



Compass Learning Partnership Appointment of CEO

An introduction

Compass Learning Partnership (CLP) provides a secure, enjoyable, and stimulating place to learn where pupils with complex needs and disabilities can feel proud of what they have achieved. CLP's schools deliver safe and inclusive provision at all levels, with everything they do and say underpinned by the Nolan Principles. The voice of the children, young people, and families CLP serves is its heartbeat. Located in the London Borough of Brent, the community of CLP is rich in diversity and difference, and this is integral to the vision and development of the trust.

Compass Learning Partnership is a multi-academy trust incorporated in March 2019 emanating from the partnership and joint education philosophy developed between two outstanding local special schools in Kingsbury within the London Borough of Brent: The Village School and Woodfield School. The two schools cater for children and young people who have a wide range of complex needs and disabilities across all ages.

The trust is committed to exploring growth and development in the interests of children and young people with special educational needs and disabilities. CLP will be looking at growth through trust expansion to include further schools, as well as looking to influence and further develop provision for post-19 opportunities for the community it serves.

The trust has a commitment to providing the very best CPD for staff in order that pupils' needs are met and that all pupils make excellent progress and achieve the best possible outcomes. The trust is also working hard to influence local and wider communities to be more inclusive when considering young people for opportunities post-19.



“The voice of the children, young people and families we serve is our heartbeat.”

Vision and Values

Compass LP promotes and supports inclusive practice. A creative and proactive staff community set the tone, and CLP is committed to providing all children in the trust with an exciting and holistic educational adventure. The Nolan Principles underpin CLP's practice.

Our Vision

A commitment to best practice and a learning culture.

Strong governance and systems with prudent and transparent financial management.

Member schools celebrate their differences and make the most of what they have in common.

We use our collective voice to influence change and provide support and challenge.

We maintain and grow our local and national clout.

Maintain excellent outcomes for children and young people with complex needs across the trust.

Champion the needs of children and young people with SEND to maintain outstanding provision, services, and secure appropriate funding.

Further develop personalised curriculum pathways and explore and shape 16 – 25 yr provision for young people with complex needs and disabilities with our partners.

Develop a sustainable budget and staffing structure that maximises the expenditure for direct pupil support.



The Village School

The Village School (TVS) has 315 pupils aged 3 to 19 and caters for a wide range of complex needs including all levels of learning, communication, ASC, physical, medical, and sensory impairment. Over 220 highly trained and experienced staff make up the TVS faculty community, including teachers, teaching assistants, personal care staff, lunchtime supervisors, therapists, administration and technical staff, site management, and family workers. TVS takes pride in its inclusive philosophy and its commitment that all children can make progress.



TVS describes its vision in three words: Progress, Inclusion, Entitlement.

Progress

TVS strives to ensure that all pupils will make good and outstanding outcomes, which are tracked and analysed against academic, personal, social and wellbeing, behaviour, and therapeutic criteria. Research, innovation, and CPLD are the heart of how TVS supports pupils to make the best progress possible.

Inclusion

TVS is committed to ensuring that all pupils, regardless of needs, have access to a stimulating curriculum which is personalised and tailored to help them progress. All TVS pupils have the appropriate resources and equipment to support communication and physical development. TVS pupils' families and communities are all seen as part of The Village, and pupils are valued in their own right as individuals.

Entitlement

Underpinning all that TVS does is the inalienable right of its pupils to contribute, belong, and be heard. CLP and TVS are dedicated to ensuring that all pupils, past and present, should have access to opportunities in the local and wider communities. TVS pupils can expect excellent outcomes throughout their school life and aspire to the same on leaving and in the future.

TVS has award-winning facilities that were redeveloped in 2013. The school has a sensory resource base, a well-resourced swimming pool, extensive play and outdoor learning areas, a sports hall, multi-agency hubs, a fully operational shop, a café and producing kitchen, a drama/dance studio, a fully equipped sports hall, and a self-contained flat to support life skills and lifestyle learning.



Woodfield School

Woodfield School, offers places to pupils ages 11 – 19, is an outstanding special school. Woodfield's expert staff teach 190 pupils with a range of needs, including pupils with Autism, Moderate Learning Difficulties, and Severe Learning Difficulties.



Woodfield's mission is to provide a secure, enjoyable, and stimulating place to learn and work, where everyone feels proud of what they have achieved. Woodfield has a practical curriculum that is personalised and engaging and where all staff have high expectations that challenge and meet the individual needs of all pupils respecting the multicultural environment of the school. Woodfield School helps develop skills for independence preparing pupils for an active and fulfilling role in society. Staff foster close working relationships with parents and carers, enabling them to play a full part in the education of their children and feel part of the school community.

Woodfield strives for all pupils to become successful learners and ensures all their endeavours are valued. Staff reward and recognise all steps pupils take on the journey to reach their full potential. As a school community they celebrate success with pupils in all aspects of their learning experiences through accreditations and the vocational pathways they choose. Woodfield wants all learners to leave Woodfield on clear, personalised pathways leading to further education, independence, employment opportunities, social inclusion, and healthy lifestyles.

Woodfield's curriculum offer is relevant and personalised to meet a wide range of special needs. It is aspirational in terms of academic progress as well as preparing pupils for life beyond School. Teaching is consistently good or better, with a 'total communication' approach which enables all pupils whatever their background to demonstrate excellent progress across a wide range of subjects. The school 'Relationship Management Policy' is used consistently to underpin learning and to ensure all pupils feel valued and can celebrate their achievements.

The school embraces a range of interventions to ensure that all pupils can make progress from their starting points however complex their barriers to learning. Marking, feedback and assessment take place with pupils in every lesson to ensure learning is scaffolded precisely and pupils know their next steps. All staff at Woodfield have access to high quality professional development and performance management dialogue with a focus on pathways to leadership and progression. Woodfield is committed to working with partners to promote excellence, exchange of knowledge and skills and to lead on SEND and Inclusion. Woodfield is committed to working collaboratively with schools within Compass Learning Partnership and Brent LA to continue to support post 19-25 SEND Education.





The role

The Trustees are looking to appoint a CEO who will be able to uphold and expand upon Compass Learning Partnership's vision. The incoming CEO will nurture the successes of CLP's outstanding schools, while also being ambitious about the trust's potential future opportunities.

Key Accountabilities

The CEO will be a dynamic and aspirational leader. Candidates will need to demonstrate a passion for CLP's vision and values and be a true champion of SEND education.

Candidates will have the necessary leadership and commercial experience to lead a complex, multi-site organisation, as well as the gravitas and advocacy skills to ensure the trust remains a leader in its field. The CEO will be responsible for working with both Trustees and the local governing body, able to influence stakeholders for the benefit of the trust.

CLP has a sizeable budget, receiving funding from the London Borough of Brent. The CEO will work in conjunction with the CFO and the wider finance team to take responsibility for the trust's finances, ensuring transparent financial management and optimising structure and scale to deliver value to each pupil.

The CEO will be adept at people management, able to provide support and guidance to the respective Heads of TVS and Woodfield. The CEO also oversees the CFO and COO, who in turn manage the teams within the central Finance, HR functions, Premises compliance and ICT Infrastructure.

Crucially, the new CEO will be an inspirational and authentic leader, able to articulate a shared vision and strategy in a way that is relevant to those families and communities served by its schools.

Key Responsibilities

- To support the Board to develop, implement and review the Strategic Plan
- To ensure that the Board and its committees receive the required information to take informed and timely decisions
- To deliver the annual business plan / trust development plan
- To support the Director of Education in the development and delivery of each school development plan
- To ensure that the trust is run effectively, efficiently and in compliance with statutory and regulatory frameworks

- To act as a mentor and line manager to line manage senior staff (including Director of Education, COO and CFO supporting them in their roles through the provision of advice and guidance and the development of their leadership skills
- To ensure effective leadership development and succession planning
- To lead engagement with staff and their trade union representatives
- To act as ambassador for the trust, developing and maintaining effective relationships with partners, including DfE, RSC, ESFA, LA's served by the Trust, and local communities
- To be the Accounting Officer, ensuring effective financial and managerial processes and controls
- To create a culture of constant improvement within the trust, with a particular focus upon building collaboration between schools within the trust to develop a culture of collective responsibility for all young people served by the trust
- To ensure that the trust is greater than the sum of its parts.





Person specification

The successful candidate will be a dynamic and communicative leader, capable of winning trust, and will bring:

- Knowledge of how to develop and articulate a compelling vision and see its impact delivered through a complex organisation
- Significant senior management and education experience, including previous experience working across a multi-site organisation ensuring quality and integration
- Significant business and financial management responsibility; an ability to report coherently to the Trustees on a regular basis
- Experience of building and developing relationships at the highest level, including seeing the strengths on the executive, yet making changes, and in a coaching capacity, taking the executive with them
- A passion for SEND schooling, understanding of local government bodies and funding.

Candidates will be able to demonstrate:

- Outstanding interpersonal, communication and presentation skills; including warmth and empathy
- Personal resilience and tenacity: the ability to see things through and work through challenges
- Analytical and conceptual thinking and sound judgment
- The ability to analyse and interpret complex financial and operational information to identify areas for business improvement
- Strategic and proactive mindset and ability to translate the CLP's vision and priorities into a coherent strategic plan

- Commitment to a strong, open culture of accountability and integrity
- An understanding of the regulatory environment in which CLP operates, and a commitment to ensuring appropriate safeguards are in place
- A personal commitment to the education, wellbeing, and safeguarding of children and young people with special needs
- A genuine belief in the importance of special schools, the entitlement of all people to education, and the creation of opportunities for SEN pupils both in school and beyond

CLP is a diverse and inclusive organisation. We welcome applications from candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour nationality and ethnic or national origin) religion or beliefs, sex (gender) and sexual orientation.

Terms of appointment

Compass Learning Partnership are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. This post is subject to an enhanced disclosure from the DBS will carry out all checks in line with KCSIE 23 for all shortlisted applicants.

How to apply

Candidates should apply for this role through our vacancies page on [Compasslp.co.uk](https://compasslp.co.uk). Information is also available on TES and the individual school websites. Electronic Application Forms are available via the link provided on the website.

There will be an opportunity to visit both Trust schools: -
Wednesday 19th June 2024 – 1.30pm Woodfield School
Thursday 20th June 2024 – 1.30pm The Village School
Please contact Dhanu Vekaria, PA to the CEO on 03003030610 or by email at dve@compasslp.co.uk to confirm your attendance on either of the above dates.

The closing date for applications is noon on **Friday 28th June 2024**
Shortlisting Week Commencing **Monday 1st July 2024**
Interviews Week commencing **Monday 8th July 2024**



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