

Job Profile

Education Lead

Grade: RB4 HAY 257

Date created: June 2018

About the Job

To lead the strategic coordination of challenge, support, intervention and prevention in Gloucestershire schools and academies according to the Schools Service plan to ensure high quality of educational provision and positive outcomes for all children and young people and particularly those who are vulnerable and in vulnerable settings. Lead a team of performance advisers to ensure that rapid and appropriate action is taken in schools causing concern across all phases; to lead aspects of the work of the Education Outcomes and Intervention team relating to quality assurance, the commissioning of support and training the delivery of GLOSSI and the delivery of the statutory duties of the Local Authority for school improvement and educational provision.

This is what we need you to do...

1. Take accountability for overseeing the performance and standards in schools and academies across the county.
2. Take decisive action in accordance with the LA's responsibilities for schools at risk of decline or failure, where they are failing to meet statutory duties, where standards are unacceptably low or where effective early help is not in place.
3. Support and challenge heads, staff and governors of schools and academies to: improve performance and deliver statutory duties through the sharing of good practice, networks and other professional development opportunities: to make effective use of all resources, e.g. the pupil premium, to close the gap in attainment for vulnerable groups.
4. Be accountable for the targeted and effective deployment of funds and resources to schools causing concern.
5. Lead and manage staff, identifying development needs to ensure that the team is highly skilled and knowledgeable and ensuring that matrix management arrangements are embedded and effective.
6. Secure timely and appropriate intervention in governance in liaison with governor services to secure additional governors and appropriate training.
7. Conduct robust, accurate analyses of all available data and intelligence to identify schools in decline or at risk of failure. Oversee the work of Performance Advisers in the raising- achievement plan and commission appropriate support and intervention.
8. Quality-assure the work of commissioned and brokered external consultants in schools.
9. Ensure that all statutory procedures are followed within timescales for schools in Ofsted categories and acting as a lead contact for inspectors.
10. Work effectively with schools and MATs in an increasingly political and diverse landscape to ensure that the schools in the county are not isolated and fulfil their collective responsibility in relation to educational provision.
11. Contribute to the corporate and directorate business planning process. Ensure that effective support is commissioned and brokered where schools are causing concern.
12. Promote the welfare of children and young people and at all times ensure priority is given to safeguarding and that GCC safeguarding policies and procedures are followed.

Key Contacts:

Establish strong relationships and partnerships with:

- relevant teams across the council so that there is a collective ownership of intervention and educational provision interventions e.g. HR, Finance, SEND, Social Care
- key external networks GAPH, GASH, GASSH, GGA
- Head teachers, governors, and Heads of Service and Directors, ensuring effective communication and reporting

The ideal candidate will have...

Behavioural attributes

- Ability to challenge weak practice.
- Commitment to educational and social inclusion.
- Commitment to improving outcomes for all children and young people within both traditional and innovative approaches (e.g. multi-agency working).
- Commitment to personal and professional development.
- Ability to work flexibly and with agility.
- Resilient and able to create capacity.
- Ability to analyse a range of data and use it as a tool to identify areas for improvement.

Experience

- Significant experience in schools or equivalent at a senior level.
- Contribution to project plans and strategies that deliver improvement/quality.

Special Conditions

- This position is subject to a standard/enhanced Disclosure and Barring Service (DBS) check.
- You need to hold a current, full driving licence which is valid for driving in the UK.

Knowledge, Skills and Understanding

- Effective management skills including change management, team building etc.
- Substantial knowledge and understanding of the 4 – 19 curriculum and curriculum innovation.
- Ability to analyse complex issues and create innovative solutions.
- Good written and oral communication skills.
- Ability to lead and develop partnerships and build strong professional relationships..
- Good negotiating, analytical and ICT skills.
- Good project management skills.

Education & Qualifications

Essential

- Teaching qualification or equivalent appropriate qualification.
- Evidence of recent and relevant professional development.