

North Cornwall Learning Trust



Headteacher

Sir James Smith's School

North Cornwall Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

December 2018



Dear Applicant,

Thank you for the interest you have shown in this exciting position of Headteacher at Sir James Smith's School. We believe this is a stimulating and unique opportunity to work within the school, North Cornwall Learning Trust and to build upon a strong foundation of teaching and learning excellence.

The Governing Body is seeking to appoint a new Headteacher who will be an enthusiastic and passionate leader with vision and energy, able to inspire at every level. S/he will be able to communicate effectively with the wider school community and able to relate to others with sensitivity and a sense of humour. The Headteacher will have a sincere interest in developing the full potential of each student and a real belief in collaborative leadership.

Sir James Smith's School is at a crucial time of change and development; we are looking for a leader to build on Good, identify excellence and move it to Outstanding. The Headteacher is also a prominent figure in the local community and so requires considerable 'political' acumen to engage with individuals and agencies beyond the school. Governors will also be looking for someone with marketing acuity to further build on the school's excellent reputation.

I enclose information about the school. In writing your letter of application (no more than three sides of A4), please give reasons why you feel you fulfil the Person Specification requirements. Please also include:

1. A brief statement on your beliefs on the development of the whole child with regard to the curriculum.
2. Your views on what constitutes an effective Headteacher.
3. Your reasons for applying for the headship of this school.
4. A paragraph on what you see as the challenges facing schools for the foreseeable future.

Your completed application form and accompanying letter should be returned to Judith Knock, Clerk to the Governing Body, on or before Monday 21st January. Interviews will take place on Tuesday 29th and Wednesday 30th January.

We think our school is very special and I would encourage you to arrange a visit to the school or an informal discussion with myself or the CEO.

The Governing Body is excited about the position. We believe that the new Headteacher will lead our great school to excellence.

Kind regards,

Robert Rush
Chair of Governors



ASPIRATION • AMBITION • ACHIEVEMENT



Application Closing Date

Monday 21st January

Interviews will be held

Tuesday 29th and Wednesday 30th
January

Starting Date

September 2019

Salary

Group 4 ISR range L22-L26

£67,008 to £73,903



How to Apply

Applications should be returned to Judith Knock, Sir James Smith's School, Dark Lane, Camelford, Cornwall, PL32 9UJ or jknock@sirjamessmiths.cornwall.sch.uk by Monday 21st January 2019. The interview date is Tuesday 29th and Wednesday 30th January 2019.

In the interest of economy, applications will not be acknowledged unless a stamped addressed envelope is provided.

Important information for candidates

Candidates should ensure that they state all their activities since leaving school (e.g. if there has been a 'gap year' or career break).

References

References will only be requested for those candidates shortlisted for interview – **could you please warn your referees.**

Protection of Children: disclosure to criminal background to those with access to children.

In accordance with Circular LAC(86) 10 and the Rehabilitation of Offenders Act 1974 (Exemptions) (Amendments) Order 1986 all applications for posts where there will be substantial opportunity for access to children will be required to declare any previous or pending convictions, bind over orders or cautions that are 'spent' under the terms of the rehabilitation of Offenders Act 1974. Appointment will be subject to an enhanced Disclosure and Barring Services (DBS) check.

Medical/Canvassing

The successful candidate will need to satisfy the Occupational Health Medical Adviser as to her/his state of health by completing a confidential medical questionnaire prior to appointment.

Canvassing, directly or indirectly will disqualify.



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HEADTEACHER VACANCY INFORMATION

The Governors are seeking to appoint an outstanding Headteacher to lead the school and oversee and manage its future development. Sir James Smith's School is an 11-16 school of 490 pupils, projected to rise to over 500 over the next couple of years, serving the historic town of Camelford and the wider rural community. It is just the place for talented, ambitious individuals to further their career and make their mark. If you have a strong record of raising standards and have a commitment to school improvement as well as the passion and determination to make a difference, then we want to hear from you.

Sir James Smith's School, often shortened to Sir Jim's, is part of a small, developing, multi-academy trust (MAT) based in North Cornwall. North Cornwall Learning Trust (NCLT) formed in October 2018 and currently consists of one secondary school, Sir Jim's and four primary schools, Camelford, Otterham, St Breward and St Teath. The schools have been working together for several years and decided to formalise that partnership in response to the changing educational landscape.

As Headteacher at Sir Jim's, you will have the freedom to lead the school on a day-to-day basis and work closely with the Chief Executive Officer who leads the MAT and primary Headteacher colleagues. This is also an opportunity to gain experience in a rapidly developing organisation.

The MAT has a centralised school funding model; this means DfE funding is paid into one central bank account to engender a culture of all pupils in the MAT being the focus rather than pupils in each individual school. Schools retain responsibility for local budget lines. This gives Headteachers the freedom to concentrate on the core business of teaching and learning.

Sir Jim's is an oversubscribed, inclusive 11—16 secondary, rated a strong Good by OFSTED in April 2016 and we are working hard to provide an outstanding learning experience for all our pupils against a background of challenge presented by austerity, mental health and wider societal pressures and the standards agenda.

We are proud of our schools and the work that the trust is doing but we recognise that we cannot afford to be complacent, so we are looking for the Headteacher at Sir Jim's to build on our many achievements to date.

We can offer you:

- a talented and dedicated hardworking team of staff;
- enthusiastic, friendly and engaged pupils who are keen to learn;
- an experienced, involved and strongly supportive Governing Board;
- a distinctive and inclusive ethos based on co-operative values;
- a well-cared for school and grounds set in pleasant rural surroundings;
- an able senior leadership team;
- the opportunity to develop further as an effective leader and take on a high profile role in a developing multi-academy trust;
- an opportunity to lead the school at a crucial time of change and development, to build on its reputation and move it from Good to Excellent;
- a projected increase in pupil numbers;
- supportive parents/carers and strong community engagement;
- an established school with excellent partnerships working locally and beyond.

You will need to be an experienced senior leader who:

- provides a safe environment for pupils to thrive;
- understands the additional demands placed on schools by our coastal-rural context;
- command the respect of the whole school community, staff, parents/carers, pupils and governors;

- have excellent people management and communication skills, able to build and contribute to strong and effective teams, both within the school and across our developing community;
- has a proven track record of achieving high standards for pupils across all year groups;
- is able to motivate and inspire pupils, staff and parents/carers;
- sets and achieves challenging targets, high standards of behaviour, progress and attainment across and beyond the school;
- commits to working collaboratively with colleagues - in school and across the MAT - pupils and the local community;
- understands the need for schools to have an inclusive broad and balanced curriculum fit for pupils but which also satisfies the demands of DfE performance tables.

The trustees wish to appoint an innovative and highly motivated leader. You will have the drive and personality to build on the considerable progress made by the school and be prepared to meet the challenge of becoming one of a group of outstanding schools. Self-motivated and ambitious, you will secure the vision of the school, embedding a rich and challenging curriculum and develop a culture of high expectations and opportunity both within the school and beyond.

You will bring a strong record of school improvement and will actively embrace working closely and collaboratively with the governors, staff and pupils and the wider community to reinforce the school's place at the heart of the community.

To the right candidate this will be an extremely rewarding experience, an opportunity to really make a difference and lead the school to the next stage in its development.

We encourage you to visit us. To book a school tour, please contact Michelle Kirk on MKirk@sirjamesmiths.cornwall.sch.uk or 01840 213274.

If you would like to have an informal discussion about the role, please contact Judith Knock Clerk to Governors on JKnock@sirjamesmiths.cornwall.sch.uk to arrange a chat with Jon Lawrence, Chief Executive Officer.

Key dates:

School visits:	Monday 14 th January and Wednesday 16 th January 9.30am-11.00am
Closing date:	Monday 21 st January
Shortlisting:	Tuesday 22 nd January
Interviews:	Tuesday 29 th and Wednesday 30 th January

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS check will be undertaken.



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NORTH CORNWALL LEARNING TRUST

The NCLT came into being on 1st October 2018. We are a cross-phase multi-academy trust comprising one secondary school (Sir James Smith's) and four primary schools (Camelford, Otterham St Breward and St Teath). We are small rural schools with a history of working together. Governors were keen that accountability for our schools stayed local and decided that setting up our own MAT was the best way to protect our independence and safeguard our future.

Our staff are determined to improve opportunities and outcomes for all students and believe that by working together we can raise standards. Colleagues in Sir Jim's are keen to learn from their primary colleagues and vice versa. By working together and basing that partnership on co-operative values, more can be achieved for students and their families, than can be achieved by schools working alone.

Staff at our schools have a professional commitment to:

- ensuring an ethos rooted in social justice and strong ethical, moral and spiritual values;
- providing the best possible education for all students and their families;
- taking collegiate responsibility for the education of all students;
- raising aspirations and levels of achievement;
- setting high standards;
- sharing expertise, knowledge, understanding, skills and resources;
- working in partnership for the benefit of all.

There will be opportunities for some staff to work in more than one school. All staff joining after 1st October 2018 will be allocated a home school but may be expected to work in a second school or in the case of some support staff, across schools.

We believe it is good professional experience for teachers to be training with colleagues across the MAT and, where the opportunity arises, working cross-phase. To find out more about the NCLT please visit our website.

About Us

On 1st October 2018, Sir James Smith's became part of North Cornwall Learning Trust. Apart from being a 'Good' school, Sir Jim's is also a great place to work. Visitors, including Ofsted, comment on the friendly and supportive atmosphere. Staff and students are happy and enjoy their time at school. At the moment we are a Foundation Trust School and work closely with primary and secondary partners. To us, school status doesn't matter much, though at some stage we are going to have to decide on academisation.

We are a smaller than average co-educational comprehensive school, serving a large rural hinterland in North Cornwall. It's a fantastic place to live if you like the outdoors. Our extensive rural catchment area of 100 square miles includes 8 partner primary schools though we attract students from many others. The dispersed settlement pattern means approximately 70% of students travel daily by bus. North Cornwall is one of the least sparsely populated areas in England and Wales thanks to the glorious Bodmin Moor.

At present we have 30 teachers, and 34 non-teaching staff including 6 technicians, 1 Librarian, 7 clerical assistants and 7 classroom assistants. Governors work closely with staff, as do various support agencies. The small size of the school means that we all know the students very well and staff work together effectively. This is a school on a humane scale where personal relationships matter.

We have a "continental day". This means an earlier start - at 8.10 am for staff and 8.25 am for students. Students have one year assembly per week. There are 5 one-hour lessons and 2 breaks of 20 and 30 minutes. The main part of the day ends at 2.30 pm. On Mondays there are meetings; on Wednesdays and Thursdays, extra-curricular activities and late buses; on Fridays many staff go home a little earlier!

The school campus is compact and we try hard to keep the school looking the best we can.

We invest wisely in building maintenance and decoration, believing that the learning environment plays a crucial role in well-being. We share our site with: Camelford Primary School, the local Police Office, North Cornwall Adult Education and Camelford Leisure Centre.

Our school roll of 490 is rising with bigger year groups working their way up through the primaries; we will remain a 'small' secondary which is something our students, parents and staff value highly. Our small size makes it essential that we work in partnership with other education providers, not just other schools. To this end we work with: Cornwall College; Truro College; Falmouth University and Plymouth University. We also have ITT links with Exeter University.

With regard to the curriculum, the vast majority of students have always followed a traditional curriculum. Our students make excellent progress. Our 2017 Progress 8 scores placed us 5th compared to schools with similar intakes and the top performing school in North Cornwall and 6th best in county. 2018 results shows a dip in outcomes with results in a couple of subjects surprisingly lower than expected pulling down the Progress 8 score and overall grading. Ensuring Key Stage 4 outcomes return to above national average and stay there is a top priority for the year ahead and beyond.



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About Us cont'd

Over the past few years we have really shifted our focus onto T&L and the classroom experience for students. We expect most of our teaching to be 'Good' or better most of the time. But, where we differ from many schools is that we are firm believers of Professor John Hattie's approach..."rather than telling one another how to teach, teachers need to listen to each other. Just as pupils flourish in a culture where they are allowed to learn through mistakes, so do teachers." We don't do the clipboard thing or have 'mocksteds' here! Staff are expected to join a Professional Learning Group where all matters T&L can be shared so we can learn from each other. In that sense we are a very collaborative school. Being a hard-working team player is what matters most in this school.

We believe in the school as a force for good, capable of fostering responsible behaviour and good study habits. This is done by valuing all individuals, their rights and well-being. In this school relationships matter – 'Nobody cares how much you know until they know how much you care' (Dylan Williams).

There is a Staff Welfare Group. We have a student-led LGBT group called 'Unite'. There are Prefects in Year 11 and Student Associate Governors from the School Council represent students at Governors meetings. Parents are also encouraged to become involved through the Parent Engagement Group and attend special academic review days in addition to traditional Parents' Evenings.

The constraints we face as a result of rurality means we have to be an outward looking school, keen to collaborate with and learn from others, we are too small to do it all on our own. Teachers are asked to strive towards a very high ideal, creating a safe but stimulating working environment in an atmosphere of mutual respect where students can aspire become ambitious and ultimately achieve their best. We are determined to raise standards and create better opportunities for students to learn and make good progress. We hope you will want to join us – it really is a great place to work.



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About the area

North Cornwall's beaches are famous for their haunting beauty and those in the **Bude** area are no exception. Vast expanses of clean, golden, sandy beaches, often backed by rugged cliffs, have captivated many a visitor's imagination over the centuries.

Port Gaverne: Narrow shingle beach at the end of a deep winding valley. Slate from Delabole was once loaded onto sailing ships here. Old pilchard cellars.



Port Isaac: Unspoilt fishing village where white slate-hung houses run down to a sheltered harbour. Location for 'Poldark' and 'Doc Martin' TV series and films 'Amy Foster' and 'Saving Grace'. Maze of alleyways, one called Squeeze-ee-belly Alley. Old pilchard cellars, shingle beach with working crabbers.

St Gennys: Quiet hamlet high on the cliff tops, breathtaking views of the coast up to Hartland Point. Tiny church with its rare altar tabernacle. Fascinating churchyard with graves of shipwrecked mariners. Beaches: nearby Crackington Haven



Tintagel: With ruined but spectacular Tintagel Castle, built in the 12 & 13th century by the Earls of Cornwall. Legendary birthplace of King Arthur. Walks to St Nectan's Glen and Rocky Valley. Beaches: nearby Bossiney, Trebarwith Strand.

Trebarwith Strand: Small village with famous surfing beach, village inn and spectacular views.



Wadebridge: Busy shopping centre. Historic centre for river, road and rail, 17 arch bridge over River Camel, purportedly built on the foundation of wool sacks and known as 'The Bridge of Wool'. Close by the A39, south of the town are the Nine Maidens—a line of tall stones, supposedly petrified maidens guilty of dancing on the Sabbath. Attractions: Camel Trail & bike hire, Sports Centre and pool, Pencarrow House & Gardens.

Boscastle: Renowned and attractive National Trust village with spectacular cliff-hung harbor entrance, small quay and walks through beautiful Valency Valley and St Nectan's Glen. Thomas Hardy met his first wife here and based 'A Pair of Blue Eyes' on his experience in the district.



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Camelford

Small, thriving town, old pocket borough. Walks to the summit of Roughtor, on Bodmin Moor. Nearby Slaughterbridge said to be the site of King Arthur's last battle in 539 AD and is possibly the site of 825 AD Celtic defeat. Crowdy Reservoir nearby for picnics and fishing. Arthurian Centre at Slaughterbridge.

Bossiney

Pretty, sheltered cove and village between Boscastle and Tintagel. Sir Francis Drake was elected MP here. Beaches: Bossiney beach



Padstow: One of the most famous Cornish fishing ports. Narrow streets, pastel-washed medieval houses, bustling waterfront and renowned restaurants. The Saints' Way; dramatic Trevose Head and lighthouse. Beaches: nearby Harbour Cove, Trevone Bay, Harlyn Bay and Mother Ivey's Bay. Attractions: Prideaux Place - beautiful Elizabethan House set in 60 acres, Padstow Museum, National Lobster Hatchery, Camel Trail. Events: 'Obby 'Oss Day, Carnival, and Lifeboat Day.

Bude: Some of the best surfing breaks in the UK, plenty of expert surfing tuition available locally .

Stunning coastal walks for all abilities, on foot, on horse back or by bike. Family friendly, dog friendly, the locals are friendly too! Diverse cuisine using local produce, you can even catch your own supper. Shopping-local shops for local people and visitors too!

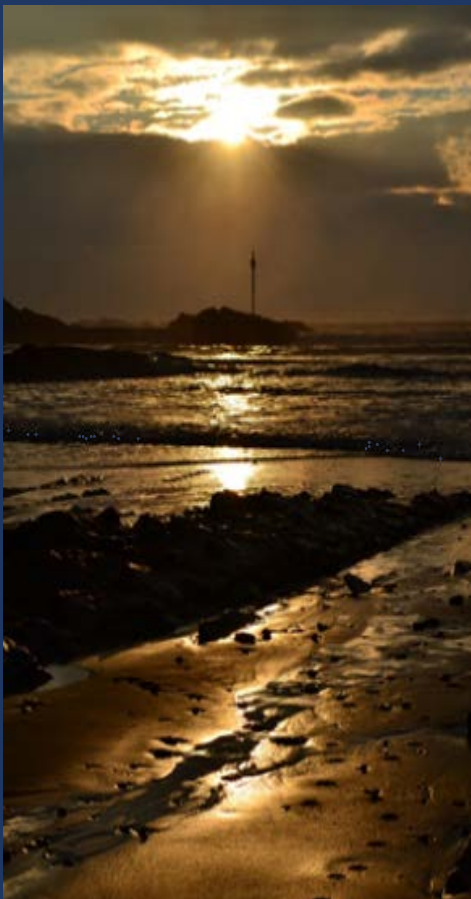
A choice of long sandy beaches, with hidden rock pools and RNLI life guard cover from Easter to September –keeping everyone safe.

18 hole links golf course, with all-weather fairways and green which are rarely unplayable.

Two of the 12 designated areas of Outstanding Natural Beauty (AONB) in Cornwall are within walking distance of Bude and 3 others are less than 35 miles away.

Bude Canal and Marshes has a "Green Flag" award—the canal side walk offers plenty of opportunity for spotting an abundance of wildlife; keep a special look out for otters and kingfishers.

For wild swimmers, Bude Sea Pool is a great place for open air swimming, practice your swimming in sea water then head out onto summerleaze beach for some body surfing.





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