


# RSA

Central RSA  
Academies Trust



## RSA ACADEMY, TIPTON PRINCIPAL INFORMATION PACK

**Central RSA Academies Trust**

Social Justice through exceptional Schools



START

# INTERESTED IN BECOMING A **PRINCIPAL** OF A GREAT SCHOOL WITHIN AN ORGANISATION WITH A **POWERFUL VISION** AND **STRONG VALUES?**

We are a group of schools with a strong and powerful relationship with The Royal Society for the Encouragement of Arts, Manufactures and Commerce (The RSA).

The RSA has a [strong history](#) of supporting educational innovation, thinking and approaches, going back as far as the Nineteenth Century.

Today we work together as a group of schools, working closely with the RSA, to ensure the best possible educational outcome for young people in our schools. We aim to ensure excellent test and examination results for our students, and ensure they are fully prepared for a happy and fulfilling life.

## WE BELIEVE IN BEST!



# THE HISTORY

- 2008** The Academy opened as [RSA Academy](#), Tipton in 2008. The Academy was the first of its kind to be sponsored by the Royal Society for the Encouragement of Arts, Manufacturers & Commerce.
- Our sponsor, [the RSA](#), has since expanded it's reach and has five schools within our Trust and others in our wider RSA Family under its sponsorship.
- The Academy is over subscribed, and serves the borough of Sandwell but because of its geographical position students do join us from the boroughs of Wolverhampton and Walsall too.
- 2010** The school has purpose built fantastic facilities for students and staff and these were opened in September 2010, with the addition of a new block on the site which opened in September 2017.
- 2017** The school joined the Central RSA Academies Trust in October 2017 and has been working closely and collaboratively with staff and students across the Trust to offer greater opportunities for all. The school is under the Leadership of its current Principal, Trish Hammond, who is due to retire and the Trust are now seeking to appoint the school's future Leader.

## PUPILS IN NUMBERS

1072 Students on roll	11 LAC
518 girls	162 SEN
554 boys	234 Free School Meals
15 EAL	380 Pupil Premium

# THE **ROLE**

This is an exciting and challenging role and you will need to provide strong leadership to staff, students, governors and partners. You will need to be able to maximise individual achievement and attainment through an inclusive approach, high quality learning and teaching which motivates, inspires, challenges and empowers students and staff.

We will expect you to challenge, support and inspire students and staff by creating a shared vision and clear direction of improvement for the Academy.

You must ensure a consistent and continuous Academy-wide focus on raising pupils' achievement and attainment.

Be passionate about the role and be able to organise and implement a diverse, flexible curriculum with an effective assessment framework.

You will be able to manage the Academy's financial and human resources effectively and efficiently to achieve the Academy's educational goals and priorities, with support from the Trust. Developing all students' and staff's versatile skills and attitudes required for lifelong learning in a rapidly changing world.

Using a collaborative learning culture within the Academy you will actively engage with other schools and partners to build effective learning communities, in particular those in the Central RSA Academies Trust.

You will be a leader that develops the Academy, building the commitment of all stakeholders to a culture of constant improvement; so that the Academy can fulfil its potential, fostering a reputation for high academic performance and pastoral care.



# OUR INVESTMENT IN YOU

By being part of the Trust it allows The RSA Academy, Tipton to increase the prospects already offered to our students in terms of school life, aspirations and the unique opportunities presented by our association with the RSA. As a new Principal in our Trust you are entitled to a comprehensive induction programme leading beyond the first year.

You will have:

- An NLE personal coach with very regular input
- Management support from our Executive Principal (CEO) and SIP support
- Access to NPQH if not already achieved
- Comprehensive CPD by identified need
- Access to support through RSA Academies
- Access to the RSA and opportunity to become a Fellow of the RSA (FRSA)
- Support from our other Principals, informally, but also as part of the Central RSA Academies Trust Principals' Executive Team which meets every three weeks

[Our Strategic Plan](#) outlines our strategic objectives:

## POWER TO CREATE...

1. Outstanding Professionals
2. Innovative Systems enabling creative schools
3. Strong Partnerships & Communities

Which Enables...

4. Exceptional Learners

## OUTSTANDING PROFESSIONALS

Great schools are created through having great teachers and support staff. We aim to recruit and develop a great workforce, highly skilled and passionate about getting the very best for all of our pupils.

We are creative and flexible in our approach to recruitment, ensuring we are resourceful in getting the very best talent and, indeed, people with the potential to be the very best. Our induction procedures are carefully constructed and detailed to ensure that new staff, whatever their position and experience, get the best possible opportunity to excel very quickly within their role.

From career entry through to executive headship, we seek to develop staff through in-school CPD, cross-Trust CPD, through the RSA Academies Teaching School Alliance and by our other strong partnerships to support staff in being the best they can be. All leadership posts have strong induction wrapped around them, with external mentoring invested in for all senior posts.

Use of short and long-term secondments within the Trust are routine to develop staff in preparation for readiness for the next step. Our HR professionals seek to operate 'on the front foot', developing staffing models as needed to get the very best from individuals and teams, utilising information gathering from new starters, established employees and those leaving the Trust's employment, so that we can get better and better in terms of developing and deploying colleagues in all of our schools and in all of the myriad of roles in our Trust.

We are supported by a procured, independent, Trust School Improvement Partner and other improvement consultants. We are also supported by our growing central school improvement team and by professionals from across our schools and the Teaching School Alliance in enabling school to school support within and beyond the Trust.

# KNOWLEDGE, ATTRIBUTES AND SKILLS THROUGH EXCELLENT EXPERIENCES (KASE)

The leadership across our Trust has agreed a broad curriculum framework known as KASE (knowledge, skills, attributes and experiences). Developing these well, we believe are key to the current and future success of the young people in our schools. Each school creates their own approaches to developing the skills and attributes.

The skills and attributes have an identified leader across the Trust to lead Co-design and, where most effective practice emerges from within the Trust and beyond, then standardisation of approach will be agreed as appropriate.

## KNOWLEDGE OUR PUPILS ARE ALL ENTITLED TO:

- Know, understand and have mastered the key concepts and questions related to, and arising from, each subject discipline (Expert)
- Locate their experiences within a broader sense of society and understand the purpose and relevance of subject disciplines (Purposeful)
- Opportunities for dialogue within subjects to build and use subject specific vocabulary (Fluent)
- Know and understand their own learning journey with opportunities to explore progress and shape that journey (Self-Regulating)
- Know, understand and contribute to the assessment process (Self-Directing)

## ATTRIBUTES OF CHARACTER ALL SCHOOLS WILL CREATE THE CONDITIONS IN WHICH THESE CAN BE NURTURED. OUR PUPILS ARE ALL ENTITLED TO:

- Experience opportunities to take risks, doing so purposefully and with understanding (Risk-Tolerant)
- Demonstrate the willingness to persist and overcome difficulties in order to build resilience (Resilient)
- Reflect upon, and learn from, their own and others' behaviours (Reflective)
- Engage with, and develop appreciation of own communities (community spirited) and other communities including their lifestyles, cultures and values (Empathetic)



## SKILLS OUR PUPILS ARE ALL ENTITLED TO:

- Generate solutions to authentic problems and challenges with originality as part of a creative process (Problem-Solving)
- Interact purposefully with others, including groups and teams, in a variety of different contexts (Collaborative)
- Communicate effectively, frequently and purposefully through different channels including discussion, debate and questioning developing Oracy skills (Communicative)
- Access texts in order to interpret/understand and write effectively for different purposes (Literate)
- Engage in, understand and take responsibility for their part in the learning process and, in addition, contribute to the learning of others (Metacognitive)
- Learn how to study, retain key information and perform confidently in public examinations (Pragmatic)

## EXPERIENCES OUR PUPILS ARE ALL ENTITLED TO:

- Enjoy, experience excitement and find significant value in their school experience (Engaged & Enthused)
- Take an active part in visits and trips which are beyond their own life experience or those of their school (Cosmopolitan)
- Access meaningful and extended opportunities to appreciate what Higher Education and Employment can offer (Autonomous)
- Be fully involved in an ambitious project which impacts on a wider audience than their peers (Champion)
- Be stretched by a range of experiences which challenge their view of themselves and their future (Self-Aware)
- Experience authentic responsibility in and around school (Responsible)

# RSA COMMITMENT (OUR SPONSOR)

As part of the evolving journey of RSA Academies and our relationship with our schools and the communities they serve, we have been exploring our 'distinctiveness' and asking, 'what makes an RSA school?'

As a considered response to this the RSA have created three school-wide 'commitments' that relates to the arts, creativity and cultural education and to the world beyond school. Here they are:

Arts, Creativity and Cultural Education Commitment  
Preparing for the World Beyond School Commitment  
Inclusions, Mental Health and Well Being

They have been developed by the RSA Academies team, in close consultation with the RSA Academies Board and the Chairs of Governors and Principals of all the RSA schools. As such, they are a commitment that everyone has signed up to and has a part to play in making happen. They are a journey however, and each school is at a different starting point with ideas and activities to share as well as areas to learn. The RSA's role is in supporting and providing opportunities for the schools to do this, whether through our 'resource packs', connections with RSA Fellows or wider local, national or international networks.

The commitments are about the culture of the school fundamentally, and their sense of place in local community as well as ways to work with other schools in the RSA Family of Academies – in short about the opportunities open to the children and staff.

[RSAA Teaching School Alliance](#) works with our schools to recruit and train new entrants to the teaching profession, identifies leadership potential, and provides support for schools. Currently:

75 % of Secondary trainees passed at Grade 1

RSAA TSA completion rate (secondary) 90%

RSAA TSA completion rate (primary) 100%

Employment rates (Secondary) 80%

Employment rates (Primary) 100%



# HOW TO APPLY

We advise all applicants to have an informal conversation with Guy Shears, Executive Principal (CEO) of the Trust about this role. Please contact the Central RSA Academies Trust office on 0121 2703117 to arrange.

For a private and confidential discussion about this exciting post please contact Chris Gartner from our recruitment partner Hays Leadership on 07595 646 645 or via email to [chris.gartner@hays.com](mailto:chris.gartner@hays.com)

We also encourage applicants to visit both our Trust website and school website at:

[www.centralrsaacademies.co.uk](http://www.centralrsaacademies.co.uk)

[www.rsaacademy.org](http://www.rsaacademy.org)

To apply please complete the [application form](#) and the following supporting document:

Candidates should write a letter (no more than 2 sides of A4) that outlines:

- Their vision for RSA Academy, Tipton
- Two examples of school improvement work that demonstrate the qualities needed for this post
- What the current priorities, opportunities and threats are for the school

**Completed applications should be returned by 9am 9<sup>th</sup> January 2019**

Central RSA Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post will be subject to an enhanced DBS clearance.



