

# JAMES BANCROFT

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## PROFESSIONAL SUMMARY

Highly-driven strategic planner with significant leadership experience in organisational development, operations management and team building within diverse, fast-paced learning environments. Highly adept in planning, coordinating and executing successful improvement strategies. Strong collaborator with key stakeholders and multi-functional teams, effectively prioritizing focused developments, translating business requirements into solutions and achieving defined objectives based on accurate analysis of data. Skilled in people management, business analysis, compliance and operations. A proven track record of delivering sustainable operational efficiency, compliance and growth-culture, leading to recognizable accomplishment, including achieving the top 5% of school results nationally. With significant transferable skills built from 14+ years in senior leadership within the education sector, this former headteacher now seeks a new challenge within a different industry where skills in people management, business analysis, compliance and operations can contribute to the success of a new team.

## SKILLS

- Proven leadership skills
- Process improvement strategies
- Strategic sourcing
- Multidisciplinary collaboration
- Policies and procedures implementation
- Risk mitigation and management
- Driving results / standards
- Change management
- Developing teams
- IT proficiency, inc. MS Office
- Stakeholder management
- Effective communicator

## WORK HISTORY

May 2016 - Feb 2023

### Headteacher

Wistaston Church Lane  
Academy

- Delivered successful strategic leadership optimising performance to improve a failing school and achieve "Good" Ofsted grade.
- Developed trusted relationships with senior leaders and key stakeholders working in collaboration to mitigate risks and identify opportunities.
- Ensured all activities conducted in full compliance with regulatory requirements, school policies and standards.
- Led strategy, decision-making and organisational development, achieving recognition by external reviewers as a strong leader and manager.
- Achieved results in the top 5% of schools nationally having implemented improvements to raise pupil outcomes.
- Managed a budget c£1.8 million, overseeing procurement across the organisation with a drive for

value and excellent pupil experience.

- Established future-proof contracts and recruitment aligned with vision, ethos and culture, underpinned by sustainable value and operational efficiency whilst mitigating risk.
- Developed and led high-quality training for staff to build effective teams, supporting others to drive a continuous improvement agenda.
- Implemented successful change-management through strong communication built on integrity and respect.
- Challenged under-performance, utilizing insights based on data to inform decisions and bring about improved outcomes delivered with pace.

Jan 2015 - Apr 2016

**Deputy Head Teacher**

Wistaston Church Lane  
Academy - Crewe

- Developed target operating models that drove the implementation of high standards of teaching and learning.
- Held responsibility for engaging stakeholders at all levels, including the delivery of staff training to optimize performance requirements.
- Designed policy and practice to enhance quality of education, achieving a successful Ofsted inspection for the organisation.
- Empowered teams through effective coaching and mentoring, facilitating decision-making, diversity, and "can-do" mindsets.
- Led Computing, IT and Maths across the organisation, articulating technical concepts to non-technical stakeholders effectively.
- Managed a significant IT budget, developing and delivering sourcing strategies with a focus on value and quality.
- Oversaw the day-to-day running of the school, taking a creative and innovative approach to problem-solving to find workable solutions.
- Proactively managed own workload within a fast-paced working environment, meeting tight deadlines and multi-tasking efficiently.

Sep 2007 - Dec 2014

**Deputy Head Teacher**

Wistaston Church Lane Primary  
School

- Taught part-time across all Key Stage Two year groups, delivering tangible outcomes.
- Built on subject expertise to enhance quality of education in IT and Maths, leading teams in line with the school development vision.
- Communicated relevant information to staff on time for smooth flow of school activities, as well as managing school social media posts.
- Implemented business analysis techniques from documentation to operational design merging two

schools into an all-through academy.

- Undertook a people-centric approach integrating two separate staff teams to become a highly-functional cohesive team.
- Established a sustainable future-proof educational framework to make a positive difference to the lives of others.
- Ensured the delivery of good or better education to Year Six children, driving improvements in pupil performance outcomes.
- Strategically led on whole school initiatives, effectively managing change, identifying and mitigating risk, and developing teams.
- Promoted the use of current technologies as a curriculum subject expert leading Computing, Maths and RE.
- Directed teaching assistants and made effective use of classroom resources to ensure high-quality curriculum standards achieved.
- Collaborated with colleagues to support the wider school in events management and community cohesion.
- Analyzed data rigorously and accurately interpreted data trends to form strategic plans for growth and development.
- Built lasting relationships with clients through customer service interactions.
- Monitored display stock levels, replenishing for consistently well-stocked sales floor.
- Updated product labelling and pricing to reflect discounts and offers.
- Adhered to company procedures and guidelines to maintain compliance.

Sep 2001 - Aug 2007

**Class Teacher**

Wistaston Junior School

Jan 1996 - Aug 2001

**Retail Sales Assistant**

Morrisons Supermarkets -  
Winsford

## PROFESSIONAL QUALIFICATIONS

- CIPD Level 3 Apprenticeship; HR Support (August 2022)
- NPQH School Leadership, National College (August 2014)
- Leadership Pathways; Organizational Leadership, National College (2010)

## EDUCATION

Aug 2021

**Bachelor of Education:** Maths and Education

University of Chester | Chester

**A-Levels:** General Studies; English; Economics; Mathematics

Winsford Sixth Form (Verdin High School)

- AS Level: Information Technology