



Principal Recruitment Pack



ONE IN A MILLION FREE SCHOOL IS PART OF THE ONE IN A MILLION FAMILY



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 www.oiam.org/freeschool/



ENJOYING TODAY, PREPARING FOR TOMORROW

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DEAR PROSPECTIVE APPLICANT

We are delighted that you have shown an interest in the post of Principal at our unique and popular Free School. The resignation of our current Principal, to work closer to his family home in the north west, has created an opportunity to appoint an outstanding, inspirational leader who has the capacity to make a significant contribution to the ongoing success and development of our uniquely different, innovative and dynamic school, recently judged GOOD by Ofsted. Here is some very important background information as to who we are and our journey, to help you decide whether to submit an application.

ABOUT ONE IN A MILLION

The One In A Million Charity (OIAM) was co-founded by Matthew Band and Wayne Jacobs in 2005 with a mission to make a difference to the lives of children and young people who live in disadvantaged areas in Bradford, breaking the cycle of deprivation through sports, arts and enterprise programmes. Our name reflects our values; every child is valued and unique.

OIAM comprises outstanding educationalists, teachers, business experts and sports professionals, all of whom are committed to raising educational standards within the City of Bradford. Many of the young people we support in our schools and in our community programmes live in wards in Bradford that are among the top 1% of the most disadvantaged communities in the country. Every week, One In A Million delivers community programmes for over 2,300 children and young people, and has made a significant contribution to the Third Sector within Bradford, West Yorkshire.

Our Free School opened in September 2013 and is a part of the wider One In A Million family whose charitable objectives are achieved through its community programme; corporate, events and sponsorship; and of course, our Free School. Our “Hub and Spoke” model links the One In A Million Free School (hub) with our existing range of community education and community sports, arts and enterprise projects (spokes). Our “Wheel of Hope” vision places our Free School at the heart of all that the charity does, to ensure that our innovative education projects engage, enrich and enhance the lives of as many young people as possible in and out of school and throughout the Bradford community.



OUR VALUES AND ETHOS

All staff and volunteers within the One In A Million family nurture and develop a deep sense of self-worth, confidence and ambition in all our students. We acknowledge and promote young people as being ‘one in a million’. The core values of compassion, honesty, integrity, and excellence are integral to every facet of school life. These values are our DNA and inform the behaviours of all staff and volunteers within our schools and the Charity. Our recent Ofsted report recognised that our school “promotes self-confidence and high aspirations for all pupils, regardless of their background”.

OUR VISION

The vision for our Academy has been developed as a result of the OIAM Charity’s commitment to community engagement, delivered through our community programmes of sports, arts and enterprise. We wish to establish outstanding schools, within our own multi academy trust, that offer a uniquely different learning experience that is themed across our specialisms of sport, the arts and enterprise and framed around a connected and creative approach to learning. We believe our unique learning offer will enhance the life chances of all our students, ensuring that they can utilise their skills and talents to better themselves and their communities. We welcome the opportunities that the new Ofsted framework will afford us, to create a truly innovative and creative curriculum, tailored to the needs of our students. When students leave One In A Million School, they will be active participants in their community, acting as role models and using their talents and skills to engage others in positive community activities and programmes. Our students will be confident and have a level of self-belief and self-discipline that enables them to participate in professional and leisure



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OIAM
WEBSITE

based activities through work and/or volunteering. Our students will be proud of the communities in which they learn and live. Ofsted recently acknowledged, “the programme of careers information, advice and guidance is strong”. 98% of our former year 11 students secured places in further education and apprenticeships.

OUR SCHOOL

We are a small secondary school. The OIAM Free School opened in September 2013 with 60 students in Year 7 and each year our student population has grown. We have increased our PAN and today our school has 365 enrolled students. Each year we are heavily oversubscribed for places, but we will remain a small school. Relationships are key to our offer and we will always adopt a family approach so that students feel valued and connected. As such we have small classes with every student supported by a Learning Coach and every teacher knowing every student.

The student is at the heart of everything we do. We know every school claims this, but it is our passion to make sure that our motto ‘One In A Million’ is realised through nurturing and developing a deep sense of self worth, pride and ambition in all our students. We constantly challenge ourselves to ensure our core values are not just rhetoric, but embedded in all we do. Our values are a fundamental part of our teaching and learning policy, performance management process and behaviour policy.

We are innovative. You will find we do things differently. Our unique Hub and Spoke model ensures our school curriculum is supported by a high quality and bespoke enrichment offer that utilises the opportunities available through our colleagues in the One In A Million Charity and their Development Groups. Our students also have access to our Academy Ambassadors and community partners – role models, teachers and coaches such as Bradford Bulls, Bradford City AFC, Yorkshire Cricket Foundation, Bradford Athletics Network, to name but a few. We are also currently developing a new connected curriculum focused primarily on skills, through which our students will be taught to problem solve, collaborate and negotiate and develop strategic higher order thinking skills.



GOVERNANCE: Our recent Ofsted report stated, “the governance of the school is a significant strength” and, “the governors are ambitious and passionate about the continuous development of the school. They are very proud of the ethos and purpose of the school and the focus to improve the lives of young people from deprived areas of Bradford”. Whilst the Academy Trust are the sponsors of the school’s vision which is upheld through a set of Key Performance Indicators, it is the Governing Body who hold the Principal to account, and they are supported by the Director of Education.

Our new Principal will be an inspirational and innovative leader who will embrace our core values and lead these by example. They will further develop our vision for a unique curriculum and learning offer, delivered within the ‘Hub and Spoke’ model. Our new Principal will have a passion for teaching and learning and significant experience of working in a vibrant, multicultural environment. They will be able to support our newly established leadership team in order for us to become an outstanding school in the near future.

You’ll find more about our school and charity in the pages that follow; on our website (www.oiam.org/freeschool/) and our **YouTube channel** (click these links); as well as the supporting literature we have provided. If you are excited by the prospect of leading such a uniquely different, innovative and dynamic school then please first come and visit to see for yourself what makes One In A Million Free School such a special place.

Yours sincerely

Wayne Jacobs

On behalf of the Academy Trust
OIAM Co-founder/CEO



LETTER FROM THE OUTGOING PRINCIPAL

Dear Prospective Candidate

Firstly, can I welcome you to One In A Million Free School. It is a school that is really going places and one that I am particularly proud to have been a part of. Based in Manningham, we have 365 enrolled students with some living in predominantly deprived wards in the city. We have more boys than girls and our numbers for SEN students has stabilised. The school has gone through an enormous journey over the past 24 months, it is fighting fit and ready for its next phase of the journey.

Our student successes are all about the individual growth. One In A Million are passionate about developing the child holistically. We have many success stories that you'll read about in our Celebrate magazine and on our YouTube videos.

Our results this summer were a first for the school. This was against a backdrop of this being our first year of having a full cohort of children from year 7-11, aswell as having our first full staffing complement. The school's assessment information and work in students books show that they make strong progress from their starting points. We are thrilled that 98% of our students progressed onto further education, apprenticeships and employment (a record in this part of the city).

We are also extremely well supported by local industries across the city with a range of employers working with the school as close allies and friends. This includes Emerald Publishing and Provident Financial to name but a few.

The students benefit hugely from pastoral support including 1-2-1 mentorships, master classes and inspirational speakers.

As the current Principal, I am enormously proud of the team that has been built at One In A Million. They are professional, resilient and all have the students at the centre of all of their activities. They are a high capacity team who are loyal and are passionate about the success and growth of the students and school. The school is in a great shape. We are making rock steady progress, with growing student numbers, improving outcomes, a small surplus each financial year and a recent grade 2 OFSTED inspection.

From a Principal's perspective, this role is very well supported by an extremely talented group of Governors and Members of the Academy Trust, who have huge plans for the school and its growth trajectory. There are some very exciting plans being developed.

Personally I have been at the school for two years and live away, far from home, during the week, in order to do this. It is now time for me to pass the baton onto the next Principal who is ready to take the organisation to the next stage of its journey and for me to return to leading a school closer to home.

If you enjoy seeing students and staff grow, enjoy working with a strong and dynamic team and enjoy leading or wish to enjoy leading a successful Academy Trust, then I would urge you to apply as you will not be disappointed! I wish you every success in your application.

Yours faithfully,

Mr Philip Grant,
OIAM Free School Principal



LETTER TO GUESTS FROM TASMIA

Hello Guest,

I am a student at One In A Million Free School.

Each one of us hold something very special inside and that is about discovering your 'uniqueness'. We all believe that positive learning is a key to success and our school's values play a massive role in achieving this. They are compassion, honesty, integrity and excellence. Equality leads to success. However, each of us have a unique talent inside of us. That's what sets us apart. What makes you 'unique'?

One In A Million Free School teaches every student how unique each and everyone is and yet, still, we are one big family! We all care about one another. We all respect each other. After a full days teaching, our teachers want us to leave the day exhausted from exhilarating learning. I totally agree! Our school has taught me about resilience. If anything tries to knock me down me, I will get back up! Our school has taught me to have self confidence, self esteem and how to communicate with everyone around me, whether students, staff or visiting guests.

Whilst selecting schools with my parents, I chose to come to this school for a reason. That was to have a good education! When new children come to our school for the first time, I know exactly how they feel. Nervous at first but everyone makes them feel welcomed! In my opinion, experience is a harder teacher because often the test comes first and then we learn the lesson afterwards. The qualities I have learned and grown in whilst at our school have inspired, motivated and enlightened my life more than I can describe. Our school teaches that success doesn't just come to you - you must go get it!

I look forward to seeing you in our school.

Thank you!
Tasmia Paggiyibak

WATCH TASMIA'S
VIDEO ONLINE



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Job Description

POST: Principal

Salary: L22 – L32 (£67,007 - £85,605) subject to experience*

* For the right candidate there will be the opportunity for progression to an Executive/Trust wide role as the school converts to its own multi academy trust.

RESPONSIBLE TO: Academy Trust and Governing Body

MAIN PURPOSES OF THE JOB:

The particular duties assigned to this post are set out in the School Teachers Pay and Conditions document. In addition, particular duties are set out below. These duties may be reviewed and amended in consultation with the post holder in the light of any changes in the requirements and priorities within the school or the OIAM Academy Trust.

The Principal, in partnership with the Governing Body and the Director of Education will:

LEAD STRATEGICALLY

The Principal will:

- Hold and articulate clear values and moral purpose, focused on delivering an outstanding teaching and learning culture for the students *they* serve based on our core values: compassion, honesty integrity and excellence.
- Be responsible and accountable to the Governing Body and Director of Education for the Trust’s vision and Indicators.
- Secure the commitment of the whole school community to the ethos, vision and direction of the OIAM Academy Trust.
- Develop further the Free School’s place within the Hub and Spoke model.
- Communicate compellingly the school’s vision and drive the strategic leadership, to secure outstanding teaching, a creative and connected curriculum and successful learning and achievement for all students.
- Provide vision and direction to secure student well-being and safety.
- Continue to develop effective relationships with the DfE, local schools, education partners and further and higher education establishments.
- Promote and maintain links with our Ambassadors, business, the wider community, families and the local environment.
- Fulfil the duties of Accounting Officer to the school, with responsibility for financial and administrative matters relating to regularity, propriety and value for money.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of students’ achievements and the school’s sustainability.
- Work with political and financial astuteness, within a clear set of principles centred on the school’s vision and ethos, ably translating local and national policy into the school’s diverse context and vision.

LEAD THE SCHOOL

The Principal will:

- Create a school wide ethos and learning culture based on the values of compassion, honesty, integrity and excellence.
- Ensure that the quality of learning is at the heart of the organisation and management of the school.
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring a clear delegation of tasks, devolution of responsibilities and holding staff to account for outcomes and impact.
- Ensure that the school’s systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Think creatively and imaginatively about the school’s development, to anticipate and resolve problems and to identify opportunities that will benefit students.
- Develop and monitor the School Development and Self Evaluation plan, reporting regularly to the Trust stakeholders.
- Be responsible for the overall management of all academy resourcing, developing and proposing the annual budget to the Finance Committee, ensuring it is consistent with the school’s priorities.
- Manage and organise both accommodation, staffing and resources efficiently and effectively to ensure that they meet the needs of the curriculum and health and safety regulations.
- Provide any local, school and national data required by the DfE, ESFA, the Governing Body or the OIAM Academy Trust.

LEAD TEACHING AND LEARNING

The Principal will:

- Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students’ outcomes.
- Be innovative in challenging educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well-evidenced research and robust data analysis to frame self-regulating and self-improvement within our school.
- Negotiate a curriculum that matches the needs and interests of all students, including the most vulnerable and the most gifted, building self-esteem, ambition, resilience, independence and a love of learning.
- Ensure the curriculum equips students to have enquiring minds, have higher order thinking strategies, become critical, creative thinkers, can problem-solve and work collaboratively.
- Further develop young people’s intrinsic creativity in thinking, problem-solving, enquiry, collaborative learning and other higher order thinking skills by ensuring lessons require their constant necessity.
- Promote a culture where every student feels valued, proud of their achievements and has the drive and ambition to aim high.
- Set appropriate and challenging targets for all students using an effective assessment, recording and reporting system that promotes and celebrates student achievement.
- Monitor and evaluate the quality of teaching and standards of student achievement, using benchmarks and target setting for improvement.
- Maximise the contribution of staff to improve the quality of education and care provided and ensure that constructive working relationships are formed between staff, students and parents/carers.
- Maintain and develop further our calm, nurturing environment and systems to secure high standards of behaviour, attendance and safeguarding.

LEAD STAFF

The Principal will:

- Develop further our systems for the management of staff performance, incorporating targets for teachers, targets relating to student achievement and personal professional development.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision-making.
- Maintain and develop further our collegiate attitude amongst staff, where ideas and contributions are valued and the achievements of individuals and teams are celebrated.
- Motivate and enable staff to carry out their respective roles to the highest standards, through high quality continuing professional development and based on assessment of needs.
- Ensure our induction and staff development programme lead to the maintenance of high standards and a drive to realise the Trust’s vision.
- Oversee, support and quality assure the work of the leadership team, ensuring a fair delegation of responsibilities, managing autonomy and support appropriately.
- Identify and coach emerging and aspiring leaders with clear succession planning to promote a climate of excellence.

LEAD IN THE COMMUNITY:

The Principal will:

- Represent and promote the school, the OIAM family and its charitable objectives to its stakeholders, partners and the wider community.
- Develop the enrichment offer so that it leads to meaningful pathways and qualifications for our students and local community.
- Ensure strong partnership and robust communications with parent/carers to support students’ achievements, personal development, welfare, safety and happiness.
- Work in partnership with other agencies to tackle barriers and challenge prejudices that may affect students’ learning needs, health and happiness.
- Develop effective collaborative practices between the school and OIAM Charity’s extended community programmes to ensure the realisation of the Trusts Hub and Spoke model.
- Create an outward-facing school, that further develops the links with the other establishments within the OIAM family such as the Charity, Community departments and other schools and organisations to secure excellent achievements for all students.

PERSON SPECIFICATION

LEADERSHIP KNOWLEDGE & QUALIFICATIONS

Aspect	Assessed by	Essential / Desirable
Honours degree or equivalent	Application & qualification certificates	E
Qualified teacher status	Application & qualification certificates	E
NPQH or equivalent	Application & qualification certificates	E
Evidence of continuous professional development relevant to the role of Principal	Application & Interview	E
Evidence of suitability to work with children including safer recruitment training & holds training/ qualification for ‘designated safeguarding lead’	Application & qualification certificates	E
Knowledge of all legal and statutory obligations for Free Schools and/or Academies	Application	D
Understands and is able to articulate the Principal’s responsibilities and accountabilities with regard to the Governing body	Application	E

LEADERSHIP EXPERIENCE & QUALITIES

Aspect	Assessed by	Essential / Desirable
Recent experience as a Headteacher, Principal, Associate or Deputy Principal in leading a good or outstanding school, with demonstrable high quality leadership within the 11-18 phase	Application	E
Proven track record, as a senior leader, of raising the standards of teaching, learning and achievement at Key Stages 3 and 4	Application & Interview	E
Evidence of implementing a vision and strategic plan across the whole school, identifying priorities, quality assuring processes and evaluating the impact	Application & Interview	E



Business acumen to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements, staff/talent development and the school's sustainability	Application & Interview	E
Proven track record of successful strategic leadership to create an inclusive institution, with a commitment to diversity, inclusivity and equality of opportunity	Application & Interview	E
Proven track record of successfully developing and leading creative and innovative whole school curriculum initiatives, using the latest technologies to support learning	Application & Interview	E
Experience of successfully establishing links with local community partners to enhance learning opportunities for all students	Application & Interview	D
Significant experience of working effectively with parent/carers to support and remove barriers to the learning of students and their families, and being their champion	Application & Interview	D
Evidence of an excellent track record as an effective innovator of education	Application & Interview	E
Experience of generating creative ideas for integrating learning across sports, arts and enterprise	Application & Interview	D

LEADERSHIP SKILLS

Aspect	Assessed by	Essential / Desirable
Ability to articulate a clear vision for the future including written and verbal communication skills, which will be assessed at all stages of the process	Application & Interview	E
Can provide a safe environment to ensure the physical and psychological safety of the students	Application & Interview	E
Removes the barriers to learning for all students, being their champion and an Ambassador for OIAM; and ensuring and promoting the safeguarding and welfare of all in our school	Application & Interview	E
Able to delegate and effectively achieve outcomes and provide development opportunities for staff	Application & Interview	E
Can inspire, motivate and develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for the outcomes	Application & Interview	E

Identifying and meeting the professional development needs of self and all staff through monitoring, evaluation and performance management	Application & Interview	E
Successful management of school self-evaluation and of the Ofsted process	Application & Interview	E
In-depth knowledge and understanding of national education priorities and developments to include the 11-18 curriculum, raising attainment, assessment for learning, inclusion, and personalised learning	Application & Interview	E
Understand, analyse and make effective use of a wide range of data, aided by effective use of ICT	Application & Interview	E
Able to articulate the vision, underpinned by setting targets, goals, and empowering others	Application & Interview	E
Ability to make sound decisions, identify and solve problems and seize opportunities	Application & Interview	E
Well-developed interpersonal and communication skills (including written, oral and presentation skills)	Application & Interview	E
Ability to manage change, and lead innovations, showing flexibility, adaptability and resilience	Application & Interview	E
Able to establish meaningful monitoring and review processes for all relevant practices and processes	Application & Interview	E

PERSONAL ATTITUDES

Aspect	Assessed by	Essential / Desirable
Leads by example in modeling compassion, honesty, integrity and excellence as a champion and ambassador for OIAM	Application & Interview	E
A clear understanding of a Principals accountability towards vision and values, specifically as they relate to the One In A Million Governance structure, ensuring the Free School remains true to its aims, vision and mission	Application & Interview	E
Clear understanding of compassion and how this impacts on decisions for our students and also how this can be realised in a professional workplace.	Application & Interview	E
Visible and approachable, empathetic and enjoys engaging with children, staff, parents and the wider community	Application & Interview	E
Absolute commitment to inclusion	Application & Interview	E

A genuine passion for education, coupled with the ability and enthusiasm, to see every student fulfil their potential	Application & Interview	E
Demonstrate a capacity of excellence for sustained hard work with energy and enthusiasm in all facets of work	Application & Interview	E
A pioneering and growth mindset in order to support our Trust as we grow into a multi academy trust	Application & Interview	E
A commitment to the importance of community involvement in enhancing the learning opportunities for all students.	Application & Interview	E
A leader and a team player able to motivate others	Application & Interview	E
Has a developed philosophy of high aspiration and expectation for every student and staff member, and is able to challenge under-performance	Application & Interview	E
Committed to individualised and personalised learning with an inspiring, enthusiastic approach that engenders a desire for learning	Application & Interview	E
Ensures that learning drives resources and not vice-versa	Application & Interview	E
Committed to using a variety of learning environments and resources, including technologies, as appropriate, to maximise learning and progress	Application & Interview	E
Treats everyone with respect and dignity and shows commitment to Equality and Diversity and its effective implementation	Application & Interview	E
Committed to Continuing Professional Development both personally and for colleagues	Application & Interview	E
Committed to collaborative learning and partnerships	Application & Interview	E



PREMISES

We are based next to the iconic home of Bradford City AFC – ‘Valley Parade’. The former club shop and business centre has been re-designed to create a truly unique learning environment. Our facilities include a beautiful, airy atrium and reception; state-of-the-art classrooms and flexible break out spaces, with ‘Apple’ technology throughout; dance/drama studio; theatre (with capacity to project 3D films onto a large screen); music room; recording studio (with the facility to record from four different rooms); a professional training kitchen for cooking and an on-site MUGA. We are currently awaiting planning permission to be completed

for our Sports Facility, which will include a 3G playing surface, changing rooms, two flexible teaching spaces and use of a cricket pitch.

FINANCES

During our 5-years since opening in 2013, we have carefully managed and controlled budgets and been fortunate to deliver a small financial surplus. However, we are extremely conscious of the need to maintain a very tight control on costs and in particular ensuring that our staffing costs are sustainable. The Principal and Governors ensure that the school is financially viable and is committed to ensuring we have no budget deficit.

SCHOOL INFORMATION AND KEY STATISTICS

SCHOOL CHARACTERISTICS (October 2018):

	OIAM
Type of School	Free School
Age Range	Yr7-11
Location	Bradford, West Yorkshire
Budget	Balanced
Roll (2015/16)	365
Boys	242 (66.6%)
Girls	123 (33.6%)
Average Class Size	25
EAL	219 (60%)
SEN Support	82 (22.5%)
Education Healthcare Plans	7 (1.92%)
FSM	104 (28.6%)
Pupil Premium	163 (44.90%)
LAC	1 (0.27%)
Mobility: number of leavers, number of in-year admissions	12 (3.28%)
Attendance	94.76%

¹Data from Bradford Schools Online April 2018 – updates twice a year



SCHOOL INFORMATION AND KEY STATISTICS

OFSTED:
 OIAMFS was inspected on the 20-21st March 2018.

The Key judgements were:

Effectiveness of leadership and management	GOOD
Quality of teaching, learning and assessment	GOOD
Personal development, behaviour and welfare	GOOD
Outcomes for pupils	GOOD

We are delighted with the overall judgement of “GOOD” and especially pleased with so many incredibly positive comments, which included:

“The school provides opportunities and experiences that have transformed the lives of many young people at the school”.

“The school has high expectations of pupils and actively encourages high aspirations from all pupils, regardless of background”.

We now press on to our goal of becoming outstanding.

SCHOOL ORGANISATION

Each year group has 75 students, with 3 classes of approximately 25. Students have a core curriculum at KS3 that is inline with the National Curriculum. Because of the school size there is a limited offer that has a core curriculum that allows most students to achieve the EBACC qualifications.

The senior leadership comprises of:
 The Principal
 The Vice Principal – Andy Haughey
 The Vice Principal – Jaz Qadri
 Business Manager – Roxy Daniells

The School Extended Leadership includes the Directors of Sports, the Arts, Enterprise and SENCo. All are co-opted onto the SLT. The tracking of teacher improvement is set within the OIAMFS Teaching Policy and through an effective performance management programme.

APPLICATION PROCESS

See for yourself what makes One In A Million Free School such a uniquely different, innovative and dynamic place. Interested candidates are encouraged to arrange a visit on the following dates:

- Friday 9th November 2018
- Tuesday 13th November 2018
- Monday 19th November 2018

Please contact us at leadership@oneinamillion.org.uk to make an appointment with the Chair of Governors.

Application forms are available either by downloading from TES website or emailing leadership@oneinamillion.org.uk

RECRUITMENT PROCESS AND TIMESCALES

The closing date for Applications is **Monday 26th November 2018 (12noon)**.

Interviews taking place on **Tuesday 4th and Wednesday 5th December 2018**. Shortlisted candidates may be required to undertake a Psychometric Test.

Salary Range: L22 – L32 (£67,007 - £85,605) subject to experience*.
* For the right candidate there will be the opportunity for progression to an Executive / Trust wide role as the school converts to its own multi academy trust.

Start Date: **Mid-April 2019** but could be flexible for an earlier start for the right candidate.



READ ALL ABOUT IT!

There's so much **MORE** exciting news and information still to **discover about us**. To read further, simply go to the camera on your smart phone, hover over the QR code and follow the link it generates! If you are viewing from a computer simply click on the links below.

SCAN ME
with your smart phone camera to view our latest **Ofsted Report**, which reads **GOOD!**



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with your smart phone camera to **view our website** and read about all that we do!



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with your smart phone camera to read and watch videos from **Stars Awards 2018**



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with your smart phone camera to view **TES online** to access the application form!



Viewing from a phone?
CLICK TES

We look forward to receiving your application prior to the closing date: **26-11-18**



Click here to watch a short video titled **'The Journey So Far'** to discover more about One In A Million.

