

Personal message about the School Business Manager position

Hello, and thank you for showing an interest in the School Business Manager (SBM) position we have advertised. I would like to tell you a bit more about the school and the kind of person we are looking for:

- Our current SBM having relocated is very keen to help the school appoint a successor to her place in the Senior Leadership Team.
- Our students are terrific: all have well-documented difficulties, but also untapped strengths and talents. They are genuinely welcoming, hard-working and ambitious; I think it's fair to say that they confound other people's expectations of them and, whatever their starting points, all our students achieve high-quality accredited outcomes at Key Stages 4 & 5.
- We've been judged as 'outstanding' four times by [Ofsted](#), Most recently in [July 2018](#), which inspected our relatively new sixth form for the first time. (It's fair to say they were impressed!)
- However highly we've been judged, we are not complacent and are focused on continual improvement.
- We are a National Support School and among the first special schools in the country to receive the [World Class Schools Quality Mark](#). Our vision aims even higher: 'Achievement for all in a unique world-class school'.
- We take all that stuff in our School Development Plan very seriously: Preparing for Adulthood (PfA), Visible Learning and Wellbeing (students and staff)
- Hackney Education intends to expand its special school provision and the SBM will have a significant input into the logistics, feasibility and organisational change processes leading to successful delivery.
- We intend to be the best in the world at what we do; to achieve this we need staff who are already very good and also intend to be the best at what they do by being 'open to learning' (Viviane Robinson)
- To achieve this we really need your help to step up a gear in improving our efficiency and effectiveness, building on the strengths of the teams you lead and putting consistent systems in place
- School finances are always an issue, though it is useful to note that we are in our first year of a revised 3-year funding agreement which we are happy with.
- We would welcome greater diversity in all areas of staffing to reflect more closely the community we serve (please see 'Our Commitment to Equality and Diversity').
- Many people tend to stay because their job is rewarding but remains challenging, though some do relocate, retire, or get promoted elsewhere (hence this position becoming available)
- The work is never easy, and nor should it be, because our students deserve the absolute best from us.
- The best indicator for future success is whether someone is performing well in their current role, including the challenging parts of it (which usually involve other people!)
- If you are open to learning and change, and if your values and skills chime with us, you will love it here!
- We're not looking for clones or mavericks, but real leadership and team-playing. This means a willingness to learn from others as well as leading improvements in the practice of other colleagues.
- You should be open to challenge, particularly from an experienced and focused Governing Body.
- We need someone who will not just develop what we already have but be able to help lead us into new territory; a strong leader in their own right, but someone who really takes off when working as part of a team

Headteacher Kevin McDonnell, National Leader of Education

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Our vision: Achievement for all in a unique world class school



- I believe that this role is a unique opportunity for the right person: tell us how you would 'fit in' as well as what extra pieces of the jigsaw you could bring

This probably isn't the job for you if

- You don't like moving out of your comfort zone, learning, or working hard.
- You're looking for a way out of your current situation rather than a way forward.
- Your values are different than the school's.
- You are uncomfortable receiving and providing both support and challenge in order to improve.
- You find it hard to rapidly reprioritise, make tough decisions, give clear answers, or keep people on board.
- You don't like dealing with people or their problems!

We will not consider applicants who have not taken the trouble to find out about the school and/or send in 'generic' supporting statements or CVs. For safeguarding purposes, one of your referees **MUST** be your current or most recent Headteacher (or equivalent).

Hope to hear from you soon!

Kind regards

A handwritten signature in black ink that reads "Kean McDonnell". The signature is written in a cursive style with a large, stylized 'M'.

Headteacher