



Lewisham Learning

Director (Two-Year Fixed Term Contract)
Candidate Information Pack

March 2019



Lewisham

The London Borough of Lewisham is in south London, England and forms part of Inner London. The principal settlement of the borough is Lewisham. The local authority is Lewisham London Borough Council and it is based in Catford. The borough shares borders with six other south London boroughs. Clockwise from the north: Greenwich, Bromley, Lambeth and Southwark.

Lewisham is a vibrant and diverse borough and one of strong contrasts. According to the 2011 census, Lewisham has a population of 275,885 and is 53% white and 47% BAME, where 43% of households are owner-occupiers. A 2017 report by Trust for London and the New Policy Institute found that Lewisham has a poverty rate of 26%, close to the London-wide figure of 27%. Significant areas of Lewisham are currently undergoing exciting redevelopment and regeneration.

Education in Lewisham

- Over 90% of Lewisham Schools are rated Good or Outstanding by Ofsted
- Our GCSE results are improving at a rate faster than the national average in English and Maths
- Lewisham secondary schools are currently benefitting from a £1million investment to improve outcomes for pupils
- Our Early Years outcomes are among the top five in the country and have been for the last five years.
- Key Stage 2 results in reading, writing and maths in the last year were 69% - 5% above the national average, and a 7% improvement on last year.
- Of the 732 students in England receiving all Grade 9s in their GCSE, 13 of those were from Lewisham's schools – the national average is 4.7 students per local authority.
- There has been a 45% drop in exclusions over the last two years in our secondary schools, bucking the national trend of rising exclusion rates.

Lewisham Learning: The School Improvement Partnership for Lewisham

Lewisham Learning is a schools' led partnership established by school leaders and the local authority to deliver high quality school improvement to all Lewisham schools. It is rooted in successful collaboration which has underpinned education in the borough for some time. Our schools operate as a family to support, challenge and encourage each other in their determination to do the very best for every child.

All of our schools are members of Lewisham Learning and have access to a developing membership core offer and a strong model of school improvement. Lewisham Learning works closely with the Local Authority and is supported by it. It also works closely with a range of other local organisations who are determined to give our children and young people the best possible start in life.

Our four teaching schools have formed an alliance and work in collaboration with one another to support and deliver the coordinated offer back to schools.

The Lewisham Education Commission finalised its report in April 2016. One of the Commission's key recommendations was that the local authority, headteachers and governors set up a partnership to establish a school-led system of school improvement. This partnership would enable schools to work together across the borough, to draw on each other's strengths and thus complement improvement efforts within local groups of schools.

Lewisham Learning is now operating as an overarching, cross-borough partnership to ensure the very best education for all children and young people. Lewisham Learning's aim is to ensure that by 2020:

- All Lewisham schools will be good or better
- Performance at Key Stage 4 and 5 will be at least at the London average
- Vulnerable children are served well - as measured through performance of vulnerable groups and exclusion figures
- All Lewisham schools are schools of choice
- Young people have huge pride in their school - as measured through a young people's survey
- All school staff are proud to work in an ambitious and successful system.

The role of Director of Lewisham Learning represents a unique opportunity for a high calibre individual to lead and shape this developing organisation in an evolving education landscape in which 90 member schools and the London Borough of Lewisham Council are both investing and providing strong educational and civic governance.

Applications are invited from high quality candidates with successful system leadership experience.

More information and details about Lewisham Learning, including our annual report for 2017/18 can be found here:

<http://schoolsservices.lewisham.gov.uk/Services/3975>

The Lewisham Learning Strategic Board

The Lewisham Learning Board represents the different members from schools and the Local Authority.

The following 8 voting positions will be elected from among Headteachers and Chairs of Governors in Lewisham Learning member schools:

- Secondary Governor
- 1 other Governor
- 2 Nursery or Primary HTs
- 1 Secondary HT
- 1 Special School / Alternative Provision HT
- 1 Headteacher, Executive Headteacher or Chief Executive from a Multi Academy Trust
- 1 Executive Headteacher from a federation

Other attendees will be the Cabinet member with councillor responsibility for Children and Young People, the Chair of Lewisham Teaching Schools Alliance Partnership and the Executive Director of Children and Young

People's Services, who will also be a voting member on behalf of Lewisham Council.

The Independent Chair and the Director will attend as non-voting members of the Board.

Remuneration

Salary of £90,000 per annum.

Secondments

Applications from individuals currently in leadership roles who wish to be considered on the basis of a two-year secondment, both in Lewisham borough or other local authority areas may be considered.

How to Apply

Lewisham Learning has engaged the support of Veredus in this recruitment process.

To apply, please submit to Veredus:

- a comprehensive CV that addresses the key selection criteria outlined in the Job Description.
- a supporting statement of no more than two sides of A4 which addresses the criteria in the Person Specification.
- A one page covering letter setting out your reasons for applying, what you will bring to the role, your current level of remuneration, notice period and the details of two referees.

Please submit these documents to paula.kyprian@veredus.co.uk

Veredus will assess applications against the criteria in the Job Description and Person Specification and make recommendations to the Selection Panel on those candidates recommended for the short-list. Short-listed candidates will be further assessed by the Selection Panel through a combination of interview, presentation and leadership profiling exercises.

For a confidential discussion regarding the role please contact Nick Cole (07736 491804) or Ben Manojlovic (07785 454971) at Veredus.

Closing date: 12 noon on 15th April
Interviews: w/c 22nd April

Job Description

Designation: Director of Lewisham Learning Strategic Board

Reports to: Independent Chair of the Board

Directorate: Children and Young People

Key Responsibilities

The Director will be responsible for continuing to develop Lewisham Learning as an independent schools-led partnership for improvement that drives forward performance in Lewisham schools so that *all* schools are rated Good or Outstanding by Ofsted by 2020. The Director must build on the commitment from schools and provide leadership in developing a new model for local area improvement. The Director will be responsible for both strategic and day to day management of Lewisham Learning. The Director will work closely with the Strategic Board and will be instrumental in translating the Board's strategy into practice.

Key responsibilities of this post include:

- Assuming responsibility for the leadership and management of Lewisham Learning and for all its operations.
- Developing strategic plans that secure the objectives of Lewisham Learning and delivering them successfully.
- Leading activity that raises achievement, aspiration and school performance across all member schools in Lewisham and which prevents failure for any child or for any school.
- Leading the development and implementation of a school-led system of improvement which can invest in innovative development and build of leadership capacity across the education system.
- Managing resources to ensure secure finances, viable operations and potential for growth of Lewisham Learning.

Corporate Responsibilities

- Formulating and successfully implementing policy agreed by the Lewisham Learning Strategic Board.
- Promoting a culture that reflects the vision and values of Lewisham Learning.
- Cultivating a culture of development and learning that acts as a magnet attracting and retaining the best teachers and leaders to work in the London Borough of Lewisham.

Relationships

As the most senior officer in the organisation, the Director will be expected to act as an ambassador for Lewisham Learning at all times and proactively build mutually supportive relationships with a range of internal and external stakeholders.

Internal Contacts

These will include:

- Executive Director of Children and Young People, Lewisham Council
- Assistant Director Education, Lewisham Council
- Independent Chair Lewisham Learning

External Contacts

These will include:

- Elected Members
- Schools
- Governors
- Other relevant external stakeholders

External Relations

- Act as an ambassador for Lewisham Learning to a range of stakeholders.
- Maintain close relationships with key members of the council, Elected Members, schools and their governors and relevant external stakeholders.
- Act as the lead spokesperson for the organization.
- Represent the Lewisham Learning at relevant meetings and events.
- Facilitate change and address any potential conflict with external stakeholders.

The Director must be able to commit time to conduct the role well, including travel and attending events out of office hours.

Strategic Leadership

- Ensure that there is a clear vision, direction and ambition for Lewisham Learning.
- Support the board to challenge the strategy, structure and status of Lewisham Learning and how it aligns with and compliments the Local Authority's education / CYP plan in order to secure the organisation's future and sustainability.
- Provide the Board with information and data to ensure that it is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities, and manage and mitigate the risks.
- Ensure sound financial health of the organisation, with systems in place to ensure financial accountability.

Performance Management

- Ensure that objectives and performance standards are not only understood but owned by all involved in Lewisham Learning.
- Monitor school performance data and intelligence to ensure goals are achieved and to minimise any risk of underperformance through early intervention.

- Build collective responsibility and ownership for the achievement of outcomes.
- Intervene where necessary to improve performance and informing the Strategic Board of relevant performance issues.
- Assess, monitor and manage the risks facing the organisation.
- Monitor finances and exert controls and interventions as necessary.
- Monitor and manage the performance of senior managers and leaders.

Efficiency and Effectiveness

- Work with the Chair to prepare for meetings of the Strategic Board effectively and efficiently, bringing impartiality and objectivity to the decision making process.
- Lead and manage the School Improvement Board including the School Improvement Partner and consultants.
- Foster, maintain and ensure that constructive relationships exist with and between the School Improvement Board and Strategic Board members.
- Work closely with the Chair to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees.
- Monitor that decisions taken at meetings are implemented.
- Work in partnership with the Secondary Challenge Board and the Lewisham Learning and Teaching School Alliance Partnership.

Person Specification

Note to Candidates:

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and selection process for this post. Candidates can expect to be tested, assessed and interviewed during the selection process against the criteria in this person specification.

Please ensure that Equality and Diversity issues are addressed specifically in relation to the role for which you are applying when addressing the requirements of this person specification where appropriate.

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

Skills

- Enthusiastic and inspiring, with the ability to influence leaders, including senior leaders, partners and stakeholders.
- Driven, in pursuit of excellence with a relentless focus on improving teaching and learning and developing leadership capacity.
- Sound judgement and diplomacy in all dealings.
- Quick to grasp and understand perspectives and needs of schools, leaders, other partners and customers.
- Genuine enjoyment of working with and encouraging others to achieve agreed goals.
- Clear, logical thinker with exemplary communication skills, both oral and written.
- Ability to balance challenge and support in order to produce the best outcomes.
- Tenacious, resourceful and imaginative when dealing with difficult issues.
- Demanding of high standards of performance of self and others.
- Proven ability to lead, motivate, enthuse, and drive forward individuals, teams and partner organisations to achieve and sustain high performance.
- Proven organisational skills at a high level.
- A track record of effective risk management and mitigation.
- Ability to analyse, evaluate and interpret data and information to make critical decisions.
- Ability to manage competing priorities to obtain the best outcomes for Lewisham Learning.
- Evaluation and management of performance of senior staff in the organisation.
- An ability to liaise and network successfully with leaders in schools, Council, partner and regulatory organisations and other businesses through a period of significant change.
- Ability to respond effectively to government policy proposals, plan for and manage relevant inspections and audits and work constructively with London and national government.

- Ability to ensure high standards of confidentiality
- Assertive, clear thinking and able to negotiate, challenge, have influence and authority to resolve conflict between stakeholders.
- Ability to recognise discrimination in its many forms and to promote equal opportunities policies within the operation of the Lewisham Learning.

Knowledge and Understanding

- Broad knowledge and understanding of the Education sector and current issues affecting it
- Good understanding of schools, school improvement and school related support services.
- Good understanding of equality legislation and leading on diversity.
- Financial management expertise and a broad understanding of local authority finance issues.
- Current knowledge of local authority / schools relationships, responsibilities and accountabilities.
- Knowledge and understanding of the governance arrangements for all statutory partners.

Experience

Experience of:

- Successfully raising achievement and improving schools.
- Significantly improving the outcomes for underachieving groups.
- Successfully leading on equality and diversity.
- Working in a challenging inner-city context.
- Running a complex organisation with consistent effectiveness.
- Successful leadership and management to achieve operational excellence and secure challenging financial targets.
- Leading in a newly formed organisation and of building teams in a developing environment.
- Challenging, motivating and leading others to create an organisation committed to improvement.
- Developing, managing and monitoring budgets and forecasts, and delivering projects within agreed financial parameters.
- Developing successful business relationships and systematically spotting opportunities for income generation and service development.
- Negotiating and managing contracts. Defining and managing service level agreements.

Developing key relationships

- Building on and strengthening partnership working and inter-relationships between schools, teaching schools, the London Borough of Lewisham Council, other educational partnerships and relevant community partners.
- Harnessing the referral, convening and partnership powers of the Council to support learning through strong civic governance and community engagement.

- Representing Lewisham Learning to customers and stakeholders so that the organisation is seen as valuable and integral to the success of schools in the London Borough of Lewisham.
- Maintaining regular dialogue with the Chair of the Strategic Board
- Ensuring the board is kept informed of all significant matters.

Equality & Diversity

- Awareness of and a commitment to Equality of Access and Opportunity in a diverse community
- Understanding of how equality and diversity relates to this post

Special Conditions

This role requires an enhanced DBS check.