

Saxton Bampfylde

GLF SCHOOLS

Grow, Learn and Flourish



Join Our Community

Chief Executive Officer

Candidate Information

May 2023

Reference: SBMYA

Welcome to GLF Schools

Where you can Grow, Learn and Flourish

Message from our Chair of Trustees

Dear Candidate,

Thank you for your interest in GLF Schools and the role of Chief Executive Officer. We are delighted that you have chosen to explore this opportunity with us.

Over 11 years, GLF Schools has grown to a Trust of more than 2,000 talented staff working with over 17,000 children and young people in 42 schools across 7 local authority areas in Southern England.

At GLF Schools we believe in:

- Greater impact through collective action
- Local leadership of education
- Facilitating our children and our staff to be the best they can be

Schools within the Trust enjoy the benefits of local flexibility to provide the right education to meet the needs of their local context and community, supported by access to the capability, capacity and resources that come from belonging to one of the largest MATs in the country.

Joining GLF Schools affords you the opportunity to bring your experience and expertise to our Trust and, in return, we provide you with opportunities to enrich your life, both personally and professionally.

On the following pages you will find more information about the Trust along with the role summary, which I hope will be valuable in providing you with the details to assist you in your application. More importantly, we hope it helps you to develop your understanding of what it means to be a part of GLF Schools and its community.

I wish you every success with your application.

Lynne O'Reilly
Chair of the Trustees

ABOUT GLF SCHOOLS

Our History

GLF Schools was founded in 2012 in order to enable the federation of Glyn School, an academy since 2011, and Danetree Junior School. Having worked in partnership since October 2010, both schools' governing bodies and leadership teams believed that, as like-minded partners, working in different sectors gave incredible opportunities to the children and students of both schools.

Armed with that simple philosophy, we began our 'journey' – a journey that would help us become a MAT of more than 2,000 talented staff working with over 17,000 children in 42 schools across 7 local authority areas in southern England.

Our Culture

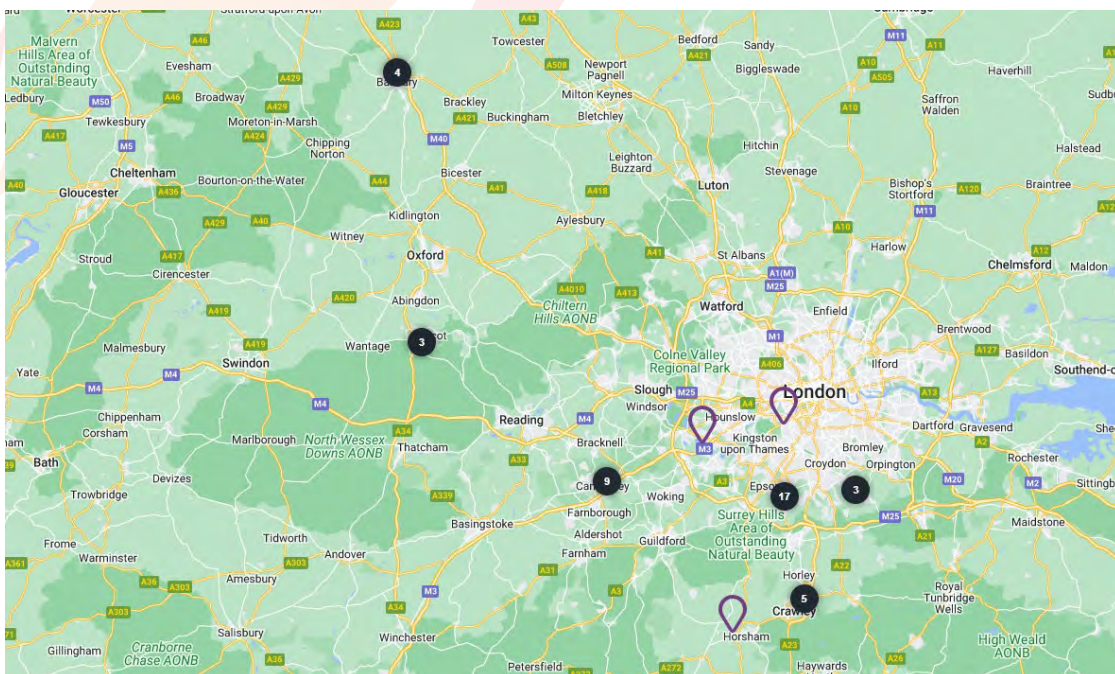
What we say in our motto is true: "Where Children Grow, Learn and Flourish." Each of our schools has its own distinct character which is respectful of its community and context. Our collective GLF culture is built upon caring for our children and students by enabling our staff to provide the best possible education with the resources at our disposal.

Governance

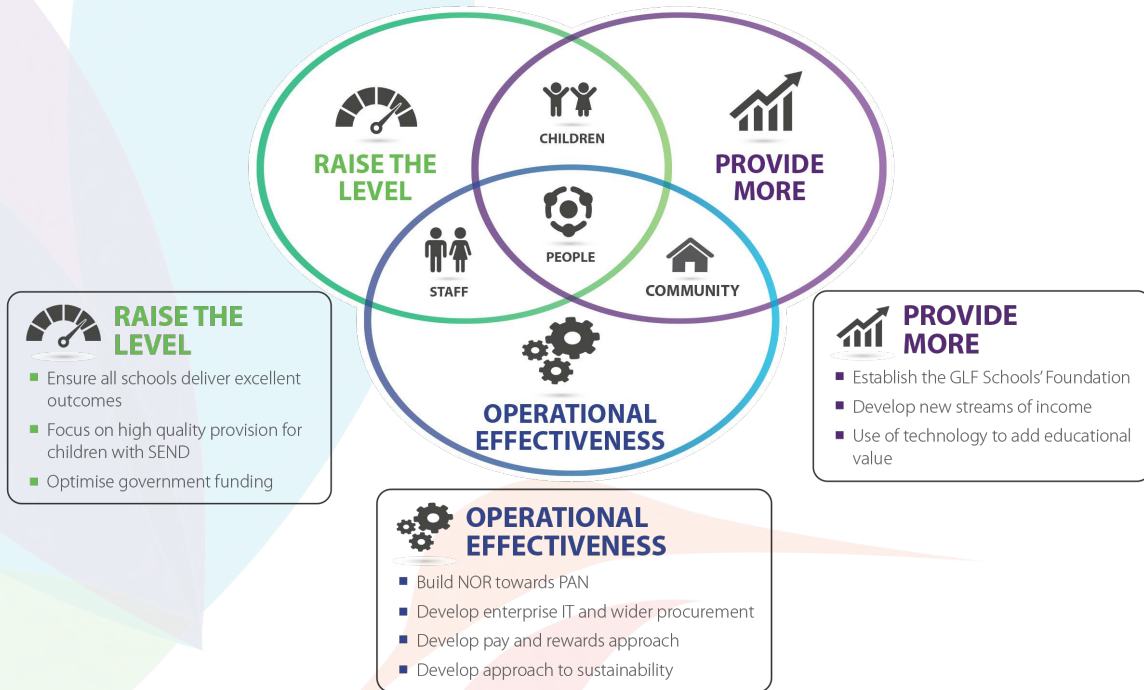
Each GLF School has its own Local Governing Body called a School Standards Board (SSB). Each SSB includes representatives from the school's parents and carers, and local community members. Ultimate legal responsibility for all matters relating to each school resides with the GLF School's Trust Board.

Our ultimate aim is for each GLF school to provide children and young people with an excellent, enjoyable and fulfilling education. Highly-qualified, well-trained teachers will apply GLF Schools' approach to learning and teaching to enable our children to flourish.

Our Schools



2022 - 2025 Strategic Plan



Vision and Values

At GLF Schools we believe in:

- Greater impact through collective action
- Local leadership of education
- Facilitating our children and our staff to be the best they can be

Our Vision:

All our children and young people will receive the best possible start in life.

Every child will transition successfully to their next stage of education, training or employment.

Our Values:

Our core values of Respect, Inclusivity, Integrity and Kindness help drive our daily behaviours and standards.

Our Purpose:

We work together sharing experience, sharing resources and sharing support. Our schools are stronger by working together.

Our Mission:

We exist to serve our communities by providing all children and staff the opportunity to Grow, to Learn and to Flourish

GLF Schools Foundation

[About the Foundation - GLF Schools](#)

The GLF Schools' Foundation will provide opportunities for all children/students within our schools to have exposure to opportunities and experiences regardless of their financial background. The Foundation aims to minimise the socio-economic barriers that exist, preventing children/students from exploring, experiencing and enjoying a variety of beneficially healthy activities. Within our schools, we have approximately 3,000 students - 19% of our total children/students - who are recognised as disadvantaged through financial means; these are the children/students on whom we are focusing support in accessing a breadth of opportunities to help them succeed in life.

Through the development of GLF Schools' Foundation, children, students, staff and families will be able to apply for individual funding and additional support to further develop and follow their passions in an opportunity they have experienced. Through our wide community of families and friends, we are aiming to raise funds for those most in need and assist them not only financially but by providing role models through the successes of our ambassadors in their given fields - Rory Burns, Jessie Knight, Steven Reid, Paul Hodgson, Raye Harvey, Corrie Lunghi, Charlie Sinclair and Jack Pepper. Alongside this, we will support programmes and projects to increase the diversity of opportunities in our 42 schools to ensure all students have the experiences at school that they deserve.

"GLF Schools is seeking to deliver a leading model of community investment for Multi- Academy Trusts. The formation of the GLF Schools' Foundation will benefit all our school communities and our children, students, staff and families. GLF Schools and its Foundation will work collaboratively with external partners to enable us to deliver an even more outstanding educational experience."

Lynne O'Reilly, Chair of Trustees



THE ROLE

This is an exciting opportunity to lead one of the largest and most successful Trusts in the country through the next stage of its development. Following a period of growth over the last decade, the Trust is now undergoing significant change as it seeks to create structures and processes that will enhance the Trust's ability to deliver on its values and mission: to ensure the best possible start in life for the children it serves.

Core responsibilities:

The CEO is responsible for delivering the Trust strategy and shaping its ongoing development. The CEO oversees all operations of the Trust - including enabling school and organisational improvement, ensuring sustainability, compliance, and the mitigation of risk, as well as building strategic partnerships with a range of stakeholders to ensure both strong educational outcomes for children and the sustainable development of the Trust.

Strategic leadership

- Lead the organisation's growth and development;
- Hold overall accountability for the performance of the Trust and its schools;
- Hold executive responsibility for informing and supporting the work of the Board -including the delivery of the Trust strategy in partnership with the Trustees;
- Set an example for leaders across the Trust, modelling and promoting its values.

Governance and financial stewardship

- Serve as the Accounting Officer for the Trust in accordance with the requirements of the Education School Funding Agency (ESFA);
- Support a robust governance structure for challenge and support at every level of the organisation;
- Build an open, transparent, and effective relationship with the Trust Board and committees, including meeting regularly with the Chair of Trustees.

Improvement and innovation

- Play a critical role in enabling improvement and innovation by setting challenging targets and aspirations, developing strategies and driving exceptional educational performance across all schools;
- Together with the Executive Leadership Team, ensure a high quality of curriculum, teaching and assessment of child learning across the Trust both through central systems and the clear setting of standards and expectations across all schools;
- Foster a culture of innovation, where staff are encouraged to engage in external research and development that supports the Trust's strategy and vision.

People development

- Ensure that the Trust is an employer of choice and one that has talented and skilled people in the appropriate roles in order to deliver the Trust's strategy;
- Foster a cultural and operational commitment to equality, diversity and inclusion in order to thrive, setting an example from the top down and acting as a catalyst for achieving inclusion at all levels;
- Demonstrate a commitment to developing people in line with the Trust's commitment to professional development for staff of all levels.

Sustainability and compliance

- Secure organisational sustainability and statutory compliance, and support the Board to meet their duties as company directors and as Trustees of a charitable body;
- Ensure that the Trust's strategy is supported by cost effective, consistent, streamlined, responsive and integrated central services, as well as high-quality operational delivery across all schools;
- Ensure that risk management systems and compliance monitoring systems are in place so that the organisation can anticipate and plan for risks and fulfill all its statutory duties and responsibilities.

Ambassadorship

- Build external relationships, creating a sense of openness and proactive engagement with a range of local, regional and national stakeholders and in so doing, develop the Trust's profile, influence and impact;
- Act as a confident spokesperson and the public face of the Trust with external stakeholders, staff, children and their parents or carers;
- Cultivate and sustain the Trust's relationships with a range of key partners including the Department for Education, Education and Skills Funding Agency, Ofsted and other regulators.



PERSON SPECIFICATION

The incoming CEO will be an experienced, dynamic and collaborative leader, who can drive forward the Trust's Strategic Plan and develop GLF Schools in ways that will bring increased consistency and effectiveness across the organisation, both operationally and educationally, to maximise the benefits of being a large Trust. They will demonstrate exceptional interpersonal and communications skills, as well as sound judgement and resilience. With a background that could include both primary and secondary phase experience, they will ideally also have experience of organisational change at scale. They will be aligned with the Trust's vision and values and passionate about improving the life chances of children and young people through education and experiences.

Experience and Knowledge

Essential

- Substantial leadership experience in a complex organisation;
- Experience of leading organisational change at scale;
- Experience of leading and managing organisational performance with a relentless focus on improving outcomes;
- Evidence of ability to motivate, develop, support and challenge staff;
- Evidence of strong influencing and negotiating skills;
- Evidence of ability to actively engage politically and strategically;
- Evidence of ability to plan effectively;
- Experience of working positively with Trustees or Members and/or experience of board membership;
- Evidence of developing organisational culture including the ability to embrace and influence change and build in organisational resilience.

Desirable

- Track record of successful leadership of significant school improvement strategies;
- Professional expertise in developing and delivering visionary curriculum leadership.

Professional and personal attributes

- Outstanding leader, committed to distributive leadership and teamwork;
- Passionate commitment to the academic, personal and social development of young people and families;
- Excellent interpersonal, communication and organisational skills;
- Commitment to diversity and equality;
- Committed to actively seek new approaches, ideas and challenges;
- Be able to take difficult decisions when under intense pressure, especially when dealing with damage limitation situations.



The successful candidate will be

- A proven strategic leader;
- Financially literate including in areas of sustainability and compliance;
- An effective relationship builder both internally (stakeholders and partners) and externally (DfE, Local Authority, etc);
- Compliant with relevant employment checks particularly with regard to safeguarding.

Qualifications

Essential

- Educated to degree level or equivalent.

Desirable

- NPOH qualified;
- Educated to Masters degree level or higher and/or possess a leadership qualification in education.



Terms of Appointment

The salary offered is competitive and will be commensurate with the experience of the appointed candidate. Other benefits will include LGPS membership.

The Trust's registered office is: GLF Schools, Picquets Way, Banstead, Surrey, SM7 1AG

The role of CEO will involve travel to visit schools and for meetings with regulators and other stakeholders.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to GLF Schools on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code SBMYA. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring form. The equal opportunities monitoring form will not be shared with anyone involved in assessing your application.

The closing date for applications is noon on Thursday 15th June 2023. Shortlisted candidates will be invited to interviews taking place on 13th July 2023, with final round interviews on 19th July 2023.

Candidates who have a disability or any other needs will be given the opportunity to highlight this prior to any selection activities in order that reasonable adjustments may be made to the selection process.

GLF Schools particularly welcomes applicants from under-represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Safeguarding Statement

GLF Schools recognise our moral and statutory responsibility to safeguard and promote the welfare of all children and young people. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. Child protection forms part of our safeguarding responsibilities.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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