

# DIOCESE OF TRURO EDUCATION



## Role Description for Flourishing Schools Programme

### Recruitment and Induction Lead



The Recruitment and Induction (R&I) Lead enriches the impact of the work of the Lead for the Flourishing Schools Programme (FSP) and develops the work and leadership of recruitment and induction across the academy trust.

This role is undertaken by someone who is passionate about leading all schools within the partnership to ensure the trust vision and the individual distinctively Christian school vision and values, are embedded and lived out through recruitment and procedures. They are key in supporting the culture of enabling all to flourish.

They are an empowered and ambitious leader for church school recruitment, assured and prepared to advise on how the academy trust recruit and induct, grounded in the guidance, practice and procedures of the Truro Diocese Board of Education (TDBE).

This confident leader, secure in the programme knowledge and ethos, with a strong sense of belonging recognises and utilises the recruitment opportunities of national, diocesan, academy trust and local networks.

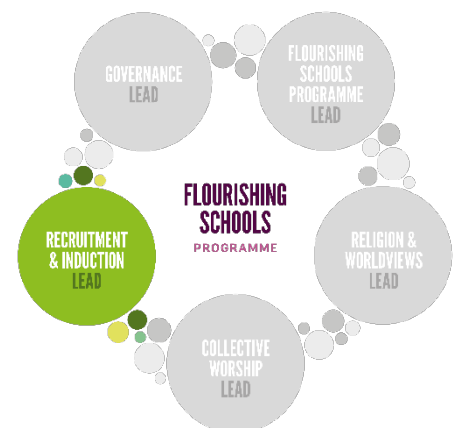
The R&I Lead understands the TDBE's approach to headteacher recruitment and induction processes, including recognising the Christian foundation and embedding the Church of England's vision for education into the process.

This role works in partnership with the Lead for the Flourishing Schools Programme, exec leadership and/or CEO, and the Governance Board.

The responsibilities of this senior leadership role are as follows:

#### Vision

- To advise on recruitment and induction for all church school recruitment, reflecting the distinctively Christian vision, values and Christian foundation of the school.
- To champion the Church of England's Vision for Education and associated documentation in the recruitment and induction of senior leaders.
- To advocate for church school flourishing and positively reflect the Christian vision and values when recruiting at all levels; particularly when recruiting and inducting senior leaders of church schools (eg executive headteachers, headteachers and Heads of School) across the academy trust.



## Training, Development and Improvement

- Working with the Lead for the Flourishing Schools Programme, Strategic and Senior Leadership, to develop a clear programme to support the recruitment and induction of senior leaders.
- Through the promotion, highlighting and facilitation of training and development, investing in their own personal professional development, provide updates that support and impact recruitment and induction, in partnership with the Diocesan Education Team.
- To attend update training with the Diocesan Education Team and ongoing network hub meetings throughout the year.
- To understand the Christian foundation of Church of England schools and uphold the principles, practices and tenets of the Church of England, with specific reference to key documents that inform recruitment and induction in Church Schools, including the C of E Vision for Education.
- To support and advise on the strategic planning, evaluation and refinement of high-quality programmes of induction working alongside colleagues and partners of the Flourishing Schools Programme.

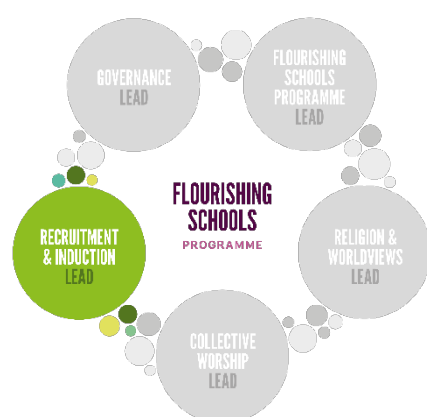
## Accountability

- To ensure that monitoring and evaluation of the impact of recruitment and induction across the academy trust supports effective appointments and good outcomes for pupils and young people.
- With other FSP leaders, monitor and evaluate the success of the academy trust and/or schools' work against any improvement plans, national benchmarks and report to leaders, including those involved in governance annually.
- To liaise with the Truro Diocesan Education Team and the Lead of the Flourishing Schools Programme to quality assure, ensuring at least good and effective appointments process and induction is in place. To engage with and advocate the quality assurance work of the TDBE and adhere to relevant guidance and timelines.
- To seek agreement and lead, in collaboration with others, any actions that are identified as needed/desirable following reviews and seek to build a culture of continuous improvement, including supporting the sharing of good practice.
- To ensure that processes and training take account of Equity, Diversity, Inclusion and Justice (EDI&J) and that these areas are monitored, evaluated and reported on to leaders.

## Resourcing

- Be both a champion for and guardian of resources to support the effective and efficient engagement of the federation/academy trust in the FSP so that commitments to uphold the principles, practices and tenets of the Church of England are fulfilled and all have opportunities to flourish through, recruitment and induction.
- Promote Diocesan and national CofE resources, training, publications and research.
- To ensure that appropriate resources are available for effective recruitment, induction and professional development to enable church schools to flourish in your family of schools and reflect the Christian foundation of the school.

## Person Specification for the Recruitment and Induction Lead



An experienced leader with a good understanding of church school settings, committed to being the advisory voice of the panel for senior leader recruitment.

Is employed at an appropriate leadership level within the academy trust, with the vision to recognise the opportunity and impact strong recruitment strategies have on the flourishing of adults and children in church schools.

Brings a depth of experience in recruitment and induction.

Has a commitment to working with the Diocesan Education Team, has an awareness of the SIAMS framework and the Church of England Vision for Education, along with associated documents and guidance.

Celebrates and actively promotes the importance of excellent recruitment and induction, with a willingness to promote Christian Character at all levels of recruitment and induction.

Is an excellent communicator with the ability to inspire, motivate, advise and guide recruitment panels.

Understands how the journey to successful church school leadership begins the day an individual commences work in a church school or mixed federation/academy trust.

Advocates for continuing professional and personal development of themselves and colleagues.