

**CANDIDATE INFORMATION**

**THE SAMWORTH CHURCH ACADEMY**

**MANSFIELD**

**STRATEGIC DIRECTOR of**

**STUDENT SUPPORT SERVICES**

**LETTER FROM CHAIR OF GOVERNORS**

Dear Candidate

Thank you for showing an interest in this position. The Samworth Church Academy has come a long way since the early planning meetings that resulted in its launch in 2008. Much attention has been paid to every facet of the school and much has been achieved but....everything is a journey and as with most ambitious organisations, the final destination is not in sight!

Whilst pursuing everything a normal school would pursue, we remain wedded to our sponsors original aspirations in that we want to do things differently. No “more of the same here”. Robust efforts have been and are being made to ensure that we achieve very good levels of progress and the right exam results. However, we also believe very strongly in preparing children for “70 great years” when they leave the Academy. This means that we must also give good weight to self confidence, self esteem, discovering the traits will enable the child to enjoy 70 great years, community service, internationalism, diet, personal fitness and problem solving. In addition, with the Academy having a principle specialism of Business and Enterprise, much remains to be done to embed this specialism and make it of real use to our students in terms of understanding the world of work and what opportunities it holds for them. Our Outward Bound beliefs and our unique tie up with Gordonstoun and the Round Square Organisation ensure diversity and are very useful in terms of the broad education we are seeking to deliver.

Our Christian ethos is a major foundation block of this Academy and we wish to pursue this in imaginative and meaningful ways that contribute to our students becoming good individuals, good community people, people with good Christian and moral values leading to them becoming great citizens.

These are ambitious aims and we don’t want to be diverted from achieving them. This is no ordinary school and the journey is exhilarating and provides us with very high and happy moments as well as the opposite!

I hope this document provides you with the information that you need at this stage. Should you have any questions or queries then please do contact Donna Barnes, PA to the Principal, on 01623 663478.

Yours sincerely

Nick Linney

Chair of Governors

The Samworth Church Academy

**INTRODUCTION TO THE SAMWORTH CHURCH ACADEMY**

This is a special place for people to both learn and work. As such, we are looking for someone special to be part of moving us to the next stage of our development. It’s a big job – equally full of exciting challenges and rewards. Come and see for yourself; we have the potential to be an outstanding academy on every level and want to appoint a leader with the vision and skills to help us to get there.

The Samworth Church Academy has been open since 2008. We are sponsored jointly by Sir David Samworth and the Diocese of Southwell and Nottingham. We are a mixed secondary comprehensive school, one of seven schools/academies that serve the Mansfield community. Last year the number of students on role was just short of 1200 This has been steadily increasing and we have capacity for growth. We are very popular within our local community and are annually over-subscribed. Ofsted last inspected the Samworth Church Academy in February 2015 and judged us to be good in all aspects other than post-16 provision.

Our vision is to create an environment that provides the best start to a bright future for all our students, by giving them all the opportunity to be fully qualified for adult life, in the fullest sense of the term.

We realise this vision by ensuring that we offer a curriculum that matches the range of interests and needs of our students. We work in partnership with other Mansfield schools to maximise opportunities and have introduced Sport, Dance, Music and Drama into the curriculum for absolutely everyone. There are many different ways of defining achievement but ours is unusually holistic. We know that good qualifications are critical to young people and their futures. We also know that other things are important to prepare young people for the challenges they face. We strive to provide all of our students with the best start for a bright future and help them become the adults they want to be.

We are looking for a leader who can sign up to, and nurture, our core values:

* We welcome, value and respect students of all faiths, or none, and encourage their input in how the Academy is run.
* We have a distinctively Christian ethos that is tolerant and respectful of everything except bad behaviour and bullying.
* We raise aspirations and nurture self-confidence so that all our students can raise their expectations of what the future holds.
* We make quality, leadership and a business and enterprise culture part of daily life in this Academy.
* We encourage students to challenge themselves and embrace the Outward Bound approach to enjoyable and constructive learning.
* We play an active role in the community outside the school gates.
* We respect the environment in all we do.

Within this Academy people come first. Everyone is valued, respected and encouraged to have a say in how their Academy is run. We provide a welcoming environment for students of all faiths or none, serving all in the local area.

The proportion of our students entitled to pupil premium support is broadly average, whilst the proportion who speak English as an additional language, is well below national averages. The proportion of students with special educational needs is above the national average.

The Academy seeks to raise people’s aspirations and open up the possibilities of what they can become. Our can-do culture nurtures self-confidence and self-esteem. Our students learn through successes and setbacks on their journey of self discovery. Quality, a business and enterprise culture and outstanding leadership at all levels is central to Academy life.

As part of our innovative approach to teaching we encourage students to challenge themselves and to help others, embracing the Outward Bound approach. We have created conditions for enjoyable learning and aim for the highest standards. Close partnerships with schools, colleges and the wider community enrich the life of the Academy. We play an active role in the social and economic development of the area.

In addition to our local links we have also looked to develop partnerships both nationally and internationally.  We benefit from links with Gordonstoun School which enrich the lives of students from both schools.  Gordonstoun is a very different school with beliefs that align with ours and we are looking to further develop this highly valuable association.We also have Global Membership with Round Square, a UK registered charity that promotes in young people a commitment, beyond academic merit, to personal growth, and responsibility through service to others and through practical, experiential learning.  The Round Square approach promotes six IDEALS of learning: - Internationalism; Democracy; Environment; Adventure; Leadership; and Service.

**PERSPECTIVE FROM LISA McVEIGH - PRINCIPAL**

The Samworth Church Academy opened in September 2008. It replaced the predecessor school, Sherwood Hall. Sherwood Hall School had had many problems over a long period of time. Upon opening, only 50% of the catchment area families were choosing the Academy as their school of choice. This year, admissions in September 2017, the Academy was significantly oversubscribed and there were over 40 appeals.

The Academy is housed in purpose built buildings, designed particularly to reflect the structure of the Academy, its culture and its ethos. A strong influence on this was the curriculum of the Academy with a great influence on wider curricular activities, outdoor education and the business and enterprise specialism.

In February 2015 the Academy was judged to be ‘Good’ by Ofsted. We firmly believe that at that time this was a deserved and accurate judgement. Subsequently, we have, along with every other school, faced the challenge of ensuring our students make the progress we expect from them in line with National performance. In 2017, however, we are pleased to report 62% of students passed English and Maths and our Progress 8 score improved from -0.47 in 2016 to 0.09. Our Post 16 results also saw improvements. Challenges for the future include Pupil Premium performance, performance across particular departments, improving attendance and reducing exclusions.

The Samworth Church Academy is in a strong position to move forward over the next five years and continues to improve from its current position. We are proud of the improvements we have made, but also acutely aware that there is still work to do. There is a strong and committed team of staff and a positive student body that gets support from the parental community. Governors are ambitious for the Academy. In short, this is a good time to join us and be instrumental in moving the Academy to the next level.

The Academy does have a distinctive ethos characterised by its commitment to a holistic approach to education, a good example of this is its membership of Round Square. The Academy is not characterised by traditional hierarchies and does do things differently, with 99% of its employees employed entirely voluntarily on its own contract. The Samworth Church Academy is an interesting and stimulating place; much hard work has been done over past years. As newly appointed Principal, tasked with building on our success, I am thrilled to be able to provide this opportunity and am looking for a strong and creative leader to join a positive and committed executive team.

Lisa McVeigh

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| **JOB DESCRIPTION** |  |
| **Post:**  | **Strategic Director of Student Support Services (Deep Support)** |
| **Reports to:** | **The Principal** |
| **Main Accountability:** |
| The primary purpose of the Director is to support the Principal to provide strategic leadership for the academy; secure high quality education and high standards of attainment for all students and an education which encourages and enables all within the school community to develop their potential spiritually, morally, socially, physically and intellectually. The Strategic Director will support the Principal and Governing Body to ensure that the Academy:  |
| * Effectively addresses the educational needs of the young people in the local community and encourages them to achieve excellence
* Attains the highest possible standards of achievement and prepares students to meet the opportunities, experiences and responsibilities of adult life
* Is organised inclusively to secure effective learning and teaching for all students with due regard to their ethnicity, gender, ability and religious beliefs
* Exhibits the vision, ethos and Christian values in its overall aims and objectives and across the life of the Academy
* Develops its specialism of Business and Enterprise and curricular focus which contributes to the life chances for all students and uses the learning environment to its maximum potential
* Seeks out and develops opportunities for student development through outdoor education
* Ensures the academy continues to develop and maximises the benefits of its links to Gordonstoun and membership of Round Square
* Is well governed and makes the best use of its resources to achieve the goals and targets identified
* Promotes positive relationships across the community and contributes to local social and economic development
* Is shaped by contributions from all legitimate stakeholders
* Broadens perspectives and raises student aspirations through local, national and international links
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| **Main Duties and Responsibilities** |
| * To undertake the full range of duties and responsibilities as required by the Principal as set out in:

a) The Academy Contract.b) The appropriate standards for Teachers and Headteachers as set out in the STPCD.c) Any other duties commensurate to the post title which the Principal may deem appropriate.* An intervention, challenge and support role with curriculum areas and year groups.
* Participation in continuous professional development (1 event) and support/consultancy work in at least one other school per year.
* To actively promote equality of opportunity for all students and staff.

To act as the Principal of The Samworth Church Academy as may be required.Formulating an annual Development Plan for Deep Support that demonstrates how it will have impact across the Academy and what will have changed in the Academy as a result of the work of the Deep Support Team.Ensuring that all areas of priority within Deep Support are allocated and that you have in place systematic monitoring to ensure that they are completed to a high quality and to deadlines.To address any issues arising from Ofsted visits and ensure that all areas for which you are strategically responsible for are prepared for future Ofsted visits and inspections.Having strategic leadership of Safeguarding across the academy providing leadership and quality assurance for staff in this area, specifically the DSL(s).Having strategic leadership of intervention strategies across the academy providing leadership and quality assurance for staff in this area, specifically the Team Director of Deep Support.Having strategic leadership of SEN/D across the academy providing leadership and quality assurance for staff in this area, specifically the SENDCo.Having the strategic lead of Inclusion (including provision for Looked After Children, Pupil Premium Allocation, Alternative Provision) across the Academy providing leadership and quality assurance for staff in this area, specifically the Inclusion Manager.Having strategic leadership of attendance and admissions across the academy providing leadership and quality assurance for staff in this area, specifically the EWO and admissions coordinator.Having the strategic lead of all behaviour management systems (Consequences) across the Academy providing leadership and quality assurance for staff in this area.Having the strategic lead of wellbeing and pastoral support systems (including the development of the Christian Ethos and SMSC) across the Academy providing leadership and quality assurance for staff in this area, specifically the Chaplain and Associate Team Director with responsibility for wellbeing.* Contribute to the formulation of the Academy’s annual Development Plan.
* Provide a strategic lead, including support, challenge and intervention, for identified Schools/Faculties and Departments.
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| **Expectations** |
| * To be flexible in order to meet the constantly changing demands of the role.
* To be prepared to undertake outreach work on behalf of the Academy.
* To keep up to date on educational development, strategy and thinking.
* To actively pursue your own development as a potential Principal/Headteacher.
* To show commitment to the rigorous continuous improvement of schools.
* To comply with the Academy policies and procedures at all times.
* At all times the post holder must adhere to professional business standards of dress, courtesy and efficiency in line with the ethos of the Academy.
* To demonstrate a positive commitment to working with all stakeholders (students, governors, parents, staff, etc.) to improve the performance of the Academy.
* Be committed to providing a “world class” workforce in order to provide the best possible opportunity for all our students.
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| **Working in Partnership** |
| * To present a coherent and accurate account of the Academy’s performance in forms appropriate to a range of audiences, including governors, parents, staff, students and the wider community
* To develop and maintain effective partnerships with parents, the local community, further and higher education, business and industry
* To develop and maintain close partnerships with feeder primary and local secondary schools and academies
* To further develop links and relationships with national and international learning organisations
* To ensure the Academy develops an effective working relationship with the media, within a local and national landscape, in order to ensure that the Academy is presented in a positive light
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| **General** |
| * To undertake any other duties commensurate with the remuneration of the post as reasonably required by the Principal.
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**PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Teacher Status (QTS)
* A good honours degree
* Leadership or management qualification
 | * Commitment to ongoing personal professional development at leadership level
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| **Knowledge and Experience** | * Successful recent strategic leadership experience gained as a Senior Leader
* Proven track record in leading, monitoring and managing staff including building a successful team, delegating effectively and implementing and managing change
* An up-to-date knowledge of school development planning and evaluation including digital platforms
* Able to provide strategic and creative leadership and develop a vision which has learning and achievement at the core
* A detailed understanding of current educational issues, including national policies, priorities and legislation
* A clear understanding and personal commitment to the development of the Christian ethos of the Academy
* A detailed knowledge of quality assurance systems (including performance management)
* A commitment to developing choice and flexibility to meet the learning needs of every student
* A record of sustained impact on students’ progress in their learning and outcomes
* Experience of Project Management
* Successful experience of using target setting, data analysis and curriculum innovation to improve performance
 | * Understanding of ‘The Deeps’
* Proven successful experience of school self-evaluation and accountability and the school improvement process
* Knowledge of relevant national and local issues and legalities with regards to SEND, attendance, exclusions, alternative provision, admissions and appeals.
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| **Ability / Skills** | * Work to tight deadlines
* To be innovative and progressive
* To work constructively with teams
* A positive, clear and strategic approach to problem solving
* Strong IT skills
* To be a strong leader with evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through to resolution
 | * Sensitive
* Adaptable
* To be visible and role model being high profile with a professional approach
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| **Equality and Diversity** | * Awareness of and commitment to equal opportunities
* Ability to promote and support the Academy’s Equality and Diversity Policy
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| **Personal Qualities** | * Ability to motivate and inspire others: both colleagues and students
* Excellent inter-personal and communication skills
* Commitment to the safeguarding and promoting the welfare of children and young people
* Commitment to the Christian character of The Samworth Church Academy
* Commitment to ongoing research into teaching and learning and school improvement
* Commitment to teamwork and positivity
 | * Enthusiastic
* A good sense of humour
* Resilience
* Approachable
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**HOW TO APPLY/RECRUITMENT PROCESS**

**HOW TO APPLY**

To apply, please forward an Application Form together with a supporting statement outlining your suitability for the role. **This supporting statement should outline how you satisfy the essential elements of the Person Specification**. We would also be interested in you outlining (no more than two sides of A4) your educational philosophy and how you think this matches that of The Samworth Church Academy and our aspirations for the future. For candidates invited to interview, these responses will be explored further, together with the other elements of the person specification.

Please send your completed application by e-mail to dbarnes@tscacademy.org.uk

The closing date for applications is 30th April 2018 at 10am.

We anticipate interviews will take place on Friday 4th May.

**Further information**

Should you have any queries or would like a confidential conversation, then please contact Lisa McVeigh on 01623 663450.