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8 September 2017

Dear colleague

Thank you for your interest in the posts at Witchford Village College. This is a very exciting time for the college and the Morris Education Trust (MET) more generally and we are looking for three forward-thinking, aspirational colleagues who would like to join a school that has already achieved much and is now looking to make that step-change to excellence.

**Morris Education Trust (MET)**

The MET is a recently created multi-academy trust that currently includes Impington and Witchford Village Colleges, as well as the approved special free school for children with autism spectrum condition, The Cavendish School, which will be built on the site at Impington. Our vision, values and aims are enclosed within this pack. In summary, we want to create a better world through the education and outstanding opportunities we provide the children and young people in our care. We are proudly ambitious and want to ensure it makes no difference which teacher, subject or school you have: all will be excellent as standard.

**Witchford Village College (WVC)**

WVC joined MET in April 2017, although closer working relationships were developing through the back end of 2016. You will see from the data on the college that under Chris’s leadership it progressed from ‘Requiring Improvement’ to its best-ever set of outcomes in 2016 and a ‘Good’ judgement from Ofsted in October of last year. Unfortunately those outcomes were not matched in 2017 and there is clearly some work to be done across a number of subjects.

These roles will provide excellent opportunities for aspirant and determined professionals who want to make a dramatic difference to the lives of young people. I was formerly Vice-Principal at WVC (a number of years ago now!) and it is fair to say that young people at Witchford typically lack belief or confidence in their abilities. Our challenge is to raise their aspirations and ambitions higher. In return, you will be provided with a great opportunity to learn and develop professionally alongside very committed peers both at Witchford and Impington and across the teaching school alliance to which we belong. Collaboration and support are key to us.

**The roles**

1. **Assistant Principal:** The post of Assistant Principal is a wholly new one and currently does not have a specific brief. Why not? Because we are more interested in the person with the right attitudes, behaviours and potential to make an incredible difference in the lives of the young people at Witchford. We will develop a formal responsibility built around your strengths; you will be joining a small SLT and there is great scope for your skills to be best deployed. You will of course be a visible and active figure around the school.
2. **Lead Practitioner:** **Humanities**. This is a new role to the college (although there was a Head of Humanities who moved to another school over the summer). Lead Practitioners are being appointed (internally) in English, Maths and Science and provide a great opportunity for a passionate subject leader to have oversight of all matters to do with pedagogy and curriculum of a Faculty. You will have the full authority and responsibility to develop the most effective team of practitioners and be fully supported to achieve this. Because of the responsibility, you will note that it is remunerated on the leadership pay spine. It should provide an outstanding opportunity to progress from here to a senior leadership position. You will see from the 2017 GCSE results that History and Geography performed relatively weakly in comparison to the rest of the school and we expect the new appointment to play a lead role in bringing about improvements in these areas.
3. **Lead Teacher: IT and Computing**. This is another new role to the college (although a head of department did also progress to another local school in the summer). Lead Teachers have oversight of a subject or curriculum area and are in themselves excellent teachers who have the skills to share this expertise with others. It should provide a great stepping stone in responsibility. IT and Computing are clearly important subjects and have good uptake at GCSE. The new Lead Teacher will be someone who is excited by IT and Computing and is able to convey that enthusiasm, along with concrete measures into ensuring children and young people make strong progress in these areas.

**What we can offer you**

We believe these roles will offer real scope and opportunity to develop your careers. We can offer you:

* Employment within a Trust that is committed to valuing staff as ‘humans first, professionals second’ and has policies and practice to ensure this happens
* Professional development within the Trust that is strongly recognised for its support for individuals
* A career in a school that is part of a newly-formed Teaching Schools network that will be playing a leading role in developing teachers and teaching in the region
* Participation in action-research projects and further professional study
* Opportunities to collaborate with leaders in other schools

If you would like to know more about the Trust or roles, please contact me on rcampbell@tmet.org.uk or 07963405269. I am always happy to talk with interested candidates. If you are interested, please apply to Laurinda Quinn, HR Manager lquinn@witchfordvc.co.uk by 26th September 2017. Interviews for the Assistant Principal are planned for 5th and 6th October, Lead Practitioner - Humanities for 9th October and Lead Teacher IT and Computing for 12th October.

Yours sincerely

Robert Campbell

CEO, Morris Education Trust