



Learning Network Inspector

Barnet Education & Learning Service (BELS)

Closing date: 8th March 2024 at 12 Midnight

Ref: BELS/1620

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Barnet Education & Learning Service (BELS)

Our Services

<https://www.bels.org.uk/>

In September 2020, Barnet Council entered into a new strategic partnership with Barnet Education and Learning Service (BELS), a limited company wholly owned by the council, to provide the council's education services.

The partnership was established in consultation with Barnet schools and the steering group of the Parent-Carer Forum.

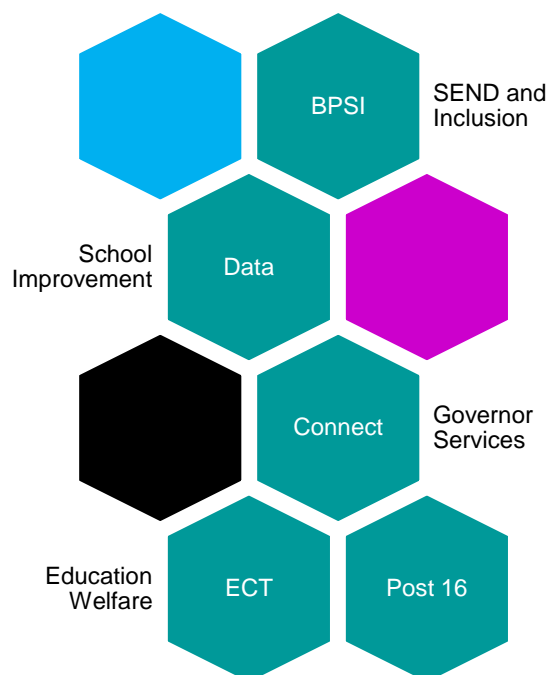
The aim of establishing the partnership is to

- Maintain and continue to develop Barnet's excellent education offer.
- Maintain and continue to develop the excellent relationship between the Council and schools.
- Achieve further budget savings if required.

The partnership is governed by a series of boards on which schools, settings and other stakeholders are represented that steer the strategic direction of the partnership in delivering school improvement, services for children with special educational needs and school place planning.

Performance against all three objectives for the partnership has been strong both before BELS was established and since then. Between April 2016 and August 2020 the service was run through a partnership between the council and Cambridge Education. Educational progress and achievement have improved consistently year on year. 97% of Barnet schools are good or outstanding and Barnet is now in the top 10% for almost all measures and the top 5% for many of the measures. The service has met all the budget targets for savings that were agreed with the council over the last five years.

There is also a very strong and experienced management team in place within the Education and Learning service, which has the confidence of schools, members, Council officers and other stakeholders.



BELS is responsible for the following services:

- Development and implementation of the council's education strategy, along with its Schools and Settings Improvement Strategy, SEND and Disabilities Strategy, School Places Strategy and Post-16 Education and Skills Strategy.
- Strategic support and advice to the Schools' Forum and oversight of the Dedicated Schools Budget
- School and settings improvement (including early years)
- Statutory local authority services, such as monitoring, supporting and challenging schools, and intervening in maintained schools where necessary
- The Virtual School
- Special Educational Needs statutory processes including assessment and placements
- SEN Transport – assessment, brokerage, contract and budget management
- Educational psychology team
- SEN specialist support services
- Pupil place planning
- Admissions
- Education welfare service
- Post 16 education and skills, including monitoring, tracking and supporting participation
- Careers, Information, Advice and Guidance service
- Traded services to schools:
 - Barnet Partnership for School Improvement (BPSI)
 - Governor services
 - Education Welfare Service
 - Educational Psychology
 - Inclusion Advisory Team
 - Foreign Language Assistants
 - Data Service

Staff Terms and Conditions

Staff working for BELS are employed on terms and conditions that are aligned with national agreements for staff working in local authorities except in respect of pensions.

New staff joining BELS who join and want to contribute to a Pension Scheme will become members of AVIVA – the Pension provider for BELS. Staff can contribute 4.5% of their

salary into the Scheme and BELS will match this. There is also an option of increasing contributions to 7% with BELS also contributing at this rate. Contributions higher than this will not be matched by BELS.

As BELS is not a Local Authority, the company does not come under the Modification Order and therefore does not recognise continuous employment from other Local Authorities/schools. Your continuous service will start on the date you join the organisation.

Your annual leave is based on the grade and years of continuous service. Upon their start, employees will be entitled to 26 days plus 8 Bank holidays per annum – pro-rated for part timers and this would increase with service.

It is a standard practice that prospective employees are offered the starting point of the pay scale and it is expected that staff will progress through the spine points on an annual basis. However, if there is a strong case to pay above the minimum of the scale, the relevant service Director would consider the case.

Letter to applicants

February 2024

Department: Education and Skills
Contact Officer: Helen Morrison
Telephone: 07827 015519

Dear Applicant

Post: Learning Network Inspector for Barnet Education and Learning Service (BELS)

Thank you for the interest you have shown in the above opportunity.

This Job Information Pack gives a full explanation of the job and working for Barnet Education and Learning Service (BELS), which I hope will encourage you to apply for the post.

To apply for this post, please visit our HR and payroll partner: www.islington.gov.uk/jobs. If you need assistance, please email HR Team at schoolsrecruitment@islington.gov.uk quoting job reference **BELS/1620**.

The closing date for applications is 8 March 2024 at 12 Midnight.

Interviews will be held on Tuesday 26 March.

If you would like to discuss this position on an informal basis, please contact me (helen.morrison@barnet.gov.uk).

It is important to us at BELS that our organisation reflects all members of our community, and we strongly encourage members of ethnic minority communities to apply.

I look forward to receiving an application from you.

Yours faithfully

Helen Morrison

Head of School Improvement

Job Title: Learning Network Inspector
Expected Start: SEPTEMBER 2024

Contract Type: Permanent

Role Grade: Soulbury 32-35

Salary: £80,637 to £84,465 + £2,372 outer weighting allowance pro rata or seconded on your current pay point on the Leadership Scale

For the attention of current or ex-headteachers (or other senior leaders with relevant successful experience of successful education leadership).

This is an opportunity to come and join a successful, dynamic and forward-thinking team in a local authority who have established, strong partnership with its schools and settings, leading to excellent outcomes.

We are looking to supplement our team of Learning Network Inspectors (LNIs) with an additional permanent LNI from September 2024. Along with the Head of School Improvement and other LNIs the new LNI will be the point of contact for all schools in their Network and offer the appropriate support and challenge to primary schools, with more intensive support and monitoring being offered to a small number of schools requiring additional support.

If you would like to discuss the role further, please contact the Head of School Improvement via email (helen.morrison@barnet.gov.uk) or The Director of Education (neil.marlow@barnet.gov.uk) to arrange a mutually convenient time for a discussion.

Closing date: 8 March 2024 at 12 Midnight.

Interview date: Tuesday 26 March 2024

To apply for this post, please visit www.islington.gov.uk/jobs. If you need assistance, please email the Schools' HR Team at: schoolsrecruitment@islington.gov.uk quoting job reference **BELS/1620**

Barnet Education and Learning Service are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

An enhanced DBS (Disclosure and Barring Service) with barred list check is required for all successful applicants. In addition, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations, the successful applicant will be required to declare.

We value diversity.

Job Description

Service:	Education and Skills Service
Location:	2 Bristol Avenue, Colindale
Job Title:	Learning Network Inspector
Grade:	Soulbury 32-35
Reports to:	Head of School Improvement

1. Purpose of Job:

The role of the Learning Network Inspector is to manage the Local Authority's statutory functions in relation to school improvement for the schools in a network and for other schools when required. This includes monitoring the performance of schools and ensuring that suitable arrangements are in place to challenge, support, and, where necessary, intervene in, LA-maintained schools, with the level of activity being in inverse proportion to success.

2. Key accountabilities:

- Be a point of contact between the Local Authority and schools in a Learning Network (group of schools across an area of the Borough).
- Use data and other intelligence to monitor standards of all primary schools in the network and take action to support and challenge schools where standards are not as good as they should be
- Support schools undergoing the Ofsted inspection process
- Broker support for schools where this is necessary
- Undertake the role of lead officer where a school is identified as causing concern and coordinate the work of all support agencies in this respect
- Play a full part in the induction of new primary headteachers and senior school leaders
- Work with all schools to forge partnerships which will facilitate the sharing of expertise and thus enhance learning outcomes for pupils
- Challenge all schools to have safeguarding procedures that ensure that all pupils are safe and that are fully informed by the most recent statutory requirements.
- Monitor and challenge all Barnet schools to ensure that they comply with their statutory responsibilities
- Lead on a specific school improvement area which may mean line managing a member of staff

3. Leadership and Management:

- To provide effective leadership and management to other members of staff in the School Improvement Team and to ensure that members of staff are held to account for their performance, including carrying out performance management
- To support the Head of School Improvement in strategic leadership of a specific area within the School Improvement Team Action Plan

4. Health and Safety Responsibilities

- To implement relevant health and safety policies and procedures
- Ensure safe and efficient delivery of service by achieving high standards of health and safety and reducing risk

5. Financial Responsibilities:

- To manage the budgets for appropriate areas of responsibility if required

6. Promotion of BELS Values

- To ensure that customer care is maintained to the agreed standards according to BELS values.
- To ensure services provided for young people are accessible to all members of the community and reflect BELS Equal Opportunities Policy
- To ensure that a sharp customer care focus is maintained to the agreed standards according to BELS values, policies and guidance
- To ensure that a high level of confidentiality is maintained, compliant with legislation and good practice, in all aspects of work, whilst facilitating the storing of information, as necessary, to promote staff and personal records
- To ensure that the council and BELS is appropriately represented to a high professional standard and its values upheld in public arenas

7 .Flexibility

In order to deliver the service effectively, a degree of flexibility is needed, and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

8. BELS Commitment to Equality

To deliver BELS commitment to equality of opportunity in the provision of services, all staff are expected to promote equality in the workplace and in the services BELS delivers and to ensure services provided for young people are accessible to all members of the community and reflect BELS Equal Opportunities Policy.

Person Specification

Service:	Education and Skills Service
Location:	2 Bristol Avenue, Colindale
Job Title:	Learning Network Inspector
Grade:	Soulbury 32-35
Reports to:	Head of School Improvement

Essential Qualifications required

Type	Level required
Professional qualifications/memberships	Degree or equivalent.
Education	Qualified Teacher

Technical / Knowledge Requirements

Type	Description
Professional skills and experience	At least five years successful headteacher experience in a primary school.
	Recent experience of supporting improvement in primary schools, either as a senior manager in a school or as a local authority inspector or adviser or in a similar capacity (e.g. as a self-employed consultant).
	Ability to develop and maintain high standards within an institution or across institutions.
	Ability to challenge professionals and manage demanding situations with resilience and professionalism
	Ability to monitor standards within primary schools and across schools with rigour
	Knowledge of the significant issues affecting standards across key stages
	Knowledge of effective school improvement strategies

	Knowledge of government legislation and policy relevant to the post, including statutory powers in relation to school improvement
	Knowledge and understanding of the role of the Local Authority in relation to education, particularly school improvement.
IT skills	User of Microsoft Office specifically Word, Excel, PowerPoint, Outlook and Teams.

Behavioural Competencies

Competency	Level
Administration Skills	<ul style="list-style-type: none"> • The ability to communicate effectively in writing, providing reports and briefings • The ability to take notes of meetings; to convert them into an accurate record of the meeting with clear and defined action points, ownership and timescales • The ability to create and maintain efficient, effective and secure records and filing systems, both manual and electronic
Time management	<ul style="list-style-type: none"> • Able to demonstrate excellent and high level of organisational and time management skills • The ability to work in a pressured environment working to tight and frequently changing deadlines • Ability to work on own initiative, prioritise and meet conflicting deadlines
Teamwork	<ul style="list-style-type: none"> • Able to demonstrate effective skills within a range of working environments • Ability to work effectively as part of a team to deliver effective service • Ability to communicate effectively and work collaboratively in a team setting
Influencing & negotiation	<ul style="list-style-type: none"> • Can demonstrate a history of good teamwork and working well with others across a wide range of seniority • Has proven experience of building positive, professional relationships with a range of stakeholders
Striving for excellence	<ul style="list-style-type: none"> • Can demonstrate an ongoing commitment to learning and performance enhancement
Management & Performance	<ul style="list-style-type: none"> • Able to demonstrate the impact of delivering excellent customer service • Ability to research, analyse and interpret data, research skills and ability to summarise key facts from research documents

	<ul style="list-style-type: none"> • Able to contribute to the effective delivery of equality of opportunity in both service delivery and employment • Able to add value to the role by being proactive in providing assistance without requiring specific requests to be made
Communication skills	<ul style="list-style-type: none"> • Can demonstrate the effective use of written and verbal communication skills to provide a high-quality service to customers • Ability to interact and communicate, either face to face or on the phone with a diverse group of people
Cross Barnet working	<ul style="list-style-type: none"> • Understands the key functions of Barnet Council and the broad roles of service areas • Recognises the advantages of working with others across the council • Builds strong working relationships, and seeks out views of people outside of their team • Appreciates the political make-up and decision-making processes of the council • Shares information and knowledge with those outside of own team
External partnership working	<ul style="list-style-type: none"> • Readily and effectively works with representatives of partner organisations • Has a broad understanding of the wider local government context • Recognises the importance to the council of active partnership working

How to apply and key dates

Closing date for applications: 8 March 2024 at 12 Midnight.
Interviews will be held on: Tuesday 26 March 2024.

Completing Application Forms

To apply for this post, you must complete an online **application form** available within the job posting under www.islington.gov.uk/jobs.

Particular attention should be given to the Supporting Information section within the application form. Shortlisting is based on the candidate's ability to meet the selection criteria within the person specification. Therefore, it is essential that you outline clear examples and evidence of how you meet the requirements of the person specification. Examples and evidence should also relate back to the duties/accountabilities contained in the job description.

Reply Details

Your application form must reach us by the closing date. Applications received after this date will not be considered.

To apply for this post, please visit www.islington.gov.uk/jobs. If you need assistance, please email HR Team at schoolsrecruitment@islington.gov.uk quoting job reference BELS/1620.

Please note CVs will not be accepted.

Further Information

Should you have any queries relating to any aspect of this appointment process, or require additional information, then contact the Schools HR Team at schoolsrecruitment@islington.gov.uk.

It is important that you complete ALL sections of the application form.

Next Steps

If you are selected for interview, we will contact you by email and/or text message.