

Salary:

LP8-LP12 on the Lead Practitioners Payscale

Responsible to:

FCAT Senior Leadership Team

Date of Job Description:

April 2022

Purpose of the Role:

Main focus of this post: Working with executive and senior leadership teams to support alignment of and collaboration between trust locations to implement the Arbinger Outward Mindset approach. This includes delivery of digital and face-to-face facilitation of Arbinger resources throughout the trust. The role is also to network, publicise, promote, develop and deliver outward mindset training beyond the Trust as Arbinger UK's education lead and facilitator.

Rationale: To support the implementation of school improvement and change management across the trust. Developing and sustaining staff expertise that underpins improvements in the quality of education. Further developing a collaborative approach, with school leaders, capitalising on the expertise across the organisation.

Main Tasks and Responsibilities

General Duties:

- To act in accordance with FCAT's policies and procedures.
- To act as a role model and work in accordance with the Trust values: pride, ambition, respect, resilience, integrity and excellence.
- To encourage and promote non-discriminatory behaviour and ensure equality and diversity is sustained within FCAT and our academies.
- To ensure compliance with the General Data Protection Regulations and maintain confidentiality in your working practices each day.
- To ensure compliance with FCAT's Health and Safety Policy at all times.

- To adhere to FCAT's Safeguarding policy and procedures to ensure that the duty of care for all staff, including yourself to protect children and young people is maintained.
- Any other tasks and responsibilities reasonably appropriate to this post and grade.
- To attend mandatory training and participate in performance development as required.
- To work in support of the Team FCAT Work and Wellbeing Charter.

Specific job purpose:

- The Arbinger Lead will support the trust and school leaders by;
 - promoting and developing the ethos and values of FCAT
 - ensuring the communication of these values externally and internally
 - delivering effective support and training to enable systems improvement
 - develop a strategy that enables all staff to have engaged with OM
- Through effective leadership the Arbinger Lead will;
 - place value on employees as individuals, encouraging an outward mindset (OM)
 - implement organisational change that supports the trust's values
- Support and advise Headteachers and executive team in their delivery of the OM
- Report termly to trustees on the progress and areas for development for OM
- Generate income from facilitation of OM with external organisations

Core duties

Strategic direction and development of the Trust:

- Work with school leaders and teams to tailor OM resources to each setting and the various leadership, curriculum, and pastoral teams
- Provide leadership coaching
- Develop OM Discussion Leaders in schools and faculties
- Write and distribute regular sustainment emails for the trust
- Build, maintain, and publicise the Outward Mindset in an education podcast
- Maintain an Arbinger website, collating and sharing OM resources, insights, and applications
- Support self-evaluation to identify and facilitate improvement.
- Develop positive relationships with external organisations that enhance education provision and widen opportunities for all pupils and staff within FCAT.
- Attend board meetings and local governing bodies as necessary, providing trustees with regular reports on OM progress and impact.
- Manage and follow up leads with external clients, providing DIOM and OMO training both within and beyond the education sector on behalf of FCAT and Arbinger UK.

- Maintain confidentiality at all times in respect of trust related matters and to ensure that internal systems are 'fit for purpose' and prevent the disclosure of confidential and sensitive information

Secure excellent outcomes for pupils:

- Support and secure improvements in staff development to enhance the quality of education within the Trust.
- In consultation with headteachers, ensure the intent for each school's approach to OM is sound and implementation supports staff to improve their effectiveness.
- Develop and plan for an OM approach for pupils appropriate to primary and secondary phases.

Leading and Supporting Staff:

- As an Arbinger trained executive coach provide coaching sessions for Headteachers.
- Plan and deliver online courses to cohorts of delegates via Outward Mindset Online (OMO).
- Plan and deliver face to face 'Developing and Implementing an Outward Mindset' (DIOM) workshops
- Plan and deliver one-to-one coaching sessions with senior and middle leaders to apply OM principles to specific faculty situations.
- Network and build relationships beyond the MAT, such as with LAs, Virtual Schools, MHSTs and so forth.

General:

- Be flexible in supporting the trust as needs develop or change eg, act as a subject lead practitioner to support delivery or deliver a sequence of lessons.
- Consider alternative areas for trust development work.

The duties outlined in this job description are in addition to any relevant responsibilities covered by the latest School Teachers' Pay and Conditions Document. The description reflects the position at the present time only and may be modified by the Trust, in consultation with you, to reflect or anticipate changes in the job, commensurate with the salary and needs of the organisation.