

Job profile

Directorate	Hackney Learning Trust
Unit / Team	School Standards and Improvement
Job Title	YBM Programme – System Lead
Salary	*£500/day or equivalent
Date	May 2019

Context

This is a leadership opportunity designed to take forward the next phase of the education strand in Hackney Council's ten-year programme, Improving outcomes for Young Black Men (YBM), and supporting associated manifesto commitments, particularly reducing exclusions.

You will work with the school standards and improvement team, headteachers and schools, promoting and directing development. This could be *up to two days per week, per school year over the next two years. There is flexibility. Your work can be delivered on defined allocated days, or, equally, in regular blocks.

Purpose

The key function of this post is to provide leadership and professional direction in securing successful delivery of the education strand of Hackney Council's Young Black Men programme. The main focus will be reducing disproportionality in attainment and exclusion.

The role will entail liaison with schools, the school standards and improvement team and leaders in the Council associated with the programme.

Leadership activities will include:

- supporting, advising and steering schools on reducing attainment gaps and exclusions, for black children and young people
- working with Hackney Learning Trust in shaping, delivering and impact evaluating the education strand of the YBM programme
- supporting and advising officer of Hackney Learning Trust (HLT) and Hackney Council, on links with parents/carers and families to support their school aged children through their education
- developing strategy and guiding the work of other system leaders as appropriate
- acting as champion in the area of inclusion, achievement, learning and identity for learners from black minority ethnic groups
- providing informed, credible leadership of the headteacher steering group
- organising training to secure improvements and enhance achievement, including higher attaining PPI black children and young people
- reporting to the Hackney Learning Trust and, through this, to the Council.

Principal accountabilities and responsibilities

1. Work with headteachers, school governors and academies in Hackney, acting as professional adviser, champion and pathfinder, to reduce disproportionality in standards and exclusions for YBM.
2. Contribute to shaping and planning activities for the YBM programme and impact evaluating this work, most especially in:
 - a. Narrowing Attainment Gaps
 - b. Developing inclusive methodologies
 - c. Transition
 - d. Pupil voice
 - e. Parent voice
3. In conjunction with the school standards and improvement service and headteacher and school groups, review and update the Strategic Action Plan for YBM in the light of the work in progress to reflect learning and inform future stages of development.
4. Oversee the Headteacher Steering group.
5. Identify and target primary and secondary schools to support and advise, and challenge, enabling growth in capacity.
6. Ensure access to well-tailored advice for schools, drawing on the headteacher steering group, local expertise and resources available from the local community of schools, Hackney Learning Trust and Hackney Council.
7. To promote a school-led self-improving system by working with other serving leaders, stakeholders and governing bodies.
8. To report to all partners on progress and impact against stated objectives and successful strategies in the LBH YBM programme.
9. To produce an annual public document on progress, successes and lines of enquiry
10. To work within HLT and Council policy guidelines.

Person specification

Aspect	Specification	Essential, E Desirable, D
Qualifications	<ul style="list-style-type: none"> • DfE recognised teaching qualification. • Degree or equivalent qualification. • Evidence of commitment to on-going professional 	
Relevant experience	<ul style="list-style-type: none"> • Successful and respected experience of headship or senior leadership within a local authority • Experience of delivering sustained improvement 	
Knowledge	<ul style="list-style-type: none"> • Extensive and up-to-date knowledge of national policy/initiatives/requirements in relation to education • Understand black and white racial identity models • Excellent understanding of and commitment to self-improving system leadership • Knowledge of whole-school and classroom strategies to raise achievement, improve outcomes and reduce exclusions, particularly for YBM • Knowledge of principles and practice of quality assurance systems, including school self-evaluation and performance management 	
Experience <ul style="list-style-type: none"> • Skills • Abilities 	<ul style="list-style-type: none"> • Excellent, demonstrable communication and interpersonal skills (both oral and written) at all levels. • Vision to take the initiative, think strategically and see the larger picture whilst giving attention to detail. • Change management • Effective negotiating, influencing and problem solving when working within and across phases 	

Personal and specific attributes	<ul style="list-style-type: none"> • Ability to build relationships and motivate others. • Have personal and professional credibility • Think creatively, strategically and flexibly • Ask rigorous questions and probe explanations of root causes, dealing sensitively with others • Adaptability and resilience. • Outcome focused and self-motivated. • Enhanced DBS. • Integrity, initiative, tenacity and adaptability in order to influence others and move an agenda forward 	
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