

Director of Schools and Learning



Haringey
LONDON

Færfield

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Welcome Letter from Ann Graham

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Dear Candidate,

Thank you for your interest in the role of Director of Schools and Learning at Haringey Council.

This is an exciting time to join a forward-thinking borough that is ambitious for its children and young people. The successful candidate will join us at a pivotal moment - one where partnerships, inclusion and shared purpose sit at the heart of the work we are doing to sustain and continually improve outcomes for our children and young people.

Our vision for Haringey is simple and powerful: strong families, strong networks and strong communities where every child can thrive, learn well and achieve their potential. To realise that vision, we are committed to ensuring our schools and learning systems supports every child; academically, socially and emotionally - so that each child has a clear pathway to happiness, confidence and success.

We are proud of our schools. Nearly all are rated Good or Outstanding, and our borough has a strong foundation of professional expertise, creativity and dedication. But we are not complacent. We know there is more to do to narrow gaps, champion inclusion, and strengthen outcomes for our most vulnerable learners, including those with SEND. We are also working through a period of change in national education policy and a refreshed Ofsted inspection landscape. The shift towards more contextual, narrative-based reporting reinforces what we already believe: true excellence is built on culture, collaboration, fairness and sustained, inclusive practice - not a single headline judgement.

As our next Director of Schools and Learning, you will be joining a strong and established team, you will be a visible systems leader, working closely with Headteachers, Governors, the Haringey Education Partnership, wider Children's Services and our communities. You will champion high standards, develop strong relationships, lead with moral purpose, and foster a culture where schools, settings and local partners feel both supported and empowered to succeed.

We are looking for a leader who is values-driven, influential and inspiring - someone who can think strategically, build trust, shape policy and translate vision into real impact for children. You will bring credibility with education leaders, a deep commitment to inclusion, and the ability to develop high-performing teams and partnerships that drive continuous improvement.

This is a rare and meaningful opportunity to shape the future for children and young people in Haringey - to lead a school system rooted in equity, ambition and belonging. If you share our determination and passion for improving lives, I would be delighted to hear from you.

Yours sincerely,

Ann Graham
Corporate Director, Children's Services
London Borough of Haringey



Haringey is fantastic – the world in one borough. A place brimming with creativity, vibrancy, personality, radicalism, diversity and community. It is a place where we stand up for each other. A place that is proudly distinctive.

Haringey is the [London Borough of Culture for 2027](#) and we are planning a year of culture to celebrate our 'Rebel Borough'.

For centuries people have come from all over the world and made their home here. They have been welcomed by our communities and in turn have enriched daily life in Haringey.

[Culture and community is in our DNA.](#)

Our working-class history champions [change-makers and everyday rebels](#):

- *revelling in our differences*
- *battling discrimination*
- *championing equality*
- *doing things our own way*

We speak 180 languages and are home to many communities.

Our incredible and renowned food culture is on show from Green Lanes to West Green Road.

Haringey is a special place. We have [great schools](#), [wonderful libraries](#), [Green Flag parks](#), and thriving shopping centres and high streets

We are proud to be home to the:

- [renowned Alexandra Palace](#)
- [historic Bruce Castle Museum](#)
- [beautiful Finsbury Park](#)
- [the world-class Tottenham Hotspur Stadium](#)

As well as being a home to ground-breaking artists, entrepreneurs, activists, educators; and thousands of dedicated and committed key workers.



What makes Haringey special

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As a council we:

- strongly believe in what we do
- **work in partnership with our residents**
- recognise you are experts in your own lives, communities and our borough
- work to draw on your experience, insights and views

Your priorities are our priorities.

We put our values at the heart of everything we do.

We fight for what is right and challenge injustice.

We work for the common good and aim to unite not divide.

We are competent, collaborative and radical.

We are building a **fairer and greener Haringey**.

We have some of the most ambitious **climate action** and **council house-building programmes** in London.

We are on our residents' side in this cost-of-living crisis with unprecedented **practical and financial support**.

We are **giving our children and young people the very best start we can**.

We strive every day to deliver excellent public services and ensure Haringey is a great place to live.



Geography and demographics

Area: Haringey covers an area of approximately 29.6 square kilometres, making it the 23rd largest borough in London.

Population: As of the latest estimates, Haringey has a population of around 293,503, ranking it 18th in terms of population size among London boroughs.

Population density: Haringey has a population density of about 9,916 people per square kilometre, making it the 12th most densely populated borough in London.

Diversity

Ethnic diversity: Haringey is highly diverse, with 38% of residents identifying as Black, Asian, and Minority Ethnic (BAME) and 26% identifying as 'white other'.

Languages: Over 180 languages are spoken within Haringey, reflecting our multicultural population.

Population trends

Growth: The population of Haringey has increased by 3.6% from around 254,900 in 2011 to 264,200 in 2021.

Age distribution: Haringey's population is aging, with a 24% increase in residents aged 65 and over since 2011. However, there has been an 8% decrease in children under 15.

Governance

Formation: Haringey was created in 1965 by the amalgamation of 3 former boroughs: Hornsey, Tottenham and Wood Green.

Borders: We share our border with 6 other London boroughs: Enfield, Waltham Forest, Hackney, Islington, Camden and Barnet.

Political Structure

The Chief Executive of the council is Andy Donald.

The leader of the council is Councillor Peray Ahmet.

The current political structure of the council is:

- **Labour** – 45 councillors
- **Liberal Democrats** – 7 councillors
- **Green Socialist Alliance** – 4 councillors
- **Independent** – 1 councillor

Director of Schools and Learning
£115,794 – £134,352

For a professionally stretching and rewarding role in education system leadership, look no further than Haringey Council. Our ambitious new education strategy, *Thriving Learners*, builds confidently on the impressive achievements of recent years, and we believe we're well placed to continue getting even better.

At the core of our vision is pupil experience, securing equity for all children and young people, excellent educational outcomes, maintaining high quality education provision and environments, and system sustainability. You'll be joining a strong, experienced team, with excellent partnerships in place, and a deep commitment to Haringey's children and young people.

Our new Director will provide effective, inspiring and visible leadership to maintain and develop Haringey's already high-performing education service. You'll influence and steer a complex local education system so that we achieve our shared objectives: to improve the quality of teaching and learning, improve pupil outcomes, and narrow the gap between disadvantaged pupils and their peers. And as the lead client for our contract with Haringey Education Partnership, you'll ensure that schools and academies can access the highest quality of support, which then enables them to achieve the best outcomes for every learner.

Candidates will be experienced, credible and rounded education professionals, and you're likely to have gained school leadership experience at some point in your career to date. Able to operate effectively at both system and interpersonal level, you'll have the analytical and communications skills to handle contested or challenging situations with compassion and integrity. Financially astute, resilient and able to work at pace across a number of competing priorities, you'll be ready for this rich, varied and absorbing role as a 'leader of leaders' in Haringey.



Generic Role Profile: Strategic Leadership

Level B - Director

Role Purpose, Context and Scope:

- Accountable for developing and directing the corporate activities of the Council at a strategic delivery level.
- Horizon scanning 1-3 years; emerging practices and seek out the latest thinking and innovation across their service areas.
- Work with Councillors in setting and delivering the strategic aims and objectives of the Services they lead.
- Provide strong leadership, direction and guidance to senior managers regarding the allocation of resources, risk management, change management and management behaviours within the services they lead.
- To role model the values and behaviours of the organisation so others can see and hear, and learn from you.
- Lead on developing the capability of the workforce so the organisation has the right skills at the right time in the right place.

Indicative Accountabilities

- To influence and contribute to delivering objectives set out in the Borough Vision and Corporate Delivery Plan considering the impact of internal and external factors.
- Create and build effective relationships internally and externally with key stakeholders and instil in direct reports the imperative for accountability, responsibility and collaboration with others, for example: Councillors, other Boroughs, the communities we serve and partners.
- Lead and work collaboratively across all service areas with other senior managers (including those from partner organisations and agencies) in order to generate efficiencies.
- Effectively lead and manage staff (set, monitor and evaluate objectives on an annual basis).
- Drive significant cultural change through the corporate infrastructure.
- Be accountable for associated budget and have affordable plans in place to deliver the Medium-Term Financial Plan.
- Provide assurance that the services are compliant and performance monitoring is part of the corporate rhythm, and exceptions have robust action plans.
- Lead and work collaboratively across programmes and services areas to ensure effective risk management and organisational resilience, including developing effective procedures to implement the Council's policy and strategy.
- Be an ambassador for Haringey.

Indicative Dimensions:

- Work involves development of specific service areas and integration of internal services and integration with external partners.
- Has a prime responsibility for the financial management of specific service area.
- Jobs at this level operate with a wide level of discretion over staffing, resources and decisions provided that actions are consistent with Council policies.
- Can lead and deliver in a political environment.

Haringey Values:

- Lives, and can articulate for others, our values:
 - *Caring*
 - *Collaborative*
 - *Community-focused*
 - *Courageous*
 - *Creative*

Indicative Knowledge, Qualifications, Skills and Experience:

- Deep knowledge of concepts, principles and practices gained through extensive experience and development in a specific field.
- Degree level or equivalent qualification plus substantial post qualifying in specialised field.
- Membership of appropriate professional body by examination e.g. CIPFA, RICS or evidence of continuing professional development (CPD).
- Excellent communication skills.
- Ability to work with high level internal and external stakeholders.

Indicative Performance Measures:

- Specific measures from the Medium-Term Financial Plan.
- Achievement of Council's Corporate Priorities.
- Achievement of the outcomes within the Council's Corporate Priorities and Workforce Plan within their service.
- Participate in external assessments e.g. Ofsted, Peer Review.

Leadership Qualities:

- **Achieving Ambitious Outcomes** – Contributes to the organisation's vision and creates goals that have a clear focus and purpose.
- **Service Excellence** – Brings something extra to the organisation so it's able to achieve the best results. Makes excellent use of resources to achieve the highest standard of results.
- **Thinks Differently** – Works with increasing complexity and ambiguous situations. Actively participates in continuous development, anticipates issues and isn't afraid to instigate changes and innovation.
- **Visible Leadership** – Makes him or herself into a definite leadership figure, recognised by the whole team. Is a clear leader, walks the talk.
- **Work in Partnership; One Council** – Demonstrates organisational sensitivity – understands structures, political sensitivities and dynamics – of their own, and external partners' organisations – which shape how things get done.
- **Open Communication** - Has presence, credibility and influence. Presents compelling and coherent arguments to convince and involve others. Is approachable and responds quickly to the needs of the audience.

Job Title: **Director of Schools and Learning**

Directorate: **Children's Services**

Grade: **HB1**

Job evaluation ref: **SM157**

Role Purpose:

The purpose of this role is to provide effective and robust leadership to ensure that the education system in Haringey is strong, collegiate and of a high quality in order that all pupils and young people achieve good outcomes. To lead the strategy which enables a complex system of education providers to collaborate and develop purposeful partnerships to improve the quality of teaching and learning, improve pupil outcomes and narrow the gap between disadvantaged pupils and their peers. The postholder will manage the relationship between the Council and its schools and educational providers, including Haringey Education Partnership (HEP), to ensure that all children and young people in Haringey can benefit from an excellent education in an efficient and effect way.

The postholder will lead on the development and implementation of the education strategy for Haringey and act as the lead commissioner for the contract with HEP including using the contract between HEP and the LA and the KPIs therein to ensure that the Ofsted framework for school improvement is well met and the local strategy for school improvement is successful. The role has responsibilities under the Children and Young Persons Act 1963, The Children Act of 1989, the Education Act of 1996, and The Education (Health Standards) (England) Regulations 2003 and the Children's Act 2004.

Main Responsibilities (in addition to indicative accountabilities on generic profile):

1. To lead the development and implementation of the education strategy for Haringey working in partnership with HEP, schools and education providers
2. To act as the lead commissioner for the contract with HEP, providing appropriate challenge and support, to ensure that the work of HEP is informed by the Council's strategic education priorities and supports the effective implementation of the Council's education strategy across Haringey
3. To work with schools and providers to ensure that there are high quality pathways into post 16 provision for young people.
4. To ensure that Haringey Council fulfils its statutory responsibility to challenge and when necessary, intervene in schools which are not offering children and young people good quality education or enabling them to make progress and achieve well.
5. To oversee and act as the lead adviser to the Council's senior officers and Members on educational and school issues in Haringey and to ensure that the statutory obligations of the Director of Children's Services in relation to education services are fully discharged.
6. To be responsible for and forge effective working relationships with HEP, Head Teachers and, governors, other Council senior managers, health agencies, community services and the voluntary sector and all other partners as appropriate in order to achieve positive outcomes for education.

7. To ensure the contractual relationship with Haringey Education Partnership is managed to make sure that delivery of services and contract compliance meets the needs of our children and young people and the service.
8. Ensure the optimum number of school places be available for children in all three school sectors in all providers.
9. Through HEP to ensure high quality school governors are recruited, developed and supported in their roles as school leads and in their responsibilities to effect school improvement.
10. Ensure that the achievements of Haringey's schools and the children within are recognised and celebrated
11. Work with HEP to analyse and use school performance data to assess and address underperformance and ensure gaps are narrowed and closed and that our performance is comparable with relevant benchmarks.
12. Collaborate with colleagues across children's services, particularly safeguarding, early help and SEND to ensure effective work with schools to support children, young people and families.
13. Collaborate and negotiate with education partnerships to bring capacity to deliver statutory responsibilities linked to schools and learning and to develop further new models for service delivery.
14. Ensure that services provided to schools through the Council's services are high quality and financially sustainable.
15. Work with relevant colleagues to ensure that the Council effectively fulfils its legal obligations in relation to schools including those as landlord, employer health and safety and for school funding.
16. To act as project sponsor for capital works to our schools, including condition and compliance and the emerging Masterplan.

Knowledge, Qualifications, Skills and Experience (in addition to those on generic profile):

- University degree or equivalent work experience
- Relevant professional qualification (QTS, PGCE, NPQH) or substantial vocational and relevant management experience demonstrating ability in an appropriate professional or specialist area, and success in similar or related roles
- Holder of a UK recognised teaching qualification (desirable).
- Significant experience of education leadership in a school/multi academy trust or FE.
- Substantial experience of leading and developing a successful system for education and learner achievement.
- Strong record of delivery and improvement of education attainment and school improvement.
- Experience of working collaboratively and in partnership with a range of agencies which contribute to the standards achieved by children attending an education setting

Dimensions:

Role reports to: Corporate Director of Children's Services

Functional areas:

- Virtual School; primary, secondary and post 16
- Haringey Educational Partnership (School Improvement and Governor Services); School Provision
- Education Services: Education Welfare; Admissions, school place planning, exclusions, Music Service, Pendarren Outdoor Education Centre
- Early Years: quality and CPD

Direct reports: 9

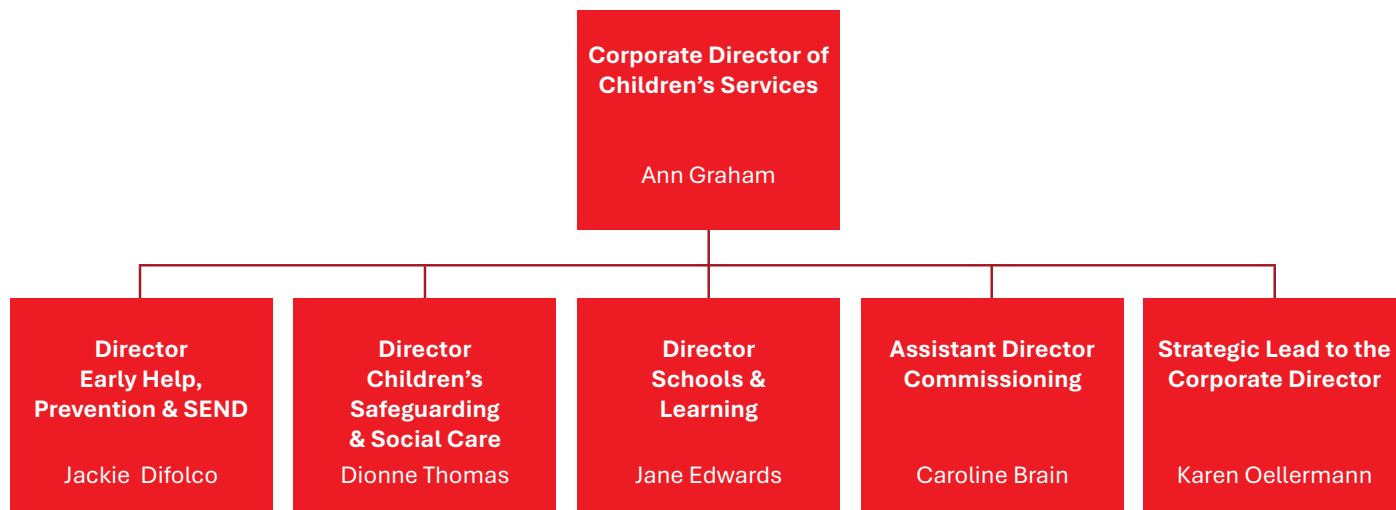
Total staff headcount: 138

Staff budget: £6,278,104

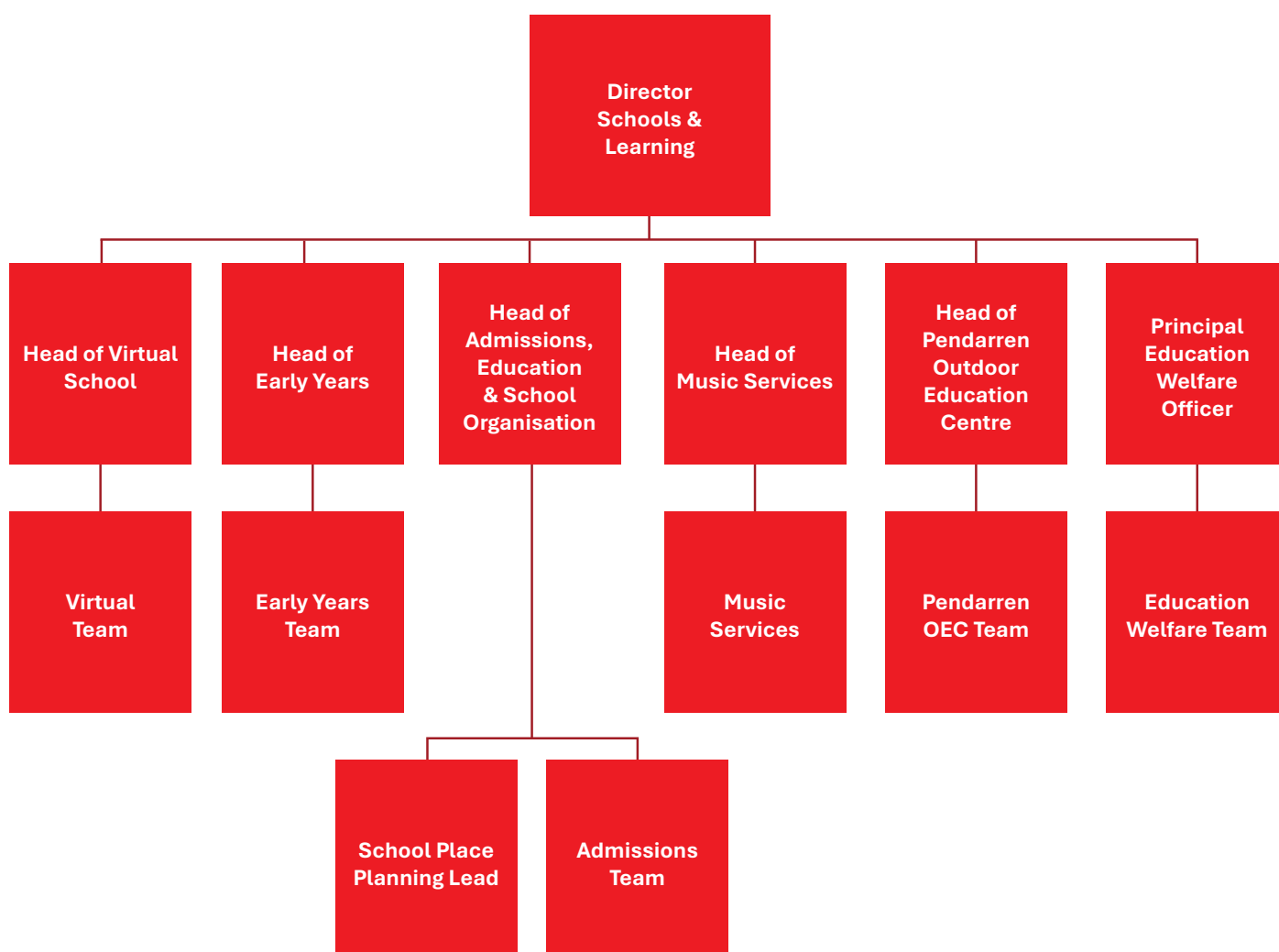
Other budget: General fund of £9,531,039, Capital of £14,329,105 and DSG of £154,677,161



Children and Young People's Services Management Team



Schools and Learning Directorate Management Team



Indicative Timetable

Closing date for applications: Midnight Sunday 4 January 2026

Preliminary Interviews: TBC

Final Interviews: TBC

Please let us know if there are any interview dates within the indicative timetable on which you are likely to be unavailable.

To arrange an informal conversation about this role, please contact:

Sean Anderson

Email: sanderson@faerfield.co.uk

Phone: 0121 312 3755

Dawn Faulkner

Email: dfaulkner@faerfield.co.uk

Phone: 0121 312 3755

To apply

To apply for this job please click on the Apply button below and you will be taken to the landing page, instructions will be on screen there. When prompted, please submit your CV and a Supporting Statement of no more than 1,000 words.

With your CV, please also provide the names and contact details of two referees, one of whom should be your current or most recent employer. Referees will only be contacted if you reach the final stages, and we will not contact referees without your permission.

Your supporting statement should express why you are interested in this role and what experience you can bring to the organisation. The statement should tackle the specific requirements of the role; outlining examples and outcomes showing how you meet those requirements.

Apply