

WELCOME TO OUR ACADEMY



Stapleford Community Primary School Bar Lane, Stapleford, Cambridge CB22 5BJ

**We are seeking a creative and motivational Headteacher
to lead Stapleford Community Primary School**

**Come and join us!
This is a fabulous opportunity to join our
Trust Leadership Group**





Welcome to Anglian Learning

Thank you for your interest in the position of Headteacher at Stapleford Community Primary School. It is my privilege, as CEO to lead Anglian Learning as we build and develop an organisation that will provide the highest standards of education to pupils and learners in East Anglia. We are an ambitious, outward looking medium sized Trust formed by academies who recognise the huge potential and benefits of working together.

We are committed to creating outstanding academies which are a source of pride for the communities they serve. We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve all pupils' life chances and ability to be confident, motivated and successful by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally and internationally.
- Promoting, enabling and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust

Our Trust Leadership Team comprises of a Chief Executive Officer, Directors of Primary and Secondary Education, a Chief Operating Officer and Directors of Finance, ICT, and Operations and an interim Head of HR. We are well placed to support a Headteacher focus on education and wellbeing. We have an exciting future ahead so we would like you to find out more about Anglian Learning and become a part of our team.

Jonathan Culpin

Chief Executive Officer



The Local Governing Body

Stapleford Community Primary School has a committed and passionate Governing Body, which works closely with the Headteacher in the strategic leadership of the school. We meet regularly throughout the school year to focus on school improvement; performance and standards; resources and financial management; people and professional development.

Who are we?

The governors of Stapleford Community Primary School are appointed by the Anglian Learning Trust Board, elected by parents and carers or elected by staff.

All members of the Governing Body team are committed and active in promoting and supporting the high-quality teaching and learning in school and provide a strategic vision for continuous improvement.

The collective expertise and experience of our current governors and associate members includes logistics and operations management, teaching, senior educational management, marketing, business management and training.

What do we do?

The Governing Body works closely with the Headteacher in the strategic leadership of the school and holds the school to account for the education it provides for the pupils.



Martin Brown

Co-Chair of Governors (Jul 2021)

Governor category: Parent
Governor appointed by parent election

Current term of office: Nov 2018 – Nov 2022

Relevant pecuniary interests

and relationships: None

Committee membership: Resources

Responsibilities: Strategic leadership, Finance, PE and Sports Premium



Ed Gunn

Co-Chair of Governors (Jul 2021)

Governor category: Trust
Governor appointed by Anglian Learning Trust Board

Current term of office: April 2019 – April 2023

Relevant pecuniary interests

and relationships: None

Committee membership: Resources

Responsibilities: Strategic leadership, Finance, Resources committee, Aims, values, vision

For more information about Trust and local governance please see:

<https://anglianlearning.org/about-us/#membersandtrustees>

<https://anglianlearning.org/wp-content/uploads/2019/05/Anglian-Learning-Scheme-of-Delegation-v3.0-Sept-2021.pdf>

Introduction to Stapleford Community Primary School



Welcome to Stapleford Community Primary School

Welcome to Stapleford Community Primary School, part of Anglian Learning. Our school lies at the heart of the village. It is a friendly and lively school where children and families immediately feel welcome and involved. We have high expectations and ambitions for our children as learners, musicians, sports people and future citizens.

Our Vision

At Stapleford Community Primary School, we are passionate about education. We are ambitious for our pupils and want the best for every child. Our staff work hard to ensure the school is a vibrant and innovative place, where pupils demonstrate a thirst for learning, where curiosity is nurtured, and excellence is expected in a caring, supportive and stimulating environment.

What makes Stapleford special is the enthusiasm of everyone – our children, staff, families and governors – to make the most of every opportunity and to do their best. We feel particularly proud when our choir sings in venues such as West Road concert hall in Cambridge, our sports teams compete at district and county levels, and our mathematicians enter county competitions.

Our school continues to develop in exciting ways. In 2018 we joined Anglian Learning; a Multi Academy Trust we are very excited about the opportunities this has given us.

In 2020 we opened our new Stapleford Nursery, a stimulating, bright new learning environment for 3 – 4 year olds. We refurbished the inner courtyard to ensure our early years have a safe and exciting area for their outdoor learning. This summer sees the next stages of refurbishment of our school, creating new and exciting areas to enhance independent learning opportunities.

Our Curriculum

At Stapleford Community Primary School we are: skilled readers, confident writers, and inspired mathematicians. We are scientists, historians, geographers, musicians, artists, linguists, theologians, athletes, digital scientists, designers and technologists. We are inclusive and diverse. We want our children to have no limits to their ambitions and to become happy and enthusiastic, life-long learners! Our curriculum is carefully crafted so that our children develop their academic, social and cultural capital.



Our holistic curriculum is stimulating, designed to promote curiosity, discovery and a love and thirst for learning. It is ambitious and full of opportunity allowing everyone to shine and empowering our children to become independent and resilient. We strive for academic excellence and want our children to have high aspirations, and equally importantly we want children to become thoughtful, open minded and compassionate human beings, confident and able to make their mark on the world that lays before them.

We are committed to nurturing positive attitudes and celebrate values such as tolerance, kindness and perseverance. Our focus on pastoral care and mental well-being, through growth mindset and mindfulness, allows all children to deal confidently with next steps and to be more resilient learners.

We encourage our children to both challenge and celebrate success in themselves and in others. We want to equip them with not only the minimum statutory requirements of the National Curriculum but to prepare them for the opportunities, responsibilities and experiences of later life. We view our curriculum as a curriculum for life.

With our school being situated 4 miles from the historic city and world-renowned seat of learning, Cambridge, we want our children to use the vibrancy of our great city to learn from other cultures, respect diversity, co-operate with one another and appreciate what they have. We achieve this by providing a strong social, moral, spiritual and cultural curriculum, with British Values at the heart of everything we do.

We work to enrich their time in our school with memorable experiences well matched to their needs and interests and to provide opportunities which for many are out of reach. We believe that education does not just happen in the classroom, it is about the added value we offer to really inspire our children. Enrichment is a vital part of our curriculum. This includes school trips, residential trips for our oldest pupils, visitors, special whole school days, extra-curricular clubs, sports competitions and events, music opportunities, outdoor learning such as 'Moat Mondays' and 'Wellie Wednesdays', taking part in academic competitions such as maths and English challenges, plays and performances.

We have had a recent focus on improving the Arts and have the Silver Arts Mark Award, the Cambridge 'MusicMark' and have once again earned the 'Gold' status in the School Sports Award.

As a community school, we are fortunate to have many supportive parents and members of the community who also offer to assist our school through supporting learning, providing resources, events, helping on trips, running or helping with clubs, contributing to the organizing and delivery of events such as in science days. We regularly seek the views of all members of the school community, with regular pupil voice and annual parent / staff surveys.

Our curriculum development has included working with local schools in a Cluster and the Trust Schools Curriculum Development Group. We liaise with our main feeder school, Sawston Village College to ensure continuity to best prepare our children for the next stage of their education. 2020 saw the school open a new Nursery Class, we have developed the curriculum with consideration too as to the high-quality experiences we wish all 3 - 4 year olds to have in our nursery – with time given to ‘In the moment’ planning.

Our Priorities

Our aim is to achieve excellence in all we do. As we emerge from the pandemic our priority focus is the wellbeing and emotional security of our community. We want children to feel safe, challenged and excited by the learning opportunities they are offered; enabling every child to learn any essential elements of the curriculum they may have missed during the past two years.

In line with Anglian Learning’s aims our intention is that our pupils consistently achieve above national averages, that inclusion is a successful feature of our work through which all pupils are enabled to achieve their potential.

The leader who joins us will take forward the development of our curriculum, ensuring that the changes we have made to English and Mathematics inspire our pupils providing them with the knowledge and skills they need to be successful in their secondary education and beyond. We expect you to quickly develop those subjects that are less well developed. In particular, modern foreign languages and computing.

As the opportunities for greater collaboration and development across Anglian Learning academies arise, we are seeking a leader who will maximise the impact of these, developing innovative and creative ways of working that benefit staff, governors, pupils and their parents. A leader who can see the potential of the professional learning opportunities available through the Trust for themselves and for staff at every level.

A Flavour of Stapleford Community Primary School





**Come and join us! This is a fabulous opportunity
to join our Trust Leadership Group**

**Anglian Learning is seeking a creative and motivational
headteacher to lead Stapleford Community Primary School**

Required from January 2023

Group 2 L 14 – 20 negotiable for the right candidate

Teachers' Pension Scheme

Working Pattern: Full time

We are looking for someone who, with great Trust support for the operational aspects of leading a school, wants to focus on creating a school where everyone wants to learn and achieve their ambitions.

Someone who is an intellectually curious leader with the courage to create experiences that are right to enable Stapleford pupils to thrive and learn every day.

Someone who will nurture staff, pupils and families to be the best they can be.

Someone who is passionate about building a community school based on trust; who understands the context of our school and works closely with families and wider organisations to build an uplifting and enabling environment.

Someone who will work in partnership with all Trust colleagues to create the best practice in all our academies

If you can commit to these values and lead our school through an exciting phase in its development, we'd love you to apply to come and work with us!

For further information please download the application pack and an application form from <https://anglianlearning.org/join-anglian-learning/vacancies/> – we think we have much to offer you! To find out even more, or arrange a visit to the school, please contact our Director of Primary Education, Prue Rayner prayner@anglianlearning.org

To apply for the role please complete the application form and send together with a letter of application of no more than 2 sides of A4, outlining how your skills and experience will enable you to be successful in this role. Please send to Karen Beckett, Primary Hub and Trust HR Manager at hr@anglianlearning.org. Our recruitment process will involve informal opportunities for you to tell us all about you, and more formal opportunities for us to work with you to understand if you are the person we need for this important role.

Dates you will need to be available on are: 6 and 7 July

Closing date for applications: Monday 27 June 2022 at noon

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check. Certificates of Good Conduct and other checks may be requested if applicable.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered.

Job Description Headteacher Stapleford Community Primary School



Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check. Certificates of Good Conduct and other checks may be requested if applicable.

The Headteacher of Stapleford Community Primary School will demonstrate commitment to enabling every child, regardless of background or need, to thrive and experience success in academic achievement as well as citizenship. To do this they need to be able to improve and innovate with rigour and creativity.

Job Profile

Work with Anglian Learning and all staff to secure consistency in the current practices of the Academy and develop innovation that takes the Academy forward in the next stages of its development. Drawing on emerging thinking and evidence-based research to lead a vibrant organisation with a challenging and innovative curriculum. An Academy where equality of opportunity and effective practice are the norm.

Establish a shared vision and culture for the Academy encapsulating Anglian Learning values and securing success in improving pupils' achievement, wellbeing and experience to a point where practice is sought after and shared across the Trust and more widely.

Ensure that safeguarding practice is exemplary, promoting the welfare of children and families within the Academy and that staff and pupils work in a safe and caring environment.

Create a community based on trust and the values of Anglian Learning as well as those created in consultation and engagement with the close and wider community. Drawing on agencies and businesses in the locality who can contribute to and enhance provision.

Working in partnership with the Trust, be responsible for the most effective use of financial resources, ensuring they are used to enhance and drive improvement.

Work collaboratively with central Trust colleagues and staff in Trust academies sharing expertise and resources to enable improvement at Stapleford Community Primary School and across other Trust academies as well as the wider education sector.

Within the context and guidance of Anglian Learning, undertake professional duties of the Headteacher in line with the School Teacher's Pay and Conditions Document and the key areas of headship within the DfE National Standards for Headteachers.

Promote data protection and ensure data protection procedures within the school are robust and in line with Anglian Learning policies.

Policy Framework and Requirements

The Headteacher will carry out their professional duties in accordance with and subject to:

- Statutory rules and regulations in place for academies
- Policies, expectations and blueprints implemented by Anglian Learning
- Any policies agreed by the Local Governing Body in line with the Anglian Learning Governance Framework.
- The terms of their employment.

Job Description Continued

Headteacher

Stapleford Community Primary School

Leadership

The Headteacher is responsible for the internal organisation, management and control of the Academy, liaising with the appropriate Director of Education on the strategies being implemented. Leading by example in professional conduct and trusting relationships that nurture pupils and place their personal development at the heart of the Academy's work.

The Headteacher will consult and engage with Trust leaders, and the Senior Leadership Team, to implement the Anglian Learning quality assurance and school improvement framework monitoring and evaluating all aspects of school performance in a cyclical manner. Act on recommendations and maintain a record of self-evaluation and areas for improvement with analysis of the progress made in respect of these.

In line with the Anglian Learning Blueprint, work with Trust leaders to implement manage and evolve an innovative curriculum matched to the needs, experiences, interests, aptitudes, and the stage of development of pupils. Ensure it is effectively led at all levels that the resources available to the school are effectively used to enhance the quality of education and pupils' knowledge and understanding.

Implement systems for ensuring that high quality diagnostic assessment is used to analyse pupils' learning and progress; using these to identify whole school, subject and individual improvement priorities. Identify barriers to pupils' progress and use the necessary resources to enable all pupils to achieve their full potential.

Work with Anglian Learning staff and colleagues to promote equality and inclusion in all elements of provision for all stakeholders ensuring staff work effectively with parents, carers and wider agencies to identify and provide for all pupils particularly the vulnerable and those with special educational needs and disabilities. Ensure the requirements of the Code of Practice are met as a minimum, challenging agencies when support is not effective.

Continually evolve the approach to developing pupils' behaviour ensuring they understand the impact of their actions and build cognisance of the requirements of positive citizenship. Ensure staff receive the support and professional development they need to effectively implement the Academy's behaviour policy and to respond confidently to even the most challenging behaviours.

Develop and sustain effective partnerships and respectful relationships with parents, guardians and families to support pupils' achievement and personal development; providing access as necessary to wider agencies, additional activities and learning opportunities which enhance parenting and create a shared approach to educational provision.

Work with the Local Governing Body in line with the Anglian Learning Governance Handbook, participating in meetings, reporting appropriately providing advice and assistance to governors in the fulfilment of their responsibilities.

Empowerment

The Headteacher will deploy and manage all teaching and support staff of the school. Allocating particular duties and maintaining a reasonable balance for each staff member between work carried out in school, work carried out elsewhere and a good work / life balance. Considering in relation to the allocation of duties the development and retention of staff and succession planning.

Job Description Continued

Headteacher

Stapleford Community Primary School



In deploying and managing staff, the Headteacher will ensure that the induction and appraisal of staff is carried out in line with Anglian Learning policy and procedure, including those related to equality and diversity. Making certain that the requirements in the Early Career Framework are met as a minimum for all new staff and those who need additional support to develop their roles receive it.

Develop the roles and responsibilities of all staff accessing support for this from the Trust Central Team as needed enabling the recruitment of apprenticeships or the development of existing staff through the apprenticeship route.

Lead, motivate, support, challenge and develop all staff to build a culture of high expectations securing and sustaining continuous improvement through regular appraisal, coaching, mentoring and the highest quality professional development. Sustaining at all times a culture where staff wellbeing is recognised as having a high priority in decision making and the deployment of resources.

Ensure that all staff receive the information and resources they need to carry out their professional duties effectively; that they are cognisant of school improvement priorities and their role in achieving them. This includes access to research and information relating to current educational developments and other relevant elements of their roles.

Building the strength and capacity of middle and senior leadership within the Academy and across the Trust through recognising talent, supporting development and establishing clarity in relation to the delegation of responsibilities.

Support staff to be the best they can be but where response is limited, challenge underperformance at all levels. Work with the Trust HR team to appropriately address any underperformance or practice that is a cause of concern.

Provide information, references and testimonials about the work and performance of staff employed at the school, with due regard to the principles of equal opportunities, where such information is relevant to their future employment.

Liaise with staff unions and associations through consultation with internal union representatives and informing Anglian Learning HR Team regarding any correspondence from, or involvement of regional representatives.

Operations

Work in close partnership with the Anglian Learning Central Team to:

- Allocate, control and account for the financial and material resources that Trust policy decrees are the responsibility of the Headteacher. To deploy these to secure the best provision possible and address Academy priorities efficiently.
- Consult with the Director of ICT, on ICT projects and ensuring that these are in alignment with Anglian Learning's ICT strategies, prior to implementation.
- Make arrangements for the security, maintenance, development and effective supervision of the school buildings and their contents and of the school grounds and ensuring (if so required) that any lack of maintenance is promptly reported to the Director of Operations and, if appropriate, the Local Governing Body.
- Ensure the health and safety of all children, staff, parents/carers and visitors implementing Trust practices and ensuring rigorous approaches to identifying, managing and mitigating risk, liaising with the appropriate Central Trust staff where required.

Person Specification

Headteacher Stapleford Community Primary School



Anlian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check. Certificates of Good Conduct and other checks may be requested if applicable.

The principles on which this person specification is based supplement the Trust's core aims and values as an organisation. Based upon the work of the Ethical Leadership Commission, the Nolan Principles and shared understanding of desirable leadership qualities, the principles act as a guide to leaders' individual behaviours and actions. They are further informed by Stapleford Community Primary School core values and inform all interactions with Trust employees and the wider community.

Aspiration

A leader who can enable and facilitate staff and pupils to be aspirational for themselves and for each other – who can enable everyone to know what they need to succeed and enable them to achieve it.

We are looking for someone who is ambitious in the delivery of excellence for themselves; demonstrated through a good honours degree, QTS and a successful career to date. Who is ambitious for colleagues through demonstrable impact on their engagement, wellbeing and performance. Someone who will contribute to the Trust's culture of nurturing the career of every member of staff.

We are seeking someone who passionately cares about the success and wellbeing of young people, children and adults. Who inspires others to drive for excellence, openly celebrating success and challenging underperformance through rigorous yet respectful leadership.

We are looking for someone who is ambitious for social justice for all children and young people, regardless of background and need, enabling them to be able to fully access and enjoy their education at Stapleford Community Primary School and beyond. Someone who understands behaviour as communication and understands how best to enable children and young people to be able to regulate their own behaviour and be the best that they can be.

We are seeking someone who is continually seeking to innovate and improve provision through engaging with new thinking, research and great practice. Someone who can demonstrate the ability to engage colleagues in working collaboratively within the Academy and across the Trust and wider communities making the best decisions always in the interests of children and young people.

Empowerment

A leader who knows that experience is key to success. Who will build cultural capital through amazing pupil experiences and who will enable staff to experience a range of opportunities to facilitate their own and each other's development.

Someone who can demonstrate passion in championing the needs of children, young people and families who may not have – or not be able to articulate a voice. Someone who knows how to seek out opportunities to enable our families to be successful parents and all children and young people to thrive.

Someone who thinks strategically, who makes wise and considered decisions even when options are complex. A leader who knows how to establish a context for change, who can effectively prioritise, who understands the level of precision needed in actions and can accurately define success.

Person Specification Continued

Headteacher Stapleford Community Primary School



Someone who prioritises positive communication, treating people with respect regardless of their status or situation. Who listens well and responds positively to Trust and Academy staff, parents, wider agencies and community organisations. A leader who values concise and articulate communication demonstrating high quality expectations in both speech and writing.

Inclusivity

A leader who will nurture staff to be the best they can be; who will ensure that even the most challenging families and pupils feel valued and important within the Academy community.

Someone who is truthful, open and direct, who is quick to admit mistakes and enables all staff to have an equal voice. A leader who enhances the Academy's reputation amongst employees, parents and more widely. Before acting and taking decisions, a leader who enables stakeholders to engage declaring and resolving openly any perceived conflict of interest and relationships.

Someone who takes time to know and understand the challenges that colleagues, staff, pupils and families face. Who is prepared to enrich lives challenging disadvantage and discrimination in every element of the Academy's work.

Someone who is committed to the highest safeguarding principles and practice, who is not afraid to challenge to ensure the best support for those who need it. Who works closely with wider agencies to ensure the best provision and who rigorously addresses making the school a safe and healthy learning environment for staff and pupils.

Someone who acts with courage to meet the Trust's values in all elements of their work, challenging when this is not the case; a leader who presents a confident and assured approach taking calculated and well thought out risks in the best interests of Academy improvement.

Community

A leader who knows the Academy is the heart of the community. Who provides opportunities for family learning and engagement. Someone who expects wider organisations and agencies to ensure, through their involvement, that Stapleford is a valued and respected community Academy.

A leader dedicated to the Academy community; ensuring staff wellbeing is a priority and staff access every opportunity and support they need to thrive and create excellent and innovative provision for pupils.

Someone who can build **partnerships**, seek out new opportunities and ideas, and collaborate with colleagues across the Trust and key organisations in the community.

A leader prepared to establish, project and sustain a high profile in the local community and beyond. Who gains respect and is known for relentless commitment to securing the best possible options for pupils and families' achievement and wellbeing.

WELCOME TO OUR TRUST



ANGLIAN LEARNING

“If I am motivated by a great teacher,
the children will be motivated as well.”

Mark Askew, Headteacher

Our Vision and Values

The core Vision of Anglian Learning is to create:

Dynamic, empowered learners who thrive and lead in their communities: locally, nationally and globally.

Our four core values and principles guide our work to achieve our vision:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be

Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together

Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively

Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds



Why Work for Anglian Learning

Our Wellbeing and Workload Charters set out core principles for supporting wellbeing of our staff.

We aim to reduce unnecessary workload pressures and promote strong mental and physical health.

Anglian Learning provides a wide variety of professional learning opportunities which broaden staff experiences and build strong professional networks.

Other Staff Benefits

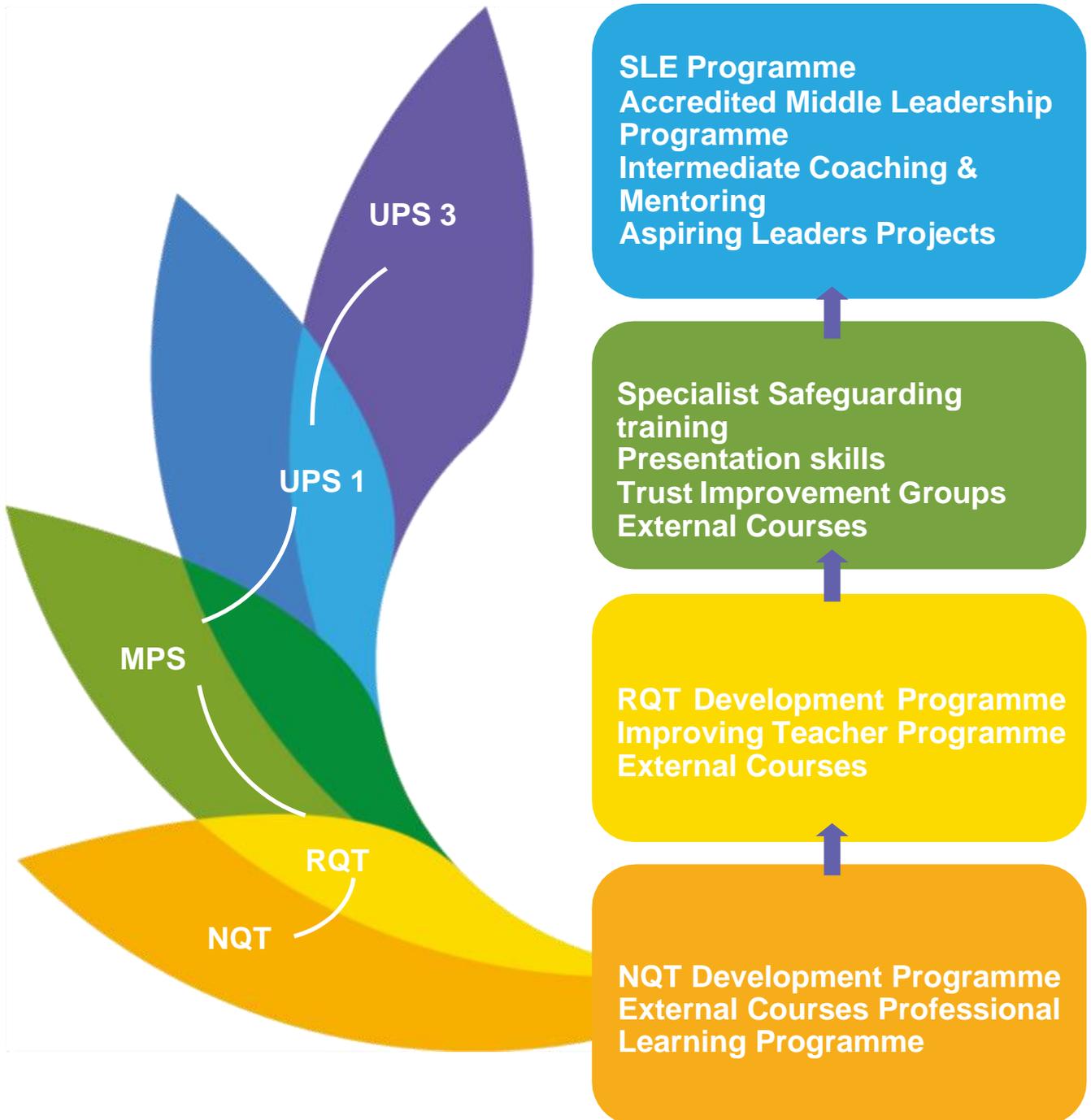
- Employee Assistance Programme
- Cycle Salary Sacrifice Scheme
- Free Sports Centre Membership
- Discounted Adult Education Courses
- Discounted Eyecare Vouchers



“NQT to Head of Department!
Mentors and line managers have been ambitious for me.”

Clare Irwin, Head of Music

TEACHING PROFESSIONAL DEVELOPMENT



“Every single staff member is actively involved in their own professional development.”

*James Woodcock, Assistant Director of Education:
Professional Learning*

Trust Wide Opportunities

Trust System Leaders

Trust System Leader roles provide opportunities for middle and senior school leaders to deliver specific Trust wide improvement projects over two years.

Projects are driven by the Trust Improvement Plan and involve working across a group of schools within Anglian Learning. Projects may be subject specific or based upon identified strands of school improvement e.g. safeguarding, EYFS, assessment, and computing.

Trust System Teachers

Teachers can access the opportunity to broaden their teaching / leadership experiences by choosing to work in a different school within the Trust. The role will be determined by a specific school improvement need.

Trust System Leaders and Trust System Teachers receive professional learning and training opportunities. Where appropriate these are linked to pay progression.



LEADERSHIP PROFESSIONAL DEVELOPMENT



“Anglian Learning is committed to offering high quality, personalised professional learning and training opportunities to support career development and personal growth.”

Prue Rayner, Director of Primary Education

Anglian Learning Framework for Excellence - Leadership



The following principles have been agreed by Trustees, Trust and school leaders, and governors, to supplement our core aims and values as an organisation. Based upon the work of the Ethical Leadership Commission, the Nolan Principles and our shared understanding of desirable leadership qualities, these principles act as a guide to our own individual behaviours and actions, for how we interact with each other and as part of the wider community.

Passion

Leaders passionately care about the success and wellbeing of young people, children and adults in Anglian Learning. They inspire others to drive for excellence, openly celebrate success and challenge underperformance. Leaders are tenacious.

Courage

Leaders question actions that are inconsistent with the Trust's values and are prepared to challenge, even if it is controversial. Leaders take calculated and well thought out risks, making difficult decisions without unnecessary delay. They respond to unexpected and unprecedented events with outward confidence and assuredness.

Innovation

Leaders review and re-conceptualise issues to create practical solutions to difficult problems. When necessary, they challenge assumptions regarding current practice and thinking and suggest improved approaches. Leaders aim to minimise institutional complexity, finding time to simplify processes, and enabling the Trust to proactively respond to change.

Selflessness

Leaders continually seek out what is best for the pupils and staff in Anglian Learning. Leaders selflessly facilitate others to achieve their potential. They always act in the interest of children and young people while making time to help colleagues, sharing information openly and proactively.

Honesty and Integrity

Leaders are truthful, open and direct. They are quick to admit their mistakes and are non-partisan during internal discussions. Leaders avoid placing themselves under any obligation to people or organisations that might try to inappropriately influence their work. Before acting and taking decisions, leaders declare and resolve openly any perceived conflict of interest and relationships.



Anglian Learning Framework for Excellence - Leadership Continued

Curiosity

Leaders seek to understand our aims, vision and values. They are knowledgeable about education, national policy and leadership and explore opportunities to develop practice based upon evidence from a range of different sectors. Leaders learn rapidly and eagerly, and contribute effectively to all aspects of wider academy and trust leadership.

Objectivity

Leaders act and take decisions impartially and fairly, using the best evidence and without discrimination or bias. Leaders are objective, exercising judgement and analysis for the good of children, young people and staff.

Impact

Leaders demonstrate consistently strong performance, focussing upon important impact rather than process. They effectively use available resources, searching out opportunities for collaboration with Trust colleagues, and more widely, to maximise impact, acting as system leaders.

Judgement

Leaders think strategically, making wise and considered decisions despite any ambiguity and complexity. They clearly establish the context for change, relative priority, level of precision and the definition of success. Leaders are also clear about what they are not going to do and why. Leaders are accountable to the public, statutory bodies and the law for their decisions and actions and submit themselves to the scrutiny necessary to ensure this.

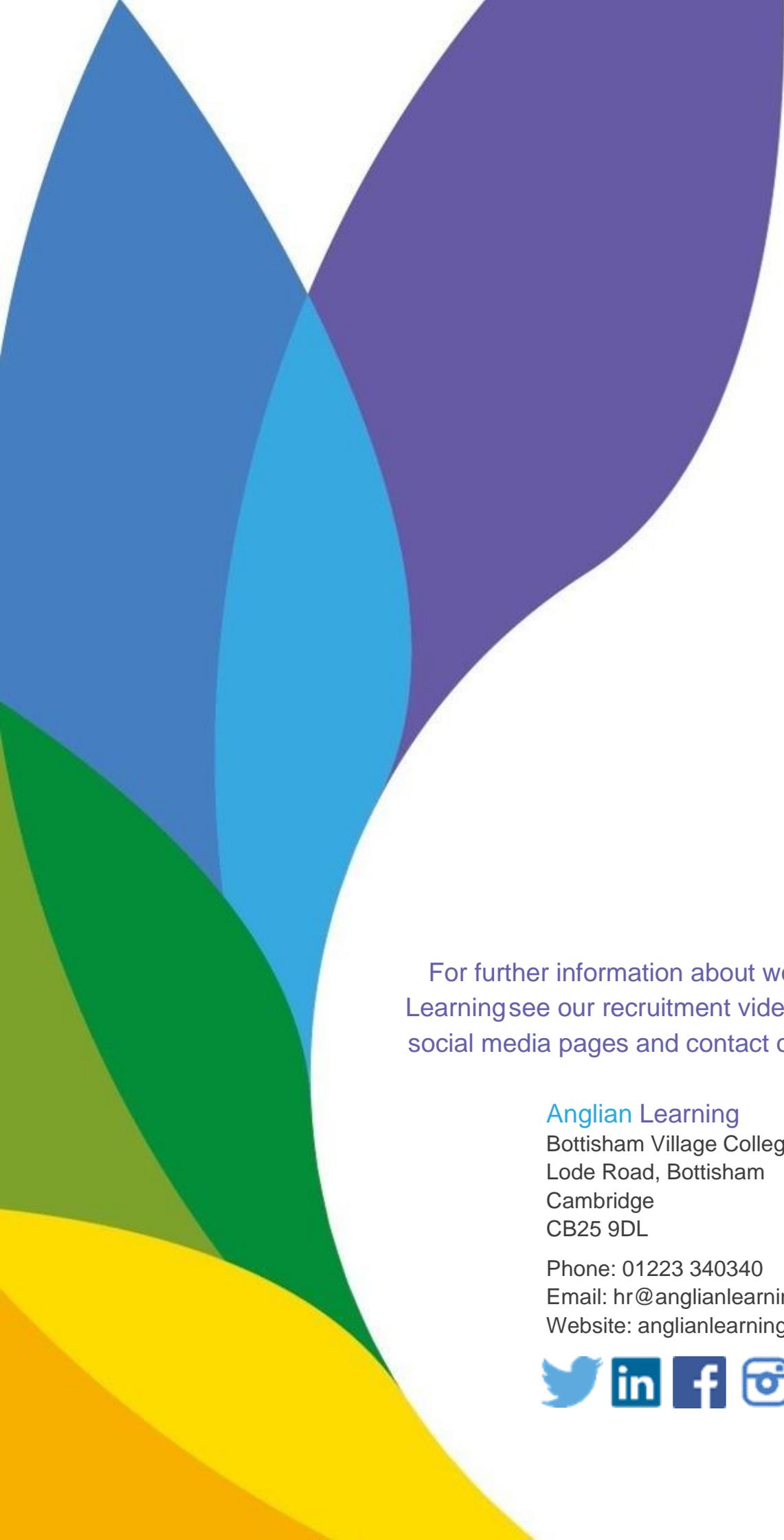
Communication

Leaders treat people with respect regardless of their status or situation. They maintain calm and productive environments in stressful situations. Leaders listen well, instead of reacting quickly, so they can gain a clear understanding of any issues. They are concise and articulate paying due regard to Trust expectations in both speech and writing.

Civic Duty

Trust Leaders understand and demonstrate by positive example their role as community leaders. They seek wherever possible to help shape the views of their community and always strive to support those from disadvantaged backgrounds and circumstances, promoting equality of opportunity and social justice. In times of uncertainty, leaders seek to provide reassurance and hope for the future.





For further information about working for Anglian Learning see our recruitment video on our website or social media pages and contact our HR department.

Anglian Learning

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Cambridge
CB25 9DL

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Email: hr@anglianlearning.org
Website: anglianlearning.org

