

INVICTUS

Education Trust



Leasowes High School Headteacher

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**‘EVERY DAY, IN EVERY
WAY, OUR STUDENTS
COME FIRST’**

**WE ALWAYS ASK
OURSELVES; CAN WE
INCLUDE MORE STUDENTS,
MORE OF OUR TEAM OR
MORE OF OUR SCHOOLS
IN EVERYTHING WE DO?**

WELCOME FROM THE TRUST BOARD



I have been involved with Invictus Education Trust for over 9 years. Initially I was a Governor at one of its founding schools, and then became a Trustee when Invictus Education Trust was formed. I am proud to have been the Chair of the Trust Board since September 2021. There is nothing more

important in a young person's life than to receive the best education possible and experience the greatest enrichment in their time at school. Invictus Education Trust is there to do just that and much more.

The Trust has grown from strength to strength from its inception and is now recognised as a Multi Academy Trust of choice by many students and their parents and carers. This has been achieved by a successful collaboration between the operational and governance side of the Trust to ensure all our energy is put into educational outcomes. This is evident in many ways.

We have a dedicated workforce of teachers and staff who are motivated to provide the very best. Our finances give us the flexibility to provide the very best staff and we continually look for improvements in educational outcomes. We invest heavily in enrichment activities for our students, something we feel is necessary alongside the academic curriculum.

As a Multi Academy Trust we are able to choose our own destiny and have the autonomy to make our own decisions to ensure important projects are delivered on time. Our successful building programme has meant we have been able to welcome more students into our schools to meet the demand, and ensure that our buildings are not only kept in good repair but also enhanced regularly. We have a skilled and dedicated central team that provides the infrastructure for the business processes, enabling school leaders to focus on their specialism of school leadership and teaching and learning.

Invictus Education Trust offers a great deal for teachers, support staff, Governors, the community and, most importantly, its students. Being a Trustee has taken the role of being a Governor to a higher level for me. I can see the difference we are making in our schools, and I am proud to be a part of Invictus Education Trust.

I hope that you will be keen to find out more about our schools and the Trust, all that we do, and most importantly, the difference we are making for young people and the communities we serve.

Bob Dimmock

Mr Bob Dimmock
Chair of the Trust Board

INVICTUS
Education Trust
**VALUE
ONE**

**Every day, in every way,
our students come first**

Our first and most important value.



**OUR STUDENTS LOVE
ATTENDING SCHOOL
AND OUR TEAM ARE PROUD
TO REPRESENT THEIR
SCHOOL AND TRUST.**

WELCOME FROM THE CEO



At Invictus Education Trust we put our students at the heart of the decisions we make, which is why our first value is "Every day, in every way, our students come first".

Our high-quality staff work tirelessly to ensure our students

get the best provision and support, both academically and pastorally.

One of my key priorities has been to ensure that our Trust has a robust school improvement infrastructure. As part of our Central Team, we now have three experienced school leaders focusing on all aspects of School Improvement in a full-time capacity for both primary and secondary education. Our staff also benefit, through shared CPD sessions, bespoke support and the opportunity to meet regularly across the Trust.

At Invictus, we pride ourselves in 'offering unique opportunities and elite experiences', something we feel makes our Trust stand out from the crowd. Our students can participate in our termly Invictus Games, sail at Himley Park or cycle around Cannock Chase. Many have taken the opportunity to perform on stage at The Grand Theatre, Wolverhampton, as well as in high quality performances at their own schools. Others have been invited to participate in the National Formula One Schools competition, reaching the final of this prestigious STEM competition, resulting in Invictus Education Trust becoming the first Formula One Trust in the country. These are just some examples of unique opportunities and elite experiences.

Our innovative 6th Form regularly appears at the top of league tables and leader boards for progress. Our 6th Form spans across three campuses providing further education and pathways to a life-long career, or higher education offering a full range of high-quality academic courses. They are taught by well-qualified, experienced staff and many of our students are with us for seven years not the usual five years.

We use our DfE Capital Grant funding to improve and maintain our school buildings which, alongside careful financial management of other funding ensures that every school, and therefore student, in our Trust benefits from improved facilities, be it a new sports hall or refurbished toilets.

We have state-of-the-art science and technology labs, sports halls and fields, dance studios and swimming pools, many of which are open to the community and are facilities, that should you join our Trust, you would have access to. Over the past five years we have invested over £25.5 million, into our schools on partial new builds or refurbishment projects over the past two years. Recently these have included; a Maths Block for Wombourne, a Sports Hall for Kinver and a Science Block for Crestwood.

Every member of staff has the opportunity to continue their own professional development through the Invictus Institute CPD offer. Our bespoke courses are written and facilitated by outstanding practitioners, leaders, SLE's and LLE's. They aim to evolve current practice, meet whole school initiatives and ensure that our pupils gain the greatest experiences in the classrooms of our schools. Our programmes are sustained over time, allowing teachers the opportunities to refine their ideas and to embed their approaches for long lasting impact.

The Invictus Institute also offers support for non-teachers, teachers and school leaders to seek and seize opportunities, ensuring accountability to catalyse their own professional development with the mindset of anything is possible.

You will be joining us at an exciting time for Leasowes High School. The school has gone through a rapid period of change since January 2020, and we are now looking for a strong leader to continue with this journey. Leasowes High School has a dedicated and hard-working team who are loyal to the school, its community and most of all its students. The Local Governing Board is made up of local people who are committed to the school and driving improvement. The school itself has excellent facilities, including a theatre and a large sports hall.

I would welcome the opportunity to talk to you in person about the benefits of being part of Invictus Education Trust. I look forward to your application.

Mr Tony Bowles
CEO

ABOUT US

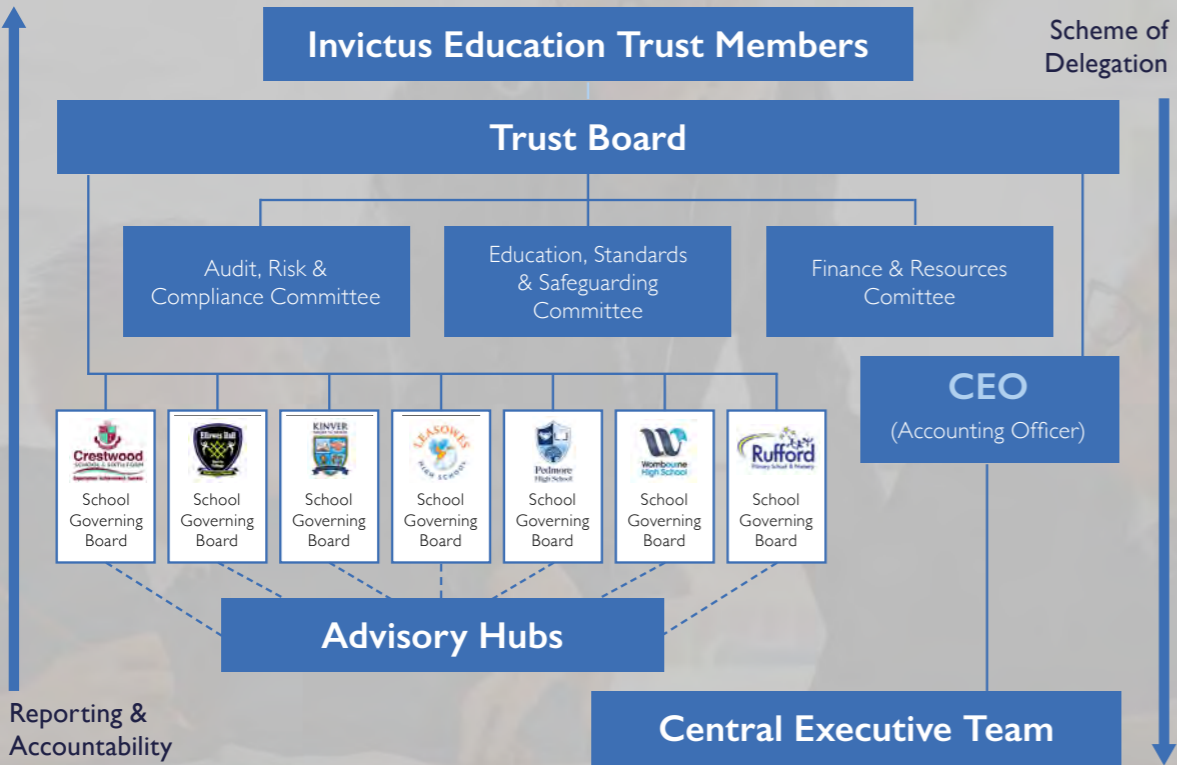
Invictus Education Trust was created in March 2015 by a group of like-minded schools: Crestwood School, Ellowes Hall Sports College, Kinver High School and Wombourne High School. Leasowes High School joined us in Autumn 2016 and Pedmore High School in September 2018, further strengthening an already thriving Trust. In 2021 Rufford Primary School and Nursery became the first primary school to join our Trust.

Where we differ from other Multi Academy Trusts is our collaborative work practice across all of our schools in every aspect. This means that our students, staff, parents and community all benefit from the culture we have created with our vision, mission and values, collectively known as our culture, the Invictus Culture.

OUR GOVERNANCE

The Trust has established a clear organisational structure with identified lines of accountability and reporting for all of its operations. This includes defining the responsibilities of the Trust Board and those responsibilities delegated to its committees and officers within the Trust. The responsibilities of the Trust Board and its committees are set out in the Trust's Scheme of Delegation and Financial Scheme of Delegation. The schemes make clear which

functions are retained at Trust Board level and which are delegated, providing full clarity on the role and remit of each part of the structure, as well as the relationship and reporting arrangements between them. Through these schemes, the Trust Board have clearly defined where all key governance functions are exercised in respect of the Trust and each of its schools.



OUR HISTORY

2015

Crestwood School, Ellowes Hall Sports College, Edgecliff High School, Ounsdale High School come together to form Invictus Education Trust.
The name Invictus takes inspiration from the Ernest Hemingway poem of the same name.
Invictus Sixth Form launches, a collaborative sixth form with a campus based at each of our schools.
Edgecliff High School becomes Kinver High School to strengthen identity within community.

2016

Leasowes High School joins

2018

Pedmore High School joins.
CEO retires.
Present CEO is appointed.
Ounsdale High School becomes Wombourne High School to strength its identity within the community.
New build opens at Kinver High School.

2020

Central Team move to our new headquarters at Kinver High School to cater for the growing team.
New build opens at Wombourne High School.

2021

Rufford Primary School and Nursery become our first primary school.
New Science Block opens at The Crestwood School.
Sports Hall opens at Kinver High School.
Partial new build announced for Wombourne High School – to begin Summer 2023.

2022

It has been announced that Pedmore High School are on the list for the new school build project, we are awaiting further information!



OUR VISION

We provide our communities with an excellent education, unique opportunities, and elite experiences. Our students love attending school and our team are proud to represent their school and Trust.



OUR SCHOOLS



OUR MISSION

Whatever their starting point, our students make positive progress, with a perfect mix of academic challenge, pastoral care, and enriching experiences.

INVICTUS
Education Trust
VALUE
ONE

Every day, in every way,
our students come first

Our first and most important value.

- To safeguard all students, staff and volunteers.
- To inspire each other everyday to improve everything we do.
- Set an aspirational culture in every stakeholder's environment.

INVICTUS
Education Trust
VALUE
TWO

Anything is possible

We focus on the challenge to identify it, our energy is spent finding a solution.

- All staff and students will be solution focussed.
- Leaders to role model resilient behaviours and attitudes to staff and students.
- To be confidently creative.

INVICTUS
Education Trust
VALUE
THREE

Accountability

If it is to be, it is to be me.

- All staff and students take ownership of their actions, development and outcomes.
- Develop autonomy in leadership and management positions.
- Everyone takes responsibility for their own actions.

INVICTUS
Education Trust
VALUE
FOUR

Seek and seize opportunities

We aim to deliver 'WOW' through opportunities and experiences.

- To provide elite experiences to the students of Invictus.
- To develop students so that they embrace new opportunities.
- All staff and students will continuously develop themselves holistically.

INVICTUS
Education Trust
VALUE
FIVE

Focus on relationships
and all else will follow

Open, honest and empathic relationships with clear and simple communication are the foundations of our Trust.

- Every member of the Invictus community will be treated with dignity.
- Our culture is one of respect.
- Everyone will be treated fairly and as an individual.

INVICTUS
Education Trust
VALUE
SIX

Start with the end in mind

We identify our aspiration and put processes in place to exceed expectations. We celebrate our progress throughout the journey.

- Our focus is on the objective.
- Pathways are developed to meet the need.
- We celebrate the milestones towards the goal.

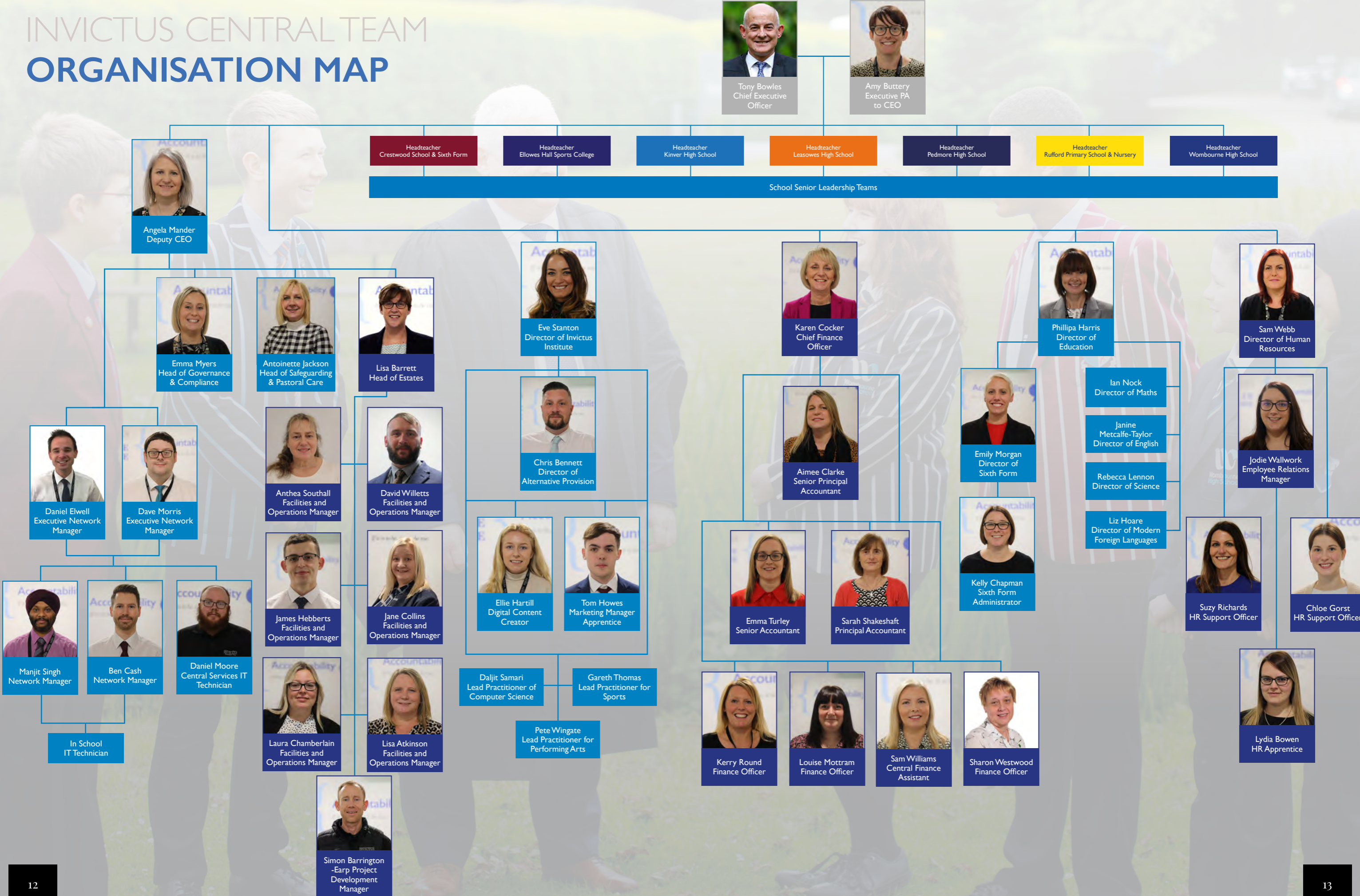
INVICTUS
Education Trust
VALUE
SEVEN

Think collaboratively

We always ask ourselves; can we include more students, more of our team or more of our schools in everything we do?

- We work together as one team.
- Everyone's ideas are valued.
- We share resources and ideas.

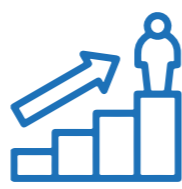
INVICTUS CENTRAL TEAM ORGANISATION MAP



BENEFITS OF WORKING FOR INVICTUS



24HR HEALTH
HELP LINE



EXCELLENT OPPORTUNITIES
FOR PROFESSIONAL
DEVELOPMENT



FREE ANNUAL
FLU JAB



DISCOUNTED LEISURE
CENTRE MEMBERSHIP



PENSION SCHEME



SECURE FREE
ONSITE PARKING



COMING SOON...

Salary sacrifice car scheme, salary sacrifice cycle scheme, salary sacrifice tech scheme & retail discounts.

A HIGHLY TALENTED
& COMMITTED TEAM
AWAITS YOU!

VALUE FIVE

**Focus on
relationships and
all else will follow**

*Open, honest and empathic relationships
with clear and simple communication
are the foundations of our Trust.*

INVICTUS
Education Trust



ABOUT LEASOWES HIGH SCHOOL

Leasowes High School is an ambitious, hard working and successful school where the importance of aspiration and achievement underpin our traditional values and high standards. This is our core aim, delivering an experience that will be of the best for your child individually. The school motto of ‘Aspire and Achieve’ flows through all that we do as a school and wider community and represents our commitment to being an outstanding education establishment.

The school aims to help each and every student understand and reach their potential by offering a range of opportunities and approaches to learning, with a caring and committed pastoral team supporting their well-being, health and personal development, ensuring that individual needs are met. Working with parents is key for this to happen and we strive for a happy relationship between the school, child and parent to ensure that the best provision is provided.

Opportunities and experiences for students at Leasowes are designed to develop them as leaders and citizens through the curriculum, extensive extra-curricular and additional ranges of programmes. It is our motivation to discover and nurture the children’s talents and interests and equip them ready for success whether this would be through their core curriculum learning, opportunities within sports and arts, or within university visits.

The school is part of Invictus Education Trust, and this has provided different and new opportunities including a new 6th Form and a One Million Pound Spend in order to further enhance the facilities for our students. This has included a brand new theatre and a refit of the dining room.

LEASOWES
HIGH SCHOOL
A PLACE TO
**ASPIRE AND
ACHIEVE**

JOB DESCRIPTION

JOB TITLE:	HEADTEACHER
DEPARTMENT:	LEASOWES HIGH SCHOOL, PART OF INVICTUS EDUCATION TRUST
SALARY RANGE:	LEADERSHIP (L28 – L34)
TYPE OF CONTRACT:	PERMANENT
REPORTING TO:	CHIEF EXECUTIVE OFFICER
RESPONSIBLE FOR:	SCHOOL BASED STAFF
LIAISING WITH:	CEO, DCEO, HEADTEACHERS, SENIOR LEADERSHIP TEAM, TRUSTEES, GOVERNORS, TEACHING AND SUPPORT STAFF, OUTSIDE AGENCIES, AND THE TRUST’S CENTRAL TEAM

MAIN PURPOSE

The Headteacher will lead Leasowes High School within Invictus Education Trust (IET), inspiring staff to achieve the highest possible standards in teaching and learning, curriculum and assessment and the development of well-rounded and ambitious students.

The Headteacher will report directly to the CEO. In addition, they will be responsible to the central leadership team to; discharge key function requirements e.g. DCEO and Finance. The Headteacher is expected to be flexible in order to ensure the most effective organisation and delivery of education and to undertake their professional duties.

The Headteacher must be fully committed to the core purpose of ensuring the highest quality of education is delivered, whilst fulfilling their professional duties to an exemplary standard.

The successful candidate will:

- Demonstrate exemplary leadership.
- Model the trusts values in everyday work practices.
- Set and review the school's priorities and objectives to reflect the overall priorities in conjunction with the CEO and School Improvement Team.
- Develop, motivate and deploy staff to secure the best possible use of available talent.

- Determine and drive appropriate standards and targets to deliver school improvement.
- Create a safe and positive learning environment with high accountability, with the highest priority given to safeguarding.
- Establish and oversee systems, processes and policies so the school can operate effectively.
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Ensure school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives, acting on findings.
- Manage financial resources appropriately, efficiently and effectively in line with Trust policies and procedures.

MAIN DUTIES

Curriculum, Teaching and Learning

- To work with staff to develop a curriculum, both academic and enrichment, to meet the needs of all students.
- To implement strategies which continue to raise the standards of academic achievement for all and instil exemplary behaviour.

- To continue to develop, with staff, the quality of learning and teaching in a culture of active self-evaluation, quality assurance, CPD, monitoring and review.
- To monitor and evaluate the standards of teaching and learning at Leasowes High School and act accordingly to ensure that high standards of professional performance are maintained.
- To promote a positive attitude to learning, academic achievement and excellence for all students, developing their skills as independent and curious learners.
- To ensure that the progress of students at the school is monitored, evaluated and effectively recorded and use the analysis of data to inform strategies to raise standards.
- Continually develop and sustain high-quality teaching across all subjects and phases, ensuring judgement is evidence-based.
- Ensure teaching is underpinned by subject expertise by utilising Trust resources.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure curriculum delivery is broad, structured and coherent and that the curriculum is relevant to the student and community needs.
- Continue to develop curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable and proportionate approaches to assessing student knowledge and understanding of the curriculum.

Community

- To develop and maintain effective links with IET schools and the wider community.
- To fully embrace the benefits of being part of a multi academy trust, utilising the support infrastructure to the benefit of students' progress.
- To develop and maintain strong links with partner and local primary schools, FE, HE and other agencies.
- To take a proactive role in raising and maintaining the profile of Leasowes High School within the local community to pursue and secure additional resources.
- To maintain positive relationships with past, current and potential parents and promote active involvement in the school community.

Leadership and Management

- To lead the strategic development and direction of the school, in line with the overall Trust strategy.
- To work with the CEO/School Improvement Team to develop the educational direction of the school and to raise standards.
- To promote the aims and objectives of the Trust ensuring the ethos and values are upheld.
- To maintain a motivated, disciplined school in which students achieve their full potential.
- To exercise leadership and management supervision of the teaching and support staff.
- To maintain a visible presence around the school, within the MAT and the wider community.
- To lead Leasowes High School's development, improvement planning and self- evaluation process with staff, governors, parents, carers and students.
- To promote a team approach with all staff.
- To take a lead on key school policy areas and make recommendations to the CEO.
- To work with the skills and resources of the Trust to ensure the successful development of Leasowes High School.

Finance, Resources and Premises

- To work with the CEO and CFO to allocate, control and account for the financial and material resources of the school.
- To recruit staff of the highest quality and work with the HR Director to deploy and develop staff effectively for current and future needs.
- To ensure that the Trust Health and Safety Policy is fully embedded.

Qualities

The Headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Build positive and respectful relationships across the school community.
- Serve in the best interests of the school's students.

Other Professional Duties

- Create a culture where students experience a positive and enriching educational experience.
- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life.
- Leading by example to promote a culture of staff professionalism.
- Use consistent and fair approaches to managing behaviour, in line with the school's Code of Conduct Policy.

Additional and Special Education Needs (SEN) and Disabilities

- Promote a culture and practice that enables all students to access the curriculum.
- Have ambitious expectations for all students with SEN and disabilities.
- Ensure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Ensure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the School

- Ensure staff and students’ safety and welfare through effective approaches to safeguarding, and in line with Trust and school policies and procedures.
- Ensure rigorous approaches to identifying, managing and mitigating risk.

Professional Development

- Ensure staff have access to appropriate, high standard professional development opportunities with both internal and external providers.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet needs.

Staffing and Resources

- Positively engage in appraisal reviews as directed by the CEO.

- Lead effective appraisal reviews as directed by ensuring all staff have the opportunity of annual appraisal.
- Line-manage staff as indicated by the school structure.
- As directed by the CEO respond to developments and initiatives at national, regional and local levels.
- Contribute to the recruitment and induction of new staff, including ensuring that key staff are trained in safer recruitment.
- Lead and direct teamwork and effective working practices.

Other professional requirements

- Establish and maintain regular communication in the Trust.
- Communicate with parents/carers and outside agencies where appropriate.
- Attend professional meetings as required.
- Be responsible for personal professional development and to keep up to date with educational initiatives that impact on the Trust and the effectiveness of running the school.
- Attend Governance meetings as and when required, and prepare relevant documentation.
- Actively engage in the Trust's appraisal process.
- Take part in the Trust's staff development programme.
- Attend and contribute to meetings.
- Work as a part of a team and positively contribute to effective working relationships.
- Take part in Trust events as directed by the CEO.
- Undertake the professional duties of a teacher and leader as set out in the school teachers pay and conditions document.
- Meet and exceed the expectations set out in the headteacher standards.
- Understand and welcome the role of effective governance, including accepting responsibility.
- Ensure that staff understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Work successfully with other schools and organisations.

- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students.

OTHER SPECIFIC DUTIES

- Play a full part in the life of the Trust community, to support its vision, mission and values.
- Be an ambassador of the Invictus ethos and to encourage and ensure staff and students follow this example.
- Be courteous to colleagues and be welcoming to visitors.
- Comply with the Trust's Health and Safety Policy and undertake risk assessments as appropriate.

Whilst every effort has been made to outline the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to carry out any reasonable request to undertake work of a similar level that is not specified in this job description. This job description is current at the date shown but following consultation may be changed to reflect or anticipate changes in the job which are commensurate with the job title and salary.

SUPPORT FOR THE TRUST

- To take a full part in promoting the good name of the Trust and contributing positively to the overall ethos/ work/aims of the Trust.
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security confidentiality and data protection.
- Comply with the Trust's dress code
- Attend and participate in meetings as required
- Participate in training, other learning activities and appraisal as required
- Recognise own strengths and areas of expertise and use those to advise and support others
- It is the responsibility of all adults employed by Invictus Education Trust to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children or young people.

SAFEGUARDING REQUIREMENTS

We are deeply committed to safeguarding and promoting the welfare of Children and expect all Staff and Volunteers to share this commitment. All necessary Safeguarding checks will be undertaken which must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertake can be found at: [Keeping Children Safe in Education, 2022 - KCSIE 2022](#)

This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children’s Barred List Check.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered ‘protected’ and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website:

<https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

Positions at the school are exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to a post will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS). DBS Filtering guidance can be found on the GOV.UK website.

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>

EQUALITY DUTY

As a Trust we are committed to ensuring that throughout our recruitment and selection process, no applicant will be disadvantaged or discriminated against because of the protected characteristics under the Equality Act 2010.

PERSON SPECIFICATION

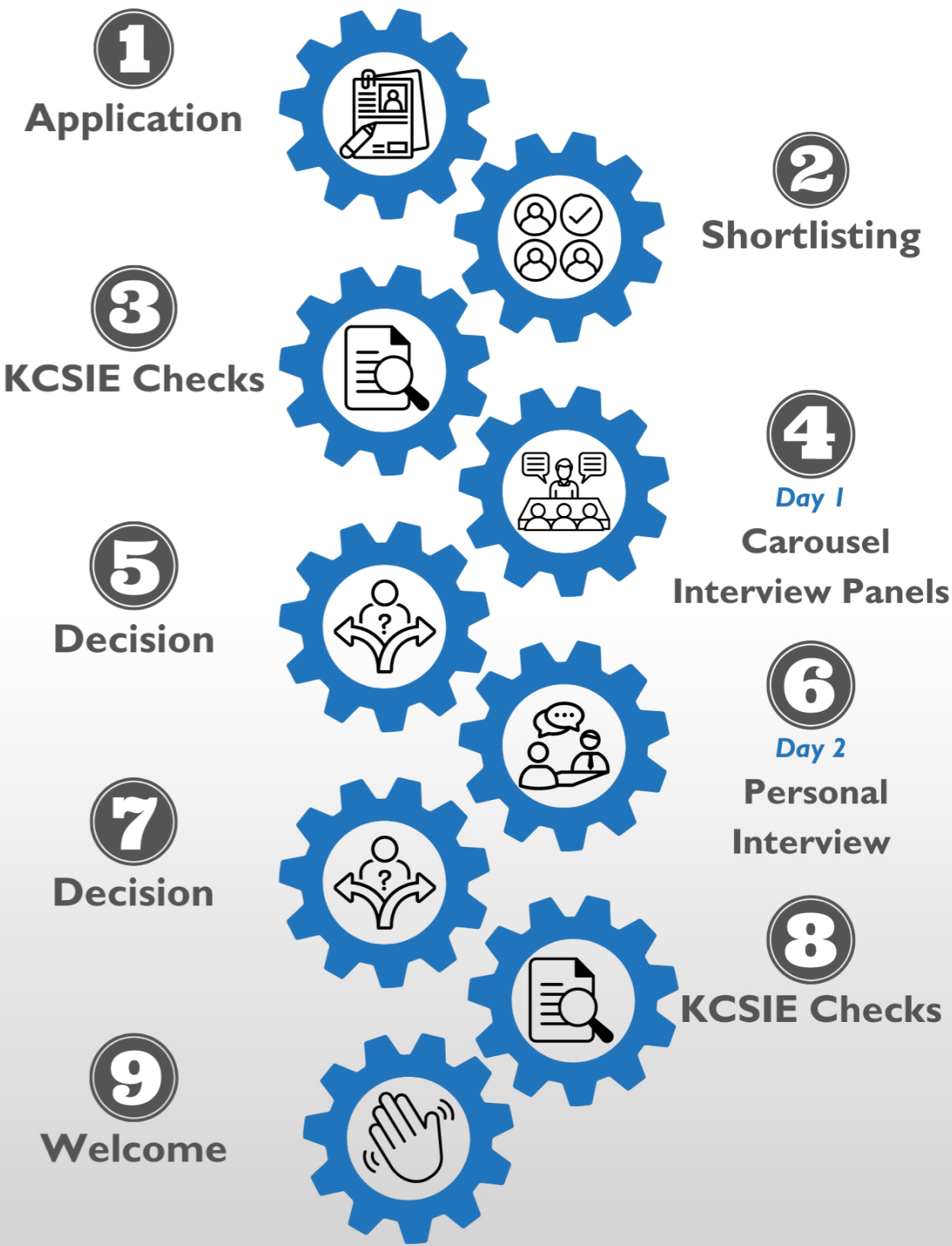
CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none">Qualified Teacher status (Secondary age range).	<ul style="list-style-type: none">Further study e.g. national professional qualification for Headship or Executive Leadership.
EXPERIENCE	<ul style="list-style-type: none">Demonstrable successful leadership experience at Headteacher or Deputy Headteacher Level.Evidence of raising standards in a high performing team.Involvement in school self-evaluation and development planning.Effective collaboration with external agencies.Effective leadership of whole school developments relating to teaching, learning, curriculum and self-evaluation.Demonstrable evidence of raising the standards of learning and teaching.Proven track record of the effective management of change.Experience of working with the governance of a school for impact on school improvement.Use of technology to improve systems that raise student achievement.Demonstrable experience of successful line management and staff development.	<ul style="list-style-type: none">Multiple roles in leadership experience across more than one school.Working in a leadership role across a multi academy trust.
PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none">Evidence of relevant and recent further professional development.Evidence of leading on the professional development of other staff.	<ul style="list-style-type: none">Recognition that life-long learning is an essential part of personal development.
PERSONAL QUALITIES, SKILLS AND CHARACTERISTICS	<ul style="list-style-type: none">Fully supportive of the Trust's vision and values.Confident with outstanding practice.Ability to build and maintain effective relations through effective interpersonal skills.Excellent communication skills.Ability to inspire, challenge, motivate and empower others.Ability to think creatively to anticipate and solve problems.Confidently build on current good practice whilst moving the school forward with vision and vigour.Ability to develop effective teamwork and be able to contribute effectively to a range of teams across the Trust.To be a strategic thinker who can articulate vision and inspire others.Ability to make sound judgements of teaching, giving quality feedback and offering a range of developmental CPD in a differentiating way.Possess an inclusive approach to education.Have high expectations of self and others.Ability to manage and resolve conflict.Ability to work under pressure, maintain a sense of perspective and humour.	

CRITERIA	ESSENTIAL	DESIRABLE
PERSONAL QUALITIES, SKILLS AND CHARACTERISTICS	<ul style="list-style-type: none">Demonstrate commitment, honesty and dedication.Ability to manage own time effectively.Reliability and integrity.Resilience and tenacity.Possessing high personal standards and moral integrity.	
SKILLS AND KNOWLEDGE	<ul style="list-style-type: none">Forensic approach to data analysis skills, using data as a tool to implement strategies for whole school maximum impact.Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve.Understanding of Trust finances and financial management in an academy.Effective communication and interpersonal skills.Ability to build effective working relationships.Knowledge of current educational trends, curriculum developments and educational initiatives.Experience of curriculum mapping and/or timetabling.Excellent knowledge and understanding of diversity and equality requirements.Knowledge of Ofsted framework and the means through which a school becomes outstanding.A belief in the role of independent learning in education with the ability to articulate and deliver the vision of the Trust.A belief in working in partnership and as part of an established team.Proven ability in the development of effective structures and systems.A commitment to the Nolan principles (7 Principles of Public Life).	<ul style="list-style-type: none">A creative and innovative approach to teaching, learning and the curriculum.Experience of working in close partnership with other schools in a MAT.
FLEXIBILITY	<ul style="list-style-type: none">To work flexibly to meet the needs of the Trust and its educational establishments. Can be required to work in any location within the Trust	

This job description/person specification may be amended at any time in consultation with the postholder.

CHIEF EXECUTIVE OFFICER'S SIGNATURE		DATE:	
POSTHOLDER'S SIGNATURE:		DATE:	

SELECTION PROCESS



HOW TO APPLY

■

**Headteacher advertisement
is live 26th May 2023 to
19th June 2023**

Visits to the school are welcomed during
this period.

Should you wish to make an appointment to
visit us, please contact Amy Buttery via
email abuttery@invictus.education.

■

Shortlisting 20th June 2023

■

**Day 1 Panel (Carousel)
Interviews 26th June 2023**

■

**Day 2 Final Interview
27th June 2023**



*Every day in every way
our students come first*
Anything is possible
Accountability

Seek and seize opportunities
*Focus on relationships
and all else will follow*

**Start with the
end in mind**
Think collaboratively