

**Executive Head**



**BROCHURE**

**Message from the Chair of Governors, Director of Aspire Foundation**



After 25 years, successfully leading the development of Gardners Lane and Oakwood Federation and Aspire Foundation, our current Executive Head is retiring at the end of August 2023.

Governors & Directors are therefore seeking to make a permanent appointment to the position of Executive Headteacher.

The successful candidate will be an inspirational leader, bringing exceptional knowledge, experience and vision to lead the organisation forward as it continues to develop and flourish.

To arrange an informal discussion with me about this role please contact [hr@aspirefoundation.org.uk](mailto:hr@aspirefoundation.org.uk) and we will arrange a suitable time to call.

A handwritten signature in black ink, which appears to read "Cordell Ray".

**Cordell Ray BSc (hons), MBE**

**Chair of Governors**

**Director of Aspire Foundation**

## **The Vision**

Gardners Lane and Oakwood Federation and Aspire Foundation share a vision of all children succeeding in life; and those children with low starting points breaking through the glass ceiling of social mobility. Through a whole-family approach we seek to harness aspirations and capabilities to achieve a confident, well-balanced next generation.

Our schools and centres are central to the communities they serve. By engaging with and understanding the lived experience of children and families, our aspiration is that school leaders, staff and parents will work in partnership to respond to local need, enabling provision of a bespoke curriculum, alongside a broader range of services, in support of our vision and ambition for success.

Our organisation strives for high – quality teaching and inspiring learning environments across all of its provision. To achieve this, we invest in every member of staff's continuous professional development and well-being.

Through a strong professional team and thorough planning, we aim to deliver a rich and relevant curriculum, based upon core skills and knowledge, equipping all children with self-belief and confidence to grow socially, emotionally and spiritually.

## **The Organisation**

The Executive Head will be responsible for leading two Local Authority Schools, which operate as a hard Federation and Aspire Foundation, which is a registered charity (1155305) founded to support children and families aspire and achieve.

A single Governing Body provides strategic oversight of both schools, supported by Foundation Trustees. Governors work closely with the Directors of Aspire Foundation to develop and deliver Early Years Education and a range of complementary children and family services.

The schools and settings we run serve diverse communities which brings a richness of cultural and linguistic heritage.

Our teams have a strong understanding of the challenges of working amongst such communities, particularly when this is coupled with significant levels of child poverty and adult disenfranchisement.

Collaborative working with colleagues from a range of Education settings and other agencies, including third sector partners, has greatly enhanced the knowledge and skills of our staff.

We are community-based and outward facing, with an aim to improve the life chances of children and families, acting as a catalyst for community development and cohesion. Safeguarding is a priority in all sections of our organisation. We take pride in the standard of work undertaken in keeping children safe.



**Gardners Lane Primary School** is a non-denominational, (4-11) local authority primary school with a foundation.

The school is located in St Pauls area of Cheltenham and draws from the wards of St Pauls, St Peters, Swindon Village and St Marks.

Gardners Lane has 255 children on roll. 43% of children are entitled to free school meals. 44% of children receive pupil premium funding. 39% speak English as an additional language. 35% are children with SEND. Overall, 31% of children are vulnerable in that they face additional social challenges.

Although the children enter school from a low educational base, by year 6, children attain broadly in line with national averages. In the last 5 years progress from Key Stage 1 to Key Stage 2 has been in the top 5% to 15% nationally.

Gardners Lane was inspected under Section 8 in October 2018 and was judged good in all areas, with the leadership's resolve to deliver continuous improvement, noted as a strength. The previous Section 5 inspection was in 2014. The school was judged to be good in all areas.

For more information about Gardners Lane Primary please visit the website [www.gardnerslane.org.uk](http://www.gardnerslane.org.uk) and for our performance table please [click here](#).



**Oakwood Primary School** is a non-denominational, (4-11) local authority primary school, with a foundation.

The school is situated between Lynworth and Whaddon estates in Cheltenham and draws mostly from the local population, living in Oakley and Prestbury wards.

Of 351 children on roll, 42.1% are entitled to free school meals. 37.3 % of children are in receipt of pupil premium funding. 17.9% speak English as an additional language. 30% are children with SEND and a further 29.9% are vulnerable in that they face additional social challenges.

As with Gardners Lane, the children enter Oakwood Primary from a low educational base and attain broadly in line with national averages by year 6. In the last 5 years progress from Key Stage 1 to Key Stage 2 has been in the top 5% to 15% nationally.

Oakwood was subject to an HMI covid monitoring visit in May 2020. The previous Section 5 inspection in December 2018 judged the school to be good in all areas. Inspectors noted that 'Leaders are ambitious for pupils and provide meaningful activities, so that pupils broaden their horizons'.

For more information about Oakwood Primary School please visit the website [here](#) and for our performance table please see [here](#).

Both schools within the Federation have established partnerships with the University of Gloucestershire, Gloucestershire College, Cheltenham Ladies College, Rendcomb College, Dean Close School, GCQH and local VCS organisations such as Caring for Communities and People (CCP).

We are signatories to The No Child Left Behind community agreement.

These partnerships enable us to provide our pupils with a wealth of enhanced extra-curricular opportunities including opportunities for scholarships.





**Aspire Foundation**, comprises 5 Children & Family Centres located across Cheltenham and Tewkesbury districts in Gloucestershire. The Foundation also runs 5 registered Early Years settings, 4 of which are integrated into the Children and Family Centres. All settings are judged to be 'good' by OfSTED.

As an established organisation, we bring over 20 years' experience of delivering successful, high-quality early intervention services and educational programmes to families with young children including parenting programmes and a wide range of family support services such as '*Steps Ahead*' which aims to alleviate the impact of social isolation on families with young children born during the COVID pandemic.

Since 2016 Aspire has been commissioned by Gloucestershire County Council to deliver a Targeted Family Support Service across Cheltenham and Tewkesbury as part of the county's Early Help offer. Annual turnover is in the region of £2,292,000. This contract is due to be tendered again shortly as part of the rollout of a new Family Hub service.

As we prepare to bid for the forthcoming Family Hub contract, we will build on our belief that the best outcomes for children and families can be achieved through innovative approaches and partnership working.

We are excited to be advertising this role at a time of great change and opportunity.

For further information please see the Aspire website [here](#).

## **Our People**

Both **Gardners Lane** and **Oakwood Primaries** are structured in a similar way. Each school is led by an Operational Head, supported by a SENDCo and Key Stage Leads.

The schools share some staff for specific roles. These include EAL lead, parent support advisers and pupil support. Additionally, some functions are funded jointly to provide central services across the whole organisation such as Executive Leadership, Business Manager, ICT, finance and HR.

Each school has its own administrative team.

**Gardners Lane Primary** employs 23 full time staff and 33 part time staff deployed across 9 classes.

**Oakwood Primary employs** 13 full time staff and 46 part-time staff deployed across 13 classes.

**Aspire Foundation** is led by an Operational Lead and a Business Manager, supported by 2 Children's Services Managers and an Early Years Manager.

Aspire employs; 27 x Family support & Community Family workers, 42 Early Years staff and a total of 12 support staff.

For links to our organisational charts please click on the following:

[Here for Gardners Lane Primary School](#)

[Here for Oakwood Primary School](#)

[Here for Aspire Foundation](#)

## **The Position**

We are seeking a highly motivated, inspirational and respected professional to join our team.

The ideal candidate will develop and articulate the vision, values and ethos of the organisation, empowering others to do the same.

They will be highly accomplished at developing professional networks and partnerships, and have a clear understanding of the current educational and social landscape.

This role offers a blend of strategic and operational responsibilities and it is therefore essential that the Executive Head brings strong, collaborative leadership; alongside an ability to demonstrate strong financial acumen and a proven ability to manage risk and change effectively.

We are looking for an ambitious leader who is committed to creating the optimum educational opportunities for the children and wider community; and has a track record of delivering excellent services.

The Executive Head will be accountable and take responsibility for the performance of all settings within the organisation.

For more detailed information please see the Role Description and Person Specification.