**PART-TIME INTERIM EXECUTIVE HEAD INITIALLY ONE YEAR**

We are looking for an interim Executive Headteacher to work part-time across two primary schools in Lewisham who work in partnership in the Grinling Gibbons/Lucas Vale (GGLV) Federation.

**We are seeking someone who:**

* Has experience working as an Executive Head and a track record of leading schools to good and outstanding.
* Puts strong outcomes for pupils at the heart of everything they do and does not accept disadvantage as an excuse for underperformance.
* Has a strong track record in strategic school improvement, particularly how to make rapid improvement in teaching and learning.
* Works collaboratively to develop a shared vision, leads by example and, has experience mentoring less experienced leaders to become the best they can be. Equally is not afraid to take robust action on poor staff performance.
* Has experience of taking stock of schools with a long tail of underperformance, identifying priorities and rapidly sharpening systems to accelerate improvement.
* Has experience improving financial management of schools.

The interim Executive Head will initially be appointed for a period of one-year and part of the role will be to support the GGLV Governing Body to consider longer-term options for the school leadership.

**Background on Lucas Vale and Grinling Gibbons**

Lucas Vale is a two-form entry primary school serving a diverse population with a high proportion of children entitled to pupil premium. Grinling Gibbons is a one-form entry school with a similar intake. They are overseen by a governing body which has been strengthened by a recent change in membership and leadership. The Executive Head is returning to her substantive schools. The soft federation with two other Lewisham schools will not continue.

Lucas Vale was inspected in March 2019 and received Requires Improvement with capacity to improve. A new Head of School was appointed and there are signs of improvement. Grinling Gibbons is currently identified as Ofsted Good. Both schools need to improve outcomes for their pupils, although the recent SATs result show a promising upward trajectory.

Both schools have received support from Lewisham Council school improvement services in the last year, and both continue to self-evaluate as requiring improvement. The schools now require a strategic leader who can build on the improvements to date and support them to prioritise action and plan effectively. The Governing Body would expect the successful candidate to provide them with strategic advice on next steps.

**The following points are areas the Governing Body would want to see addressed**.

* To support and mentor the senior leadership teams (SLT) to develop their leadership skills and knowledge so that both schools offer a good or better standard of education for all pupils.
* To improve academic and wider outcomes for all pupils by working with the Heads of Schools to ensure all pupils’ learning needs are addressed, monitoring data is accurate and, sustained, high-quality teaching is in place.
* To review the staffing of both schools to ensure staffing levels are correct and robust performance management systems are in place. All staff to have clear job objectives with effective accountability measures, CPD identified and underperformance addressed,
* To work with the Heads of School to put in place an effective training plan to improve the quality of teaching and learning and improve subject knowledge for all staff.
* To review the financial systems at GGLV and provide strong strategic direction on resources, underpinned by robust planning across the federation and at school level with clear outcomes, monitoring and impact measures.
* To review the school improvement plans, policies and procedures across the schools and strengthen these as necessary.
* To strengthen external partnerships such as links with parents and the wider community and, continue the schools’ relationship with Lewisham Learning.
* To work with the Chair of Governors to develop the skills required of an effective governing body, for example, improve impact of governing body monitoring visits.

The successful candidate will work alongside the GGLV Federation’s Governing Body and applications are welcomed from suitably qualified and experienced candidates. Candidates must have significant and relevant experience in executive headship and be able to demonstrate experience and knowledge of whole school improvement.