

Phil Silvester CBE – p.silvester@hotmail.co.uk

May Cottage
Sackmore Lane
Marnhull
Dorset
DT10 1PN

Tel. +44 (0) 1258 820560 & +44 (0) 7921 214591

Skype: philsilvester

p.silvester@hotmail.co.uk & www.philsilvester-consultancy.org.uk



Strengths

- ✓ An astute leader, with a proven record of evidence-driven independent thought and effective action
- ✓ An international consultant with ministerial level understanding of strategic and system-wide organisation/planning (with experience in Algeria, France, Montenegro, New Zealand and Australia)
- ✓ Enterprising and innovative approach to leadership development, underpinned by coaching
- ✓ A compassionate practitioner who prizes high-quality outcomes based on building the appropriate organisational culture and capacity
- ✓ Experience of managing a range of companies and organisations delivering good value for money with effective financial management and controls
- ✓ High level analytical, communication, interpersonal and problem-solving skills with a 'can do' attitude
- ✓ A dynamic and thoughtful trainer/presenter with a thorough understanding of the learning process
- ✓ Quality assurance: expertise in the evaluation and analysis of organisational systems, projects, monitoring frameworks and consequential action plans, leading to system-wide improvement
- ✓ Expertise in school improvement and standards (pupil progress/outcomes/personalisation)
- ✓ Expertise in teacher, head teacher and governor training; evaluating the impact of CPD
- ✓ Expertise in promoting Inclusion (& Safeguarding): improving outcomes for children with SEND

Experience

Phil has enjoyed working as a leader in the UK education system for four decades and his career is punctuated with widespread evidence of high quality and enduring impact. Phil was the outstanding Headteacher of a large, special and specialist school which was also a Teaching School (1993-2008; Phil's pupils had a wide range of learning difficulties). In recognition of his outstanding achievements, Phil was accredited as one of the UK's first NLEs (National Leaders in Education) in 2006 and awarded a CBE by Her Majesty the Queen in 2008 for his service to SEND at the regional and national level. In 2007 Phil was awarded a Winston Churchill Travelling Fellowship, spending several months working with the Ministry of Education in New Zealand and the Department of Education in Australia working on delivering more effective processes and provision for children with SEND, promoting inclusive practice. Phil has worked as a consultant since 2000, providing a growing portfolio of commissions delivering bespoke training and consultancy for LAs, schools, school governors, academy trusts and government agencies (including the DfE, OfSTED, the National College, the TDA, SSAT and the British Council) in the UK and internationally. Phil can train and present in French.

The British Council (Algeria): FCO Project Supporting School Reform in Algeria (2019 – now; 8 visits)

Phil continues to work extensively on Scoping Missions and training programmes, on SEND, school counselling and addressing school drop-out rates, with the British Council and Ministry of National Education, training inspectors and school leaders. During 2020-22 he has become proficient in using Zoom as a training medium!

British Schools in the Middle East (BSME): Webinar on governance and consultancy to review and revise BSME's Head teacher Induction Partner Programme or HIPP (2018).

Phil worked with the CEO to develop a more appropriate Head teacher Induction Partner Programme (HIPP).

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The British Council (Montenegro): Workshop Facilitator ‘Exploring how we can measure the impact of Continuing Professional Development (CPD) at the personal, school and Ministry level’ (February 2018)

Phil enjoyed devising and delivering a week-workshop programme to facilitate the development of impact evaluation strategies, processes and tools for CPD with the Ministry of National Education.

Gites de Brives: Co-owner and Director (2008-18)

Phil and his wife emigrated to France and developed a thriving tourism business near Cognac, from ‘scratch’. Pursuing this commercial enterprise, Phil learnt a great deal by managing 6 gites and a B&B in rural France, running this business alongside a UK property rental portfolio and Phil’s international consultancy commissions.

The British Council (Algeria): Course Director ‘Creating and sustaining an inclusive learning experience in the Maghreb classroom: supporting learners with SEN through quality teaching and learning for all’ (July 2017)

Phil enjoyed devising and delivering a week-long, successful Regional Hornby School programme promoting inclusion across the Maghreb with delegates from Libya, Morocco, Tunisia and Algeria.

The British Council (Algeria): Consultant (2012 – 2016; 14 visits)

Phil worked with a team of consultants devising and delivering a national training programme for Inspectors, head teachers and teacher trainers to raise standards and promote more effective monitoring and evaluation (including delivering the Strategy Workshop for the Ministry in 2014). In 2015, Phil organised and led a visit to the UK for a high-level delegation from the Ministry of National Education and the British Council (Algeria).

The British Council: Consultant reviewing the Global CPD Framework for Teachers (2014 – 15)

For this ambitious project, Phil provided an expert review of the draft framework and advised on its development and the worldwide implementation of the teachers’ leadership development framework.

School Improvement Partner: Dorset, Devon, Torbay, Poole, Bournemouth, LAs (2007 – now)

Using a coaching approach underpinned by his training as an inspector, Phil works with LAs, schools, MATs and teaching school alliances providing consultancy, support and challenge based on forensic (evidence-led) evaluation and analysis, driving high quality, sustainable impact.

SW Regional Co-ordinator for SSAT (2008 – 2009)

Phil organised and delivered an impressive range of training opportunities for schools in the south-west.

Winston Churchill Memorial Trust Travelling Fellow – researching school settings with an emphasis on promoting inclusion in New Zealand & Australia (Oct. – Dec. 2007)

Cote Holiday Cottages: Co-owner and Director (1995-2007)

Phil and his wife designed, built and developed two holiday cottages in Puddletown, Dorset. Managing this new enterprise taught Phil a great deal about marketing, managing and developing a thriving holiday business.

Headteacher: Westfield Arts College (a special/specialist school + Autistic Base), Dorset LA (1993 – 2008)

- ✓ Strong multi-agency framework for assessment and delivery established
- ✓ Became a Grant Maintained special school in 1996
- ✓ Successive outstanding OfSTED Inspections leading to school expansion
- ✓ Developed an extensive autistic provision in response to local need (1/3 of roll with an ASD diagnosis)
- ✓ 1st special school in UK to become a Technology College on its own in 2000 (*now Arts*)
- ✓ 1st special school in the UK to achieve Teaching School status in 2003, training hundreds of teachers
- ✓ Developed Outreach services into 40+ schools on a casework, training and consultancy basis
- ✓ 2004, NPQH Tutor, training head teachers; designed and delivered £6M building extension.

Education

BA (Honours) in Modern History	1977	Durham University
PGCE	1978	Nottingham University
MEd (School Improvement)	1987	University of Warwick
Accredited Assessor	1987	NFER
Accredited External Adviser	2000	CEA/DfES
Accredited NPQH Tutor	2004	NCSL/DfES
Additional Inspector	2006	OfSTED
Accredited School Improvement Partner	2007	NCSL/DfE