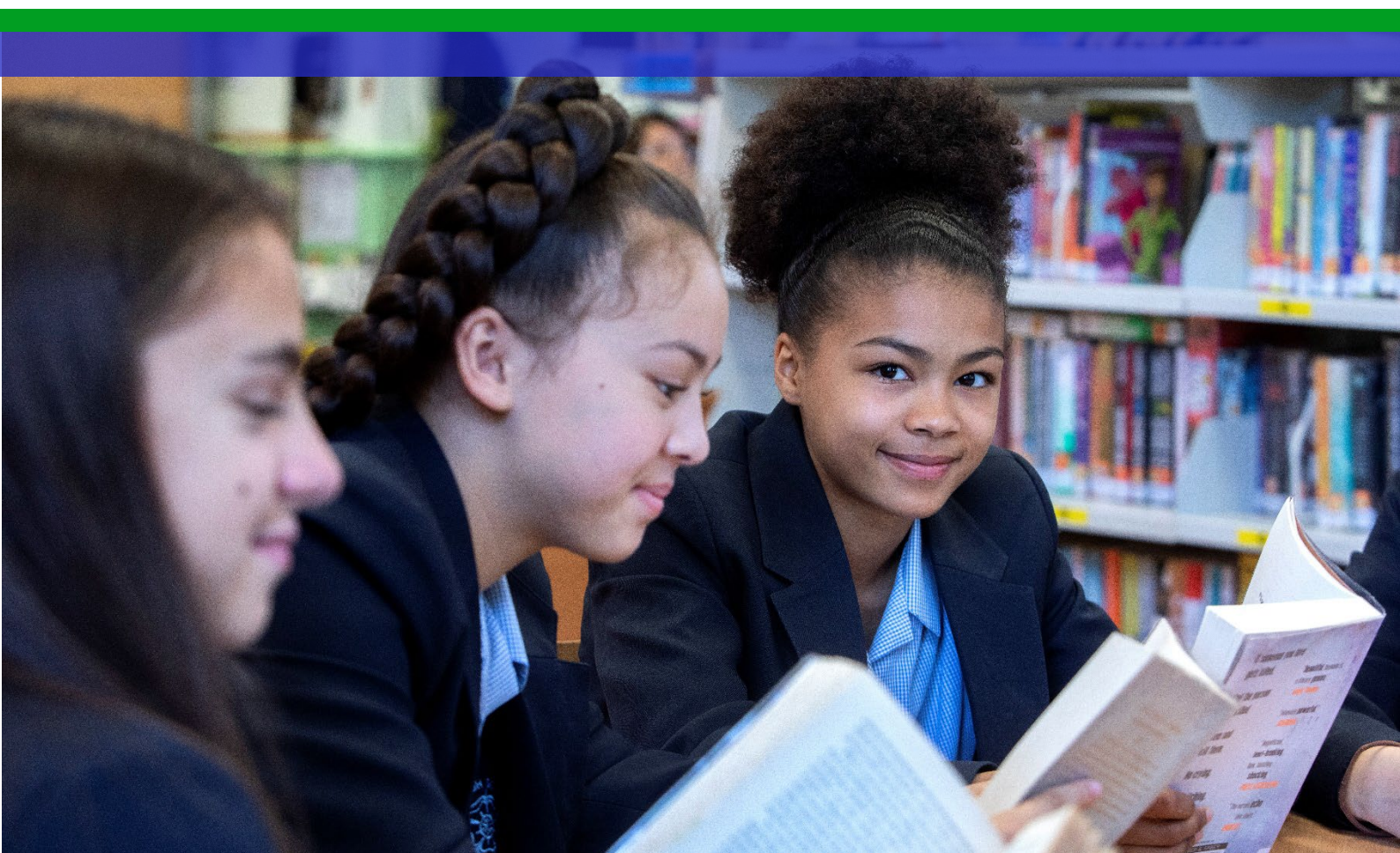




Girls' Learning Trust Appointment of CEO

November 2023 | Reference: SBDFB



Welcome from the Chair

Dear Candidate

I am delighted that you are considering applying for the Chief Executive Officer role at the Girls' Learning Trust. I very much hope that the information provided helps you decide whether or not we are the right organisation for you.

I am proud to be the Chair of a financially secure MAT with good governance and a strong team of talented staff, trustees and governors. Our Trust was formed in September 2015 and currently comprises three successful and high performing girls' schools: Nonsuch High School for Girls, Wallington High School for Girls and Carshalton High School for Girls. All three schools are located in the London Borough of Sutton. As the largest all-girls secondary multi academy trust in the UK we have over 4,500 students aged 11-18 and almost 500 staff. We have a financial turnover of £30 million and operate over three large sites. We are an ambitious trust and our aim is to empower girls and young women by delivering a first-class education and providing an inspirational start to their futures.

As a multi academy trust we work to maximise the opportunities we have for collaboration across our schools to deliver the best outcomes for all our students and enhance staff development. Alongside our shared values and vision our schools are still able to maintain a level of autonomy and each has its own distinct identity whilst working productively with each other and the central Trust team.

We are now entering our next development and growth phase and will be actively exploring opportunities for new partnerships with other girls' secondary schools. We are looking for an exceptional leader with considerable and relevant experience – one who can work closely with the Trust Board to shape future strategy and lead the Trust through this next phase.

It's an exciting time for the Girls' Learning Trust. If you believe you have the skills and vision, together with the drive and ambition, to be our CEO then we very much look forward to receiving your application.

Yours sincerely,



Sandy Gillett
Chair of Trust Board

Vision, Mission and Values

Vision

Our vision is to be champions of excellence in girls' education, empowering young women to realise their full potential and shape the world.

Mission

GLT is committed to offering an outstanding education that promotes wellbeing and personal development for everyone in our schools, enriched by the opportunities that arise from being part of an girls' education trust.

We believe education should be about:

- Encouraging risk-taking and developing reflective approaches to teaching and learning
- Championing equality and inclusion and challenging social and economic disadvantage
- Building supportive and collaborative networks whilst allowing schools the autonomy to develop in ways that are best for their students
- Offering broad and rich experiences that go well beyond the academic and lead to satisfying and rewarding career paths
- Fostering a sense of pride in diversity.



Strategy

In 2015, Nonsuch High School for Girls formed a multi-academy trust with Wallington High School for Girls, the Nonsuch & Wallington Education Trust. In 2018, the company changed its name to Girls' Learning Trust (GLT) and later that year Carshalton High School for Girls joined the MAT.

Our schools share many characteristics and are held in high regard by the local community. They are high performing and deliver a broad, balanced and challenging curriculum setting high expectations. Students benefit from being taught by well-qualified, dedicated and committed staff who are experts in girls' education.

GLT benefits from the expertise within an executive support staff team that provides shared services for schools, including Finance, Estates, IT, Procurement, Capital Development Projects, HR, Governance, Audit and Risk. This core team of professionals ensure consistent methods of operation, strong quality assurance and best value across the Trust.

Relationships in the Trust, between staff and students or between colleagues, are built on mutual trust and respect. These relationships drive school improvement and contribute to the wellbeing of everyone.

Visitors to our Trust often comment on the high levels of motivation and positive behaviour of the students, the commitment and professionalism of the staff and the well-equipped school buildings.

Strong academic performance is complemented by highly effective pastoral care. We believe in offering a broad experience that goes well beyond the academic and girls are encouraged to develop their confidence, independence and resilience across a wide range of enrichment and extra-curricular activities.

While we work across the Trust to support school performance and ensure value for public money, we believe in allowing our schools autonomy in developing approaches to pedagogy and the curriculum that will deliver the very best outcomes for their students. Nevertheless, our shared values and the many opportunities we have for collaboration across our schools mean that we learn lots from each other and that we remain outward-focused.



Collaboration and Partnership

We are equally open to partnerships beyond our Trust and enjoy wide collaboration with other trusts and agencies. We also value highly our close relationships with other schools in the London Borough of Sutton. Here are a few of the organisations with whom we have partnerships:



Trust Development and Growth

Phase: Development (2015 – 2018)

- Academies join the Trust
- Emergence of central services in Finance, IT, HR and Premises
- Development of cross-Trust initiatives

Phase: Consolidation and Building Capacity (2019 – 2022)

- New CEO recruited
- Consolidation of central services and of collaboration across schools
- Rise in student population numbers
- Post-Covid recovery strategy

Phase: Growth (2023 – 2026)

- Explore opportunities for external partnerships
- Increase income generation capacity
- Strategic approach to succession planning
- Prepare for declining secondary-stage population

Strategic Priorities

We share, across the Trust, these key strategic priorities:

- Promoting wellbeing and personal development for all
- Excellent staff development for high quality teaching and learning
- High-quality careers education and advice
- Extensive enriched curriculum opportunities
- Welcoming, and robustly supporting, disadvantaged students
- Strength in equality, diversity and inclusion
- Sustainability, efficiency and value for money
- Effective governance
- Championing collaboration across and outside our Trust
- Recruiting and retaining the very best staff
- Innovative and effective IT support and infrastructure
- Well-maintained and managed facilities that support the aims of the schools and the Trust.

Our Schools



◀ Carshalton High School for Girls

Headteacher: Mr. Maurice Devenney

Roll: ~1,450 students

Address: West Street, Carshalton SM5 2QX

Website: <http://www.chsg.org.uk/>

Nonsuch High School for Girls ▶

Headteacher: Ms. Amy Cavilla

Roll: ~1,510 students

Address: Ewell Road, Cheam SM3 8AB

Website:

<http://www.nonsuchschool.org/>



◀ Wallington High School for Girls

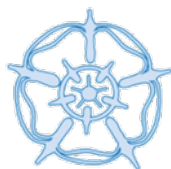
Headteacher: Ms. Tracey O'Brien

Roll: ~ 1,520 students

Address: Woodcote Road, Wallington SM6 0PH

Website:

<http://www.wallingtongirls.sutton.sch.uk/>



Chief Executive Officer

With the planned retirement of Jen Smith in Summer 2024, the Girls' Learning Trust is seeking to appoint an exceptional individual to provide vision and leadership to the Trust Board. Responsible for the the efficient and effective delivery of the Trust's strategic aims, the CEO will uphold the Trust's values across the organisation.

The incoming CEO's strong and effective leadership will inspire staff within the Trust and our schools to achieve the highest levels of performance and ensure a culture of continuous improvement.

Key Responsibilities

Strategy: Supporting the Board in the formulation and development of the Trust strategy to provide the best quality of education to all its students and drive the evolution of the Trust in a measured and sustainable way.

Vision: Ensuring the Trust reflects an inclusive ethos of an all-girls' education which actively values and promotes diversity, unity, and equality of opportunity for all. Articulate the vision for the trust and actively promote it to key stakeholders, including parents, pupils, staff, and the wider community.

Leadership: Providing strong and effective leadership of the Trust.

Management: Holding line management for Headteachers and senior leaders of the central team in the Trust.

Systems and Compliance: Maintaining robust systems that comply with Trust processes and policies including the Schemes of Delegation, Health and Safety, and Safeguarding.

Governance: Working closely with the Board to ensure effective governance arrangements are in place at all levels of the Trust.

Finance: Ensuring the responsible and appropriate use of public funds. Plan, implement, and monitor the trust's internal and external financial reporting.

People: Recruiting, developing and retaining high-quality staff across the trust. Ensuring that the trust has effective performance management and professional development systems in place at all levels.

Person Specification

Essential

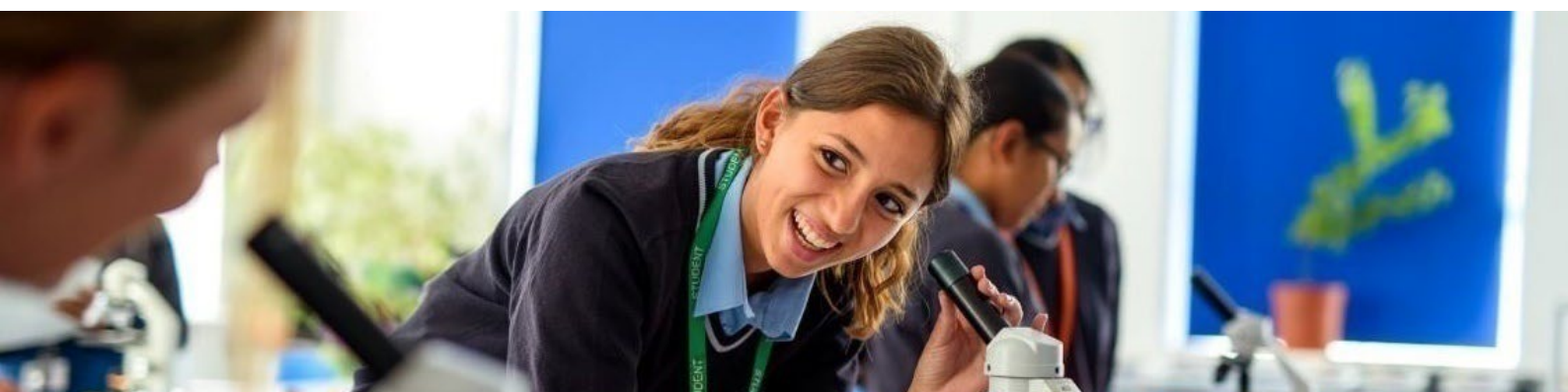
- Commitment to high standards, aspirational school improvement and advocating on behalf of girls and young women in the political arena.
- Significant experience of, and have held one or more executive-level positions in, a UK educational institution.
- Ability to operate at both strategic and operational levels.
- Ability to demonstrate business focus with a commercially minded approach and show evidence of excellent strategic planning, delivering creative solutions.
- Proven track record of successful financial management along with a strong ability to successfully lead complex and significant projects from inception to completion and a commitment to the development of staff at all levels.
- Ability to develop and maintain a collaborative and co-productive ethos between our schools and the central Trust team, necessitating admirable communication skills and meaningful working relationships and partnerships with a range of stakeholders at all levels.
- Effective leadership skills that will inspire staff and schools within the Trust to achieve the highest levels of performance and ensure a culture of continuous improvement.
- Ability to operate with integrity and openness.
- Articulate and insightful.
- Resilient and calm under pressure.

Desirable

- Qualified teacher status.
- Full appreciation of multi-academy trusts, cultures and needs, including a good knowledge of MAT funding policies.

Equal Opportunities

GLT is committed to creating and promoting a diverse and inclusive workforce that better reflects its students and local community. All appointments will be made on merit, following a fair and transparent process. Applications are welcome from all suitably qualified candidates regardless of age, disability, ethnic or national origin, gender identity, marital status, political opinion, religion or belief, sex, sexual orientation or trade union membership. We particularly encourage applications from under-represented groups.



Terms of Appointment

The post will be based at one of the schools in the Trust – likely to be Carshalton High School for Girls, Sutton, and the CEO will be expected to travel between school sites.

The salary will be competitive, reflecting the seniority of the role and depending on the skills and experience of the preferred candidate. This is a full-time term-time position and therefore the successful candidate will be expected to take their annual leave during the school holidays. The new CEO will be eligible for a salary review, subject to approval by the GLT Trust Remuneration Committee, no earlier than 1st September 2025

The Board is supportive of the CEO having non-executive positions on other boards, but we would expect them to have no more than two external roles, and these would need to be approved by the Trust Board.

Safeguarding

GLT is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks and safeguarding training.

KCSIE online checks

In line with the latest KCSIE guidance, Saxton Bampfylde will conduct a search of online records that are publicly available on shortlisted candidates. These checks are used only to meet the intended purpose of the KCSIE's recommendation in relation to whether an applicant is suitable to work with children and young people. All data will be held in line with data protection regulations.

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.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Girls' Learning Trust on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code SBDFB.

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 online form will not be shared with anyone involved in assessing your application.

The closing date for applications is noon on **Thursday 7th December 2023**.



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