



Chief Executive Officer

Candidate Brochure



Chorus
Education Trust

Outstanding Achievement for All



Contents

Welcome	3
About our Trust	4
Who are we?	5-7
Job Description	8-9
Person Specification	10
Contact	11

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Welcome letter from Chair of the Board of Trustees

Dear Applicant,

Thank you for enquiring about the position of CEO of Chorus Education Trust.

The successful candidate will be joining us at a time of exciting opportunities and growth. We are seeking someone who can build on our strong foundations and lead us into this next stage of development.

Our founding school, Silverdale, has an outstanding reputation and litany of accolades and impressive results. However, we believe that our success lies in more than just exam results. We are proud to have developed a highly inclusive ethos: **Outstanding Achievement for All**. This means that we are deeply ambitious for every student, whatever their situation. We work tirelessly to ensure that all our young people are provided with the opportunities and support to have the very best start in life.

How do we make this happen? It is a combination of professional, talented and dedicated staff; a broad and balanced curriculum; a relentless pursuit of high standards in behaviour, teaching and learning; enrichment opportunities for students that develop their cultural capital; and a financially secure, efficiently run organisation.

We have taken this approach into Westfield, another Sheffield secondary school, where we have been working in partnership with staff to turn it into the fantastic school it always had the potential to be. There is a genuine appetite for the changes that are being made there, however challenging they may feel at times, and we have been impressed with the commitment of staff, students and their families.

Hope Valley College in the Peak District is due to join us in September and provides us with the opportunity to build on existing partnerships in Derbyshire, and provide new opportunities to the students and staff there. The school is very much at the heart of the local, rural community and the staff are already making changes to move it forwards.

All of our schools' students are entitled to priority access into Silverdale Sixth Form, which is ranked in the top 5% of sixth forms and sixth form colleges nationally for student progress, and the top 10% for student performance. We have ambitious plans for our sixth form and would like to see it grow across all of our schools.

Behind these schools sits our Teaching School, the Sheffield Teaching School Alliance (STSA) – one of the oldest and biggest in the region. Through STSA we train over 100 new teachers every year, provide statutory induction for a similar number of NQTs, provide professional learning for current teachers, and provide school to school support across the region. We also run the first ever national teacher training course for modern languages, the National Modern Languages SCITT. We are due to bid for the DfE's Teaching School Hub pilot and see the strategic direction of the Teaching School as being a key priority for our new CEO.

Collaboration is at the heart of our Trust and our new leader must lead this. We don't expect every school that joins us to be moulded to the same template, but we do expect our staff to work together and to contribute to the development of the Trust.

Our new leader must embody this collaborative spirit, bringing everyone together for the next steps in our journey. This commitment to building partnerships, both internally and externally, combined with the vision and tenacity to make our plans a reality are the essence of what we are looking for.

We are deeply ambitious for our students and staff. If you too believe in the life-changing potential of education and have the leadership skills to strengthen our Trust's future, then please do apply.

With very best wishes,

Andy Heap
Chair of the Chorus Board of Trustees

About our Trust

We are a growing Trust, committed to providing every child with the best education in both primary and secondary schools across South Yorkshire and Derbyshire. Our Teaching School works with over 60 schools locally, and our National Modern Languages SCITT has several geographical hubs across England.

Our ethos

We believe in **'Outstanding Achievement for All'** which means ensuring that every student achieves beyond expectations, whatever their situation. We believe that our schools can be both inclusive and aspirational.

We achieve this through collaboration and harnessing the outstanding expertise across our region. We strive to foster an inclusive, supportive culture in all of our schools, for both staff and students, providing everyone with diverse enrichment opportunities that support their growth.

What's in a name?

Whilst we can draw upon the wealth of skills and experience in both our founding school, Silverdale, and its Teaching School (the Sheffield Teaching School Alliance), we recognise that every school that joins us has a unique contribution to make. Whether a primary or secondary school, we want them to help shape our growing Trust, to bring their own learning, and actively get involved in developing our vision for the future.

So choosing the name 'Chorus' seemed appropriate: individual voices coming together to work as one.

We believe that there is strength in us working together but recognise that we must retain the unique character of every school. Our Trust is about all of our schools, not just one.

Our branding also reflects our inclusive approach - to both schools and students. We welcome a diverse range of staff, students and schools, recognising that through diversity we can find strength.

Our Goals

We aim to develop hubs within our Trust, with each hub containing a secondary and primary schools based around a geographical location.

We are aiming for every school in Chorus Education Trust:

- To be 'Outstanding' within three years of joining.
- To be financially sustainable with a balanced budget.

Our Team

We have a central Trust team who also draw upon the expertise of colleagues across our schools and Teaching School. This includes specialists in both primary and secondary education.

Silverdale School, where our Trust headquarters are based.





Who are we?

Silverdale School

Silverdale is a comprehensive secondary school and sixth form with over 1,300 students in the south-west of Sheffield. In 2014 Ofsted rated it 'Outstanding' and in 2018 it was awarded 'State Secondary School of the Year' for the North by the Sunday Times.

In 2018 the students achieved the highest Progress 8 score in the whole of South Yorkshire. The majority of our students go on to join Silverdale Sixth Form.

We pride ourselves on being a diverse and inclusive school, with over 50 languages spoken by staff and students. We offer a broad and balanced curriculum, with an array of enrichment opportunities.



Silverdale Sixth Form

Silverdale Sixth Form is one of the most successful in Sheffield, indeed in the entire country.

We pride ourselves on the exceptionally high levels of attainment and progress achieved by our students. The independent assessment of attainment and progress conducted by Alps concluded that we are in the top 5% of Sixth Forms and Sixth Form Colleges nationally for student progress - and the top 10% for student performance. We have consistently achieved an Alps 2 score over the past five years.

In 2017 our A-level results were the highest in Sheffield. In 2018 our students made the highest level of progress in Sheffield.

We have gone to great lengths to maintain a broad and balanced offer for Sixth Form, and also provide an array of enrichment opportunities, as well as extensive support for students' next steps into university, apprenticeships and careers.





Who are we? (continued)

Westfield School

Westfield School legally joined the Trust on 1 December 2018, following several months under its leadership. It is a secondary comprehensive in the south-east of Sheffield with over 1,170 students.

The new Head of School was previously an Assistant Head at Silverdale and then a Deputy Head in West Yorkshire. He has grown the leadership team to include two new Assistant Heads who have responsibility for also leading Maths and English across the Trust.

The school was previously a sports college and has excellent sporting facilities. However, the focus now is on providing outstanding teaching and learning across all subjects, to give the students a strong foundation for their next steps in life. Students have priority access into Silverdale Sixth Form.

Hope Valley College

Hope Valley College, a comprehensive secondary in north Derbyshire, is due to legally join Chorus on 1 September 2019.

The school is at the heart of its local community and sits within the stunning surroundings of the Peak District, about 11 miles from the city of Sheffield.

It has over 570 students, with a small number within a post-16 provision for students who have SEND and/or disabilities.

The Acting Principal is retiring at the end of this academic year, and a new Principal from within the Trust will be starting in September.





Who are we? (continued)

The Sheffield Teaching School Alliance

Our Teaching School is known as the Sheffield Teaching School Alliance (STSA). It is one of the biggest and longest established in the region, working with over 60 schools in South Yorkshire and Derbyshire, as well as the two Sheffield universities.

We train and support teachers throughout every stage of their career – from harnessing their first interest in the profession, through to their initial training, then continual professional development, including subject specialism and leadership development.

Via School Direct we train over 100 teachers every year, for both primary and secondary schools. We also provide NQT induction for a similar number of NQTS.

We provide a wide range of school to school support services and are currently running a SSIF-funded literacy project across 14 primary and nine secondary schools in Sheffield.



The National Modern Languages SCITT

As a result of our success recruiting and training Modern Languages teachers through School Direct, we have worked with the Department for Education to establish the first ever, subject-specific SCITT for Modern Languages.

Our SCITT represents a new partnership between the state and independent sector, offering a wealth of experience and tremendous opportunities to train to teach in a wide range of contexts.

We currently have geographical hubs in Sheffield, London, Oundle, Bolton and Abingdon/Oxfordshire, with plans for more.



Job Description

- Job title:** Chief Executive Officer
- Salary:** Executive Pay Spine L43 to L49 equating to £111,007 to £128,733 (plus inflationary uplift from September 2019).
- Pension:** Teachers' Pension Scheme or Local Government Pension Scheme as eligible.
- Office Location:** Flexible base across the Trust – currently South West and South East Sheffield, and North East Derbyshire. The successful candidate will be required to travel between current and prospective Trust schools and a driving licence is essential for the duration of employment.
- Responsible to:** Chorus Education Trust (Chorus) is led by the CEO who is accountable to the Board of Trustees.
- Purpose:** To support the Board in the efficient and effective delivery of the Trust's strategic aims and business plan, to uphold the Trust's values, and to provide strategic and operational leadership across the organisation.

Strategic Educational Leadership and Performance Management

- Provide inspirational, strategic and professional leadership both internally and externally focused, to ensure the continuing growth and success of Chorus as a place of outstanding achievement for all.
- Support the Chorus Board in the formulation and development of strategy, and ensure that all decisions made by the Board are recorded and implemented.
- Responsible for the continuous improvement of educational standards, equality of access and achievement for all across Chorus.
- Enable Chorus to articulate its philosophy, strategy and policies; ensuring that these are consistently applied across all areas of the Trust.
- Provide strategic leadership by ensuring that critical evaluation of performance secures high standards that are continually improving, and that under achievement is rigorously challenged should it exist.
- Provide strong and effective leadership, vision and strategic direction to Chorus staff to achieve the highest levels of performance and ensure a culture of continuous improvement.
- Hold the Headteachers / Heads of Schools of the academies to account for all aspects of achievement and well-being of students and the opportunities offered to them.

- Develop and expand the Trust in response to its vision and national and local initiatives.
- Lead in the planning and development of the strategic plan to ensure that aspirations and educational standards continue to rise across all areas of Chorus.

Financial Accountability

- As Accounting Officer, ensure robust systems are in place so that the funds available to Chorus are used properly, efficiently and effectively.
- Take personal responsibility for propriety and regularity in the management of public funds and in the day-to-day operations of the organisation.
- Development and management of a Chorus risk register including finance, safeguarding and reputation management.

Operations

- Drive the recruitment to appoint highly motivated personnel to create exceptional teams that achieve transformational change and deliver outstanding educational outcomes.
- Ensure the planning, development and implementation of an effective resource strategy including: finance, business, income generation and ICT, in accordance with DfE regulations and funding agreements.
- Develop and maintain all policies on behalf of the Chorus board to ensure that all operational aspects of Chorus are in compliance with legislation and good practice.

Job Description (continued)

- Oversee that policies, procedures and practice comply with equality of opportunity and practice.
- Provide direction and management oversight to all Chorus operations, including overall accountability for safeguarding and security.
- Take responsibility for the safety, health and environmental performance of all academies and offices under the direction of Chorus Trust.
- Ensure that Chorus reflects a vibrant and inclusive ethos which actively values and promotes diversity, unity and community cohesion, and supports students to become successful, integrated citizens.
- Actively challenge and address discrimination where it exists.

Board Management and Stakeholder Relations

- Advise the Chorus Board on the vision, values, ethos, strategy and performance necessary to ensure that all elements of the Trust contribute to enabling outstanding achievement for all and delivering excellent educational outcomes.
- Develop and deliver, in conjunction with local governing bodies and senior staff, the vision and aims of the Trust to create high standards of learning in all aspects of its work.
- Provide leadership to identify and build relationships with external stakeholders to enable the ongoing development of Chorus.
- Establish and maintain an appropriate working relationship with the Chair of the Trust.
- Ensure the continuing engagement and involvement of Members of Chorus to further the vision and aims of the Trust.
- Work effectively across the full range of external stakeholders, including government, funding and regulatory bodies.

Communication

- Ensure appropriate reporting to the Chorus Board on progress against plan at Trust level and individual academy level on all matters relevant to the discharge of the Trust's responsibilities.
- Ensure that an effective internal and external communications strategy is in place.
- Communicate effectively with academy principals/heads of school, staff, students, parents and governors.

- Represent Chorus effectively to key external partners, the media and the public.

Confidentiality

- Ensure that confidentiality is maintained in line with agreed policies and protocols.
- Comply with Chorus policies and procedures on safeguarding and child protection.

Key Expectations/Outcomes

- Translate the vision for Chorus and the Board's priorities into a plan of action with agreed milestones and targets.
- Create a clear narrative and strategy for what Chorus is trying to achieve.
- Exercise entrepreneurial judgement; encouraging new ideas and approaches as Chorus develops, and being able to assess and mitigate risks from new ventures.
- An unremitting focus on improving results and outcomes.
- Committed to delivering increased value and to understanding the different options for resource deployment.
- Demonstrate a belief in staff, fostering a sense of teamwork and adopting practices to enable working through others.
- Develop a strong, open culture of accountability between leaders within Chorus and the Trustees, staff, students and parents.
- Motivate staff by creating and sustaining commitment across the Trust aligning people to work towards a common goal.
- Discernment in achieving the right balance in the relationship between the wider Trust and individual academies.
- Strong influencer at an individual and Trust level and in discussions with government officials and government agencies.
- Promote Chorus's vision, values (its brand) and manage its reputation.
- Demonstrate personal resilience and tenacity by seeing objectives through and by working through challenges.

Person Specification

Qualifications

- Educated to degree level, with evidence of continuing professional development.

Experience and Knowledge

- Successful experience and a proven track record as a Senior Leader in education or a service orientated business, including executive management of an outstanding single or multi academy trust or Local Authority school.
- An excellent understanding of the schools sector and education more broadly, with a strong grasp of contemporary educational issues, including the inspection agenda.
- Knowledge of the strategies for raising students' achievement and advancing effective teaching and learning set within diverse communities, including those with higher-than-average levels of deprivation.
- Proven experience of strategic financial management, including budget formulation, medium and long term financial planning, monitoring and control, and strong business acumen.
- Sound track record of performance managing professional staff, driving morale, raising standards and promoting a team ethos, particularly with regard to a multi-site organisation.
- Proven success in building effective partnerships and links with central government, schools and local authorities to maximise networks and opportunities.
- Experience of working effectively with a Board/ Governing Body to create a vision and form the direction for an organisation.
- Experience of identifying and managing a risk register to include diverse areas such as finance, reputation and safeguarding as well as managing change in a fast moving environment.
- Successful experience of promoting equality and diversity in relation to employment and service delivery.

Skills and Abilities

- A strategic thinker who can work with the Trust's leaders, Board and others to develop a compelling vision for the organisation, underpinned by a strong moral purpose.
- Committed to the highest standards in all areas of school life, including academic, behaviour and enrichment.
- Committed to maintaining the ethos of Chorus, with empathy and understanding of maintaining individual academy ethos.
- Well developed presentation skills and comfortable with public speaking; the analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for Chorus.
- Experience of dealing with government officials and policy makers.
- An effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential.
- Committed to primary, secondary and sixth form education and to the raising of academic standards among students.
- A leader who can analyse and process complex information and data quickly and rigorously in order to make the best of opportunities.

Beliefs, Attitudes and Personal Attributes

- Relentless focus on high quality.
- Resilient and persistent in goals, but adaptable to context and people.
- Willing to take risks and challenge accepted beliefs and behaviours.
- Self-aware and able to learn.
- Optimistic and enthusiastic.
- Values diversity and equality.



ACADEMICIS



If you would like further information or a confidential conversation, please contact Richard Lucas at Academicis on:

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E rlucas@academicis.co.uk

Application forms are available at: www.chorustrust.org/vacancies and should be sent to cadams@academicis.co.uk at Academicis no later than 12:00 noon on Monday 8th July.

Shortlisting: Wednesday 10th July

Interview Days: Week commencing 15th July

We reserve the right to research applicants on social media platforms and the Internet, and the recruitment panel may take this information into consideration during the recruitment process.


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