

# Curriculum Vitae

Mrs Charmaine Bendell

10 Westgate, Southwell, Nottingham, NG25 0JH

Tel: 01636 815572 Email: [charmaine@servicesltd.co.uk](mailto:charmaine@servicesltd.co.uk)

Charmaine Bendell is an effective and experienced organisational consultant with 30 years experience in the education sector. She has extensive experience of senior leadership roles having led and managed large schools in challenging circumstances. With international consultancy experience and Conference presentation, including some specific to education systems within the Gulf, she has experience of all levels of the Education system and is comfortable in any setting.

As a Director of Services Limited, she leads the Services2Education Division and participates in consultancy projects in the public and private sectors in the UK and internationally. She is an Associate Trainer with the education sector specialist, Creative Education, and has been consistently rated good to outstanding in course evaluations. Clients value her expertise as well as her ability to respond to their needs adapting and tailoring her advice and support accordingly.

She is calm, non-judgemental and able to manage relations with a range of stakeholders; understanding the need to lead by influencing and bringing people along on the basis of clarity of vision, values and strong moral purpose.

Charmaine has status as a Specialist Leader in Education, awarded in February 2012 by the National College of Teaching and Leadership. She also has experience as a Paul Hamlyn Fellow and Teaching Coach with the University of the First Age (UFA).

With many years membership of the Association of School and College Leaders (ASCL) and the Association for Achievement and Improvement through Assessment (AAIA), she is also an accredited member and Director Designate of The Society for Education Consultants (SEC), and a member of The Association for Coaching (AC).

Charmaine has presented papers on aspects of Education policy and pedagogy, Leadership and management, and evaluation of school effectiveness to meetings of teachers, School Leaders and Local Government Officers, as well as presenting and leading Workshop sessions at the Annual Conference of the British Educational Research Association and other similar professional bodies. She has presented papers in Athens, and been a key member of a European Community study visit/project to assist the Greek Employment Service transform its operations and improve efficiency and effectiveness.

## **Qualifications:**

BA Single Hons ( 2:1) 1982, University of Wales Aberystwyth.

PGCE: Pass with Merit 1984, Birmingham City University.

MEd 1996, Open University.

NPQH (National Professional Qualification for Headship) 2006

Charmaine Roche

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Post Graduate Diploma in Coaching, Warwick University, 2014-2015. Pass in upper quartile (Distinction)

## **Current Activities**

International Management & Education Consultant, with projects for global Education providers including ongoing consultancy projects for Pearson Education involving process improvement and quality assurance across the qualifications development and GQ and VQ operations departments Summer 2013- Current.

EFQM Licensed Assessor Trainer for SKEA Abu Dhabi, specialising in Education sector.

Company Director, Services Limited, Nottinghamshire. 2013- Current.

Leadership development coach to senior and middle Education leaders October 2014-current.

Delivering one to one coaching to promote staff wellbeing in the workplace. Sept 2015- Current.

Interim Director of Education, SEND Project, Sneinton, Nottingham. Responsible for Teaching and Learning, Curriculum, Quality Assurance and Appraisal. Sept 2015- Current.

Trainer and course developer/writer Creative Education- areas of expertise: English Curriculum and Learning, Literacy Across the curriculum, EAL provision, Leadership Development and Performance management. Sept 2013-Current.

## **Senior leadership, management, consultancy and advisory roles**

**2012- 2013:** Acting Head Teacher, The City School Sheffield

Responsible for management of school with over 100 staff and 1200 pupils??, and liaison with local Government & regulators.

**2008-2012:** Deputy Head Teacher, The City School Sheffield

Her duties included Teaching and Learning; Curriculum; School Self-Review and Evaluation; Teach Appraisal and Performance a management; Line management responsibilities English, Maths, School Specialism, Science); School Improvement Planning and Target Setting

## **Achievements**

During this period she was responsible for the development of middle leaders across the school and used a combination of mentoring/coaching depending on the specific needs of each leader. She also developed a programme of classroom based coaching to improve the quality of teaching and learning in relation to specific needs identified through school self-

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evaluation and review processes. Specialist Leader in Education Status was awarded in February 2012, NCTL.

**2004-2008:** Assistant Head Teacher, Smith's Wood Sports College, Chelmsley Wood, Solihull MBC.

## **Achievements:**

Introduction of an successful and innovative thematic curriculum based on Guy Claxton's Learning Competency Framework – the Four Rs integrating English, Maths, Science and the Humanities.

Coaching on the NCSL Leading from the Middle-Leadership Pathways Programme for four years. All her coachees went on to lead successful Faculties and achieve good to outstanding results.

**2000-2004:** Teaching and Learning Consultant, Secondary, Solihull Metropolitan Borough Council. I coached and mentored middle leaders and senior managers developing their role as leaders of learning in their schools as in integral part of my consultancy role across the LA. I also wrote the LA policy on coaching. Coaching was advocated as a strategic part of transforming a school culture, supporting organisational learning and raising standards.

## **Achievements**

She became a model of best practice for action planning and implementation of innovation approaches to teaching and learning. A video featuring her work was made for training other consultants.

She established a successful LA network of coaches linked to embedding Thinking Skills and AfL into classroom practice. She carried training for all the school based coaches across the LA. We used a model and set of principles based on Peer Coaching which was used by senior leaders across the LA as a guide to implementation.

**1999-2000:** Teaching and Learning Advisory Teacher/Consultant, Stoke on Trent Metropolitan Borough Council, She pioneered approaches to training and development that later became mainstream through the national strategies.

She designed innovative courses on Independent Learning and Thinking Skills; Literacy and Learning; Developing Writing using mind maps and thinking skills tools.

She also participated, as a member of the school improvement advisory team, in supporting head teachers to evaluate the impact of school improvement plans.

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**1994-1999:** Head of English, Mosley School and Sixth Form Centre, Birmingham. During this period she became a Paul Hamlyn Fellow and Teaching Coach with the University of the First Age (UFA)

## **Achievements**

She led a large and diverse department; it was successful consistently outperforming the other two core subjects during her time as leader from 1994-1999.

She wrote and presented a research paper to the BERA conference 1998 entitled 'The Power of Ideas.'

**1987-1992:** Advisory teacher developing the teaching of EAL learners across the curriculum MPG,FT. in this role she modelled approaches to lesson and curriculum planning working alongside teachers and subject leaders to meet the needs of EAL students across the curriculum.

## **Teaching Roles**

**1992-1994:** Second in English, MPG+2, FT

**1985-1987:** Teacher of English, MPG

**1983-1985: Birmingham Teaching Pool posts at:** Golden Hillock School 11- 16; Hill Crest Girls' School-11-18; Holyhead School, 11-16.

**References available on request.**