



AVANTI SCHOOLS TRUST

Regional Education Leader Candidate pack

This is
The Avanti Way

Join us for the journey



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Welcome



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

Dear Colleague,

Thank you for your interest in the position of Regional Education Leader at Avanti. This is a hugely exciting time for our family of schools, with a new Chief Executive shortly to take up post, offering us a great opportunity to make a real difference to the lives and life chances of so many pupils.

The Trust is in a strong place, academically, spiritually and pastorally, and this is very evident 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, and these new Regional Education leader posts have a crucial role in sustaining and developing further this ethos. Those we recruit will 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 hope you will consider applying for one of these posts.

Thank you for considering this.

A handwritten signature in black ink that reads "Mike Younger".



Letter of Welcome from James Biddulph CEO designate and Nitesh Gor the current CEO of Avanti Schools Trust



Dear Applicant,

Thank you for showing interest in Avanti Schools Trust and in the role of Regional Education Leader. As Mike Younger explains, Avanti is entering an exciting period of development and we are looking to welcome three skilled school leaders to a team of committed Principals, their teams and Trustees.

We loved school and we still love learning. That is what we want for everyone at Avanti; through living our virtues and inspiring bold, ambitious, inclusive and innovative thinking, teaching and learning.

There will be three Regional Education Leaders each with a portfolio of schools, whom they will know very well. This means that your presence in schools will be essential and highly valued. They will finely navigate the position of support and critical friend and advocate for all children and young people.

We stress the importance of collaboration so that we better define our approach across all our schools. Nothing should be left to chance; careful planning, high expectations for all and focused support will be key qualities of the role.

We strongly believe that our work must attend to improving educational excellence, developing character formation and inspiring spiritual insight. With these three pillars, we strive to inspire spiritually compassionate changemakers.

James Biddulph will become the CEO during 2025 and Nitesh Gor's role evolves into an exciting and innovative Chief Spiritual Officer. Joining us as a senior leader in the Trust will give you an opportunity to nurture yourself, and others; it will give the right person a chance to make a mark on the lives of many children and our people, as well as on the wider schools system.

If you would like to arrange a call with us and/or visit our school in Stanmore, please contact Hari at harivallabhi.raja@avanti.org.uk.

Looking forward to meeting you and hearing about your personal and professional journeying.

Kind regards,

James & Nitesh

Main purposes of the job



The Regional Education Leaders are key leaders within our Avanti Education Team. Through strategic support and challenge they advance our mission for educational excellence, character formation and spiritual insight. Through data and research informed insights, they support and challenge school leadership teams to accelerate improvement, raise standards and improve outcomes for all our children, particularly for vulnerable and disadvantaged pupils. They ensure excellent standards of curriculum and teaching. As values-led leaders, they embrace our inclusive approach, supporting and role-modelling high standards of behaviour across both colleagues and pupils. They will play a critical role in shaping the Trust, our regional strategies, and our schools.

Regions

We have three main regions: East (Bishops Stortford and Leicester), Central (London) and West (Bristol/Frome). The role requires in school presence for 75-80% during term time.

Ethics and professional conduct

As a leader in an educational charity, our Regional Education Leaders are expected to demonstrate consistently high standards of principled and professional conduct; always upholding and demonstrating The Principles of Public Life (The Nolan Principles). They also uphold the six Avanti virtues.

Responsibilities of the job



Ethos

Communicating and embedding the Avanti virtues and culture across our schools and communities.

- Ensuring a strong alignment of organisational culture across all schools.
- Supporting the CEO in the exploration and development of The Avanti Way.
- Champion the cultivation of Avanti's spiritual and educational ethos across the trust.
- Help to position 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.

Safeguarding

Emphasise a deep commitment to safeguarding, and ensuring safeguarding practices are compliant, and evolve through developments in best practice and lessons learnt.

Provide advice and guidance to Principals and senior leaders regarding safeguarding.

Ensure strong cultures of safeguarding through careful quality assurance and monitoring of processes, procedures and attitudes.

Education

To uphold a 'learning without limits' attitude; with principles of 'trust', 'co-agency' and 'everyone' (see Learning without Limits).

- Work with leaders to ensure our education offer is rooted in relationships, inclusion and where there is a love of learning.
- Play a key role as a leader within our education team role-modelling purposeful professional collaboration.
- Lead improvement to excellence across the trust's schools so that they are achieving top quartile performance by 2029.
- Provide clear guidance on learning, teaching, curriculum and assessment and leadership strategies necessary to further improve the quality of education in all AST schools.

- Work with school leaders and the wider education team to ensure all children and young people can access an ambitious curriculum empowered by excellent teaching that meets their needs, especially disadvantaged and SEND pupils.

Standards

Responsibility for ensuring high quality appraisal processes are undertaken to ensure strong performance of schools within the region.

- Develop a holistic understanding of the needs of all schools and work with the wider education team in providing bespoke and effective support to enable rapid, continuous improvement.
- Analyse school performance, diagnose issues, broker support, monitor impact and build excellent leadership capacity.

People and professional learning

Support the CEO and lead on aspects of delivering the People Strategy and fostering a working environment that is reflective of Avanti's ethos.

- Manage and inspire talented and committed teams across our schools which thrive on a culture of transparency and trust.
- Champion high quality inductions and professional development as a distinctive feature **of the trust**; deliver CPD personally and through brokering expertise across the trust.
- Inspire and enable leadership characterised by ethical leadership, an ambition for improvement at pace and setting the expectation that remarkable improvements can be achieved.
- Inspire and enable leaders to develop high quality education where every child in its schools is known, valued and supported to succeed, agreed **minimum** expectations of practice in schools are based on robust evidence and evaluation and the trust is known for its commitment to and success with vulnerable pupils and those with special educational needs.
- Line manage Principals and other relevant central team staff to facilitate an inclusive culture within the trust and promote excellence in recruitment, training and performance.
- Build and maintain a culture that moves us to our aim of being recognised as an 'employer of choice' within the education sector.

Finance

- Contribute to budget setting and manage a budget linked with agreed strategies.
- Provide critical challenge and focus to ensure that we're making the best use of our available funding, linking spending decisions to the value they add to our pupils.

Governance

- Report to Trustees evidencing the impact of initiatives and their value for money.
- Attend SSC governance meetings, building strong relationships with SSC members, through seeking and responding to feedback.
- Draft reports for the CEO's reporting to Trustees, DfE, EFSA and other stakeholders as required.
- Input your experience into the design and evolving of our Trust and school-level policies, governance and operating parameters, to enable clear and accountable guardrails for our schools, people and pupils.

System leadership

Act as an ambassador for Avanti's unique approach to education through different media, across the sector and more broadly.

- Build strong relationships with external stakeholders to enhance the trust's social, professional, and spiritual capital.
- Create and lead networks in agreed areas/ subjects, growing AST capacity in these areas.
- Build external networks and partnerships, forging links with other schools, local authorities, councils and in the local community.

Other

Undertake any other reasonable tasks and responsibilities as requested by the Trust Board, CEO which fall within the scope of the post

- As the need arises, to cover Principals across the region.

Person Specification

Criteria		Requirement	
		Essential	Desirable
1	Educated to degree level, with evidence of continuing professional development	X	
2	Qualified teacher status	X	
3	NPQH		X
4	Relevant postgraduate qualification or professional studies		X
5	Evidence of young person-centred thinking and practice with an attitude that every young person has the capability to progress and achieve; this will be rooted in the Learning without Limits view of ability and capability	X	
6	Evidence of engagement with literature about education; an avid reader to promote education advancement.	X	
7	Detailed research-informed knowledge of key strategies for raising young people's achievement and advancing effective teaching and learning		
8	An excellent understanding of the schools' sector and education more broadly, with a strong grasp of contemporary educational issues including the inspection agenda	X	
9	Confidence and knowledge of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children	X	
10	A proven track record as a headteacher, and evidence of exceptional school practice	X	
11	Strong track record of performance managing professional staff; driving morale, raising standards and promoting a team ethos, ideally with regard to a multi-site organisation	X	
12	Ability to make strong, positive professional relationships, rooted in our virtues.	X	
	<ul style="list-style-type: none"> Proven success in building effective partnerships and links including with central government, schools, and local authorities to maximise networks and opportunities: Experience of working effectively with Board/Governance/Stakeholder bodies to create a vision and form the direction for an organisation 		
13	Experience of promoting inclusion, equality and diversity that has a real impact	X	

14	A strategic thinker who can work with the schools, trust leaders and the board	X	
15	Committed to ethical leadership: to the highest standards in all areas of school life, including behaviour, academic, and enrichment. Has a strong ethic that chimes with our Avanti Way and virtues.	X	
16	Well-developed presentation and writing skills, and comfortable with public speaking	X	
17	Effective leader who can build a positive collaborative organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential. Being a team player is key	X	
18	Has an awareness of spirituality and their own spiritual journey. Can work with diverse groups of people for the common goal of nurturing spiritual insight	X	
19	Budget and resource management Experience		X
20	Experience of leading within complex organisations or trusts across multiple locations		X
21	Experience of school inspection or school-to-school support		X
22	Evidence of successful management of change		X

Further Information

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. For further information - [click here](#).



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.

The Avanti Way

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



Spiritual Insight

A healthy tree has deep and strong roots to withstand storms. The roots of our spiritual life similarly keep us grounded. Watering our roots is essential to their care, reminding us of the importance of our internal journey of self-discovery.



Character Formation

A strong trunk stands firm to bear a vibrant crown. Our strength of character similarly enables us to engage positively with all that life has to offer. That character grows from spiritual roots and is strengthened through the quest to make the world a better place, starting with ourselves.



Educational Excellence

A healthy tree has a flourishing crown, with fruits that enrich the lives of others. Similarly, our unique gifts are nurtured through educational excellence and enable us to contribute to the world.

Our Beliefs



1

Realising potential

We believe we each have incredible potential which can be nurtured intellectually, emotionally, physically and spiritually.

2

Empowering choice

We believe that while we cannot always control our circumstances in life, we have the capacity to choose our responses; to respond with goodness and to nurture goodness within.

3

Strengthening interconnection

We believe all life is interconnected and therefore strive to care for and respect all life – human, animal and plant – living in a way that causes the least possible harm.

4

Enriching diversities

We believe we each observe the same one reality, but from our own unique perspective; it is through open-hearted dialogue that we deeply enrich our vision.

5

Expanding purpose

We believe by serving a greater purpose, we can live a meaningful and satisfying life of contribution.

6

Nourishing loving relationships

We believe relationships which nourish our need to love and be loved encourage us to be the best that we can be.

Information about the MAT and school

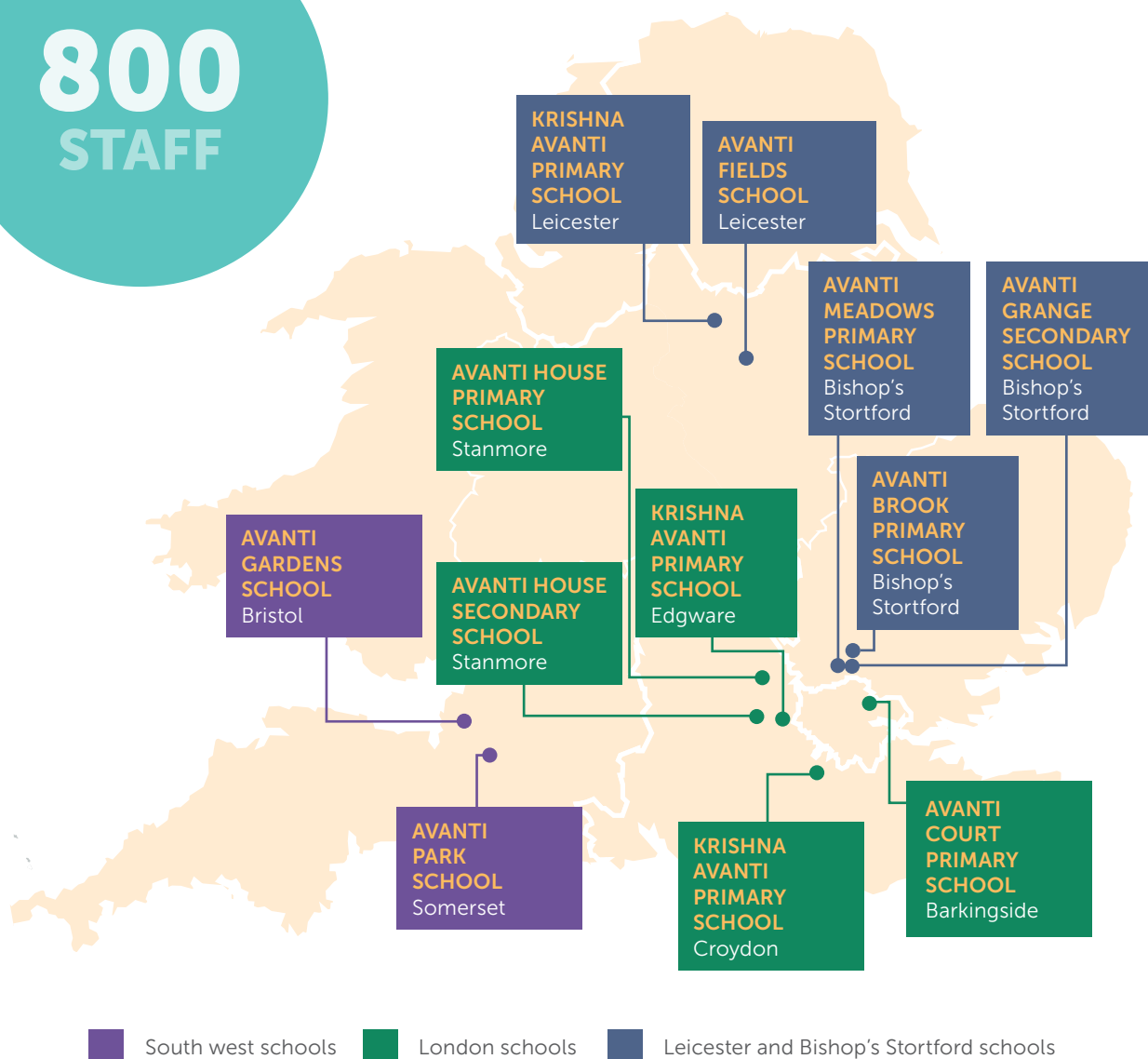
5700
STUDENTS

800
STAFF

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.



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	Good
Avanti Park	Somerset	2019	4-14	Good
Avanti Gardens	Bristol	2019	4-11	Good
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 the highest performing in the country. For example, many of our primary schools are 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 including residential;
- 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

12 elements of great learning and teaching in Avanti Schools

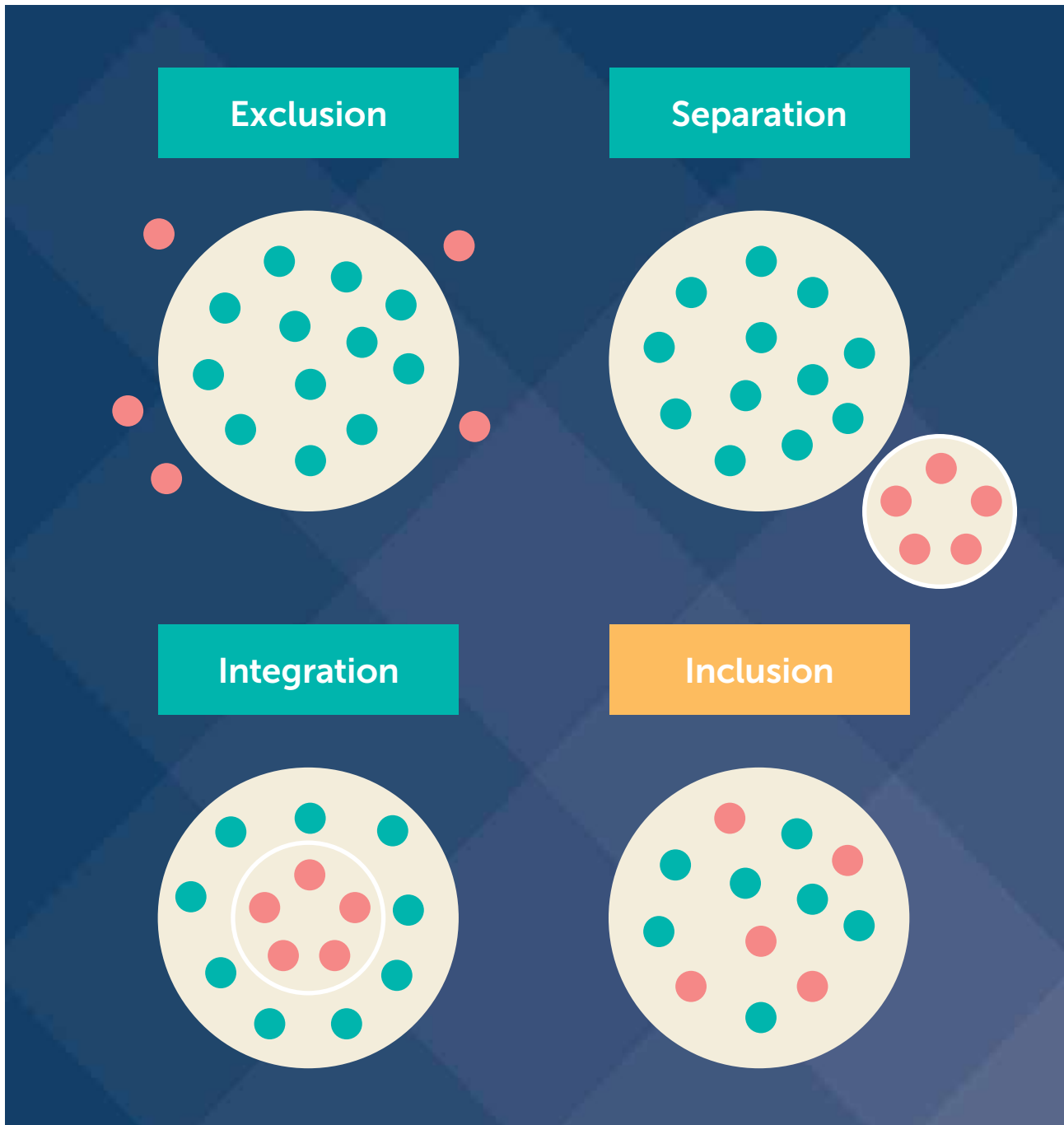
Through a planned programme of training and development supported by The Avanti Institute, we ensure that all Avanti Trust Schools have a highly developed sense of what constitutes great teaching. We continuously train and coach our staff on every feature of high quality pedagogy, in order that every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

We ensure that all our teachers:

1. Build positive relationships with pupils and each other
2. Begin and end lessons calmly with familiar routines
3. Use intentional seating and classroom set up
4. Create a flourishing learning environment by managing behaviour effectively
5. Have clear and ambitious learning intentions for all pupils
6. Are always context considerate and adapt practice appropriately
7. Activate daily review of prior learning
8. Present new material in small steps
9. Provide modelling and scaffolding
10. Give opportunities for guided and independent practice
11. Ask effective questions and check for pupil understanding
12. Review learning regularly before moving on to new content



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.



Reimagining the purpose of education
To inspire spiritually
compassionate changemakers

Avanti Schools Trust

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AVANTI SCHOOLS
TRUST

Avanti Schools Trust is a charitable company limited by guarantee registered in England & Wales.

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