

Job description

Director of Learning and Achievement

- Grade: CO2
- Reports to: Corporate Director of Children and Young People
- Direct reports: Assistant Director School Improvement and Pupil Progress,
Assistant Director School, Assistant Director SEND and Inclusion,
Early Years Strategic Leads, Education Programme and Partnerships Lead
- Directorate: Children and Young People

Special requirements of the post

This role will require you to obtain an Enhanced satisfactory clearance from the Disclosure and Barring Service

This post is subject to the council's Declaration of Interest procedure.

This post is designated as politically restricted.

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Child-friendly Islington

We are determined to ensure that by 2030, Islington is a place where all children and young people are rooted in a community where they feel safe, can thrive and are able to be part of and lead change.

We and our partners will put in place the building blocks for our children and families to build resilience. Our children will start well from conception, thrive by five, and develop and progress to adulthood well to be ready for life by 21 in safe, healthy, nurturing families. We will develop a child-friendly borough for our children to live and grow up in.

We will do this by working with partners and communities to design and deliver approaches that equip our children and families with the tools they need to grow. We will make sure the way we design and deliver services gives support to those who need it the most and in doing so, tackles inequality.

Key contacts and relationships

External: Schools and Education settings, Ofsted, Department for Education, Regional Director, NHS, Islington

Safeguarding Children's Partnership, Central Government, other Local Authorities, other public sector organisations, private and voluntary organisations and employers, community and voluntary sector.

Internal: Chief Executive / Corporate Leadership Team, Leader of the Council and Executive Members, other senior staff across the Council, Trades Unions and employees at all levels across the Council.

Overview of the role

Key responsibilities

Core purpose

- To provide strategic leadership for the work of the local area Education system, leading associated teams and key partnerships, policy, strategy and education system performance
- To undertake all necessary duties as the Council's Chief Education Officer, ensuring all associated statutory duties are discharged effectively in response to local needs
- To influence, lead and coordinate the developmental, educational and skills experiences available to children and young people in Islington, ensuring that they are delivered to both the highest quality and promote the best in inclusive practice
- To provide strategic leadership across the borough for deliver the educational outcomes, school improvement, and inclusion policy for children and young people in partnership with maintained and non-maintained schools in Islington.
- To promote progression for all children and young people in the borough, challenging inequality through strong personal leadership, use of evidence and innovation and excellent collaboration with schools and other partners
- To act as a professional expert adviser to the Council's senior leadership team, the Leader, Executive and across the system on all matters related to education and learning, keeping Islington at the forefront of change and improvement and innovation.

Specific Responsibility

- To ensure children and young people reach their educational potential by directing, leading and managing universal, specialist and targeted services within the remit to deliver excellent outcomes.
- To ensure that the local area education system, leaders, schools and settings contributes effectively to the achievement of our Child Friendly Borough ambitions for the benefit of all of Islington's children, young people and families.
- To work in collaboration with Islington settings, schools and colleagues to ensure that of all pupils are making attainment progress and are achieving successfully.
- To promote and champion and, where appropriate, directly deliver services that meet local need and reflect local diversity and inclusion.
- To work with providers of services to understand the impact of their provision, recognising the gaps in underperformance and challenging providers to do better to reduce those gaps.
- To champion and influence a curriculum and delivery programme that reflects and celebrates the diversity of our borough and challenge those providers including those the council provides.
- To ensure the delivery of a high-quality school support and improvement service that continuously improves and delivers high achievement for all learners, with equalities at the forefront of the vision and focus.
- To contribute to the direction and management of the directorate.
- To lead and ensure constructive and effective relationships with schools, colleges, universities, arts and cultural institutions and any others within the remit. To ensure high quality progression opportunities for young people.
- To lead the services within their remit to ensure that they are efficient, effective, and meet the agreed service objectives.
- To contribute to the leadership of the directorate as part of the senior management team and take the lead on cross-departmental projects and initiatives and be the professional lead on all aspects of education and learning.
- To contribute to the improvement agenda across the Council through participation in cross Council projects and initiatives as part of the leadership group of the Council.
- To ensure effective learning and educational opportunities and deliver a strong set of equalities outcomes across the remit of the post.
- To work with the Corporate Director, Children and Young People Services to set key objectives for the service area and to develop a robust service plan that supports Council priorities and meets the needs of the people of Islington.

- To support the Corporate Director in the development and implementation of strategy for the Department, ensuring effective joint working with other services.
- To support the Corporate Director through regular and timely communication and briefings.
- To effectively and efficiently manage a demand led Service cash limited budget.
- To proactively promote integrated working and collaboration in order to maximise life opportunities for children and young people within the remit of the post.
- To ensure clear safeguarding policies, practices and accountabilities for all child protection procedures are in place and applied effectively, and that there are effective links with adult safeguarding.
- To lead, manage and direct the service area, to ensure its optimal performance and continuous improvement, as well as a strong reputation amongst the people of Islington and beyond.
- To drive continuous service improvement by conducting robust Best Value and service reviews, implementing agreed service improvements, seeking, and maintaining external quality accreditation. To ensure effective financial management and control.
- To actively develop cross Divisional and cross Council working through leading and participating in crosscutting projects, taking a broad and inclusive approach to the delivery of objectives and liaising effectively with other functions within the Department and the wider Council.
- To actively lead on work with key partner and regulatory agencies, in particular Ofsted, the DfE and the ESFA.

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial Management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Budget responsibilities

- Managing a Directorate budget of up to £25 million in addition to oversight of the local area DSG, through the work of the Islington Schools Forum.
- To manage the function so that the services provided are responsive to customer requirements, accessible to all areas of the community and provide value for money.
- To formulate annual operational plans and budgets for the function or team so that there are clear priorities and appropriate resources are allocated to their achievement.
- To develop or contribute to longer term (2-3 years) plans for the services managed so that they are developed in line with Council and Government priorities and customer requirements.
- To ensure services link effectively with related service provision, within or external to the Council, so that coherent and value for money services are provided.
- Where appropriate, and in conjunction with other service providers, to undertake joint planning of service delivery and/or for the closer integration of service provision.
- Prepare monitor and control the service budget to ensure that expenditure is in line with the agreed business plan.
- Provide performance management for Council employees working within the service.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Knowledge, experience, and skills

Point	Criteria description	Essential/desirable
1	Education to degree level or equivalent experience.	Essential
2	Additional post-degree management experience or qualification in managing and leading public services.	Essential
3	Successful experience of leading a large complex set of public facing services.	Essential
4	Experience of successfully managing complex budgets.	Essential
5	Experience of managing high performing teams delivering successful outcomes across a wide-ranging remit.	Essential
6	Substantial experience of managing a complex set of public services at a senior management level.	Essential
7	Ability to influence, support and work together with senior colleagues across the directorate, council and wider partnership.	Essential
8	Proven ability to understand and develop financially viable traded services.	Essential
9	Understanding of the relevant legal frameworks within the remit of the post.	Essential
10	Expert knowledge and understanding of how to lead high quality learning, education settings and pupil progression.	Essential
11	Proven ability to develop effective relationships with schools and other relevant institutions.	Essential

Point	Criteria description	Essential/desirable
12	Effective communication skills, including keeping the Corporate Director informed and well briefed.	Essential
13	A strong understanding and demonstration of anti-racist and inclusive practice.	Essential

Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.