





WELCOME

Thank you very much for your interest in becoming Principal of Richard Rose Morton Academy.

The Academy has undergone a significant transformation. After a period of significant underperformance, the academy is now 'Good' with outcomes improving year on year. It is a popular school in a modern, spacious building, and plays an important role in its community. It benefits from close collaboration with its sister academy, Richard Rose Central, only 3 miles away. Located in Carlisle, the school is close to the beauty of the Lake District and the Eden Valley, and is commutable from many locations north and south of the Scottish borders thanks to good national rail links and the M6 motorway.

Whilst the school and United Learning are rightly proud of achievements so far, there is more to do. We are now looking for a Principal to lead the academy through the next phase of its journey to excellence, ensuring it provides children with an inspirational learning environment and the very best opportunities right through their education. To support you to drive improvements you will have access to the support and resources of United Learning, including educational expertise, specialist finance, HR and technology business partners, as well as access to national and regional CPD and enrichment opportunities.

We are looking for a Principal who believes that extraordinary success is possible. Under your new inspirational leadership, the academy will move to the next stage of its improvement, with an emphasis on our five principles: the best in everyone, powerful knowledge, education with character, leadership in every role and continuous improvement. As a confident leader, you will have the ability to motivate others and command respect in staff and pupils alike as well as the local community. The academy needs a leader with a clear vision, and the focus to drive forward continued improvement at the school.

United Learning is deeply committed to the progress, success and safeguarding of all children and young people. We believe in serving local communities through creating excellent schools that provide outstanding education and support all the children of the area. Our Principals are central not only to the leadership of their school but also to the collective leadership of the Group. As a Group, we aim to offer more by working together than any single school could on its own: we aim to support and develop leaders, provide excellent professional development for all staff and offer broader experiences for children and young people.

The role would be suitable for either an experienced Principal who wants a unique new challenge; or a Deputy Head with the drive and passion to take on a new experience. This will be a demanding but deeply rewarding headship for a skilled and ambitious school leader.

With best wishes,

Jon Coles Chief Executive



THE SCHOOL

Richard Rose Morton Academy has been transformed. From being in special measures in 2013, marking a long period of underperformance, since joining United Learning in 2014, the school has improved year-on-year and is now a good school. The percentage of students achieving 5 good GCSEs with English and maths has increased by almost 30 percentage points in four years. The academy achieved a positive Progress 8 score for the first time in 2017, with almost all subject areas achieving their best ever set of results.

The school is dedicated to ensuring each student gains the knowledge, confidence and skills to make a success of their future lives, supported by a state of the art building and a dynamic and exciting learning environment. It is a happy, hardworking and harmonious place. The staff share a dedication and commitment to motivate and inspire students to achieve beyond their expectations. Together they aim to ensure that students receive an excellent experience, every lesson, every day.

The academy's reputation in the local community has dramatically shifted. Previously bottom of the Cumbrian league tables, the academy is now competitive in the local area and increasingly popular: student numbers have risen sharply and the current Year 7 is the largest intake so far.

Located a short drive from Carlisle city centre, Richard Rose Morton is a rapidly growing 11-16 school, with a shared sixth form located at the site of its sister academy, Richard Rose Central, with whom it works very closely. The school sits at the heart of its community and has the potential to grow into a truly exceptional school. The academy benefits from collaboration with schools across the North as well as being part of the wider United Learning network. Situated close to the M6, the academy can be easily commuted to from a wide geographical area and provides easy access to the North Lakes, the Scottish Borders and the Eden Valley.

Whilst being rightly proud of all the achievements made, there is still much to do. Under your new inspirational leadership, the academy will move to the next stage of its improvement, with an emphasis on our five principles: the best in everyone, powerful knowledge, education with character, leadership in every role and continuous improvement. You will model daily what good and outstanding looks like, demonstrate a clear commitment to the school and its community, and be passionate about education and the difference it makes to the lives of young people.

The last Ofsted inspection in October 2017 judged the school as Good in all areas. You will need to consolidate this achievement, which provides a firm foundation on which to build further progress towards excellence. United Learning is committed to supporting the Principal with the expertise of the Regional Director, as well as a team of highly regarded subject advisers and business partners.

We fully recommend that you take the opportunity to make an informal visit prior to making your application to see the school for yourself.





CARLISLE

Carlisle is the county town of Cumbria — a small compact city, steeped in history and surrounded by glorious countryside and designated areas of natural beauty: the Lake District National Park, recently awarded Unesco World Heritage status, North Pennines, Northumberland National Park, Solway Coast and Scottish Borders are all within 15 miles/ 20 minutes. The city has excellent connections to the rest of the country and is on the west coast main line and the M6.

Carlisle has been voted 'Britain's Happiest City', not least due to having the beauty of the natural world on its doorstep. The relatively low cost of housing and living, the friendliness of the people, a real sense of community, and the attractive retail opportunities with both independent shops as well as the usual chains in plentiful supply, all contribute to this well-being.

The history of the city goes back to Roman times, when the Romans established a settlement, primarily to serve the forts on Hadrian's Wall. In the 12th century, King Henry 1 founded a religion establishment, making the Priory into a Cathedral. Carlisle Castle is a great medieval fortress that has watched over the City for over nine centuries. The city boasts an impressive station, well served by train links to London, Newcastle, Manchester, Birmingham, Glasgow and Edinburgh.

A fantastic quality of life is on offer in Carlisle and Cumbria more broadly. The 'Visit Cumbria' website: www.visitcumbria.com lists all the many and varied activities on offer in the region, from biking and birdwatching to windsurfing and walking. The area attracts professionals from all over the country seeking a different lifestyle that is affordable, outdoors and hassle free, without compromising on the quality of professional colleagues, working environment and support for career development.

If you are considering a relocation, please do take the opportunity to learn more about the City and the wider region — there is so much to do here. As well as a generous salary and benefits package, a relocation allowance will also be available for the right candidate.



JOB DESCRIPTION

The Principal will lead and inspire excellence throughout the whole academy. They will work alongside staff to ensure success for all students at every stage of their education and provide them with the skills and confidence in their future life and work.

As a senior leader within United Learning, the Principal, together with the Local Governing Body (LGB), will be responsible for establishing and implementing the vision and direction for all students throughout the school. In leading the school, the Principal will ensure that United Learning's ethos and values are deeply embedded and visible, securing 'the best in everyone' for both staff and students.

Broadly, the responsibilities of the role are as detailed below:

EDUCATIONAL LEADERSHIP AND MANAGEMENT

- Ensuring excellent academic outcomes in all key stages;
- Developing outstanding teaching and learning for all students;
- Embedding an aspirational and innovative culture of learning;
- Implementing a rigorous system of monitoring to evaluate the work of the school;
- Securing and maintaining high standards across the whole school;
- Embedding a fulfilling and enriching curriculum for all children;
- Setting and achieving aspirational targets for all students that ensures rapid progress to become an excellent school;
- Knowledge of secondary educational practice;
- Ensuring the welfare and safeguarding of all students from all groups.



STRATEGIC LEADERSHIP AND MANAGEMENT

- Defining and delivering the vision and objectives of the school and the School Strategic Plan as agreed with the LGB and the Regional Director;
- Leading the school in partnership with the LGB and United Learning senior leaders;
- Developing and implementing a robust strategic plan that ensures the school builds on its good Ofsted judgement and continues its journey to excellence;
- Working collaboratively with the Principal at the sister academy, Richard Rose Central, to ensure a strategic approach to delivering efficiencies and learning from one another;
- Developing and maintaining the values of United Learning within the school;
- Contributing professionally to the broader United Learning agenda.

PEOPLE LEADERSHIP AND MANAGEMENT

- Leading on all staffing issues, including the appointment and development of staff;
- Ensuring a culture of working together to achieve high standards throughout the school;
- Promoting staff well-being within the Framework for Excellence;
- Managing performance and ensuring that staff receive appropriate support in order to achieve excellence;
- Leading reflective practice and inspirational professional development that enables all members of staff to flourish;
- Promoting equality and fairness for all staff;
- Taking responsibility for one's own professional development as the Principal.

FINANCIAL AND BUSINESS MANAGEMENT

 Working closely with the Business Manager (who works across both Richard Rose United Learning academies) to ensure budgets are set and managed within guidelines agreed with the LGB and the Group through the Regional Director and Chief Financial Officer:

- · Monitoring actual spending against budget;
- Monitoring and evaluating the impact of funding to support the progress and achievement of priority groups including Pupil Premium pupils, SEND and Sports Premium;
- Implementing key Group-wide policies and strategies
 (e.g. in relation to Compliance, Finance, HR and Technology);
- Ensuring that efficient administrative systems are implemented and managed;
- Managing and utilising the site and facilities to their full value to the academy, the Group and the community;
- Ensuring that health and safety and safeguarding policies are fully implemented and managed.

LINKS WITH COMMUNITY AND BUSINESS

- Developing strong and effective partnerships with parents;
- Developing a thriving sense of school community to include present and past students and parents;
- Creating proactive, entrepreneurial and effective links with the wider community;
- Making a strategic contribution to the development of the Group;
- Developing strong and effective partnerships with local primary schools, colleges and universities;

REPORTING

The Principal of Richard Rose Morton Academy reports to the Regional Director – North, who is responsible to the Director of Secondary Academies and upwards to the overarching Charity Board through the Chief Executive.

The LGB, and its Chair in particular, will also work closely with the Principal in relation to its responsibilities to act as a 'critical friend' to the school. This relationship with the Chair and LGB will be key to driving the school forward and further developing local partnerships.

The Principal will keep the Regional Director fully informed on the progress of the school and will participate in Review and Support visits, Termly meetings and will submit reports for consideration as appropriate. The Principal will participate in an annual performance review as part of the agreed appraisal process.



PERSON SPECIFICATION

EDUCATION AND TRAINING

- Educational and professional qualifications appropriate for the role of Principal of the school. Such qualifications would normally include a degree from a recognised university, professional qualifications (for example PGCE) and ideally a further postgraduate qualification;
- Evidence of professional development across career to date.

EXPERIENCE

- Demonstrable success in a leadership role in a comparable organisation and through significant periods of development;
- A proven track record of securing excellence in an educational establishment:
- A proven track record in rapidly raising students' achievements;
- Evidence of the ability to develop excellent relationships with staff, members of the local community, parents and students aged 11-16 years of age, as well as sixth form transition;
- Experience in leading and developing colleagues and effective teams.

KNOWLEDGE, SKILLS AND QUALITIES

- An in-depth understanding of school leadership and school improvement needed to achieve outstanding student progress and personal development;
- The ability to create and implement effective management systems in which roles, responsibilities and accountabilities are clearly articulated;
- An understanding of the importance of research in developing approaches to learning and curriculum design and the ability to put this into practice;

- An understanding of the requirement and expectations across KS3 and KS4. Knowledge of effective KS5 provision would be desirable;
- A thorough understanding of school markets, the analysis required to develop those and the skills to implement successful marketing strategies.

PERSONAL QUALITIES

- A clear understanding of and commitment to the development of the United Learning values, ethos and the Framework for Excellence;
- Belief in equality of opportunities for all students and staff regardless culture, gender, ethnicity, sexual orientation or religious identity;
- Clarity of vision with the ability to communicate it in a compelling and engaging way;
- An adaptable leadership style which encourages leadership from others and celebrates success:
- Determination and resilience;
- Sensitivity and wisdom in managing relationships with pupils, parents and staff:
- High level interpersonal and communication skills with the capacity to influence at all levels;
- High expectations of student achievement, conduct and behaviour;
- A commitment to collaborative working, both within the school and across the Group;
- Openness, sense of humour, energy and enthusiasm.





ABOUT UNITED LEARNING

United Learning is a group of schools which aims to provide excellent education to children and young people across the country. We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out 'the best in everyone' — students, staff, parents and the wider community. We uniquely comprise schools in both the state and the independent sectors. We currently educate over 40,000 students and employ over 7,000 members of staff including over 4,000 teachers.

As a group, we can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences. We believe that our Group contains the most developed relationships and practical interaction between independent and state schools in the country, creating benefits for all the schools involved.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies.

To find out more about United Learning, please visit the website: www.unitedlearning.org.uk

As part of United Learning, Richard Rose Morton Academy will share the objective of bringing out 'the best in everyone', enabling each student to become a balanced, happy and articulate person with intellectual freedom, confidence, compassion, integrity and a lifelong love of learning.



OUR ETHOS

Our approach to education is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We believe in supporting our colleagues to achieve excellence and in acting with integrity in all our dealings within and beyond the Group. We believe the safety and welfare of all children and young people is paramount. We summarise this ethos as 'the best in everyone'.

This ethos underpins our core values:

AMBITION – to achieve the best for ourselves and others;

CONFIDENCE – to have the courage of our convictions and to take risks in the right cause;

CREATIVITY – to imagine possibilities and make them real;

RESPECT – of ourselves and others in all that we do;

ENTHUSIASM – to seek opportunity, find what is good and pursue talents and interests;

DETERMINATION – to overcome obstacles and achieve success.

As a single organisation, we seek to bring together the best of independent and state sectors, respecting both traditions and learning from each. We believe that each of our schools is and should be distinctive — committed to developing its own strengths and identity while sharing our core values to promote service, compassion and generosity.

CONTINUING PROFESSIONAL DEVELOPMENT

We believe that successful organisations make a priority of developing their staff; all the more so in education, where the people of the organisation are its most important asset. While the development of all staff is important, we make support and professional development of Heads and senior leaders a particular priority, given the impact that leaders have on the life of staff and students alike.

We work on the basis that each of us, however effective, can always improve. The new Principal of Richard Rose Morton Academy will set personal development objectives with the Regional Director — North each year, and would be supported to achieve them. The Principal would also be asked to take a role in supporting the leadership of the whole organisation, working with other Heads in the Group, and sharing ideas and practice with one another. He or she will have the benefit of accessing a range of networks, including the Group Education Forum which brings together Heads from across the Group six times a year.

United Learning has also commissioned training programmes from major universities. We provide 360-degree feedback as part of professional development.

We believe that schools are at their best when they are autonomous and able to develop a distinctive ethos, reflecting the needs of their students and the context within which they work. The Group can get behind the work of Heads and leaders in schools through creating strong networks, providing outstanding educational support and professional development, and by taking the strain of professional functional support. We aim to ensure that the technology, finance, HR and data support is provided more effectively and efficiently than would otherwise be possible, so that Headteachers can focus on educational leadership.

The newly appointed Principal at Richard Rose Morton Academy will also benefit from a comprehensive induction programme.

OUR FRAMEWORK FOR EXCELLENCE

To achieve our mission, our schools prioritise five key principles:

'THE BEST FROM EVERYONE'

Our aim is to bring out 'the best in everyone'. So we must expect the best from everyone, all the time. Every child is a special individual, capable of extraordinary things. Who can know the limits of any child's potential? So, we expect unreasonably — we constantly challenge children to do what they think they can't, to persist, to work hard and to be at their best.

From every adult we expect the same: that they are at their best, expect unreasonably of themselves, are determined and resilient and pass those expectations on to the children in all they do. We act with the utmost love, care and good faith — the highest standards come with the greatest attention to the wellbeing of all.

'POWERFUL KNOWLEDGE'

Our most important purpose is to teach young people things they would not learn outside school, which free them to think and act more powerfully in their lives. Words and numbers are our most powerful ways of representing the world. Mastery of language and fluent mathematical skills are therefore our top priority. We aim to prepare young people to make a success of their lives: a core entitlement to subject-based learning; the development of talents; an understanding of work and society.

Worthwhile learning is often hard. Inspiring teaching is what gives access to difficult concepts and the thrill of intellectual discovery. Powerful knowledge is not static or backward-looking. It includes the ability to critique, challenge the status quo, think and learn.

'EDUCATION WITH CHARACTER'

Academic success is very important. Exam passes are an important aspect of that. But there is more to a good education. Our schools also aim to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life.



HOW TO APPLY

For your application to be considered, we will need you to:



(including referees – one of whom must be your current or most recent employer – education and employment history) using our online portal via:

https://unitedlearning.current-vacancies.com/Jobs/ Advert/1098438?cid=1567

COMPLETE AN ONLINE COVERING LETTER

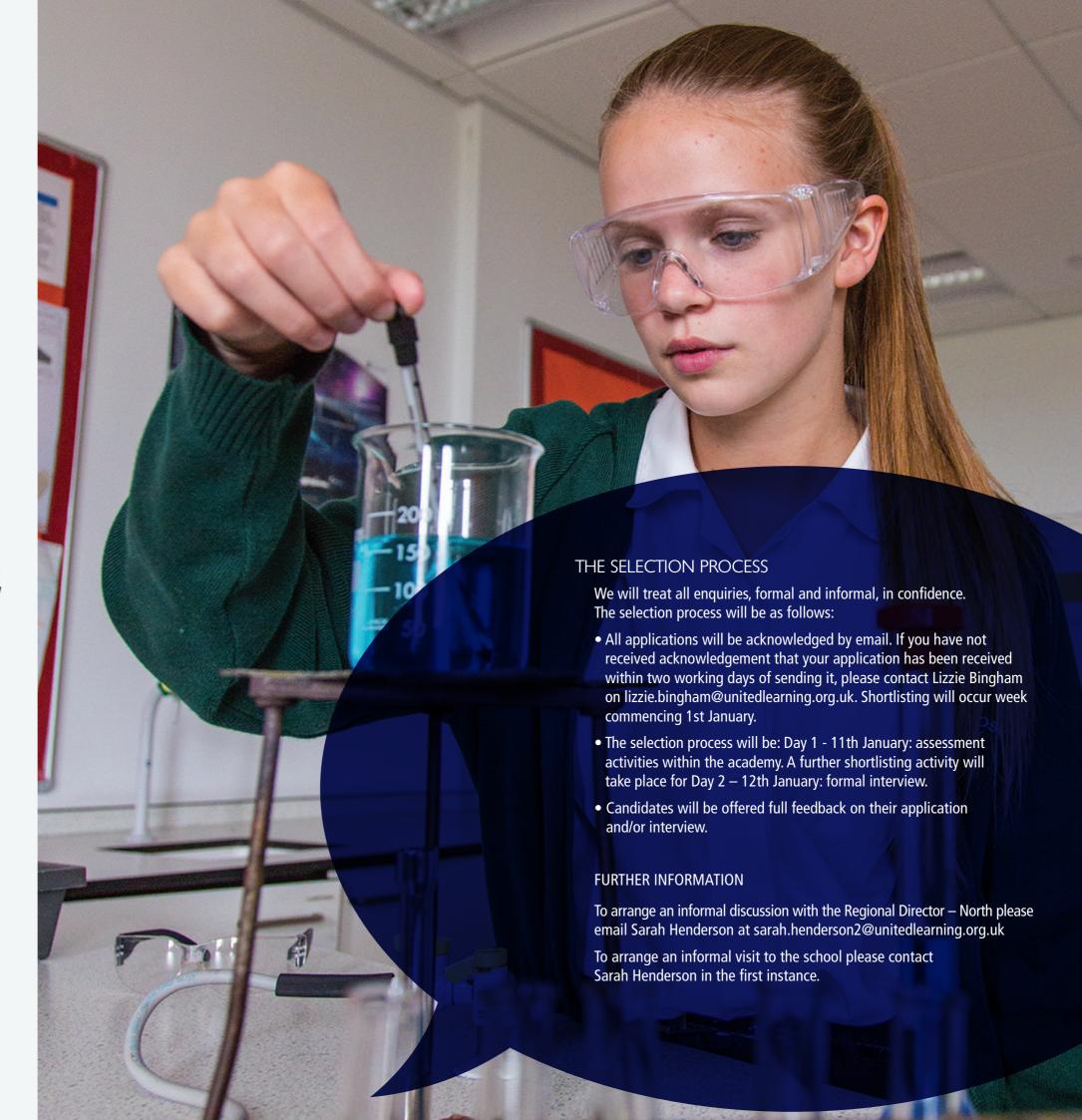
You will be prompted to do so after completing your profile, which explains your motivation for applying and outlines your suitability for the role including how you satisfy the requirements of the Person Specification. Please confirm in your letter that you are available for the interview date (see below) around which there is no flexibility.

This supporting statement should be no longer than 4000 words.

PLEASE PROVIDE US WITH 2 REFEREES WHEN PROMPTED TO DO SO

In line with our practice on safer recruitment, we will take up references for all those candidates who proceed to interview, as well as asking candidates to complete a standard application form.

The deadline for receipt of applications is midnight on **Sunday 31st December 2017**.





United Learning's normal terms of conditions of employment for the position of Principal. The final detailed terms and conditions are subject to agreement between United Learning and the successful candidate and will be reflected in the formal employment contract.

EMPLOYER

United Learning Trust

POSITION

Principal, Richard Rose Morton Academy

REPORTING LINE

Regional Director – North

LOCATION

Richard Rose Morton Academy or such other nearby place operated by the school or to which the school may relocate.

START DATE

To be negotiated.

STARTING SALARY

The salary will be commensurate with the significance and importance of the post and the experience of the successful candidate.

ILL HEALTH

United Learning's sick leave and pay policy will apply. The policy allows for a three years' sliding qualification period, at the end of which you will be entitled to full pay for 100 working days and half pay for 100 working days.

HOLIDAYS

You are entitled to take holidays during the normal school holidays except where your presence is required for proper execution of your duties as Principal. United Learning would expect you would not have less than six weeks of the year without any work involvement.

TEACHERS' PENSION SCHEME

The Principal is eligible to be a member of the TPS.

HEALTH INSURANCE

The Principal is eligible to be a member of United Learning's medical insurance scheme, currently with BUPA. It is also possible for other family members to be included within the policy but, when this happens, there is a charge.

RELOCATION

Assistance with relocation is negotiable and may be available up to a maximum of £8,000 on the basis of receipts relating to actual relevant expenditure.

SAFEGUARDING

United Learning is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS (previously CRB) check is required for all successful applicants.



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