



Part of the SHINE Multi Academy Trust

Application Pack

for the post of

Headteacher

at

Whitemoor Academy

(Primary and Nursery)

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'Providing pupils with firm foundations, whilst celebrating their uniqueness and allowing them to SHINE'



JOB ADVERT (Role required from September 2018)

Job Title	Headteacher
Salary/Wage	Attractive to a group 3 school
School/Academy Name	Whitemoor Academy (Primary & Nursery)
Work Pattern	Full Time
Contract Type	Permanent
Closing Date	12 Midday – Friday 9 th February 2018

Roll: 490 pupils (including a 60 place nursery)

The Board of Trustees of SHINE, in partnership with Whitemoor's Local Governing Body, are seeking to appoint a highly motivated, ambitious and inspirational Headteacher to lead this go ahead, distinctive academy. Whitemoor is a unique school, which is value driven through its clear maxims of: SHINE, Dare to be Different and Take Care. This ethos defines and drives SHINE Multi Academy Trust, currently comprising of four diverse primaries. The Trust works together in partnership to embrace and shape the future of primary education for all our children.

We are looking for an experienced leader with a proven track record of improving and maintaining high standards of achievement. The successful applicant will be someone of outstanding ability, vision and potential, who would welcome the opportunity to prove themselves in the context of this highly successful academy. This person will also be committed to being part of the leadership of a primary multi academy trust and the broader leadership, learning and experience this offers. In this context, the successful candidate will have access to relevant continued professional development, but also the chance to work with other highly capable and motivated leaders – both within Whitemoor and throughout SHINE.

If you think you are the right calibre to rise to the challenges and opportunities we can offer, and would like further information about Whitemoor and the role, together with an application form, please contact Lauren Cartwright at the SHINE office on 0115 978 6351 or email admin@shine-mat.com. The information and application form can also be downloaded from the SHINE website www.shine-mat.com. A visit to the school is considered essential in understanding the unique nature of this establishment, and therefore the particular requirements of this role.

Completed applications should be sent for the attention of the CEO of SHINE Multi Academy Trust, at the school address, or be sent to the SHINE admin email (found above).

Closing date: Friday 9th February, 2018 – midday

Interviews to take place on: Tuesday 27th and Wednesday 28th February, 2018

SHINE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an enhanced DBS disclosure and references.

Whitemoor Academy (Primary & Nursery), Bracknell Crescent, Whitemoor, Nottingham, NG8 5FF



SHINE Multi Academy Trust
Whitemoor Academy (Primary & Nursery)
Bracknell Crescent
Whitemoor
Nottingham
NG8 5FF
11.12.2017

Dear Applicant,

Thank you for showing an interest in Whitemoor Academy, one of the four academies currently within our Trust. The post of Headteacher at Whitemoor has arisen due to our CEO (formerly Headteacher at Whitemoor) relinquishing this role, in order to focus on the development and growth of SHINE as a whole.

Whitemoor is the largest school within SHINE Multi Academy Trust. It is located on the Whitemoor estate in the City of Nottingham and therefore benefits from attracting pupils of diverse backgrounds and ethnicities. It prides itself on its inclusive nature, which has been highlighted in recent OFSTED reports.

Whitemoor has sustained a good OFSTED rating since 2008, doing so despite raised expectations of subsequent OFSTED frameworks. Indeed at its last inspection in 2016, HMI commented that a category in between good and outstanding would be the most appropriate to reflect Whitemoor's current position. A copy of the most recent report and other information is available on the school website: www.whitemooracademy.co.uk.

Whilst we recognise that academic success is essential, it is through a rich, opportunity led, curriculum that Whitemoor's achievement has been sustained for so many years. By unlocking each pupil's individual potential, we truly allow them to 'Shine.' Whitemoor has quite rightly gained national recognition for its innovative curriculum approach; this includes PE, Sport, PSHE, Enterprise, Languages, Outdoor Learning and the Arts. All Headteachers within SHINE are passionate in their belief that a first class primary education must go well beyond the excellent teaching of English and Maths.

Whitemoor is the founding academy within SHINE. The CEO was approached by the Department for Education in 2016 and asked to consider setting up a multi academy trust based on a track record of rapid school improvement. Although in its infancy, SHINE is already proving that its collaborative working practices are bringing about a change of culture and expectation, as well as an improvement in academic achievement, at the first sponsored academy within the Trust.

The Headteacher's role does not contain a teaching commitment, although strong classroom links and a passion for teaching and learning are expected. The post will be supported by appropriate mentoring and challenge to assist the new Headteacher during the initial transition stages of the appointment. In addition, there will be wide support from the CEO and other senior leaders across the Trust.

We look forward to receiving your application by the closing date, and meeting you when you visit us.

Yours sincerely

Chris Coverley (Chair of the SHINE Multi Academy Trust Board)



Whitemoor Academy is a large primary school located in the ward of Aspley, on the edge of Nottingham City. Currently, we have 490 pupils on roll including a very popular nursery unit.

Built in 1935 and set in its own extensive grounds, Whitemoor now offers 14 classrooms, all equipped with Clever Touch Boards. The main building was extended with the incorporation of the old Sure Start Centre in 2015. Outdoor spaces consist of a large playground, grassy areas, a marked football pitch and separate trim trails for each key stage.

Whitemoor boasts several specialist classrooms to ensure that subjects are taught in the most creative environments possible. We have a modern music suite, with recording capabilities; a dedicated art room; a specialist provision unit for pupils with complex needs with an adjoining interactive multi-sensory room; two large intervention rooms for work with our teaching assistants; as well as an on-site, interactive garden and allotment.



Whitemoor has a friendly atmosphere, with everyone working together to raise standards and improve outcomes for all pupils. The school strives to instill in its pupils a positive attitude; respect for their peers and staff; and a love of learning throughout the curriculum.



The pupils at Whitemoor are well motivated and respectful, displaying positive attitudes towards staff and their learning environment. Relationships with parents and the wider community are excellent and we have an active parent council who ensure we maintain a close working partnership.

Parents are encouraged to be part of Whitemoor life and often help through attending trips, as well as assisting with reading and other classroom based work.

Staff at Whitemoor work hard, support one another, are receptive to new ideas and concepts, have an active interest in ensuring that every pupil is provided with the best education, and bring a good sense of humour to school life. In short, it is a fantastic team to be a part of.

We are a supportive and forward-thinking establishment, which endeavours to place our core values at the centre of all we do: 'Dare to be Different' and 'Take Care.' We want to ensure all pupils and staff are celebrated for their individuality and are looked after, so that they enjoy their time at Whitemoor.

As part of a multi academy trust whose aim is to, 'Provide pupils with firm foundations whilst developing their uniqueness and allowing them to SHINE, Whitemoor's curriculum framework centres on the Trust's three essential elements: Provision, Enhancement and Enrichment. With these elements in place, we help create a happy and positive environment, which unlocks the potential of every child.

We would love you to visit Whitemoor and meet the wonderful team.



About SHINE Multi Academy Trust

SHINE was formed in July 2016 as a direct consequence of our CEO being approached by the Department for Education to consider forming a multi academy trust (MAT), based on a track record of rapid school improvement and sustained success at Whitemoor, and all schools previously under her leadership.

Currently SHINE comprises of four schools, located in three different geographical areas: Whitemoor Academy and Scotholme Primary in Nottingham City, Ranskill Primary in Nottinghamshire and Ironville and Codnor Park Primary in Derbyshire.

SHINE is an approved Academy Sponsor and is supporting Ironville on its journey from an OFSTED category to becoming a 'good' academy.

We seek to grow by enlisting other schools who wish to be part of a forward looking, primary focused, MAT. We work together with a foundation of: shared principles and ethos, high standards and courageous leadership. All these are developed through its member academies being equal partners and shaping the development and future of the MAT.

What makes SHINE distinctive from other MATs?

Our vision for school improvement is firmly grounded in our mission statement:

'Providing pupils with firm foundations whilst developing their uniqueness and allowing them to SHINE'

We are also proud to be a Trust which values, supports and challenges all academies regardless of context, size or circumstance.

We have three maxims which encompass our ethos and are the values we want our pupils, teachers and leaders to exemplify:

1. SHINE

'Raising aspiration and achievement through a rich, opportunity based, curriculum.'

We believe that the three elements of Provision, Enhancement and Enrichment when combined together proportionally create a unique and high-quality education, which enables every pupil to achieve academically and to SHINE individually.

Provision

We believe that through consistent high-quality provision all our pupils will leave our academies having acquired the best set of basic skills possible. Strengthening, maintaining or further developing this provision element in all our academies is central to our work in providing our pupils with a strong foundation.

Enhancement

We believe that all pupils should have access to a broad, engaging and challenging curriculum which enables them to learn and grow, in a broader sense, as unique individuals.

Enrichment

We believe that all pupils should have access to many powerful learning experiences and opportunities that motivate and inspire them. We will source the high-quality, specialist support required to turn interests into talents, enabling our pupils to SHINE.

All academies within SHINE, regardless of context, size or circumstance, commit to the above three elements as the basis of their curriculum framework. However, whilst all three elements will always be present, the emphasis may vary depending on the current needs.

2. DARING TO DO THINGS DIFFERENTLY

Through personalised support for every academy, respecting diversity.

3. TAKING CARE

Of our pupils, staff and local communities.

How do schools work together?





As we grow, academies will work together in a cluster of no more than five, each led by its own School Improvement Leader, which is currently the CEO with all four academies, including Whitemoor.

To ensure that school improvement work is bespoke, each academy completes the SHINE Self-Assessment Tool upon joining the MAT and subsequently each year, identifying strengths and areas for improvement.

This forms the starting point for discussion and action planning for the coming year, giving SHINE an insight into areas where each academy will be a giver and a receiver going forward.

Cluster Operation:

The CEO and Leader of Enhancement and Enrichment conduct termly visits to each academy to discuss strengths and improvement areas. Discussions with each Headteacher lead to a combined cluster report for the term. This document is the vehicle which drives ongoing academy improvement, identifying and categorising actions in the following ways:

-  Actions individual to each academy
-  Actions where members of the SHINE Team will support
-  Actions where school to school support will take place
-  Actions which will have a whole MAT focus

The CEO and Leader of Enhancement and Enrichment coordinate collaborative school improvement work across the cluster. Impact is assessed regularly through the various SHINE working groups and at the half termly meetings for headteachers, which provide a valuable forum for sharing good practice, supporting and challenging each other as well as working together on areas benefitting from consistent working practices.

This group of like-minded and talented leaders relish working together and gain much from sharing expertise as well as supporting each other in times of difficulty and challenge.

SHINE considers the diverse nature of the make-up of the academies in our first cluster as a real strength.

However, the long-term aim is to grow geographical clusters with academies able to develop a particular relationship with a close neighbour (this happens naturally with Whitemoor and Scotholme).

How does the Trust work?

SHINE is run by a Board of Trustees and is accountable to the Department of Education, according to a scheme of delegation which defines the responsibilities and decision making undertaken by the Board (and its committees), the CEO, Headteachers and the Local Governing Bodies (LGBs).

Each academy has its own LGB, made up of governors who represent the local community. Each LGB recommends its composition, which is approved by the SHINE Board.

The local Headteacher, together with the LGB, is responsible for managing their own budget, staff appointments and its day to day running. SHINE has an input into senior staff appointments, the level being dependent on the status of each academy.

The SHINE Board is appointed on a skills and needs basis. SHINE is proud to have recruited a set of supportive but challenging trustees with an extensive skill set - all external appointments creating a transparent layer of quality assurance required by the Department for Education.

SHINE's Funding

SHINE believes that, whenever possible, LGBs should control their local budget according to individual academy needs. However, budgets are set with support from the Finance and Business Director within SHINE to ensure probity, appropriate spend and value for money.

Within a MAT, many services are sourced centrally. This enables all academies to benefit from purchasing power, large scale negotiated contracts and experience of the central team.

The central costs for the MAT are covered by a determined percentage of the revenue budget allocation for each academy. This currently covers Financial Support, Governance, School Improvement, Administration, Legal and HR services. This is continually re-assessed as the MAT expands.

Governance Structure of SHINE

