



LIFE MULTI ACADEMY TRUST
RECRUITMENT PACK
HEADTEACHER
IVANHOE SCHOOL

Permanent

Annual salary Leadership 28 – 33 £96,673 - £109,275

Commencing from August 2025



inspiration **i**nnovation **i**ntegrity



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Letter from the Chair of Trustees & CEO

Dear Applicant,

On behalf of the Trustees and Directors of LiFE Multi Academy Trust, I would like to thank you for your interest in the Headteacher vacancy at Ivanhoe School.

The LiFE Trust currently consists of six secondary schools, four primary schools, three 0-4 nurseries, and three SEMH specialist provisions across both primary and secondary phases. This post at Ivanhoe School offers the successful candidate the opportunity to shape secondary education within the school's own community, as well as collaborate with fellow Headteachers across the MAT.

At Ivanhoe School, a strong sense of identity is nurtured in our students. This sense of belonging creates an environment where students take pride in their school, themselves, and each other. They are encouraged to develop a broad range of skills, enabling them to become confident, considerate young people, well-equipped to face an ever-changing world. Reflecting LiFE MAT values, staff have always prided themselves on providing a high-quality, rounded education, with activities beyond the classroom valued alongside academic excellence.

Staff and governors at Ivanhoe School are committed to building strong partnerships with other schools. Under the umbrella of LiFE MAT, we work collaboratively on plans for age-range changes in partnership with Ashby and Ibstock Schools within the LiFE MAT. While change can present challenges, it also brings opportunities. We believe that, inspired by a shared vision, dynamic, mutually accountable collaboration will enhance the school's future success.

The successful candidate will join an established MAT with an experienced and supportive leadership team. Opportunities for professional development will arise through collaborative working, shared good practice and a coaching ethos.

Ivanhoe School is preparing to grow and evolve. We are looking for a Headteacher who has the insight to identify and maintain all the best qualities and character of the school, yet commit wholeheartedly to collaboration within, between and beyond our academies. This post will suit someone who has the leadership skills, imagination and passion to embark on an exciting journey to oversee significant change. The successful candidate will have the energy to fulfill a commitment to our young people to be the best they can be, providing them with a sound base for fulfilling and successful futures in the midst of change.

If you believe you have the qualities we are looking for and would like the opportunity to lead Ivanhoe School into the next stage of its journey, we would be delighted to receive your application.

Your faithfully,

Anil Majithia
Chair of Trustees

Chris Parkinson
CEO



Vision, Values and Ethos

LiFE Multi Academy Trust- Bringing Learning to LiFE

Vision

We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it is also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each school is seen as a leader of, and vital to its local community; each school is regarded as fundamental to the identity of its surrounding community.

Values

- Ensuring that every student achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond
- The relentless pursuit of excellence by; expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress, and promoting and celebrating elite performance inside school and in the wider world
- Valuing the diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies.

Our Trust consists of

The LiFE Multi Academy Trust currently consists of our lead school Bosworth Academy, Ashby School, Braunstone Frith Primary School, Countesthorpe Academy, Ibstock School, Ivanhoe School, Kingsway Primary School and The Winstanley School. The schools are split into two hubs – Leicester Forest Hub consists of Bosworth Academy Countesthorpe Academy, The Winstanley School, The National Forest Hub consists of Ashby School, Ibstock School, and Ivanhoe School and our Primary Hub consists of Kingsway Primary School, Braunstone Frith Primary School, Desford Primary School and Dove Bank Primary School.

Our Offer For All Staff Joining the LiFE Multi Academy Trust and Our Schools

„We believe in getting the right people, getting them to work together and getting them to stay”

Strategy	Description
Putting your Trust in our Trust	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
Coaching	Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.
Personal Improvement Plan versus Performance Management	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none"> • providing employees with a safe, healthy and supportive environment in which to work • recognising that the health and wellbeing of our employees is important • providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to ‘Mindful Employer’ and the ‘Charter for Employers who are Positive about Mental Health’.</p> <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff.</p>
Equity and Equal Opportunities	<p>Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.</p> <p>The LiFE Multi Academy Trust is committed to fostering an inclusive and equitable environment through various dedicated equity groups such as:</p> <ul style="list-style-type: none"> • Race Equity Group - focused on creating anti-racist spaces and supporting racial equity • Gender Equity Group - addressing gender pay gaps and leadership development • LGBT+ Group - promoting diversity and organising events such as LGBTQ+ History Month and Pride Months • Disability Equity Group - advocating for a more accessible workplace and raising awareness of disability disadvantages • Menopause Group - fostering open conversations and increasing awareness of all aspects of women’s health

Our Offer For All Staff Joining the LiFE Multi Academy Trust and Our Schools

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Strategy	Description
Development of Professional Capital and Excellence	<p>As a Trust we always look to invest in our staff and pride ourselves on our ‘home grown talent’. We are proud of this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.</p> <p>Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.</p> <p>Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.</p> <p>Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age.</p>
Sabbatical and flexible working policies	<p>We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.</p> <p>Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.</p>
Strong Induction Process	<p>It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience.</p>
Attendance of staff	<p>Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.</p>

Our Offer For All Staff Joining the LiFE Multi Academy Trust and Our Schools

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Strategy	Description
Great Access to Progression and Leadership Responsibility	Further evidence of our investment in ‘home grown talent’ is that 86% of our TLR holders have been internal appointments. We have clear professional progression pathways within the CPD offered throughout the year at all levels within the Trust.
ECT Support	Where possible we try to ensure that ECTs have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice.
3D Networks	3D Networks are an opportunity for faculties to share good practice and new ideas with colleagues across the school, based on our unique 3D Learning and Teaching model.
Collaboration Across All Schools	We are developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.

Our Offer For All Staff Joining the LiFE Multi Academy Trust and Our Schools

At LiFE MAT, we are committed to creating an environment where our staff enjoy working. We strive to reward and recognise your contributions but also know that you have life beyond work. LiFE MAT offers a comprehensive set of benefits and services staff can take advantage of.

Flexibility

At our Trust, we embrace a culture of *Presumed Professionalism*, where we trust our staff to manage their time and responsibilities effectively. We understand that maintaining a healthy work-life balance is essential for achieving the best outcomes, both for our staff and the young people we support. To facilitate this, we encourage flexibility by allowing staff to sign out during free periods, as long as it does not impact their professional duties.

Well-being

We are committed to continually improving our staff health and wellbeing services so you are empowered to be at your very best at work and beyond.

Our **Employee Assistance Programme** supports staff who could benefit from information or counselling for practical, emotional, financial or health-related challenges. As well as support for a life crisis, it includes advice and guidance for life events such as getting married or moving house, and everyday concerns such as childcare. The free and confidential service is available 24 hours a day, seven days a week. Additionally, we offer **Occupational Health referrals** to assist with any health concerns that may affect your work, alongside a workload reduction pilot aimed at promoting a healthier work-life balance for our staff.

Continuing Professional Development (CPD)

We are dedicated to supporting staff development through a variety of CPD opportunities. In collaboration with other schools, we offer training programs, workshops and learning communities to help staff enhance their skills and knowledge. This partnership ensures that staff benefit from diverse perspectives, empowering them to excel in their roles and make a positive impact on students.

XMAT Pathways

XMAT Professional Pathways are an opportunity for staff to select an area of interest that they would like to develop further in. Sessions are led by either experts from within the Trust or external partners. Teachers and support staff have the opportunity to select a pathway from a guide that is developed based on the strategic priorities of the Trust. Many pathways are cross-phase and are appropriate for both Primary and Secondary colleagues.

XMAT Subject/Primary Communities

Our Trust dedicates 6 early finishes to support collaboration through XMAT Subject/Primary Communities. These sessions, led by facilitators will involve all teachers from each subject area and focus on subject-specific pedagogy and effective student engagement. This academic year, we will finish early on three occasions for Subject Communities, with sessions planned by leaders and guided by an instructional handbook. The goal is to improve the curriculum quality and student experience, beyond just exams and exam boards.

And Other Benefits

- Generous employer's pension contribution
- Lifestyle savings – access a lifestyle and travel discounts website
- Childcare vouchers – make savings on your yearly childcare costs
- Opportunities to work across the Trust
- Business travel mileage reimbursement
- Free Wills for teachers and all educational support staff
- Loyalty & Service Awards
- Free flu vaccination
- On-site parking

About Ivanhoe School

At Ivanhoe our students come first. We are committed to the education of the 'whole person', where we are confident that the enrichment experiences offered alongside our formal curriculum will ensure that all of our students will leave Ivanhoe as happy, successful, informed, resilient young adults ready to make a positive contribution to their world.

We are a caring school with a disciplined family atmosphere. We have high expectations for our students, in attendance, behaviour, attitude and achievement and all students follow the 'Ivanhoe Way' to achieve success.

Our vision statement describes us being on a 'Journey to Excellence' and we value the unique contribution of each student and want them to achieve their full potential. Highly skilled and dedicated staff provide an excellent, caring environment in which students can learn and flourish safely. We enjoy learning together – not only in lessons but also through the wide range of extra-curricular activities we have on offer, and we encourage all students to get involved and develop their skills and talents further.

From Autumn 2022 we began making the exciting transition from being a 11-14 school to becoming an 11-16 school. We have spent many years preparing for this change and we have a strong GCSE vision led by our very experienced leaders including current GCSE examiners and moderators we have working at Ivanhoe. We are also supported by the LiFE Multi Academy Trust, and work closely with the other schools in the 'National Forest Hub' (Ivanhoe School, Ibstock School and Ashby School).

We are extremely proud of our excellent results which are consistently well above national averages both at the end of Key Stage 3 and when students have gone on to achieve their GCSEs results. High Attaining students thrive at Ivanhoe, with a good proportion of our past students gaining the highest levels at GCSE and A-Level, and high rates staying on in the sixth form and going to university.



**IVANHOE SCHOOL - HEADTEACHER
PAY SCALE - LEADERSHIP 28 - 33
FTE: £96,673 - £109,275
REQUIRED FROM AUGUST 2025
PERMANENT**

Do you have the vision, passion and determination to lead our school into the next exciting stage of its development? If so we would like to hear from you! We are looking to appoint a Headteacher who can bring leadership skills and an innovative approach to this role.

We are looking for a skilful leader who will:

- Support the vision and values of the Trust and drive the school's improvement.
- Have a successful track record of achieving high performance in a secondary school setting.
- Have a robust approach to safeguarding strategies and be committed to ensuring compliance.
- Lead and inspire others.
- Positively impact innovation and change

We are open to considering flexible working arrangements for the Headteacher position, including co-headship or job share opportunities. These options will be considered if there are two joint applicants, offering the chance for two experienced leaders to collaborate and share responsibilities, bringing diverse skills and perspectives to the role.

Ivanhoe School is a successful academy for students aged 11 to 16, and our vision statement clearly describes our "Journey to Excellence." We provide outstanding results in all aspects, particularly in teaching and learning. We collaborate closely with schools in the LiFE MAT to enhance expertise within our teaching community.

LiFE Commitment:

- Dedicated coaching time for you and a strong commitment to support your continued professional development through collaborative working and shared good practice.
- An opportunity to work closely with an experienced Headteacher through the Executive Headship model.
- An experienced and supportive LiFE leadership team.
- An opportunity to continue class teaching to support development and drive innovation.

Closing date: 11:59pm Tuesday 1st April 2025

Interviews to be held on Thursday 10th and Friday 11th April 2025

Potential candidates are welcome to arrange a tour of the school. Please contact headspa@ivanhoe.co.uk, if you require more information about the role.

Application Process

To apply, visit ETeach: <https://www.eteach.com/careers/ivanhoe-co/>. A cover letter no more than 3 sides of A4 detailing why you are suitable for the role will also be required.

"At LiFE Multi Academy Trust we embed the principles of equality, diversity and inclusion into everything we do. As a Trust we actively encourage applications from those in minority groups and with diverse backgrounds."

"LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search."

Job profile

*JOB TITLE: HEADTEACHER - IVANHOE SCHOOL
SALARY: LEADERSHIP 28 – 33*

The key responsibilities of the Headteacher will fall under the following areas and include:

<p>Strategic Development and School Development</p>	<ul style="list-style-type: none"> • Work in harmony with the Local Governing Body and the LiFE Multi-Academy Trust to develop a strategic role for the school in our community • Plan for the school's future needs within the LiFE Multi-Academy Trust and further develop the plans already in place • Maintain and develop the school's ethos and provide educational vision and direction for the school which secures, within the LiFE Multi-Academy Trust: • Effective teaching, successful learning and achievement by pupils at all levels • Sustained improvement in pupils' spiritual, moral, cultural, social and physical development, preparing them for the opportunities and experiences of adult life. • Builds upon a culture and curriculum which takes account of the richness and diversity of the school and our community. • A rich, colourful and supportive environment which promotes enjoyment and excitement in learning and attainment. • High standards of behaviour and self-discipline that fosters respect, development of self and others, self-esteem and consideration for all members of the school community
<p>Create and implement a strategic plan for the school within the LiFE Multi-Academy Trust, underpinned by sound financial planning which:</p>	<ul style="list-style-type: none"> • Identifies priorities and targets for ensuring that pupils achieve high standards and make good progress at all levels. • Increases teachers' effectiveness and secures school improvement. • Innovates to develop optimal value for money and educational outcomes. • Ensure that all those involved in the school are committed to its aims, motivated to achieve them and involved in meeting long, medium and short term • Objectives and targets which secure the educational success of the school. • Ensure that the management, finance, organisation and administration of the school support the vision and aims of the LiFE Multi-Academy Trust. • Ensure that policies and practices take account of national, local and school data and inspection and research findings. • Monitor, evaluate and review the effectiveness of the school's policies, priorities and targets and take action if necessary. • Follow the direction of functions indicated in the Scheme of Delegation.

Teaching and Learning

- Work with the Local Governing Body, staff and schools within the LiFE Multi-Academy Trust to secure and sustain effective teaching and learning throughout the school and beyond.
- Use benchmarks and set targets for improvement.
- Create and maintain an environment which promotes and secures good teaching, effective learning, safety, high standards of achievement, good behaviour and discipline.
- Innovate, determine, organise and implement the curriculum and its assessment; monitoring and evaluating these in order to identify and act on areas for improvement.
- Ensure effective teaching across the curriculum.
- Monitor and evaluate the quality of teaching and standards of learning and achievement of all pupils, including those with special educational or linguistic needs, in order to set and meet challenging, realistic targets for improvement.
- Develop effective links with our community, including business and industry, to extend the curriculum and enhance teaching and learning.
- Create and maintain an effective partnership with parents/carers to support and improve pupils' achievement and personal development.

Leading and Managing Staff

- Maximise the contribution of staff to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed within the LiFE Multi-Academy Trust between staff and pupils.
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring there is a clear delegation of tasks and devolution of responsibilities for Ashby School to support the overall LiFE Multi-Academy Trust structure.
- Implement and sustain effective systems for the management of staff performance, incorporating appraisal and targets for teachers, including targets relating to pupils' achievement.
- Motivate and enable teachers, including subject leaders, special educational needs coordinators and support staff to develop expertise in their respective roles, through high quality continuing professional development.
- Sustain motivation of self and others both within the school and through LiFE.
- Ensure that professional duties are fulfilled, as specified in the Terms and Conditions of Service of Teachers, including those for the Head teacher.
- Demonstrate high professional standards and cascade good leadership practices across the school in a climate of high expectations for all staff and children.
- Lead by example to ensure the continuous commitment by all staff to promote the emotional health, well-being and safety of all pupils
- Work closely with the senior leadership team to maximise performance of the staff.

<p style="text-align: center;">Accountability</p>	<ul style="list-style-type: none"> • Provide information, objective advice and support to the Local Governing Body to enable it to meet its responsibilities for securing effective teaching and learning, improved standards of achievement, efficiency and value for money. Provide timely analytical information to the CEO and Trust Board. • Create and develop an organisation which promotes the culture, values and ethos where all staff recognises that they are accountable for the success of the school and other schools within the LiFE Multi-Academy Trust. • Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including Local Governors, the Trust Board, our local community, Ofsted and others, to enable them to play their part effectively to support our advancement in teaching, learning, and leadership. • Ensure that pupils and parents/carers are well informed about the curriculum, attainment and progress and about the contribution they can make to achieve the school's targets for improvement. • Ensure that accurate and up to date records are compiled and maintained to comply by ensuring and satisfying safeguarding regulations.
<p style="text-align: center;">Deployment of Resources</p>	<ul style="list-style-type: none"> • Work with Local Governors of Ashby School and LiFE Multi-Academy Trust senior leaders to recruit staff of the highest quality. • Work with senior colleagues to deploy all staff effectively in order to improve the quality of education provided within the school and to support the schools within the LiFE Multi-Academy Trust. • Set appropriate priorities for expenditure, allocating funds and ensuring effective administration and control within the budgetary constraints set by the CEO and the LiFE Business Manager, and the LiFE Trust Board. • Manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations in line with the Trust Guidelines and/or government legislation. • Manage, monitor and review the range, quality, quantity and use of all available resources including staff development in order to improve the quality of education, improve pupils' achievement, ensure efficiency and secure value for money.
<p style="text-align: center;">The school building and site</p>	<ul style="list-style-type: none"> • Ensure effective supervision and security of the school environment • Work with the Local Governors, Estates Manager and Premises Officer to maximise the potential of both the school building and site to provide stimulating learning environments and facilities. • Ensure the good maintenance and safety of the building, equipment and site. • Keep up to date Safeguarding and Health and Safety policies and procedures to ensure the safety and well-being of all members of the school community. • Work with the LiFE Estates Manager to ensure that letting's and extended services provision for Ashby School income is maximised and promoted across our community.

Headship Qualities

The successful candidate will have a proven track record of high impact as a senior leader and hold, or are willing to work towards, the NPQH qualification.

<p>Skills and Attributes</p>	<p>Self-awareness and self-management</p> <p>You will be aware of your personal strengths, weaknesses, areas for future development and understand how your own leadership behaviour impacts on others and manage this effectively. You will have knowledge of your own emotional triggers, ways to manage them effectively and behave consistently in line with professional and personal values and vision.</p> <p>Personal drive and accountability</p> <p>You are driven and focused on improvement. You are results orientated and seek to achieve the highest standards within your role through setting and striving to achieve your goals. You are self-motivated, energetic and willing to take on new challenges to improve your performance. You are decisive, work for the best interests of pupils and account for their performance to the governing body and other stakeholders.</p> <p>Resilience and emotional maturity</p> <p>You are resilient, focused and tenacious when faced with the demands of the job and continually challenging circumstances. You are able to respond positively when managing uncertainty and adversity. You will remain focused on personal and organisational values, and adhere to these, even in difficult, long-term situations.</p> <p>Conceptual thinking</p> <p>You are able to identify patterns between potentially unrelated concepts and draw on past experience to make sense of underlying issues and understand a situation. You take a broader view and utilise additional information to create new ways of and approaches to doing things, and to come up with highly innovative ways of solving problems. You are able to simplify complex issues for others.</p> <p>Future focus</p> <p>You will continually look ahead and identify/capitalise on opportunities that are likely to arise, and take action to resolve these. You embrace the opportunities for change and are well able to engage others, including the Board of Trustees, to successfully bring change about and to evaluate its impact.</p> <p>Impact and influence</p> <p>You have a positive impact on pupils, colleagues and the wider community through inspiration and persuasion to their perspective. You know when you need to negotiate a solution. You communicate effectively, understand others' perspectives and priorities and tailor your communication to suit the audience. You lead others and bring the governing body and communities on board by articulating a compelling vision and uniting them around shared goals and objectives.</p>
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Educational excellence

Delivering continuous improvement

You will have a clear vision of the central importance of leading teaching and learning in driving school improvement and creating improved life chances for pupils, their families, and communities. You will use your skills to quickly assess the school's overall performance and identify areas for improvement. Working with the CEO and other stakeholders, you will strategically plan and lead the delivery of necessary improvement strategies.

Learning focus

You will be passionate about learning and will embed a culture of learning for all members of the school community and foster equality of access. You will have an unswerving belief that schools have a crucial role to play in changing lives, improving life chances and will monitor learning systematically to ensure progress. You will have a proven track record of understanding how children learn and how to 'unlock' this further.

Modelling excellence in teaching

You will have a deep understanding of the characteristics of excellent/outstanding teaching, informed by current research and be able to articulate this effectively to others. You will have a systematic approach to monitoring, make sound judgements about the quality of the teaching and learning across the school, and develop and deliver a wide range of improvement strategies

Conceptual thinking

You are able to identify patterns between potentially unrelated concepts and draw on past experience to make sense of underlying issues and understand a situation. You take a broader view and utilise additional information to create new ways of and approaches to doing things, and to come up with highly innovative ways of solving problems. You are able to simplify complex issues for others.

Partnership and collaboration

You are able to work collaboratively with a range of people in a range of schools, governing bodies and the wider community, to build a culture of co-operation and raise achievement through partnership working. You are open to different perspectives and viewpoints as well as being able to achieve agreement on common goals and objectives and the contribution to be made across the education system within the LiFE MAT

Organisational and community understanding

You have a good understanding of the power relationships in the organisation, including the CEO and the MAT Executive Team, the governing bodies, other organisations and the wider community with which we work. You are able to identify and engage with the major influencers and decision makers within the community and predict how new events or situations will affect these individuals or groups.

Operational management

Efficient and effective

You will ensure efficient and effective use of all resources—financial, human, and environmental—to achieve the school's goals, maximize performance, and secure value for money. You will identify opportunities to enhance resources and improve school functions, monitor plan implementation, and assess organisational effectiveness. You will take corrective action when needed, report to the CEO, and stay updated on legal, political, and technical developments impacting the school's.

Operational management

Analytical thinking

You collect information and data systematically from a wide variety of sources. You confidently analyse complex information and data and understand the connections between issues through breaking down opportunities and challenges into their constituent parts. You are able to break down a problem in a systematic way and establish causal relationships between issues that may or may not be obviously related, to better enable a solution to be found. Your analytical skills enable you to prioritise issues and to plan how to implement the actions necessary to achieve change and improvement.

Relationship management

You are able to work across different schools within the Trust to develop and sustain appropriate internal and external relationships, manage individuals and lead effective teams. You know about the impact of behaviour and emotions of relationships, use this knowledge to understand why others behave the way they do and take this into account when communicating and working with others.

Holding others to account

You hold others to account by clearly communicating expectations, and give constructive and specific feedback. You ensure goals or objectives are achieved by getting others to do what is asked of them even if it involves tough or unpopular decisions. You make choices or take actions that will always be instigated with the best interests of pupils/students and the school in mind.

Developing others

You develop others so that they develop leadership potential where possible. You ensure succession planning is in place and learning and development needs are addressed. This involves continually seeking out opportunities to support and develop colleagues so they perform at their best.

HEADTEACHER - IVANHOE SCHOOL

The successful candidate will be able to demonstrate that she/he has the experience to fulfil the tasks specified in the National Standards for Headship and the appropriate skills and abilities.

	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher status • NPQH (unless an experienced head) • Evidence of relevant CPD 	Higher qualification relating the role	Application form
Experience	<ul style="list-style-type: none"> • Substantial experience as a successful senior manager of secondary school/college • Experience of Key Stage 3 and 4 • Evidence of success of raising aspirations and achievement 	Experience of Headship or Acting Headship; Experience of KS5	Application References Interview
Vision and values	<ul style="list-style-type: none"> • The ability to challenge the status quo and think strategically and the skills to build and gain commitment to LiFE shared vision and values • Willingness to take considered risks • The ability to identify and build on existing strengths • To uphold and promote shared values 	Experience of transferring shared aims and values into successful programmes	Application form Interview
Staff management and development	<p>The ability to:</p> <ul style="list-style-type: none"> • actively motivate, inspire and support staff to work effectively • devolve leadership • manage change to best effect • promote CPD • support staff to maintain a healthy work-life balance 		Application form References Interview
Finance	<ul style="list-style-type: none"> • Knowledge of key strategic factors in the effective management of school finances 	Knowledge of Financial Management Standards; Success in raising additional funding Understanding of ICFP	Application form Interview

	Essential	Desirable	How identified
Relationships	<ul style="list-style-type: none"> • An understanding of the different perspectives and needs of stakeholders and the wider community • A willingness to work in partnership with the Governing Body, other LiFE MAT schools and other relevant organisations • Outward looking • Welcomes critique and challenge • Demonstrates and models empathy and compassion 	Evidence of working with stakeholders to implement school improvement policies	Application form Interview
Learners	<ul style="list-style-type: none"> • A wide range of professional knowledge and understanding including current and future developments in Education so that all learners achieve their full potential changing secondary curriculum personalised learning vocational learning and diplomas • Evidence of engagement with the Student Voice. • Evidence of leading and operating an effective behaviour management system 	Awareness of issues associated with specialist school status	Application References Interview
Collaborative working	<ul style="list-style-type: none"> • Maintain close relationships with appropriate external agencies • Commitment to provision of extended services • Commitment to working collaboratively within LiFE schools and the community • Awareness of the strategic importance of working with the local community 	Experience of transferring shared aims and values into successful programmes.	Application form
Self-evaluation and target setting	<ul style="list-style-type: none"> • Evidence of strategic school planning i.e involvement in a School Improvement Plan • Evidence of leadership in school/departmental SEFs • Experience of setting challenging targets, personally and across the school 	Leadership and design of effective quality assurance frameworks	Application form Interview
Personal qualities	<p>We are looking for:</p> <ul style="list-style-type: none"> • someone who is excited by the opportunity to drive forward a successful and improving school • an energetic, enthusiastic and inspirational leader • an exceptional communicator and team-builder • a creative, innovative and positive thinker • a growth mind-set • a committed individual with a sense of perspective and humour • a person who has the desire and ability to inspire and empower others 		



LIFE

inspiration **i**nnovation **i**ntegrity

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