



CAVENDISH

EDUCATION

About Cavendish Education

Cavendish Education is a unique schools group. We challenge, with humility, the common perception of specialist education. Our co-educational independent day and boarding schools provide an all-round education for students aged between five and twenty one years old.

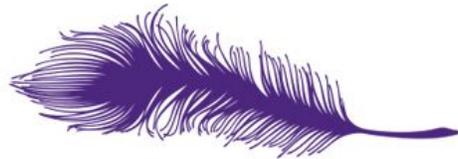
The Cavendish logo is at the heart of everything we do. The flower represents the blossoming of learning and life. Each petal is a 'C', which represents the foundation of our learning principles - confidence, competence, creativity and character. We strongly believe that each of these attributes is vital to enable our pupils to thrive in post-school life.

Schools

Our schools offer a warm and friendly mainstream environment with outstanding specialist support for students with dyslexia, dyspraxia, high functioning autism, Asperger's syndrome and associated communication and language needs. We believe that such learning differences need not be a barrier to success.

Each school has its own distinctive character, atmosphere and facilities, but they all provide a well-rounded, differentiated and skilfully-supported academic curriculum. Sport, technology, the arts, outdoor education and life skills all feature highly in our enrichment activities.

Through our distinctive approach we encourage and develop our students to be the very best they can be – giving them the confidence to be themselves and drawing out their incredible abilities. Our students are happy, they experience success and each finds their individual opportunity to shine.



Gretton School

Gretton School in Girton, Cambridgeshire, is a specialist day and residential school for boys and girls with Autism Spectrum Condition, including high functioning autism and Asperger's syndrome.

The School provides individually tailored programmes of education, care and therapy for pupils from 5 to 19 years of age.

History

Gretton School opened in January 2010. The name of the school is based on the old name for Girton where the school is situated.

In 2013 the school was acquired by Cavendish Education. This acquisition enabled the school to develop its facilities and there are further plans to develop the site to enhance these, including adding an 'Arts' block, a 6th form area and a new Reception.

Classes are small with high staff to student ratios. There is a purposeful, calm atmosphere in the school where children have fun and learn new skills and knowledge. They are expected to work hard and to behave in an appropriate manner.

Students are supported by a hard-working team of teachers, teaching assistants, a behaviour support team, a boarding team, a therapy team and administration staff. All staff share the

responsibility of raising standards and keeping self-esteem high, but also in making life at school structured, fun and enjoyable.

The most recent Ofsted Inspection confirmed that Gretton is a 'Good' school. There is a wish to continually improve on all standards.

Teaching & Learning

At Gretton, every student's learning and development is planned individually.

There is a broad and balanced curriculum offered at every stage, and this curriculum is adapted to reflect the changing needs of individual students as they progress through the school, and according to their individual talents and interests.

There is a strong emphasis on a multi-professional approach and the school uses a wide range of recognised autistic spectrum condition approaches to support learning.

Attainment

Students can study towards attainment at GCSE and A-Level, as well as other accredited qualifications. They may also gain nationally recognised vocational qualifications.

Learning beyond the classroom

The curriculum is enriched with real-life opportunities to learn with trips, visits and outings.

These are planned with the students' age and ability in mind, in order to provide positive and safe experiences.

Learning is extended beyond the curriculum through weekly 'Special Interests' sessions. Led by the interests of its pupils, a range of activities have been offered including fencing, cosmology and rock climbing. Forest School is well developed.

Principal

Competitive salary to attract the best candidate.

Following the retirement of the current Principal, the Governing Body is seeking to appoint a new leader to Gretton School: someone passionate, inspirational and visionary; to make a sustained difference as the school continues to develop.

Gretton School is a popular school for children and young people with Autistic Spectrum Conditions (ASC), aged 5 to 19 years old. Located in Girton, Cambridge, the school opened in January 2010. Many families committed themselves to the school long before it was open, demonstrating their desire for the provision of a high-quality education for their children. From the outset, the goal has been to create an inclusive school which reflects these high expectations and aspirations.

Gretton was judged 'Good' by Ofsted in February 2017. It is well-respected locally and regionally, with proven practice and provision at all levels. Its curriculum challenges and inspires students and staff alike. Hungry for innovation and development, the new Principal will take forward these strong foundations to ensure future success at Gretton School.

You will be a visible and visionary leader, with the gravitas and credibility to motivate and inspire all those involved in our work. You will bring a proven track record, with the drive to ensure sustained success of the school and positive outcomes for all our students.

For further information and an informal (and confidential) discussion please contact:

Ms Deb Carr
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Cavendish Education and Gretton School are committed to safeguarding and promoting the welfare of children and young people and to the equality of opportunity and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an Enhanced DBS check along with other relevant employment checks.

The Candidate

Do you have the vision, passion, knowledge and rigour to lead one of our autism specific schools.

Gretton School is an all through school and it has been educating children from Cambridge and surrounding counties for over 8 years.

In April 2013, it became the first school to join Cavendish Education and has made rapid progress and development to become a successful school gaining NAS accreditation in October 2015.

We are now looking for an exceptional and inspiring Principal to lead Gretton through the next chapter in its history. The new leader will enter a well-established and successful school with much to be proud of and celebrate, but we will not stop there as there is always more to do and achieve.

We are committed to delivering an outstanding education within an outstanding environment where each child is able to achieve the highest possible outcomes and ensures each student feels valued and unique.

Joining Gretton School means you'll continue the great progress the school has made. Ideal candidates will:

- have a very clear understanding of what makes an exceptional school and the skills and character required to develop this (rigorous planning, high expectations, great CPD, strong leadership, honesty, kindness, passion, commitment and resilience)
- be a great teacher themselves; we are looking for someone who, as a leader of teaching, really knows what great learning looks like in the classroom and how to achieve it
- be fully aligned with Gretton's values
- be excited by, and committed to, supporting practices that will drive great progress.

In return, you will work with an enthusiastic SLT and will be given the opportunity to broaden and develop your skills. We are committed to providing staff with high-quality and regular CPD. We know that great schools need great senior leaders, which is why we are always keen to hear from people who share our belief that an excellent education is central to transforming lives.

For further information and a confidential discussion please contact Ms Deb Carr at info@cavendisheducation.com or call on +44 (0) 203 696 5300

To apply please complete the attached application form or email info@cavendisheducation.com or recruitment@cavendisheducation.com

Closing date: 18th May 2018

Interviews: will take place w/c 21st May 2018

Salary: Competitive to attract the right candidate

Start Date: September 2018 or as soon as possible

Job Description

The Role

The Principal is responsible for providing an outstanding 24 hour curriculum for all pupils at the school.

The Principal will work with the Head and senior leadership team to establish outstanding care, teaching and learning and an excellent school culture.

Key Responsibilities

- Leadership of the school and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Implementation and coordination of the vision, ethos and strategy for the school
- Leadership of effective external relationships, including with the community and other stakeholders
- Instil an ethos of high expectations for behaviour and achievement of all pupils
- Lead the development of the school's curriculum culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body
- Develop partnerships with other local schools and the local authority
- The line management of the Head including regular supervisions and appraisals.
- Advise on and develop with the Directors the strategic vision and the direction of Gretton School.
- Review and define Gretton School's mission and aims, in conjunction with the Directors of Cavendish Education.
- Develop appropriate planning processes and plans and ensure their implementation to enable the strategic vision to be realised, with targets against which delivery can be monitored and measured and within which priorities and costs are clearly identified and maintained, using robust self-evaluation and sound commercial sense. □
- Evaluate, co-ordinate and develop the academic aims and standards of the whole school in partnership with pupils, staff and parents.
- Develop and maintain relationships with the Local Authorities (LAs)
- Design and produce specific Cavendish Autism Strategies and Approaches for Gretton; develop the 'brand'
- Evaluate, monitor and plan strategies for all risks, in conjunction with Cavendish Education
- Recommend enrolment objectives with respect to pupil numbers, character, and qualities to predict success at the school – to include recruiting and retaining students in numbers sufficient for sound school finances □
- Prepare a complete annual budget proposal for submission to the Board of Directors with the assistance of the Bursar
- Maintain and develop appropriate recruitment strategies to ensure that appropriate residential and day potential parents and pupils know about and are attracted to Gretton.
- Understand, keep abreast of and respond to changes, challenges and competition in the

- local and national market
- Run on-going questionnaires for pupils, parents and staff, 'exit interviews' for families leaving the school, better to understand strengths and weaknesses
- Keep abreast of current educational trends and implement them as deemed appropriate for the school including by attending workshops/seminars, by reading DfE and other publications, and by doing personal research
- Attend Governing Body Meetings and Senior Leadership Team Meetings

Person Specification

Essential	Desirable
Qualified to degree level	
Qualified to teach in the UK	
Experience of school leadership at senior level for a minimum of 2 years	Experience as a Head or Principal
Experience and knowledge of working with pupils with Autism	Level 5 Autism Qualification
Effective management style that encourages participation, innovation and confidence	
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance	
Ability to develop the leadership skills of others	
Strong interpersonal, written and oral communication skills	A published writer/author
Takes personal responsibility for their own actions	
Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction	

Genuine passion and a belief in the potential of every student	
Motivation to continually improve standards and achieve excellence	Completed relevant compliance/Ofsted/ISI inspection training or led a school from non-compliance through to compliance
Commitment to the safeguarding and welfare of all pupils.	
Vision aligned with Gretton's high aspirations and high expectations of self and others	
Clear vision and understanding of how to implement and sustain high quality education. This includes strategically leading all aspects of the school such as training, curriculum, learning, administration, finance and communication.	
Clear vision and understanding of the strategies to establish consistently high standards of behaviour in a school and commitment to relentlessly instilling these strategies	Knowledge of theories of behaviour
Excellent organisational skills and ability to delegate	
Use of data to inform and diagnose weaknesses that need addressing	
Ability to work collaboratively with partner stakeholders, agencies and peers within Cavendish Education	

This post is subject to an enhanced Disclosure and Barring Service check. Cavendish Education and Gretton School are committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, we follow a rigorous selection process.