E	✓	✓
Experience of safeguarding and well-being for pupils and staff	E	✓	✓

Personal attributes	Essential E/ desirable D	Application form	Interview or reference
Inspirational leader and manager with excellent interpersonal and communication skills	E	✓	✓
Self-motivated and proactive	E	✓	✓
Resilient and self-motivated	E	✓	✓
Approachable and empathetic	E	✓	✓



Application process

The closing date for applications is midnight on Sunday 11 September 2022.

Interviews are scheduled for Thursday 15 September and Friday 16 September 2022 at our offices in Stanmore.

If you would like to find out more about this exciting opportunity and the role, please contact Mike Ion, our Education Director via mike.ion@avanti.org.uk.



AVANTI
INSTITUTE

The continuing development of the Avanti's employees beyond their induction and initial training is an area of crucial importance for the MAT. The Avanti Institute for Professional Learning is part of an overall workforce development strategy that views CPD as an ongoing, planned learning and development process that contributes to work-based and personal development. The scope of the Avanti Institute covers all settings, institutions and teams and includes - but is more than - training, development and professional qualifications.



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AVANTI SCHOOLS TRUST

Excellence · Virtue · Devotion

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