Over the last 17 years, Hackney schools have been on a transformational journey. We now have some of the very best state schools in country. We're proud of these improvements, and the impact they have had on our residents cannot be underestimated.

It is now time for us to start the next chapter of our education story. The Hackney Schools Group Board offers an exciting opportunity to bring together schools, the local authority and independent experts so that we can continue to build on our success together.

During our recent Schools For Everyone consultation, residents gave us a clear message about what they wanted to see from our schools and told us that local accountability was important to them. The Hackney Schools Group Board presents us with a unique opportunity to build on this feedback and continue to strengthen and improve our schools.

The role of the Chair will be crucial to the success of the Hackney Schools Group Board. If you think that could be you, we would love to hear from you.

**Cllr Anntoinette Bramble, Deputy Mayor**

**Hackney Education**

Education in Hackney has gone through a number of significant changes over the past few years and we are in a position of strength across all phases, from early years through to adult education.

We are highly ambitious for Hackney’s children, young people and adult learners. Our fundamental purpose is to raise achievement and aspirations so that every child experiences success and is enabled to make a good start in life, regardless of where they live, where they go to school, or their family background. A key element of our success has been the maintenance of a strong and lasting partnership between all schools and the local authority.

We expect the Chair of the Hackney Schools Group Board to be as ambitious as we are working to ensure all children in Hackney achieve the best they can, and in championing local authority led partnerships.
Our Vision

Our vision is to improve the life chances of every child, young person and learner in Hackney making Hackney the most forward looking education system in the UK, where schools, settings and partners provide an exciting environment which ensures inclusion and success for everyone.

We see our borough as being one of the best places in the country for young people to grow, learn, develop and achieve – and one of the best places for colleagues to work and thrive in our education system.

We will:

• provide the best possible support for our schools and settings, our children, young people and families
• encourage and challenge all Hackney schools and settings, individually and collectively, to develop or sustain exceptional education for all our young people
• champion the wellbeing and flourishing of all our Hackney children and young people, driving the shared work of all partners
• promote our values in all aspects of our work.

Our Values

The Hackney Schools Group Board

The Hackney Schools Group Board is a new, strategic and high profile advisory board designed to engage all Hackney schools in system improvement and be the practical manifestation of school system leadership. The Schools Group Board and its panels will give school leaders a voice at the highest level in how pedagogy, curriculum, professional development, and staff and pupil wellbeing, change and develop in the future.

We believe this is needed now to ensure that the educational professionalism, intellectual curiosity and desire to explore new approaches to teaching, learning and pupil welfare is the predominant driver of practice in the Hackney school system. We aim to enhance the reputation and influence of the Board.
through its extension to encompass independent external expertise and perspectives in the field of research and creativity in teaching, learning and child welfare.

The Board will guide and steer local improvement. First, through its focus on pedagogic practice, professional development, enquiry and research, and its ability to engender peer to peer collaboration across the schools system. Second, the Board’s unique role and position in relation to the Council’s education service and the existing school networks will provide the means through which it can steer improvement and promote participation. Conceived as a ‘think tank’, we hope the Board’s leadership, influence and impact will be felt through the intellectual and practical benefits to schools leadership, classroom practice and professional development, as well as working with new methods, tools and a sense of collegiate endeavour and professional pride across the system.

We think the Schools Group Board will become increasingly relevant to schools and school leaders as long standing relationships and partnerships have become strained and the holistic focus on school development, system improvement and children’s outcomes has becomes diluted. The measure of our success will be that Hackney is a place where all children want to learn and all staff want to work and develop professionally.

All places for the board will be advertised and will be appointed to on the basis of expertise and experience.

The make-up of the board will be:

- 3 Headteachers (from any Hackney school or academy)
- 2 Chairs of Governors (from any Hackney school or academy)
- 4-6 independent experts
- Lead Member for Education (London Borough of Hackney)
- One other Councillor (appointed by the Mayor of Hackney)
- Director of Education (Hackney Learning Trust*)
- Group Director Children, Adults and Community Health (Hackney Council)

* Hackney Learning Trust is the name of the education department for Hackney Council

A series of panels will look at specific areas to feed into the Hackney Schools Group Board, including achievement, professional development and innovation, as well as support for vulnerable young people.

**Time Commitment**

Approximately 20 days per annum.

**Remuneration**

£500 per day.
How to Apply

We have engaged an external advisor, Veredus to support us in this appointment.

To apply, please submit to Veredus:

• a comprehensive CV that addresses the competencies and experience outlined in the Job Description
• a supporting statement of no more than two sides of A4 which addresses how your skills and experience would enable you to fulfil the responsibilities of the role
• a one page covering letter setting out your reasons for applying, what you will bring to the role, dates when you are not available to attend interview as per the appointment timetable below and the details of two referees
• a completed Diversity Monitoring Form. All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. The completion of the Diversity Monitoring Form is mandatory and includes the option 'prefer not to say'

Diversity Monitoring Form

Please submit these documents to vereduslocalgovernment@veredus.co.uk with the vacancy reference number 931247 in the subject heading.

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: Privacy Notice

Applications will be assessed against the competencies and experience set out in the Job Description. Short-listed candidates will be further assessed by the Selection Panel through interview.

For a confidential discussion regarding the role please speak to Nick Cole, Director and Head of Local Government at Veredus on 07736 491804, or email him at nick.cole@veredus.co.uk

Closing date: 12 noon on Friday 28 June 2019

Interviews: Currently scheduled to be on 12 July and 19 July 2019. Our intention is to confirm the appointment before the end of the Summer Term. Our advisors at Veredus will inform candidates once dates are confirmed.
Job Description: Chair of the Hackney Schools Group Board

The Chair of the Hackney Schools Group (HSG) Board will be committed to contributing their experience, energy, and knowledge to the leadership of an exceptional, ambitious local education system. They must be passionate about raising achievement and ensuring every child succeeds and makes the best possible start in life regardless of their background, physical or material circumstances.

The Chair of the Board of the HSG will have the following responsibilities.

**Strategic Leadership**

1. Contributing to the setting of a clear strategic approach for the Hackney Schools Group Board and ensuring it exercises appropriate leadership and performs effectively its core functions around:
   
   (i) *Education Strategy & Practice* – the HSG Board should constructively challenge and contribute to the development of strategy and practice, reflecting the contributions from school leaders.

   (ii) *Standards & Performance* – The HSG Board should scrutinise the standards and performance of schools in Hackney, benchmarking against the best and monitoring performance over time.

   (iii) *Risk* – The HSG Board should identify risks to future school standards and performance, including children's wellbeing, mental and physical health and underachieving groups.

   (iv) *Creativity & Innovation* – the HSG Board should create the conditions for professional creativity and innovation, opportunities for research, and develop and promote an outward looking culture in schools and settings.

2. Developing the Board’s priorities and agreeing meeting agendas, in consultation with the Director of Education and the secretariat, in order to facilitate discussions that reflect the HSGB’s identified strategic priorities.

3. Facilitating effective communication and constructive challenge between Board members and Hackney Learning Trust’s (HLT) Senior Leadership Team.

**Corporate Governance**

1. Supporting and guiding the Board to ensure the transparent selection, appointment, assessment and (should it prove necessary) removal of Board members.

2. Recommending to the Board the selection and appointment of the Chairs and Vice-Chairs of the Board’s Panels.

3. Collaborating with Board members and stakeholders to identify, attract and recommend for approval qualified candidates to serve as Non-Executive Board members.

4. Exercising the casting vote at formal meetings in the event that the HSG Board is unable to reach a collective decision, or one commanding a clear majority of support amongst members.
Overseeing System Performance and Development

1. Supporting and guiding the Board in the assessment of performance and attainment of the Hackney local schools system.

2. Overseeing the annual report on schools’ performance (through the Director of Education) to the Cabinet and the Council. This will also be the basis for the Board’s report to Hackney residents and schools advising them on how well the local system is doing.

3. Supporting the HLT leadership in reviewing the impact of improvement and support services for children, young people and schools.

Advocating on Behalf of the Hackney Schools Group Board

1. The Chair will take a lead role in championing excellence in the local school system, promoting improvement and high standards, and ensuring fair access for all young people.

2. The Chair will act as the principal spokesperson and representative for the HSG Board, advocating, and promoting the work of the HSG Board in educational and corporate settings.

3. The Chair will maintain effective communication and engagement with stakeholders such as Hackney Council, partner agencies, government departments and national agencies, academia, schools and colleges and employees and the media, to ensure the Board understands and addresses the issues and concerns of a diverse range of stakeholders.

Procedural Role

1. Chairing and leading all Board meetings, strategy reviews, and meetings with the executive;

2. Ensuring adequate time for informed discussion and consideration of agenda items and clear, effective decision making by the Board, and overseeing a vote amongst Board members if consensus cannot be reached; and

3. In accordance with the HSGB’s governance procedures, the Chair will act in consultation with the Education Director to reach immediate or urgent decisions on behalf of the Board, should this be necessary. The Chair will report to the Board on any such decisions as soon as possible thereafter.

Competencies & Experience

1. Interest in and working knowledge of how effective education systems support and assist children, young people and families.

2. Experience of chairing and leading decision-making bodies that comprise diverse stakeholders in either the public, voluntary or private sector.

3. Experience and skill in organizing and facilitating discussions, building consensus, and mediating disputes among diverse stakeholders.

4. Experience with strategic planning, implementation and problem-solving.
5. Understanding of creativity and innovation and its implementation.

6. Able to assimilate and synthesise complex information quickly.

7. Skills and beliefs aligned with Hackney Council mission to improve the life change of every child young person and learner in Hackney.

8. Discretion and understanding of professional ethics with respect to private and confidential matters.

9. Ability to communicate clearly, concisely and persuasively and listen attentively and respectfully to other views.

10. Ability to act, think and speak independently with conviction and confidence; and fluency in all forms of communication.

11. A commitment to comprehensive and inclusive education.

12. Informed appreciation and awareness of issues that are specific to the Borough and residents’ experiences.

13. Respectful of the contribution of all phases of education and all types of settings.

**Selection and Term of Office**

The Chair of the Board will be formally appointed by Hackney Council’s Cabinet, based on the recommendation from a nomination committee comprising: the Lead Member for Children’s Services, Group Director for Children, Adults & Community Health and Director of Education and local Headteacher representation.

The Chair will serve an initial three-year term, with a possible extension to this term of office for a further three-years.

Once appointed, the Chair will act only in the best interests of the Hackney Schools Group Board as a whole. They will not represent any particular interest, nor will they align themselves with any constituency, Board voting group or other stakeholder. The Chair will be impartial in all matters.

**Time Commitment**

The Chair of the HSG Board should be prepared and able to dedicate approximately two working days per month to HSGB matters. This commitment may not be uniformly distributed throughout the calendar year. For example, Board, and Panel meetings, as well as periods before and after such meetings, may require the Board Chair to commit a greater amount of time to HSGB matters for several consecutive days. The Board Chair should also be prepared and able to commit additional time in exceptional circumstances.

The Board Chair should communicate regularly with Panel Chairs, Board Members, the Secretariat, partners and other stakeholders between Board Meetings.