



Courage • Commitment • Compassion

LITTLE ILFORD SCHOOL

Headteacher Information Pack



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Welcome from the Chair of Governors

Dear Applicant,

Thank you for replying to our advertisement for a new Headteacher and I hope you find the application pack useful. You will already have a flavour of what governors are looking for, but I thought it would be helpful to spell it out in more detail.

The successful candidate will exemplify the Little Ilford School values of Courage, Commitment and Compassion. That is, the courage to make the right, rather than the easy, decisions; the commitment to ensure that every one of Little Ilford's students reaches their potential as learners and citizens; and the compassion to nurture and support our students through the challenges they face.

This is a challenging time for education as we deal with the disruption caused by the pandemic, but it is also an exciting time for Little Ilford as we expand by two forms a year to become a school of 1,800 students. We have come a long way since the school was in Special Measures in 1995 to being rated outstanding in two successive Ofsted inspections. The drive for improvement has been a vision shared between the headteacher, staff, governors, parents, and students. We are rightly proud of what we have achieved so far, but the job is far from complete. We need to drive up achievement even further, particularly by continuing to develop our teaching and learning strategies, to improve the life chances of our young people.

The head we are looking for will have a drive for attainment and improvement, be an accomplished classroom practitioner and have the managerial skills to build on what has been achieved to lead the school forward. Ideally you should have leadership experience in an outstanding school or a good school with outstanding features. The successful candidate will recognise that school doesn't finish at the school gates, and you will be able to relate to the local community and have a high profile. You should regard Little Ilford's diversity as a source of strength and an opportunity.

Should you be the person we appoint, you will find a supportive, challenging, stable and well-informed board of governors who are deeply committed to the school, who share the ethos we have nurtured of valuing and caring for every student and every member of staff. So, we expect our head to embody those values, to understand the moral purpose of education, to be an enabler, a dynamic leader, a sharp judge of character and a manager who can spot potential and bring out strengths and abilities students and staff didn't realise they possessed. We are also proud of our maintained school status.

Our intention is to shortlist in the days after applications close on the 13th of September and then to run the final stage of the selection procedure on the 21st and 22nd September, with ratification taking place by the full governing body that evening. I look forward to reading your applications.



On behalf of the governing body, thank you for your interest in Little Ilford School.

Yours faithfully,

Simon Mares
Chair of Governors



About Little Ilford School

Courage, Commitment, Compassion

Founded in 1957, Little Ilford School is a successful mixed multicultural 11-16 secondary school with 10 forms of entry (1500 students) situated in the London Borough of Newham.

The on-going extensions to the school will ensure provisions for a 12FE School (1800 students) for girls and boys from years 7-11. Two form groups (2x30 students) will be added each year over a 5 year period.

We are a high achieving school described by Ofsted as outstanding in their last inspection in 2012. We are a proud, diverse and celebratory institution that enjoys an excellent reputation and strives to be an outward facing school working closely with our community.

We are culturally rich with an ethos based around praise, support and caring for each other. We have very high aspirations for the students whatever their personal or social challenges; we systematically remove all barriers to learning to ensure that all of our students can fulfil their potential and leave us as fully active citizens of the Manor Park community.

Most of our students begin at LIS well below national standards but achieve in line with, or exceed, national standards when they leave in Year 11; our students achieve well above national rates of progression. We expect all of our students to excel.

We intend to ensure that our students achieve even higher rates of progress and outcomes through high quality learning and teaching and a curriculum that provides opportunities for all students to excel.

Little Ilford Students

What we think about our school

The school helps [us] students feel safe...

The teachers are really caring and the education they provide for us is amazing

[I find that] Most teachers will push you to do the best you can, regardless if you're already going to meet your targets.

When I enter school each morning, I am able to enter a community of people of all kinds, and lessons which further my curiosity for the world around me. I am challenged with all of the work I do, and am able to reach out for help when I am in need.

Teachers are very supportive

Teachers and students will go above and beyond to help the school

We are not a school that just gets through their lessons and calls it a day. Lots of thought goes into every lesson and every period that passes. We have opportunities for the students here to grow as human beings, and learn what their future may look like with the efforts they put in.

Bonds formed with the teachers and students - drive you to be the best you can

As a student, I enjoy many of my subjects due to my wonderful teachers, so I am sure they feel the same way too.

The teachers care about the well-being of their students and genuinely want them to achieve their best.

This is an amazing school. Our school has many resources that help students achieve and excel. The teachers are extremely helpful and dedicated. Students' voices are taken into consideration and listened to and there is student wellbeing support available

Little Ilford Family

What staff and governors say

Little Ilford is a very special school that gets under your skin and in the 29 years I have been on the Governors, I have seen it become increasingly effective and successful. It is particularly good at enabling all of its students to reach their potential, whatever their background or possible areas of disadvantage.

Ian Powell, former Chair of Governors

At Little Ilford School, your colleagues become your family and the school and students become your home.

Shamima Begum
English teacher

I have never had a morning when I didn't want to go to school but I often leave wishing I could do more to support these young learners. I live in this local community and have seen the area transform over the last 40+years. We work incredibly hard to offer opportunities to these young learners - the same opportunity that was afforded to me by my teachers when my brother and I attended this school 30 years ago. This is not just a job, we maintain a proud legacy.

Suresh Ravendran
Head of Media Studies

As a NQT and a new teacher in the school, I was really interested in finding a school that was part of the community, and where the staff all worked together as a team for the pupils. This is exactly what I have found here at Little Ilford this year.

Justine Gilberte

The school makes me feel part of a diverse community. Every day I come to work I have the feeling that there is a strong sense of care between staff and students.

Karine Fiore
MFL teacher

When I walked into LIS in June of 2005 for my interview it felt warm, friendly and vibrant. 16 years on....I still have that feeling. The students are wonderful, the staff are caring and there are so many great opportunities to challenge and develop ourselves. I feel so fortunate to work here.

Sarah Butcher
Assistant Headteacher

Why have I stayed for so long? Because it is a very special place that welcomes us all and enables us to fly. We are a family that care about each other way beyond our school years. It is an honour to serve this community.

Kate Chadwick
Teaching Coach

Job advert

Headteacher, London Borough of Newham

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|-----------------------|--|
| Job start: | January 2022 |
| Salary: | L33-39 (Inner London) £100,604-£114,072 a review to take place when the school moves to Group 8 in size |
| Location: | Newham, East London |
| Contract type: | Full Time |
| Contract term: | Permanent |

Little Ilford School is a friendly, inclusive and oversubscribed school making a big difference to the lives of our diverse student community. In 2016 we moved into a brand-new state-of-the-art building. We have now started building work to increase our pupil intake to 1800. We have a strong reputation and high expectations of both students and staff and consider this to be an exciting place to work and develop, where creativity and innovation are nurtured. Our targets for attainment and progress are challenging, but staff have the focus and determination to realise them for the benefit of our students.

Due to the retirement of the current Headteacher, the Governing Body is looking to appoint a Headteacher to commence in January 2022.

As the new Headteacher, you will have a passion for continuing improvement and a commitment to remaining a maintained school with strong links to the local authority. You will also uphold our values and embrace our vision of Courage, Commitment and Compassion.

You will be able to demonstrate that you have the skills and the track record to maintain the excellent relationship that exists with both staff and students, whilst setting challenging goals that motivate and foster a desire to advance across all aspects of the school.

We are looking for a Headteacher who will have a drive for attainment and improvement, be an accomplished classroom practitioner and have the managerial skills to build on what has been achieved to lead the school forward. Ideally you should have leadership experience in an outstanding school or a good school with outstanding features.

In return you will have the opportunity to build on the solid foundations and be part of shaping the future success of Little Ilford School. We welcome applications from current Headteachers and experienced Deputy Headteachers.

For a confidential discussion regarding this post, request an application pack or arrange a visit, please call **Tim Field on 07841 364610**. To request an application pack, please email **LittleIlford@hays.com**

Key Dates:

Apply by:

Monday 13th September at midday

Shortlisting:

Tuesday 14th September

Interviews:

Tuesday 21st September and
Wednesday 22nd September

We are committed to safeguarding and promoting the welfare of children and young people. All appointments will be subject to receipt of satisfactory Enhanced DBS check and pre-employment checks.

Job description (in line with Headteachers Standards 2020)

Overall purpose of the job

Develop and implement the Little Ilford vision by:

- Delivering high quality outcomes and outstanding attainment
- Sustaining a continuing trend of improvement across the school
- Ensuring the highest quality of teaching and learning to achieve consistency of expectation and outcomes across the school
- Ensuring the protection and safety of students and staff in a secure environment through effective approaches to safeguarding
- Maintaining a broad and balanced curriculum which includes a commitment to the arts

Strategic direction and development

- Lead and sustain the strategic direction of the school with the Governors
- Develop and implement the school MER (Monitoring Evaluation and Review document)
- Work towards implementing and refining the school vision
- Embed and refine the curriculum model so that it inspires and motivates students and enables the highest rates of progress
- Develop creative approaches to accelerate the progress of particular groups e.g. High Prior Attainers and SEND students
- Ensure robust systems are in place to deliver efficiency and consistency across the school's business
- Sustain and enhance strong working partnerships with students, the community and governors
- Stay up to date with new and relevant educational initiatives that will inform further innovation

Securing accountability

- Sustain and enhance the collaborative ethos throughout the school
- Implement rigorous and effective monitoring systems that sustain and improve teaching and learning and achievement
- Maximise the use of national and internal data to ensure exceptional performance of all groups and eradicate any 'gaps'
- Ensure responsibilities and accountabilities are clearly defined, understood and owned by teachers and leaders
- Use monitoring for timely intervention to accelerate the teachers' development or address weaknesses
- Ensure Continuous Professional Development is of a high quality and sustains individual accountability

Job description (in line with Headteachers Standards 2020)

- Maximise Appraisal and Continuous Professional Development outcomes to achieve outstanding levels of Teaching and Learning and to tackle any teaching that is less than good
- Develop and maximise quality assurance procedures including the use of external experts as necessary
- Provide honest, detailed and accurate reports for the governors to enable them to fulfil their responsibilities and accountabilities
- Oversee financial resourcing and ensure value for money with maximum impact

Leadership of staff

- Provide dynamic and motivational leadership of all staff
- Create and sustain highly effective working relationship with and between staff
- Ensure ownership and mutual responsibility for the corporate vision, ethos and values
- Develop high quality leadership at all levels through professional development programmes
- Create a 'self-reflective' staff who aspire to achieve their best for our students
- Oversee performance development objectives so that they deliver the school's priorities
- Conduct the appraisal of the Deputy Headteachers, the headteacher's PA and the School Business Manager so that they achieve the School Progress Plan targets and the school's priorities
- Ensure effective recruitment and deployment of high-quality staff
- Provide high profile, dynamic and pro-active leadership in the wider community

Leading student learning

- Ensure the quality of teaching and learning is outstanding and develop high quality development programmes that maintain continual improvement
- Instil an ethos of high expectations for students behaviour and attitude to learning
- Ensure all students are empowered to take responsibility for their own learning and development
- Ensure the ethos and values of the school are integral to the curriculum and the day to day lessons and interactions
- Prepare our students for a rapidly changing world, whilst enabling them to be fully equipped for both further and higher education and the workplace
- Manage and develop the pastoral care so that student's develop greater self-discipline and self-management
- Involve the students in the decision-making process so that they have a sense of ownership

Person specification

Qualifications

- QTS
- Honours Degree
- Relevant further degree or NPQH
- Registered with the Teaching Regulation Agency (TRA)

Experience

- Headteacher or deputy in a secondary school (3+ years)
- Implemented and secured effective teaching and learning
- Implemented and secured curriculum developments
- Secured effective staff development with clear outcomes
- Effective management and deployment of human and financial resources
- Working in partnership with other schools
- Extensive knowledge of safeguarding procedures and an ability to maintain and develop a culture of vigilance' to safeguard the welfare of students

Strategic direction and shaping the future

- Able to plan and implement short and long term strategy to achieve desired outcomes
- Develop and implement monitoring systems to keep the school's progress under review
- Communicate the vision with clarity and passion
- Able to inspire and motivate others to deliver the vision and strategy

- Ability to analyse and interpret data and to set challenging targets
- A commitment to achieving excellence

Leading teaching and learning

- Has a clear and conceptual understanding of what constitutes outstanding teaching and learning and how to achieve it across the school
- Has an analytical and diagnostic approach to ensuring continual improvement
- Able to develop a learning culture amongst all staff

Leading and developing others

- Develops and empowers staff as learners
- Challenges and motivates other to attain excellent outcomes
- Is able to give and to receive feedback that is a catalyst for improvement
- Collaborates with other people and schools

Personal attributes

- Reflective, self-motivated and driven to achieve the best for the students
- Approachable, reliable and has a presence
- Thinks creatively, solves problems and makes informed decisions
- Demonstrates high levels of professionalism, loyalty and integrity
- Models and exemplifies the school's values
- Able to work under pressure and be resilient

How to apply:

Your written application:

If you wish to apply for this position, please respond by submitting the application forms and a supporting statement (2 A4 pages) outlining why you believe that you have the right skill set to undertake this role successfully. Please be sure to relate to the person specification and include examples of impact and evidence.

Applications should be emailed to Littlellford@hays.com by Monday 13th September at midday.

If you would like to discuss any part of your application or have any further questions, please contact Tim Field on 07841 364610.

Recruitment timetable:

Closing date:

Monday 13th September at midday

Shortlisting:

Tuesday 14th September

Interviews:

Tuesday 21st September and
Wednesday 22nd September

Job start:

January 2022

Contacts:

For a confidential discussion regarding this post please call Tim Field on **07841 364610**





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Little Ilford School
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In partnership with:

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