



'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

#WeAreGFM

Founders School

We see *genius* in every child



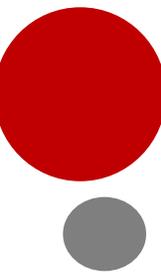
Al Mizhar, Dubai

Grow . Flourish . Mindfulness



The GFM Way

#WeAreGFM



Our Vision

‘To empower **people** to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.’

Core pillars

*Help each other to
Grow*

*Help each other to
Flourish*

*Help cultivate an ethos of
Mindfulness*

Digital Transformation

Values & Behaviour

- **High expectations**, aspirations, excellence and a belief that all can succeed
- **Innovation & risk taking**
- **Lead by example**

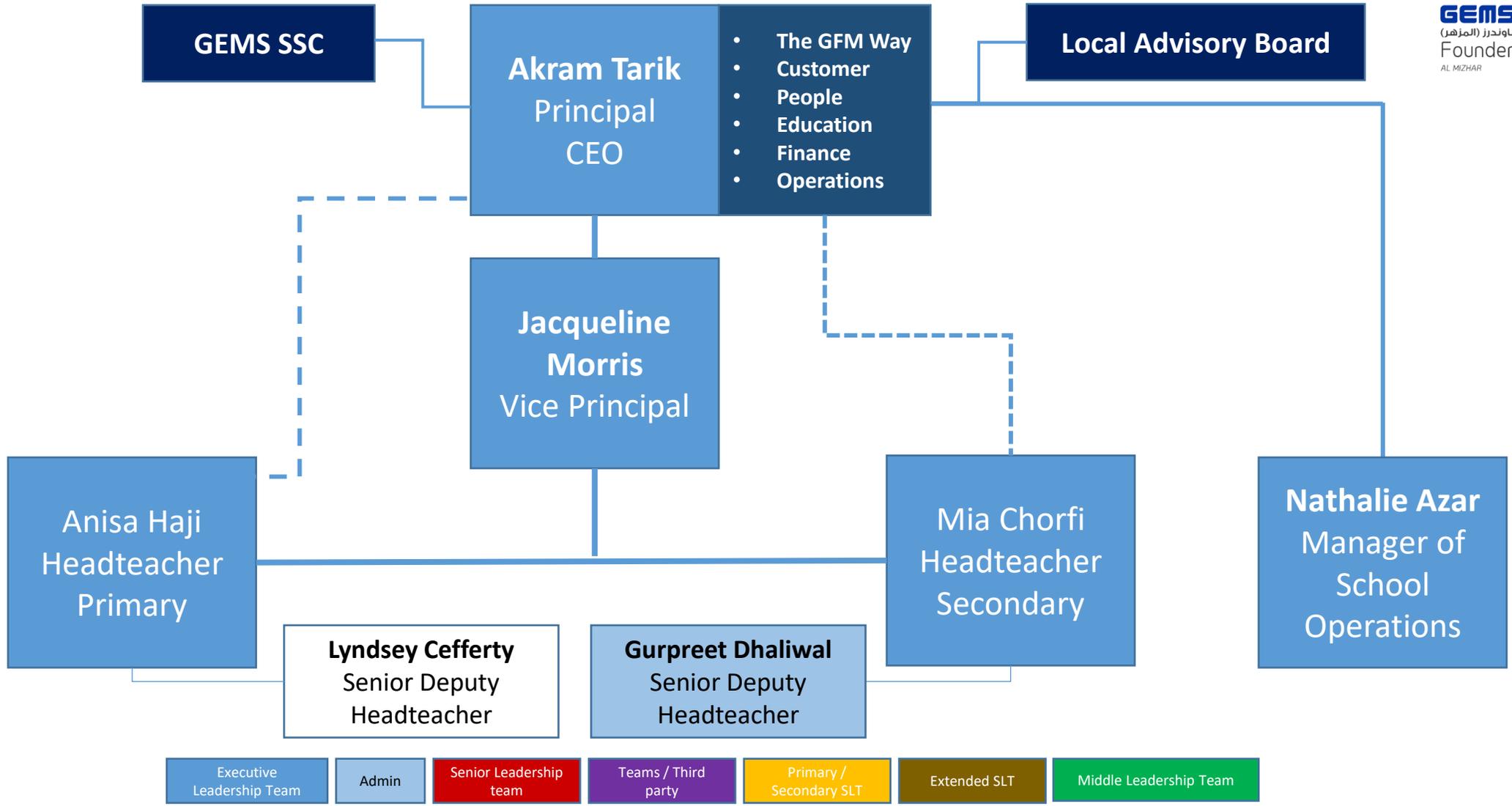
- Demonstrate **respect** for themselves and every other member of the community.
- Safe and inspiring **learning environment**
- Celebrate equality, diversity and **inclusion**

- Act to **support** each other to be successful
- **Collaborate** and work together in teams
- Trusting, **caring** & honest relationships

Executive Leadership Team

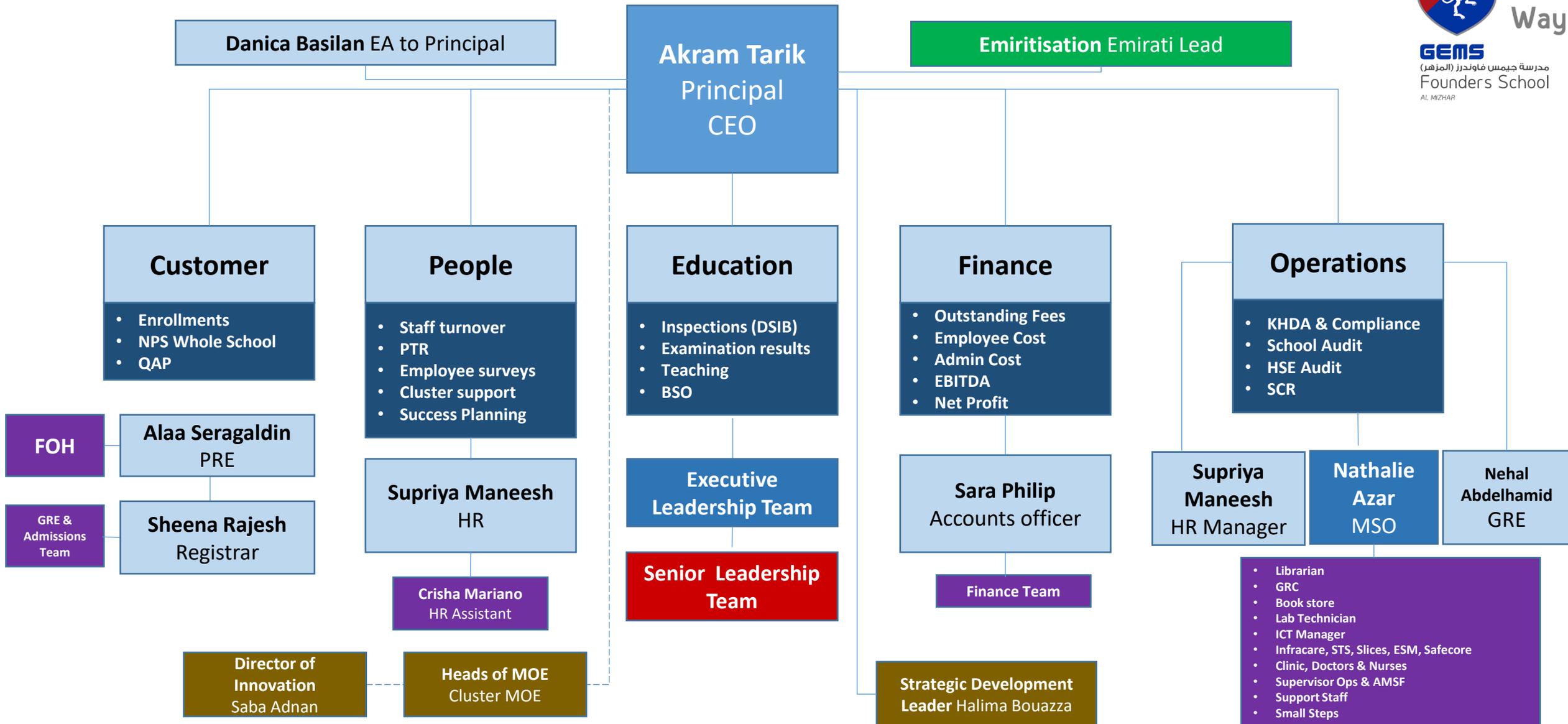


GEMS
مدرسة جيمس فاوندرز (المزهر)
Founders School
AL MIZHAR



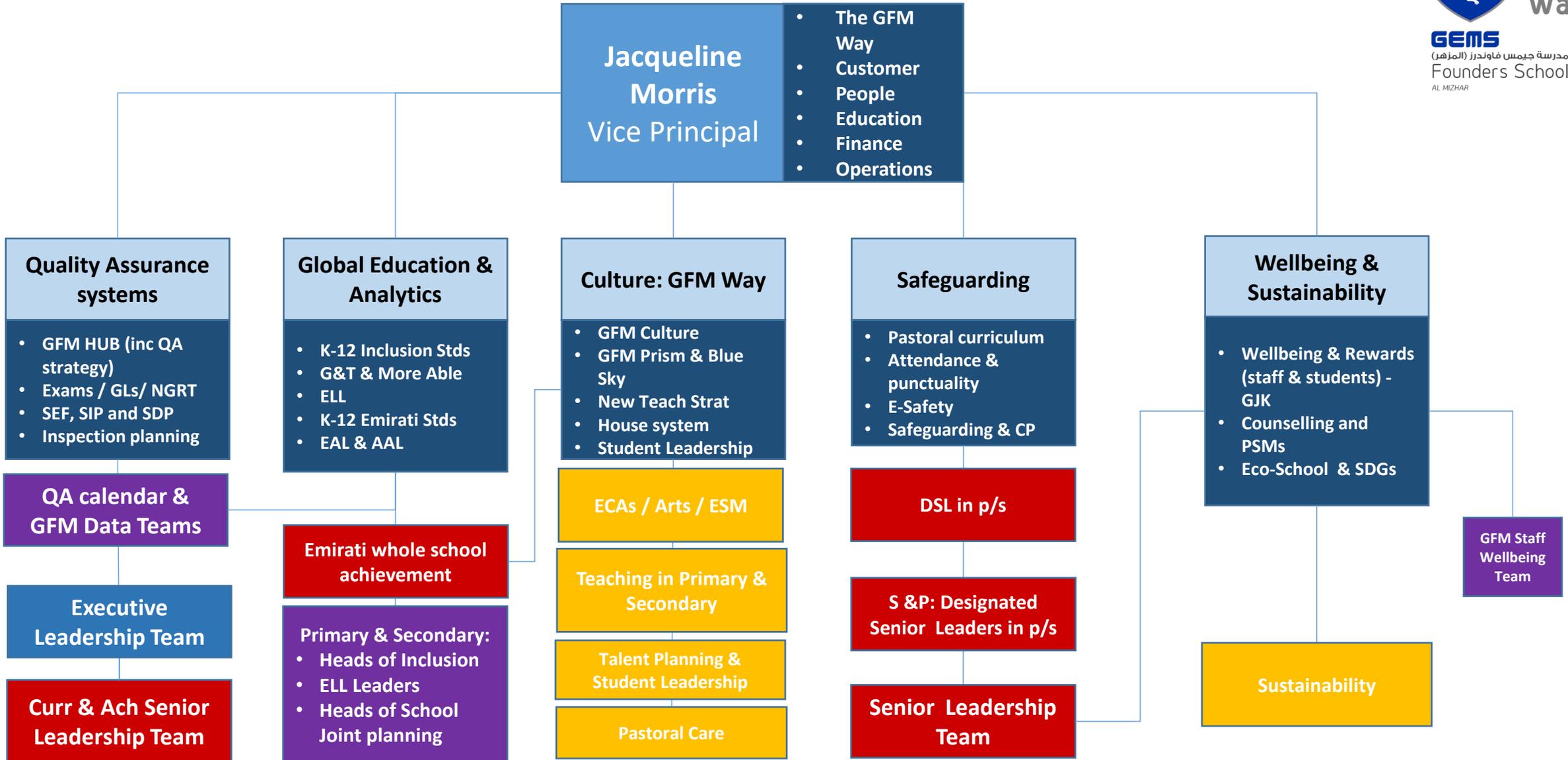
*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'



*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

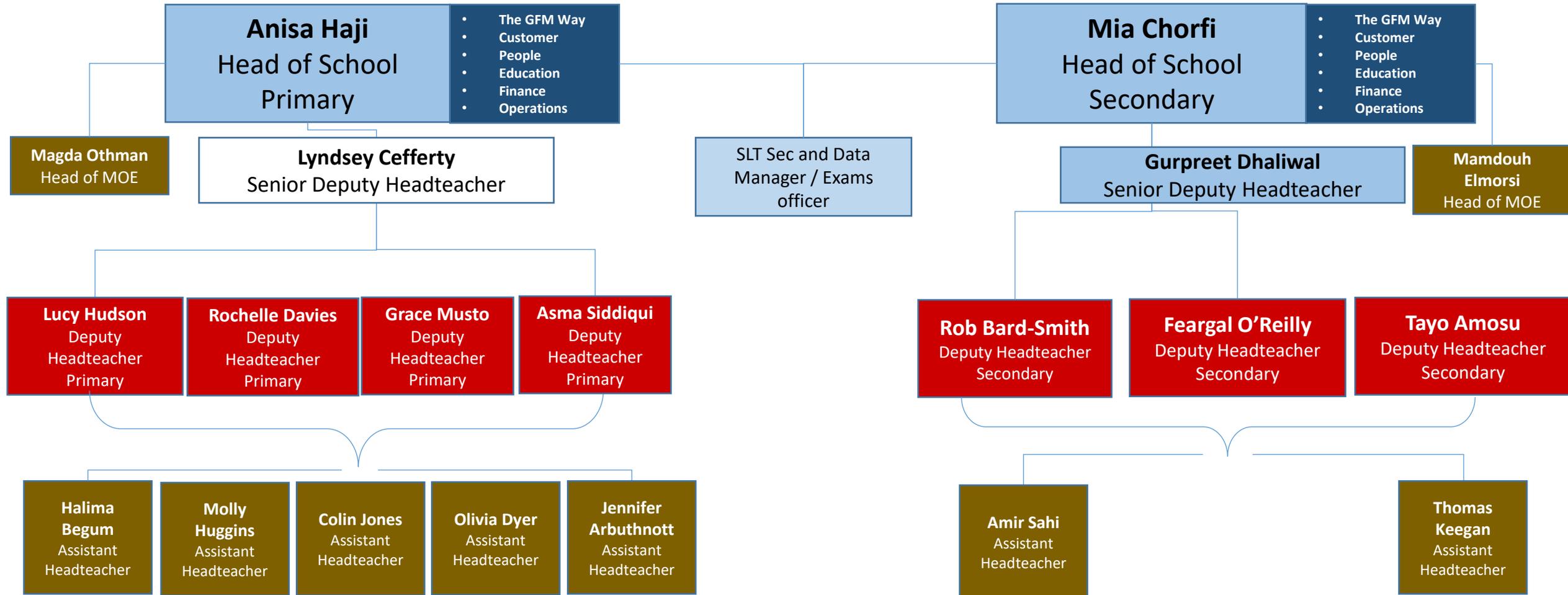
'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'



*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Senior Leadership Team



*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Primary Senior Leadership Team



GEMS
 مدرسة جيمس فاوندرز (المزهر)
 Founders School
 AL MIZHAR

Anisa Haji
 Head of School
 Primary

- The GFM Way
- Customer
- People
- Education
- Finance
- Operations

Lyndsey Cefferty
 Senior Deputy Headteacher

SLT Sec: Tiju John

Data Manager*

Magda Othman
 Head of MOE

Grace Musto
 Student Ach
 Deputy Headteacher
 Primary

Rochelle Davies
 Curriculum & Stds
 Deputy Headteacher
 Primary

Lucy Hudson
 Pastoral Care
 Deputy Headteacher
 Primary

Asma Siddiqui
 Learn. & Teac & LS
 Deputy Headteacher
 Primary

Halima Begum
 Assistant
 Headteacher

Olivia Dyer
 Assistant
 Headteacher

Colin Jones
 Assistant
 Headteacher

Molly Huggins
 Assistant
 Headteacher

Jennifer Arbuthnott
 Assistant
 Headteacher

Heads of Non-Core

Inclusion

FS
HOY

MESS
Heads of
Subject

Reading, Writing &
Phonics
Heads of Subject

Year 1 and 2
HOY

Science
Heads of Subject

Year 5 and 6
HOY

Year 3 and 4
HOY

X 4 Lead
Practitioners

Head of PD for
TA's

Maths
Heads of Subject

*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Secondary Senior Leadership Team



GEMS
مدرسة جيمس فاوندرز (المزهر)
Founders School
AL MIZHAR

Mia Chorfi
Head of School
Secondary

- The GFM Way
- Customer
- People
- Education
- Finance
- Operations

Mamdouh Elmorsi
Head of MOE

Gurpreet Dhaliwal
Senior Deputy Headteacher

SLT Sec: Hazel Faytaren

Head of Sixth (Y12/13)

Science

Data Manager*

Rob Bard-Smith
Deputy Headteacher
Secondary

Feargal O'Reilly
Deputy Headteacher
Secondary

Tayo Amosu
Deputy Headteacher
Secondary

Amir Sahi
Assistant
Headteacher

Thomas Keegan
Assistant
Headteacher

- Exams Officer
- Faculty Creative Arts
- HoY 10 & 11

- PE
- ICT

- Inclusion
- SMC
- Social Sciences
- Counsellor: Mitzi

Humanities
HoY KS3

English

- Mathematics
- Innovation

- HoD French
- Business and Economics

*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Appendix

Local Advisory Board		
Ms. Lilian Ramo Shatmajeian	Chair (resigned)	MOE
Mr. Inderjot Singh	Vice Chair	Inclusion
Mr Akram Tarik	GFM Principal & CEO and member	Finance, Leadership and staffing
Mr. Matthew Burfield	Corporate governance member	Finance, Leadership and staffing
Ms. Jacqueline Morris	GFM Vice Principal	Safeguarding & Wellbeing
Ms. Mary Saad	Member	MOE
Mrs. Marwa Ismail	Parent elected member	
Mrs. Fida Auon	Parent elected member	
Mrs Saba Adnan	GFM Staff coopted member	Innovation & Sustainability
VAC 1	Community member	
VAC 2	Community member	

*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Executive Leadership Team

	Principal & MSO	Vice Principal	Heads of School & sDHT's
Leads on	<ul style="list-style-type: none"> GFM Way Self-Evaluation Leadership & Management – PS6 Human Resources Financial management Personnel & Payroll Exclusions Operations Health & Safety – PS5.1 Marketing Governance / Local Advisory Board GEMS SSC/ CO Exclusions Finance and staffing Future planning Vision Target setting Academic performance Admissions Parental Engagement Community Engagement Recruitment 	<ul style="list-style-type: none"> GFM Way Self-Evaluation Performance Management / PDP Quality Assurance and monitoring Safeguarding and child protection – PS5.1 Pastoral care welfare and behaviour - PS2 Attendance and punctuality Teaching & Learning Curriculum – PS4 Examinations Inclusion - PS5.2 Staff well-being IT overview GFM HUB GFM Way & Culture Assessment, recording and reporting (internal) External educational visits. Counsellors Recruitment 	<ul style="list-style-type: none"> GFM Way Phase specific SEF Oversight of Performance standard 1 - 6 in Phase Teaching and learning (observation, coaching, cpd) Curriculum in Phase Quality Assurance and Monitoring Examinations (internal & external) Standards and achievement - progress and attainment Succession Planning Transition Assessment and monitoring Target setting Recruitment

*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Executive Leadership Team

	Principal & MSO	Vice Principal	Heads of School & sDHT's
Procedures	<ul style="list-style-type: none"> Day to day management Communication – External Newsletter(s) Staff communication KHDA/ MOE communication Culture 	<ul style="list-style-type: none"> School development planning Performance Management Whole School Calendar Culture Pastoral care & welfare Timetable Duty rota External Agencies SEND G&T Emirati Teacher Absence Cover 	<ul style="list-style-type: none"> Exam results Departmental Self-evaluation Departmental action plans Performance Management Graduation' Day Curriculum outlines Parent Ambassadors Parent Engagement and events Work scrutiny schedule Curriculum outlines Emirati Students Assemblies Pastoral care
Meetings	<ul style="list-style-type: none"> xSLT, SLT, pSLT and or SSLT Compliance Finance GEMS SSC LAB LMM HSE Parent / marketing 	<ul style="list-style-type: none"> xSLT Compliance Finance LAB LMM HSE K-12 meetings SG 	<ul style="list-style-type: none"> xSLT Senior Leadership team Phase SLT meetings Line management meetings LAB meetings as required Working Party Parental engagement meetings Health & Safety meetings Attendance to finance MIS meetings*

*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Executive Leadership Team

	Principal & MSO	Vice Principal	Heads of School & sDHT's
Line Management	<ul style="list-style-type: none"> Executive Leadership Team Finance FOH Admissions GRE External partners Services Admin HR Dotted: Digital Leads. MOE, SDL Emirati Staff Leader 	<ul style="list-style-type: none"> Heads of School Cluster Data Team GFM Data Teams GFM Pastoral Teams Safeguarding Team Wellbeing Team Dotted: ECAs, Inclusion (inc ELL) 	<ul style="list-style-type: none"> See Org Chart
SEF	<ul style="list-style-type: none"> PS5.1 PS6 	<ul style="list-style-type: none"> Inclusion Wellbeing PS 4 PS 5.2 PS2 	<ul style="list-style-type: none"> PS1 PS3

*Helping each other to **Grow** . Helping each other to **Flourish** . Help cultivate an ethos of **Mindfulness***

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'