



Health
Futures
UTC

PRINCIPAL

CANDIDATE INFORMATION PACK

Closing Date: Friday 23rd March 2018





Dear Applicant

On behalf of Health Futures UTC Governing Board we are delighted that you are interested in the position of Principal at Health Futures University Technical College.

Our mission is to educate young people for health careers across the region. There is still much to be done and significant challenges still lie ahead.

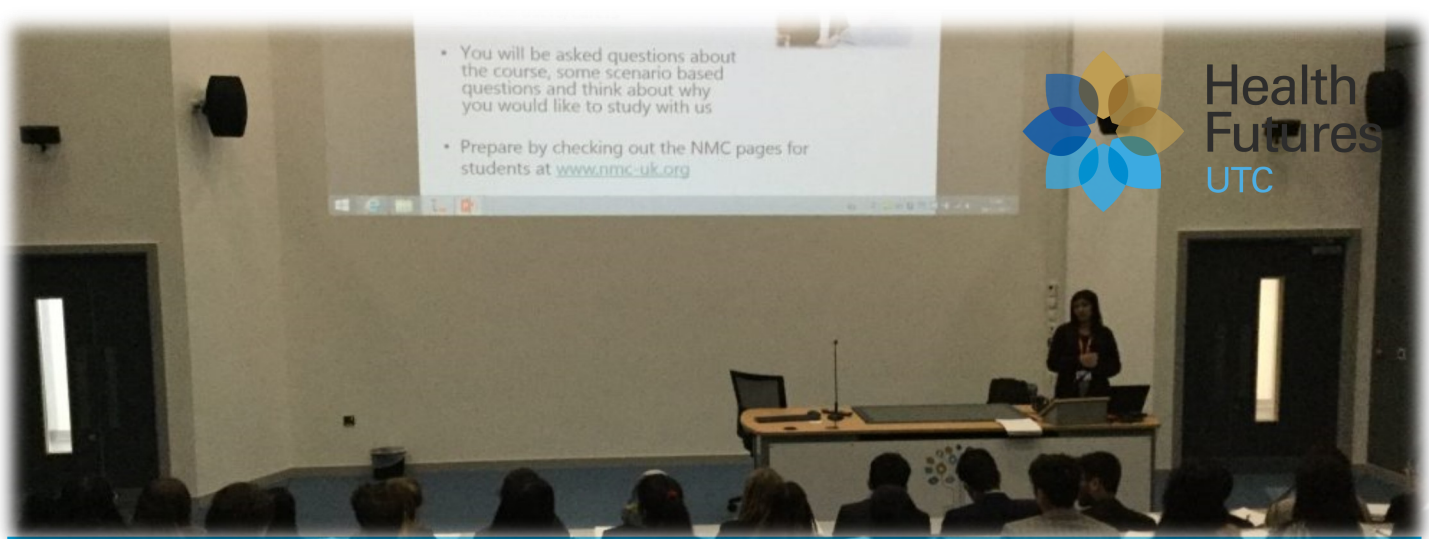
We are seeking to appoint a talented senior leader to the Headship of our UTC who will bring the necessary drive and commitment to build upon all that has been achieved. Health Futures UTC will provide opportunity to demonstrate inspirational leadership and transformation within the context of a specialist school.

We are looking forward to meeting those applicants who share our desire to join us on this journey .

To arrange an informal discussion about the role, please contact Annette Guest, Director of Operations on 0121 794 2888 or email a.guest@healthfuturesutc.co.uk.

Professor Linda Lang
Chair of Governors

Professor Michelle Lowe
Vice Chair of Governors



What is a UTC?

A modern education

University Technical Colleges are a new concept in education. They offer 14-19 year olds the opportunity to take a highly regarded, full-time, technically-oriented course of study. Equipped to the highest standard, they are sponsored by a university and offer clear progression routes into higher education or further learning in work.

Students are able to combine hands-on learning alongside stimulating intellectual activities, helping them to learn in a very practical way, integrating national curriculum requirements with the technical and vocational elements. The UTC ethos and curriculum is heavily influenced by local and national employers who also provide support and work experience for students.

Being sub-regional, UTCs accept students from a wide geographical area, reducing negative impact for any one local school in terms of student roll.

UTCs specialise in subjects that require technical and modern equipment, for example health sciences, engineering, product design, construction, and land and environmental services. However they all also teach business skills and the use of ICT. The chosen specialism reflects the supporting university's areas of excellence and the needs of local employers.

"Health Futures UTC offers young people across the region the chance to combine academic education with an opportunity to learn the essential technical and practical skills needed in the health and health sciences industries. There is an urgent need for advanced technical skills at all levels in these sectors. Students at the UTC will be well prepared for work in a wide range of health-related areas."

Lord Baker, Chairman, Baker Dearing Educational Trust



Our Vision

Mission, Aims and Values

“We offer Tomorrow’s Education Today”

We’re excited and proud to be one of the first UTCs in the UK to specialise in health care and health science, offering learning and career opportunities for young people like no other school or college in the region.

By combining academic study with real-life work projects, personal development activities, and career opportunities our young people will become well-rounded work-ready individuals. They will benefit from a combination of qualified national curriculum teaching and putting their learning into practice in exciting, work-focused projects that are delivered in partnership with employer professionals.

We’re able to deliver this ‘tomorrow’s education today’ concept through a robust partnership of many major health, education and public sector organisations all working together. This approach supports the development of academic, practical and life skills in our young people, equipping them to meet the demands from employers for good qualifications, transferable skills and a professional attitude to work in whatever career path they eventually choose. There’s no doubt that Health Futures UTC is a fantastic place for 14-19 year olds to gain a unique top-class education, build confidence and explore a vast range of career and higher education pathways.

Our vision is to provide a broad, inclusive health and science curriculum, delivered to the highest standards in partnership with our employer partners. This ensures our learners receive personalised, practical experiences, offering opportunities that enrich their experience above and beyond that normally expected, and enhancing their employability.

Who We Are

Organisation Type: Mainstream

Phase: Secondary

Status: UTC

Age Range: 14-19

Gender: Mixed

Key stages: KS4 and KS5



Health Futures University Technical College (UTC) offers educational experiences and opportunities rarely if ever seen in traditional schools and colleges. A unique partnership between Health Futures and many health, education and public sector organisations from across the West Midlands enables us to combine national qualification teaching with hands-on project learning with healthcare professionals. 14-19 year olds from across the region enjoy enviable academic and career-focused advantages that prepare them for higher education and employment.

One of the first UTCs in the UK with healthcare and health sciences as its specialism, Health Futures prepares students for a wide range of health related careers that span the NHS, Public Health, public sector agencies, private industry, voluntary and charitable institutes, and community organisations – locally, nationally and across the globe.

To view our exam results, please go to:

<http://www.healthfuturesutc.co.uk/performance-tables>



Principal

Job Title: Principal

Start date: 1st September 2018

Salary: Circa £90,000 pa

Accountable to: UTC Board of Governors

Reports to: UTC Chair of Governors

Responsible for: Senior Management Team of the UTC

Key Purpose

- ◆ Working with key partners and other stakeholders to provide the leadership, vision and direction to develop and implement the strategic aims and objectives of the Health Futures UTC to become a 'national exemplar' linking the NHS and other health-related organisations with HE, FE and other training providers.
- ◆ To be responsible for setting the educational leadership standards around the progression and attainment of young people, and to develop, communicate and nurture a cohesive ethos that will celebrate the range of cultures and social backgrounds of learners and their families.
- ◆ To ensure the UTC becomes a centre of excellence for science and health learning and teaching. Also, to develop and enhance the opportunities for research and innovation through working with students, employers, teachers and academics.



Key roles and Responsibilities

- ◆ Working with the Board, partner healthcare providers, patient representatives, parents, pupils and other Stakeholders to set the aims and objectives of the Health Futures UTC and ensure the appropriate strategies and plans are put in place to deliver them.
- ◆ To develop and implement a broad, inclusive health and science curriculum that changes lives by closing the gap by providing a clear pathway between school, further education, higher education and employment that is delivered to the highest standards in partnership with employers; with extensive use of Information Technology, simulation centres and project based learning.
- ◆ To raise the profile of the UTC locally, regionally and nationally to enhance its reputation amongst health and health-related employers, higher education providers, children and parents.
- ◆ In line with the national teaching standards, to ensure that the education and technical learning of pupils and the achievement of the highest possible standards are met, where technical learning is valued and high expectations of good behaviour and attendance are the norm.
- ◆ Working with health care provider partners and other stakeholders to ensure that the curriculum encourages learning and offers pupils an excellent insight into the health and science sector, to the world of work and future career and employment opportunities.
- ◆ To play a major role in prioritising and raising the standards around the technical learning linked to health and science skills that are essential to the regeneration of the region and to the skills and knowledge base of its young people.
- ◆ To actively engage with parents, carers, community groups, partner health care providers, service users the University and Further Education colleges, to ensure the UTC becomes embedded within and reflects the diverse cultural and social background within the West Midlands.



Operational and managerial Responsibilities

- ◆ To be directly responsible for the recruitment and retention of the senior management team whilst providing leadership, senior management responsibility and direction to ensure all staff (both teaching and non-teaching) are motivated and empowered to work in an efficient and effective manner.
- ◆ To recruit and retain students to target, from across the region, in support of the needs of our health partner employers for a skilled workforce of local young people.
- ◆ To ensure that appropriate performance management and appraisal systems are in place (linked to national teaching standards for teaching staff) for all staff and that opportunities for personal and professional training and development, coaching and mentoring are available.
- ◆ To ensure that the physical environment, including technical and IT equipment is safe, fit for purpose and that all health and safety environmental and any other statutory requirements are met.
- ◆ To be responsible for any other legal and/or statutory compliance responsibilities e.g., Ofsted, employment legislation, provision of an educational facility, with lead responsibility for Health and Safety and Safeguarding. In addition, to be responsible for ensuring that all reporting/audit requirements are met and relevant policies and procedures are in place.
- ◆ To provide regular reports on achievement of key objectives, targets etc., to the Board of Governors and that appropriate monitoring and contingency planning arrangements are in place.
- ◆ To be responsible for ensuring that the appropriate financial planning and budgetary controls are in place. Also, that budgets are regularly reviewed and monitored via the relevant financial controls, audits and statutory requirements.
- ◆ To contribute to and be supported by the growing Baker Dearing Educational Trust family of UTCs across the country.

In return we can offer you:

- ◆ Effective support within the Baker Dearing family of UTCs and the University of Wolverhampton.
- ◆ High quality professional development opportunities, supported by our membership of the Baker Dearing family.

Person Specification

Essential

- ◆ First Degree or equivalent
- ◆ Significant experience in leadership and general management success in an education environment where there is demonstrable evidence of strategic development and successful implementation of strategy
- ◆ Outstanding record in delivering a change management and performance improvement agenda including monitoring, evaluation and teaching and learning strategies
- ◆ Ability to demonstrate the development of culture of excellence and high standards, and realise the ambitions of young people and their role in society
- ◆ Significant experience of motivation, inspiring and managing staff in particular the development of staff personally and professionally
- ◆ Demonstrate a passion and vision for the Health Futures UTC and education of young people to enable them to gain employment in the health and health related sectors
- ◆ Demonstrate significant experience of developing and building long lasting relationships with other education other providers
- ◆ Evidence of an ability to build successful relationships with partner Health Care providers and the University of Wolverhampton to achieve the founding goals of the UTC
- ◆ Evidence of commitment to raising aspirations and enabling young people from a wide range of backgrounds to achieve their full educational and career potential
- ◆ A thorough understanding of e-learning and how other approaches improve and enhance the teaching and learning experience
- ◆ Able to communicate and explain the UTC and its values to staff, students and other stakeholders, using influencing negotiations and persuasive styles
- ◆ To work effectively with UTC Board of Governors, health employer partners, the University of Wolverhampton and all stakeholders and be credible, commanding respect from all, including local authorities
- ◆ Thorough knowledge and understanding of curriculum development opportunities in both vocational and academic areas and how it needs to be applied in the UTC
- ◆ Demonstrate a personal commitment to equality and diversity
- ◆ Commitment to CPD and high professional teaching, hard work, integrity and innovation
- ◆ High level of verbal and written communication and to be able to deal with challenges/queries
- ◆ Ability to write and present reports, etc.

Desirable

- ◆ Higher formal management qualification/or equivalent experience
- ◆ Knowledge of the NHS and related health and social care sectors
- ◆ Teaching qualification—FE or secondary
- ◆ A successful record of resource management—people, financial and equipment

About Baker Dearing Trust



Baker Dearing Educational Trust was founded by Lord Baker and Lord Dearing to develop and promote the concept of university technical colleges. Today we are a small, flexible organisation that sits at the centre of the UTC network. Our focus is on promoting and supporting new and existing UTCs.

Helping new UTCs

We support applications to open new UTCs, helping applicants to navigate the process and lend our experience and support where it is needed. Working closely with the Department for Education, we make sure that the expected number of UTCs open on time and on budget.

Supporting existing UTCs

We help UTCs benefit from being a part of a bigger network by providing opportunities to share good practice, attend seminars, and stretch budgets through joint procurement.

Our educational advisers help to develop curricula and advise on suitable technical qualifications. We also support UTCs with setting standards, issues around leadership and management, and through liaising with the universities and employers who are UTC partners.

Increasing understanding

We raise awareness of UTCs with the government, the media and the public. By increasing the profile of UTCs we aim to ensure that everyone has an understanding of UTCs and what they offer to young people, employers and the wider community. We also represent the interests of UTCs when it comes to curricula, qualifications and Department for Education policy.



Amongst the first UTCs no student has joined the ranks of the unemployed. Every student continued in education, or went into employment or training. There were no “NEETs” and this is our aim for all UTCs.

Lord Baker

Chairman, Baker Dearing Educational Trust



Striving for Excellence

Excellence in Teaching

We aim to develop excellence through the planning, teaching and assessment of our staff, who will strive for excellence in the classroom. All classroom staff will support and challenge students to achieve and progress.

Excellence in Progress: Academic

We aim to ensure that all students are progressing through high quality assessment and feedback. Learning gaps are identified and work is done to close and/or remove them.

Excellence in Progress: Pastoral

We aim to create a culture where through building positive relationships we provide opportunities for every child to progress and succeed and the development of the whole child is valued.

Excellence in Leadership

We aim to develop further excellent leadership at all level which enables, supports and holds to account.

Excellence in governance

We aim to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance driven by inquisitive, independent minds focussed on the key strategic issues which are conducted with humility, good judgement and resilience.

Health Futures UTC encourages all student to strive for excellence and we organise our staff, resources and lessons carefully to deliver academic success. We endeavour to ensure success for all by identifying barriers and enabling students to overcome them. Our expert staff strive to ensure that opportunities are provided to extend everyone.

What we offer our students



All Health Futures UTC students benefit from extensive careers advice and signposting to help them on their journey through education and into the world of work, higher education, apprenticeship or specialist training.

Health Futures UTC and many high-profile organisations have come together to forge a partnership to provide a unique learning experience for our students. Representatives from the NHS, higher and further education, charitable care providers, local government, and private industry guarantee participation in real-life projects that underpin academic learning.

Whatever their eventual choice everyone is given valuable access to career specialists and professionally qualified partners, all of whom are happy to share their first-hand knowledge and experience to help our young people make important decisions about their life choices.

The Health Futures Principal, the teaching team and partner representatives all work together to ensure students get so much more from their education than they might expect. Academic experience is enriched with a range of activities and Technical Challenge Projects that introduce students to innumerable careers, many of which they wouldn't otherwise be aware of.

Inspiring and stimulating their minds and senses, a simulated hospital ward with interactive computerised 'patients' and a high-tech visualisation suite are used to immerse students in virtual environments. The realistic reproduction of settings such as an operating theatre, road traffic incident or pathology laboratory brings sights and sensations not ordinarily accessible to young students.

Innovative Curriculum

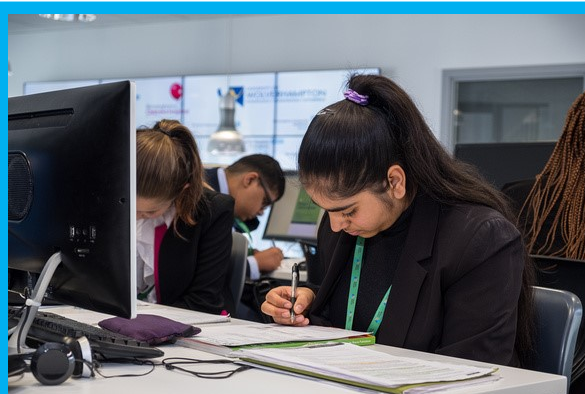
By combining academic study with real-life work projects, personal development activities, and career opportunities our young people become well-rounded, work-ready individuals.

Recognised academic qualifications

To ensure their bright future our students will gain the same highly valued academic qualifications at Health Futures as they would in any school or college.

Strong Partnerships

Through a robust partnership of many of the region's major health, education and public sector organisations, Health Futures' students meet employers' demands for good qualifications, transferable skills and a professional attitude to work, whatever career they may eventually choose.

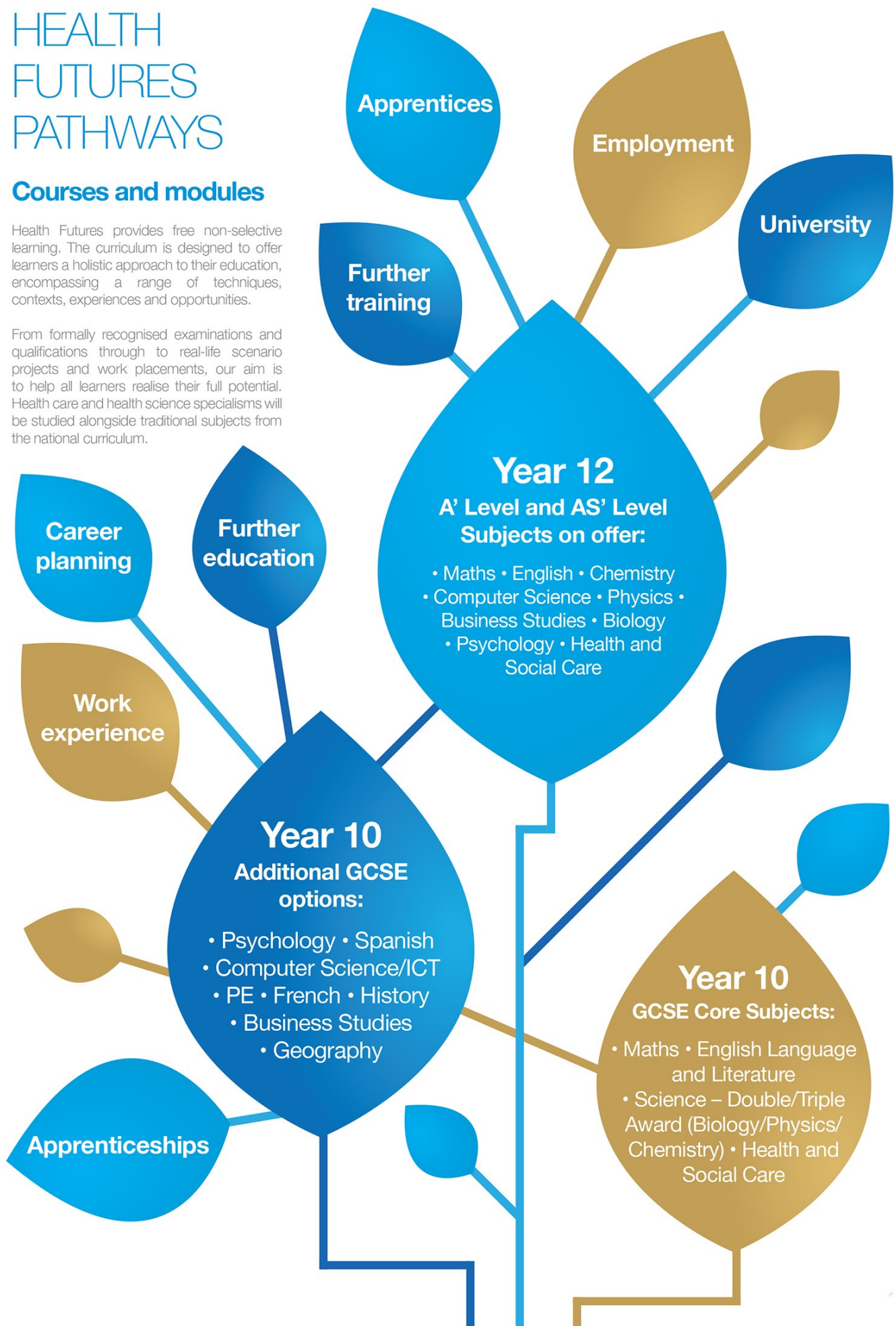


HEALTH FUTURES PATHWAYS

Courses and modules

Health Futures provides free non-selective learning. The curriculum is designed to offer learners a holistic approach to their education, encompassing a range of techniques, contexts, experiences and opportunities.

From formally recognised examinations and qualifications through to real-life scenario projects and work placements, our aim is to help all learners realise their full potential. Health care and health science specialisms will be studied alongside traditional subjects from the national curriculum.



Current partnership employers



**Sandwell and West
Birmingham Hospitals**

NHS Trust

University of Wolverhampton(Lead Partner)



West Midlands Ambulance Service NHS Foundation Trust(Lead Partner)



Midcounties Co-operative Pharmacy(Lead Partner)

Dudley and Walsall
Mental Health Partnership NHS Trust

Birmingham and Solihull Mental Health NHS Foundation Trust

Birmingham Children's Hospital



Birmingham Community Healthcare NHS Trust



Birmingham Women's Hospital NHS Foundation Trust

Black Country Partnership NHS Foundation Trust

Black Country Partnership
NHS Foundation Trust



Compton Hospice



The Dudley Group
NHS Foundation Trust

Dudley and Walsall Mental Health Partnership NHS Trust



Health Education England (HEE)

**Birmingham Community
Healthcare**
NHS Foundation Trust

Heart of England NHS Foundation Trust



Sandwell and West Birmingham Hospitals NHS Trust



Sandwell College



Sandwell MBC

Health Education England

The Dudley Group NHS Foundation Trust

The Royal Orthopaedic Hospital NHS Foundation Trust

Birmingham
and Solihull **NHS**
Mental Health
NHS Foundation Trust

The Royal Wolverhampton Hospitals NHS Trust

University Hospitals Birmingham NHS Foundation Trust



Walsall Healthcare NHS Trust

**The Midcounties
Co-operative**



University Hospitals **NHS**
Birmingham
NHS Foundation Trust



Health
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Thank you for accessing this candidate pack.

Visits to Health Futures UTC are warmly welcomed and highly recommended.

Please contact Annette Guest on 0121 794 2888 to arrange a visit.

Closing Date: Friday 23rd March

Interview date: Tuesday 17th April and Wednesday 18th April

Contact Us

Tel: 0121 794 2888

Email: a.guest@healthfuturesutc.co.uk

Or visit our website

www.healthfuturesutc.co.uk



University
Technical
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