

CANDIDATE INFORMATION



MOWBRAY
Education Trust



EXECUTIVE LEAD FOR SECONDARIES

CONTENTS

PAGE



MOWBRAY
Education Trust



01	Welcome From the CEO
02	About Mowbray Education Trust
03	About the Role of Executive Lead for Secondaries
04	Application and Interview Process

Section 1: Welcome from the CEO

Hello and welcome to the Mowbray Education Trust. We are a family of schools dedicated to providing children with a first-class education. Based in Leicestershire and reaching far beyond, our settings support pupils throughout their education journey, providing them with the skills and knowledge to thrive and make a positive impact on society.

We aim for each of our pupils to leave Mowbray as confident and independent thinkers who can realise their full potential. Whether it's early years, primary or secondary, each of our schools share a commitment to providing outstanding teaching and learning with integrity and high-quality leadership at the core. I am very proud of our Trust and what has been achieved in recent years. From our growing team of talented teachers and school leaders who constantly strive for the best, to our track-record of strong pupil outcomes and the positive and caring learning environment we have cultivated in each of our schools. We have learnt that a Trust can thrive when our culture is underpinned by transparency, integrity, and courage. Together, we support and challenge one another to be first-class teachers for our pupils, sharing knowledge and expertise to ensure we are the leading light in education best practice. This is underpinned by a shared agreement that children must come first in every decision.

I am delighted to be appointing an Executive Leader to take strategic oversight of our secondary schools at this very exciting time. With an ambitious vision to become the best Trust in the country, we are expecting to achieve our optimum size of 14 schools within the next three years, working across at least three clusters in Leicestershire. As such we are currently developing the secondary strategic team. This is being built on our highly successful and innovative primary model of a truly collaborative team of school leaders who share accountability for all the schools in our Trust.

This role will initially be focused on bringing all the secondary leaders together and developing them as one new team within the culture of the Trust, creating a climate of transparency, humility, compassion, and trust. The successful applicant will join the Mowbray Education Trust Executive Leadership Team at an exciting time. As part of the Executive Team, you will play a key role in the strategic direction setting and oversight of the Trust and share responsibility for the performance and success of the Trust as a whole. As Executive Lead for Secondaries, you will have accountability specifically for the performance and success of the secondary schools in the Trust.

Much of our most recent success, we attribute to identifying, attracting, and retaining people with humility, warmth, and the potential to be brilliant. If you are interested in taking a key role, not only in our Trust, but in shaping the future of education, we can't wait to hear from you.

Christine Stansfield
Chief Executive Officer
Mowbray Education Trust



Section 2: About Mowbray Education Trust

Mowbray Education Trust is a successful and growing multi-academy trust which is expected to be at least three clusters of schools within Leicestershire. Across the Trust, we have 535 staff in total, 201 of whom are teachers, and just over 3300 pupils.

Our cluster model comprises of feeder primary schools working with their local secondary. This enables us to make sense of curriculum, transition arrangements and to build meaningful and effective relationships with families over time while educating, inspiring, and nurturing the talent of children throughout their time with us.

Our original cluster is in the Melton Mowbray area and consists of five primary schools and John Ferneley College. Our second and newest cluster is being established in the Shepshed and Loughborough area and currently consists of our second secondary school, Iveshead, which also brings post 16 education to our Trust. The third cluster is under development. The recent growth at secondary has allowed us to explore the benefits of collaboration and has enabled talented staff to be retained in the Trust through secondments and fresh opportunities. This has allowed us to take a step closer to our vision of one team delivering across all settings.

For further information about our individual schools, please follow this link: <https://www.mowbrayeducation.org/>.

Our Executive Team

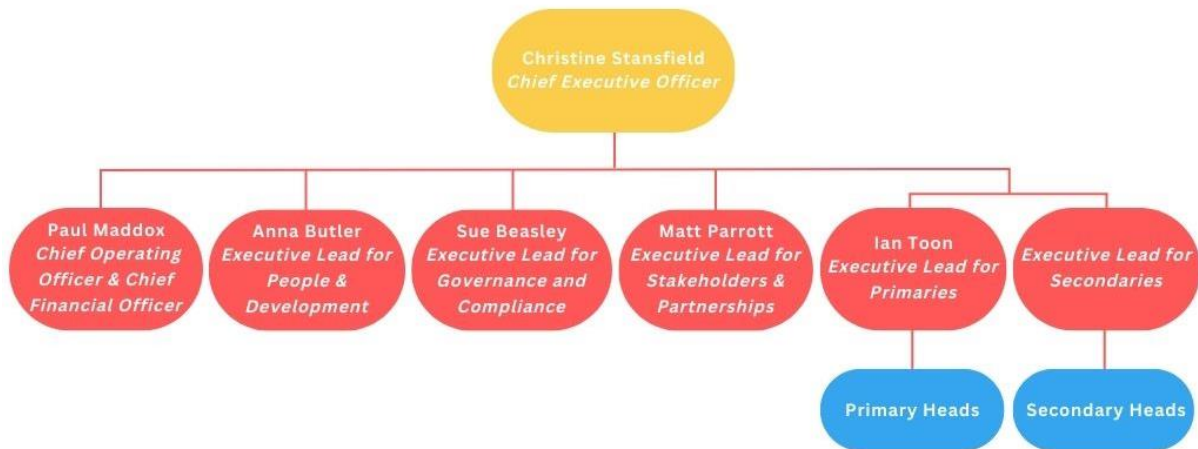
The Executive Team works openly and transparently with a shared oversight, responsibility, and accountability of the Trust in its entirety. By understanding the workload, pressures and demands in each area individually, we work to support each other, share information and inspiration to drive improvement across the whole trust. As an Executive Team member, we expect over time to have an increasing voice in the sector. For more information about how we work, please follow this link: <https://schoolsweek.co.uk/christine-stansfield-chief-executive-mowbray-education-trust/>

“Being part of the MET executive team is a great mix of challenge and reward. I get to work alongside a team of specialists who work so hard to improve things for both our children and their communities. Moving into an executive leadership role within a trust is a significant step up from school leadership and being part of the MET executive team means I am able to further develop my career in a supportive and rewarding environment” - Matt Parrott (Executive Lead for Partnerships, Stakeholders and Community)

“As a relatively new member of the executive team at Mowbray Education Trust it has become quickly evident that the collaborative leadership approach undertaken by Trust headteachers is replicated at executive level. Relationships and communication are a key factor in our collective decision making, whilst always considering alignment with the Trust mission of ‘Children First’. The team meet frequently and formalise trust improvement decisions across school and central business together” - Sue Beasley (Executive Lead for Governance and Compliance).

MET Executive Team

Developing Initiative Leadership Model



Our Vision and Values

Our vision is to deliver first-class teaching and learning with integrity. This means that every young person attending our schools, regardless of background or ability, receives a first-class education. Guided by this vision, we strive to be:



Each teacher and staff member is driven by this ethos and we work together to positively impact every child. We know that what we can achieve together is so much more meaningful and tangible than if we were pursuing the same goals alone.

We support teachers to thrive by creating an open and aspirational working environment. This means providing opportunities for all staff, so they feel valued, and always celebrating and cultivating teaching talent. This culture of learning and development strengthens our Trust as a collective and empowers us to grow and better support our pupils, staff, and communities alike.

Our common values of integrity, collaboration and transparency underpin all that we do and ensure we hold one another accountable for delivering an outstanding education experience. We are proud to be part of a caring, passionate, and dedicated community of like-minded schools and individuals. With a resolute and cohesive team of staff, teachers, and senior leaders, we lead with humility and compassion. These are our ingredients for success and for achieving our mission of delivering first-class teaching and learning.

Our Location

Melton Mowbray and Shepshed are both thriving market towns surrounded by beautiful villages in the Leicestershire countryside. They are centrally located and exceptionally well connected. Both are easily accessible, just half an hour away from the cities of Nottingham and Leicester, with Loughborough and Derby also within a commutable distance.

The Borough of Melton is famous for being the 'rural capital of food' with employers such as Samworth Brothers and Mars and many annual popular events including the National Pie Awards and regular food markets. As a rapidly expanding town, Melton is seeing an increasing population from the current 52,000 with 17% of the population being under 16.

Shepshed is situated in the Borough of Charnwood, with quick access to open countryside, including areas of park land as well as convenient access to the M1 motorway. As a small town, Shepshed has good amenities, some of which (such as the swimming pool) are centred on the Iveshead campus and will soon see significant investment made into its infrastructure. Shepshed has current population of approximately 15,000 but like Melton is growing as new houses are built.



Section 3: Role Overview

To work as part of a dynamic executive leadership team and to provide strategic oversight of the development of the Trust's innovative and exciting secondary leadership model. To be accountable for the direction, standards achieved, and quality of education across all secondary schools in the Mowbray Education Trust.

Key Accountabilities

Leadership

- To motivate others to develop a culture of high expectations, shared learning and resilience, leading by example, and through the distribution of leadership across the Trust.
- To provide inspirational leadership and management to enable the Trust to give every pupil a high-quality education, and to promote the highest possible standards of learning and achievement.
- To line manage school leaders and bring together the wider secondary leadership teams.
- To contribute to sector knowledge about MATs with the capacity to support other schools and MATs in their leadership journey.
- To secure the long-term success of the secondary schools by maximising potential through the skills and resources available from across the Trust.
- To be responsible for strategic leadership and management of all secondary schools to create success and continuous improvement.
- To critically evaluate the schools' performance and ensure targets are achieved across the curriculum and all pupil groups.
- To work with Senior Leaders to maintain an inclusive, safe, orderly and positive environment in our schools that is reflected in the attitudes and behaviour of pupils and ensure their safety and good attendance.
- To support and coach the Senior Leaders across the secondary schools to translate the strategic vision of the Trust into agreed objectives and operational plans.
- To work with the Senior Leaders across the secondary schools to put in place effective communication mechanisms to ensure staff across each setting understand how to implement the strategic vision and operational plans.
- To secure and maintain robust self-evaluation and quality assurance procedures across the secondary settings.

-
- To be accountable to the CEO, Quality of Education Committee and Trust Board.

Educational provision & standards

- To lead the collaboration of Senior Leaders to drive the development of curriculum planning, intent and implementation to ensure provision is dynamic and responsive to community needs and is embedded securely and consistently.
- To work with Senior Leaders to establish and maintain a culture in which pupils consistently behave well and have highly positive attitudes and commitment to their education.
- To work with Senior Leaders to ensure all pupils have access to a wide, rich set of experiences and personal development is consistently promoted.
- To drive a continuous and consistent focus on pupils' achievement and progress, using robust data to monitor and evaluate effectiveness, and holding the Senior Leaders to account for the performance of **all** pupils in their setting.
- To provide inspiration and strong strategic leadership to the secondary settings to ensure that they deliver the highest standards of teaching and learning across the board.
- To actively promote all secondary settings as centres of excellence for education and families in the local community.
- To present a coherent and accurate account of each school's performance in a form appropriate to a range of audiences, including the Chief Executive, Trust Board, parents/carers and the local community.

Management of resources

- To work with Headteachers to produce balanced annual budgets for each school for recommendation to the Trust Board.
- To work with the Chief Executive and Chief Financial Officers and ensure the effective deployment of resources across the Trust's secondary schools to guarantee maximum impact.
- To develop leadership capacity across the secondary schools through coaching and other appropriate methods, supporting the development of effective middle leadership roles within each setting.

Relationships

- To work collaboratively as part of the wider Trust, with the understanding that it is one organisation working in partnership to achieve the best outcomes for all pupils.

- To ensure that the participation of other staff in professional development is encouraged and that they engage actively in the performance review process.
- To engage with external stakeholders be an outward face for Mowbray Trust, building the reputation as a strong Trust locally and nationally.
- To consistently demonstrate and promote the values of the Trust.
- To carry out any other trust wide duties required as directed by the CEO, including supporting leadership in schools, by providing substantive school-based leadership should it be required.

The role holder will be expected to undertake any additional duties that are reasonably requested.

Directly responsible for all Secondary Senior Leaders at the Mowbray Education Trust.

Person Specification

Source Key: A = Application Form I = Interview R = Reference C = Certification

Qualifications	Essential	Desirable	How Identified?
Educated to degree level	✓		A/CC
Holds Qualified Teacher Status	✓		A/CC
National Professional Qualification for Headship and/or Executive Leadership and a commitment to further professional study and development	✓		A/CC
Evidence of continuous professional development	✓		A/CC
Experience			
Significant experience as a Headteacher, with a positive demonstrable track record of impact as a leader on improving and sustaining secondary school standards	✓		A/I/R
Experience of Senior Leadership in more than one setting including successful management of change strategies		✓	A/I
To have successfully led a school and/or group of schools through more than one Ofsted Inspection	✓		A/I
Experience of facilitating leadership coaching		✓	A/I

A successful track record of leading a team to deliver excellent student outcomes across a whole school	✓		A/I
Experience of planning and delivering impactful leadership and other staff development programmes	✓		A/I
Experience of successfully leading school self-evaluation and improvement activities with clear impact	✓		A/I
Experience of providing professional challenge and support to others, including the turnaround of underperformance in terms and individuals.	✓		A/I
Experience of strategic financial planning particularly in relation to its contribution to school improvement, curriculum development and pupil achievement	✓		A/I
Experience of successfully engaging external stakeholders and agencies	✓		A/I/R
Experience of improving the quality of data and systems reporting in order to affect positive change	✓		A/I
Professional Knowledge and Skills			
Excellent communication skills that enable effective communication with a range of stakeholders including at Board level	✓		A/I/R
Up to date knowledge of education policy, pedagogy, statutory requirements and research and the ability to use this knowledge to drive improvement	✓		A/I
Strong and decisive leadership skills and the ability to make and take accountability for decisions	✓		I/R
Able to motivate and inspire teams of professionals and students around a shared ambition, vision and purpose	✓		I/R
Understanding of performance data and ability to analyse data to plan for developments and improvements in line with national and local education strategies	✓		A/I
Proven high level of change management skills	✓		A/I
Excellent interpersonal and organisational skills	✓		I/R
Ability to work and provide focus under pressure	✓		I/R
Able to support colleagues to bring out the best in them	✓		A/I
Significant knowledge and understanding of safeguarding and child protection issues and procedures, including both statutory requirements and best practice	✓		A/I/R
Ability to hold others to account	✓		I/R
Able to influence at all levels of the organisation	✓		I/R

Personal Qualities (Application/Interview/References)			
Committed to supporting and working with others as part of a team	✓		I/R
Demonstrates passion and enthusiasm for driving improvements based on research and evidence to maximise students' life chances	✓		A/I/R
Team player, leading by example by modelling appropriate behaviours and actions	✓		I/R
Committed to delivering an inclusive learning experience for all pupils and overcoming barriers to learning and achievement	✓		A/I
Lead with humility, kindness and integrity at all times	✓		I
Demonstrates highly developed interpersonal skills and emotional intelligence, with the ability to enthuse and motivate others and develop effective partnerships	✓		I/R
Ability to give, receive and act on feedback	✓		I/R
Demonstrate high levels of personal resilience, persistence and perseverance	✓		I/R
Strong moral purpose and drive for improvement	✓		A/I
Motivated, enthusiastic, and flexible	✓		A/I
Aware of and committed to equal opportunities	✓		I/R
Committed to the Mowbray Education Trust values and aims	✓		A/I/R
Other			
Understands and actively promotes the benefits of diversity within the Trust	✓		I/R
Is fluent in the use of the English language	✓		A/I/R

Mowbray Education Trust ~ Children first

Section 4: Application and Interview process

Please contact Emma Rata (PA to the Executive Team) on the below details if you would like to have an initial discussion about the role with Christine Stansfield (CEO) or to arrange a visit.

E: erata@mowbrayeducation.org

Closing Date: Midnight, Sunday 18th June 2023

Applicants advised of the outcome by: Tuesday 20th June.

Selection process: w/c 26th June 2023.

(We may interview suitable candidates before this date, so early enquiries/applications are encouraged).

Application forms and role information are available on our website:

<https://www.mowbrayeducation.org/join-us>

Mowbray Education Trust reserves the right to close adverts early if sufficient applications are received.

Mowbray Education Trust embraces and welcomes diversity and equality.

Mowbray Education Trust is committed to safeguarding and promoting the welfare of its pupils and expects all those working within the Trust to share this commitment. All roles are subject to full pre-employment safeguarding checks, including an Enhanced DBS with Barred List check.

Mowbray Education Trust ~ Children first