

Trust Headteacher Lincoln Anglican Academy Trust

SALARY

L16-22 £61,166 to £70,745

START DATE

1st January 2024 or sooner if available

WORKING HOURS

Full Time

APPLICATION DEADLINE

Noon on 16th June 2023

INTERVIEWS

WC 26th June 2023

The opportunity to transform lives.

What if every child was unique with intrinsic value? What if every member of staff was unique with intrinsic value? What if every school was unique with intrinsic value? At LAAT we believe that they are.

We're a Church of England Trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult, or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can transform their lives. And then you have to have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the support of an organisation who believes that you too are unique and valuable – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, professional support, and the opportunity to transform lives.

Within fabulous Greater Lincolnshire with its beautiful beaches, woods, wolds, fields and fens, its 2-university city, and its access to new and growing technologies. Its reasonable priced houses and home to the Red Arrows.

Is now the time to find out more about us and to join our community of excellence, exploration, and encouragement? To change lives with us, for the better.

Jackie Waters-Dewhurst
Chief Executive Officer

The LAAT Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.

In line with Keeping Children Safe in Education 2022, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.

The Lincoln Anglican Academy Trust has an exciting opportunity to appoint a Trust Headteacher to work within any one of its diverse range of academies across the Diocese of Lincoln.

We are seeking to appoint an experienced and innovative individual to join our supportive central team. The successful candidate will be deployed to support schools where needs arise, whether that be absence, vacancy cover, school-based Headship or to support with ring-fenced pieces of work. Work may include hands-on support for schools new to the Trust, supporting and walking alongside new leaders or supporting our network of Executive Teachers. This role is placed within the Trust's highly effective Education Development Team.

Are you someone who...

- Has successfully led schools in a range of contexts, coaching and developing leaders at all levels.
- Can work alongside school leaders to identify issues and support them in implementing a successful solution.
- Quickly adapt to the very differing contexts of our growing family of schools.
- Can demonstrate credibility to our team of experienced successful Heads, challenging them at all levels to be servant leaders, sharing the responsibility for all children in all schools.
- Will hold true to our values and aspirations keeping all children at the heart of our decisions, helping LAAT build a family of schools with strong Christian values at the center of all that we do.
- Can identify clear teaching and learning priorities, creating and implementing strategic plans that lead to increased standards at the same time as wider outcomes for children.
- Understand how to work with families and communities to engage and empower them for the benefit of the pupils.
- Can potentially lead across multiple sites whilst simultaneously developing shared working practices between schools.
- Can work within the School Improvement Team to strengthen school provision and promote the Trust, to achieve the best outcomes for children.

You will have a proven track record of leading schools and be committed to the development of outstanding schools.

You will be able actively promote the need for pupils and adults to engage in Excellence, Exploration and Encouragement supporting LAAT's belief that all children need to flourish in a creative environment that allows them to become all that God intended.

You will have excellent interpersonal skills, be able to take initiatives and embrace new opportunities and have the ability to lead the day to day running of a school when needed, building strong, effective partnerships with a variety of stakeholders in education.

The key responsibilities of the post are listed below with more detail provided in the Headteacher Job Description below.

BENEFITS

- Teachers' Pension Scheme for Teachers.
- Growth and Development processes in place for all employees to support CPD and enhance professional practise.
- Access to over 70 online e-Learning courses to support development.
- Supportive hubs and working parties
- Professional coaching and training from internal and external experts
- 24 hour confidential helpline covering legal, financial, wellbeing, health and nutrition etc.
- Confidential counselling – up to 6 sessions free of charge
- Physiotherapy – up to 4 free sessions
- Stress Coaching – personalised coaching plans over 6 weeks, one to one with an OH Practitioner
- Virtual GP – Accessible by smart phone or computer, same day appointments available at time to suit

We can offer you:

- An opportunity for an aspiring or experienced leader to develop skills and acquire new knowledge and experience as part of their journey.
- An exciting opportunity to help shape the future of our Trust and progress your career within a supportive framework outside the traditional scope of a Headteacher based in a single school.
- A varied and exciting role with opportunities to work with a wide range of stakeholders in different setting across Lincolnshire
- Opportunities for continuous professional development and salary progression throughout the ISR.
- The chance to support transformation for pupils and families across Lincolnshire.

Please contact Tamara Allen, Deputy CEO, for an informal discussion via email :
TamaraAllen@laat.co.uk .

Completed application forms should be sent to recruitment@laat.co.uk

by 16th June 2023 (Noon)



Excellence



Exploration



Encouragement

Job Description – Trust Headteacher

Responsible to: DCEO

Core Purpose

To increase leadership capacity in our schools, either in conjunction with a substantive Headteacher or to temporarily fill a Leadership vacancy during a recruitment period or period of absence.

This Job Description should be read in conjunction with the standards for Headteachers as set out in the latest version of the School Teacher and Pay Conditions Document and in conjunction with the Trust Code of Conduct. A Headteacher should support an ethos of integrity, compassion and excellence throughout the school and community in which they serve.

The Headteacher will ensure that their leadership demonstrates commitment to promoting and developing the existing good practice through the search for excellence in all areas of its work and in support of the Trust vision and values.

Each school will be supported by a Trust Business and Operations Partner (BOP) The BOP will support on all operational aspects of the job description. For example, it is expected that much if the operational leadership and management of a school would be delegated to the BOP.

Key accountabilities

Creating the future of the Trust Schools

Embed the Trust vision across the Schools

Work with the local board or council to create a local vision for the School which is consistent with the Trust vision and values

Motivate others to create a shared learning culture and positive climate

Implement the vision into agreed objectives and operational plans

Develop a school structure in order to maximise resources and where required support cross working across schools within the Trust to maximise strengths and develop further joint working.

Leading teaching and learning/outcomes and standards across the School

Support curriculum development and innovation to ensure a vibrant, locally relevant and engaging curriculum is in place to ensure children receive a broad, balanced and relevant curriculum that helps to prepare them for the next phase of their education

Ensure the continuous and consistent focus on pupils' achievement, using data and benchmarks to monitor progress

Establish creative, responsive and effective approaches to learning and teaching

Set high expectations and set stretching targets for the school community

Monitor, evaluate and review school practices and promote improvement strategies

Robustly tackle under-performance

With the Business and Operations Partner, manage the school environment efficiently and effectively to ensure that it meets the needs of the curriculum

Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money.

Developing self and working with others

Display and live out Leadership Behaviours that act as a beacon of excellence for others and support the Trust values

Working within Trust policies and supported by the BOP, ensure the maintenance of effective strategies and procedures for staff induction, professional development and performance review

Promote and maintain a culture of high expectations for self and others

Ensure clear delegation of tasks and responsibilities so that teams and individuals undertake effective planning, allocation, support and evaluation of work.

Regularly review own practice, set personal targets and take responsibility for own development.

Maintain a consistent and continuous focus on the development of staff and students

Acknowledge responsibilities and celebrate achievements of teams and individuals to promote a positive successful culture across the school

Actively manage own workload, setting a good example to others to allow a genuine culture of work/life balance.

Attend training and development courses as prescribed by and required by the Trust

Managing the organisation

Ensure the ongoing development and implementation of an organisational structures which reflect the visions of the Trust and enable effective and efficient operations

Develop a focussed School Development Plan, that articulates the core priorities, the timescales in which these will be achieved and the success criteria for each of these

Prepare an accurate School Self Evaluation (SEF) document that accurately reflects the current picture of the school with regards to Leadership, Quality of Education, Personal Development, Behaviour and Attitudes

Operationally manage the human, financial and physical resources of the school, supported by the central team and BOP

Have a strategic overview of all health and safety regulations to ensure that the school meets the needs of the curriculum and health and safety regulations

Ensure that robust performance management processes are carried out for all staff and that all staff are held accountable for their part in achieving the objectives as set out in the School Development Plan

Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money

Prepare a coherent and sustainable budget and class structure

Securing accountability

Consistent with the Trust vision, enable everyone to work collaboratively within the school and across the wider Trust to achieve excellence for all

Ensure individual staff accountabilities are clearly defined, understood, agreed and recorded

Work with the local board to enable it to meet its responsibilities and those defined in the Scheme of Delegation

Ensure every individual child has access to high quality teaching and learning that allows them flourish and become all that God intended.

Present a coherent and accurate account of the school's educational performance to a range of audiences including the CEO, DECO, Trust Board, Local Board parents and carers

Strengthening community

Support and promote positive strategies for challenging any prejudice
Treat people equitably and with dignity and respect to create and maintain a positive school culture in line with the Trust's ethos, values and Code of Conduct

Ensure that the school collaborates with other agencies to promote the academic, spiritual, moral, social, emotional and cultural wellbeing of students and their families

Support the development and implementation of a curriculum which supports the school culture and curriculum which take into account the richness and diversity of the school community, and of those around the school

Ensure a range of community-based learning experiences are available
Collaborate with other agencies to ensure pupil and community needs are met

Develop and implement strategies, to ensure strong community links are established and maintained

Support and lead joint community events that promote the ethos of the Trust

Market and promote schools and the Trust via social media and other communications, sharing its unique selling points, vision and values.

Safeguarding

Be or support the Designated Safeguarding lead

Ensure that the school is a safe place for children, ensuring that all safeguarding procedures are of the highest standard

Oversee the recording and management of safeguarding concerns and ensure compliance with statutory guidance

Oversee the management of the Single Central Record (SCR)

Ensure consistent and thorough procedures and practices of all staff in relation to being vigilant to the safeguarding of all children including liaison with outside agencies.

Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the

general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

This role may involve significant travel between schools within our Trust.



Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criterion through reference to your work or relevant experience.

Training/Qualifications/Experience

	Essential	Desirable
Qualified Teacher Status with a successful NQT year completed	*	
National Professional Qualification of Headship or working towards	*	
Evidence of continuing professional development	*	
Significant experience as a Headteacher with a sustained record of school improvement	*	
Experience of Executive Headship		*
Experience of supporting another Headteacher	*	
Experience of developing partnership and learning between schools	*	
Experience of the effective management of funding and resources	*	
Evidence of successfully leading and sustaining educational initiative	*	
Evidence of effective appointment and personnel management	*	
Evidence of working in a number of different school contexts, i.e. small, large, rural, urban	*	
Experience of working within a Church School		*

Professional knowledge and understanding

Understanding of the mission and vision of the Church of England and the Diocese of Lincoln		*
Knowledge of ways to build, communicate and implement a shared vision across several schools	*	
Demonstrate ability to lead change, creativity and innovation and motivate others to do the same	*	
Awareness of strategies for communication, both within and beyond the schools and communities	*	
Understand strategies for ensuring inclusion, diversity and access to education for all	*	
Curriculum design and management across several schools	*	
The self-evaluation process and its role in driving continuous improvement	*	
Building and sustaining a learning community across several schools	*	
Strategic financial planning, budgetary management, and principles of best value	*	
Legal issues relating to managing a school, including equal opportunities, race relations, disability, human rights, and employment legislation	*	
The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance	*	

To be able to effectively use IT, particularly accounting software and Microsoft Excel	*	
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Safeguarding Children

Current Safeguarding Training	*	
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Ability to develop and maintain a clear vision and lead others to plan and deliver it	*	
Ability to articulate this vision to diverse audiences and a commitment to inspire others	*	
Ability to establish successful relationships at all levels and have good communication skills both verbal and written	*	
Ability to lead, coordinate and delegate with enthusiasm, energy, vigour and perseverance	*	
Ability to exercise accountability effectively, efficiently, and fairly	*	
Ability to foster a culture of respect and openness;	*	
Be passionate about Church School education and learning	*	
Display and role model resilience and perseverance	*	

Behaviour Competencies - Candidates should:

Be respectful and able to with tact and diplomacy	*	
Possess sensitivity and awareness of other's needs	*	

Our Commitment to you

We believe that all of our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.

- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process.

Please see link to our privacy notice for prospective candidates on the page below:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk/Opportunities)

The LAAT Trust promotes diversity and wants a workforce which reflect Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.

Our Schools

- 1 Browns C of E Primary School
- 2 Canon Peter Hall Ce Primary School
- 3 Coningsby St Michael's Church of England Pri...
- 4 East Ravendale C Of E Primary School
- 5 Edenham ce primary school
- 6 Friskney All Saints C O E Primary School
- 7 Harrowby Church of England Infant School
- 8 The Magdalen Church of England / Methodist ...
- 9 Morton Church of England (Controlled) Primar...
- 10 Ruskington Chestnut Street C E Primary School
- 11 Spalding Parish Church of England Day School
- 12 St Peter's C of E Primary School
- 13 Holy Trinity CofE Primary School
- 14 The National Church of England Junior School
- 15 Ulceby St Nicholas C Of E Primary School
- 16 Weston St Mary's C Of E (VC) Primary School
- 17 Whaplode C Of E Primary School
- 18 William Lovell Church of England Academy
- 19 Wrawby C Of E Primary School
- 20 Branston Church of England Infant School

