



Principal

Required ASAP

Salary up to £101,063

**Plus up to 10% performance
related bonus**

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Dear Potential Colleague

Firstly, thank you for showing an interest in applying for this exciting post at Moor End Academy. We hope after reading through the applicants pack that you will decide to apply.

Moor End is an academy converter and converted to an academy as an 'outstanding school' in August 2011. Before this the academy was a technology college for over ten years, and this grounding in technology still forms a strong part of curriculum and student experience.

Moor End's school improvement journey is always determining new destinations and looking for new horizons. Our students are amazing; they have a thirst for learning, have fantastic relationships with staff and therefore attendance at school is high.

If you are the person we seek to join us as Principal, you will be able to demonstrate the following skills and abilities:

- Current competence and expertise at a high level.
- Strategic leadership of significant school-wide improvement.
- A strong understanding of what breeds success in a school with high levels of disadvantage.
- A clear track record of raising performance and of partnership working.
- A strong belief in building professional capital in all staff.
- A deep practical knowledge of what works in teaching and how teaching quality can be improved.
- How standards of student academic and personal achievement may be raised.
- High levels of personal confidence.
- Uncompromising leadership in the development of behaviour, attitudes to learning and parental engagement.
- Outstanding communication skills; both in speech and in writing.
- An unfaltering commitment to student and staff development.
- Evidence of holding staff to account through quality assurance and effective appraisal.

My Board of Trustees, working through South Pennine Academies, will ensure that this Academy provides the very best educational success for our children. A dynamic, challenging and supportive relationship between Local Governors, South Pennine Academies, CEO and Principal is expected - working together to continue Moor End Academy's outstanding journey.

If you think that you may be the right candidate for this exceptional role, then we look forward to receiving your application.

If you would like to discuss the role in more detail, then please do not hesitate to contact our CEO, Jane Acklam.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'PG' followed by a stylized flourish.

Phil Wheeliker MA MPhil MBA DUniv
Chair of the Board of Director and Trustees
South Pennine Academies

South Pennine Academies

South Pennine Academies works in partnership to raise levels of attainment and aspirations of all students. South Pennine Academies is very well placed to create unique institutions characterised by high achievement and success. The Trust has a national reputation for excellence and has a solid track record of partnership working with employers, universities and local schools.

The benefits that South Pennine Academies brings are immense, adding their expertise and ideas as well as opening up life-enhancing opportunities to all in our Academies.

The key to our Academy's success is the development of a shared vision, effective and transformational leadership and management, robust partnership arrangements, high quality and focused teaching which guarantees students learning and success. This all needs to be achieved amongst a strong and cohesive staff body.

The Trust

The relationship you will develop with Jane Acklam OBE, as CEO of the Trust, will ensure that Moor End Academy runs extremely well day-to-day and performs highly effectively. It is imperative that, as Principal, you continue the Academy's journey by implementing and developing:

- ✓ Academy culture and ethos
- ✓ Quality of teaching
- ✓ Progress and achievement
- ✓ Leadership and management at all levels
- ✓ Academy conduct and student behaviour
- ✓ Transition, student numbers and parental engagement

South Pennine Academies is based in Huddersfield West Yorkshire. We operate two academies in the Kirklees borough, two preschools, the Huddersfield Horizon SCITT as well as Moor End Academy. We have extensive experience of operating educational establishments in the local authority, and taking Moor End Academy to outstanding and sustaining this. We also have the experience of opening Beaumont Primary Academy, a free school, presumption, in Huddersfield, successfully in September 2016.

Our knowledge of the Huddersfield community is extensive. We currently operate in areas of high social disadvantage and with high levels of students and families from ethnic minority groups. We have strong experience of working with local community groups to support us in delivering learning experiences of the highest standard.

Vision

- To develop a group of closely partnered academies
- To ensure all academies are world class centres of Excellence for Teaching and Learning

- To ensure the Trust plays a pivotal role in improving the life chances of students
- To develop local solutions and partnerships to meet local needs
- To promote school improvement with inclusion and diversity at its core

Values

South Pennine Academies believes in school improvement through a partnership model. This brings drive, expertise and capacity to the school improvement agenda. We recognize and encourage each academy's unique characteristics and ethos, reinforcing their individual identities within their respective communities.

Working within a multi academy trust allows school to school support to flourish. Becoming part of our partnership will allow you to become a leader not a follower and be involved in shaping the partnership rather than having it shaped for you.

Key Priorities

- Strong and Effective Leadership
- High Performing Staff
- Successful Students
- Engaged Community



Moor End is a converter Academy that opened on 17th August 2011. We converted as an outstanding school. Prior to this we were a community school. Moor End is a National Support school. Our CEO, Jane Acklam, OBE is a National Leader of Education. We play a leading role in the training and professional development of teachers and contribute towards the raising of standards across the school system through school to school support.

The Academy draws the majority of its admissions from the local area. We are held in high regard locally and regionally. The Academy's mission is for all young people at Moor End to overcome their individual barriers to learning whilst enjoying and

achieving highly. Attendance at the Academy is above the national average and attitudes to learning are very positive.

We are an 11-16 mixed comprehensive Academy with 938 students on roll. We serve a highly deprived area of Huddersfield, with 80%+ of our learners living in the 20% or below SOA. Over 65% of our students come from ethnic minority backgrounds and we usually have around 6% of our cohort who are either new arrivals to the country, asylum seekers/refugees or other foreign nationals. Eleven years in formal education should not be wasted. The majority of our learners stay in education post 16 at the sixth form and further education colleges within Huddersfield.

Moor End is an award winning Academy and has continued to be recognised by Ofsted as 'outstanding'. We have good and often invaluable support from parents.

The Academy is an accredited 'Thinking School', the first to be awarded this status in the UK. We have worked closely with the Edward de Bono Foundation UK and Manchester Metropolitan University to become 'An Edward de Bono Foundation UK Centre of Serious Creativity and Constructive Thinking'. Ofsted quote 'The teaching of thinking skills have a distinctive contribution to the quality of learning'

At Moor End we have the secondary resourced provision for students with visual impairment, with a capacity for 12 students. We have Educational Teaching Assistants in all faculties who support teaching and learning in its widest sense and clerical support in all faculty areas too.

South Pennine Academies



Local Information

Huddersfield is a large market town in the Metropolitan Borough of Kirklees, in West Yorkshire, England, halfway between Leeds and Manchester. It lies 190 miles north (310 km) of London, and 10.3 miles (16.6 km) south of Bradford, the nearest city.

Moor End Academy is easily reached from Barnsley (18 miles), Penistone (13 miles), Holmfirth (6 miles), Wakefield (15 Miles), Bradford (15 miles), Oldham (17 Miles), Rochdale (22 miles), Hebden Bridge (16 miles), Halifax (10 miles), and Leeds (20 miles). Moor End is just a few miles south of the town centre.



Huddersfield is near the confluence of the River Colne and the River Holme. Located within the historic county boundaries of the West Riding of Yorkshire, according to the 2001 Census it was the 10th largest town in the UK and with a total resident population of 146,234. The town is known for its role in the Industrial Revolution, for being the birthplace of rugby league and birthplace of the British Prime Minister, Harold Wilson.



Within our own catchment is the breathtaking, Beaumont Park that was bequeathed to the town in the 1880s, by the Henry Ralph Beaumont ('Beaumont's of Whitley' estate) and was opened on 13 October 1883, by Prince Leopold, fourth son of Queen Victoria, and his wife Princess Helena of Waldeck and Pyrmont (The Duke and Duchess of Albany). It is a fine example of a Victorian era public park with water cascades, bandstand and woodland. The academy has a working relationship with the Friends of Beaumont Park.



Huddersfield is a town known for sport, home to the rugby league team, Huddersfield Giants, founded in 1895, who play in the European Super League and Premiership football team Huddersfield Town F.C., founded in 1908. Many of the staff are keen supporters. The town is also well known for excellent cycling facilities around the local area and many cycle lanes. Tour de France 2014 came to Huddersfield during the second stage, which was 125 miles long, including perhaps the most famous climb in British cycling - up Holme Moss, near Huddersfield. It also passed through Holmfirth, famous as the location of the long-running BBC comedy Last of the Summer Wine. The town is home to the University of Huddersfield and the sixth form colleges Greenhead College, Kirklees College and Huddersfield New College Huddersfield is a town of Victorian architecture and beauty. Huddersfield railway station is a Grade I listed building described by John Betjeman as 'the most splendid station facade in England' second only to St Pancras, London. The station is less than 2 miles from the academy.

Local Estate Agents

There are many estate agents and letting agents in Huddersfield, a simple Google search will easily give you an idea of rental or property prices in the area.

Banks

Many of the national banks and building societies have branches not only in the town centre but also in many of the outlying village areas. And.... Finally shopping! The town hosts a range of shopping experiences from a haven for independent shopping, Byram Arcade which is the town's oldest Victorian arcade and a great place to visit. It is spread over three floors, in the heart of the town centre and home to specialist shops selling fashion, vintage, arts, crafts, and gifts, plus several cafés. To, the Kingsgate Centre, undercover shopping with all the expected high street brands. The full range of supermarkets and a market are also available in the town.

THE SELECTION PROCESS

How to Apply

Thank you for taking time to read and digest our information. If you wish to apply for the post of **Principal** then you should;

- Follow the link to complete the online application form.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees with one being your current employer (with email addresses if possible). Do not enclose additional CVs.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of the Academy.
- Submit your application by **9am Monday 22nd January 2018**

Time table for the selection process

- Closing date for applications: **9am Monday 22nd January 2018**
- Interview Days: **Wednesday 31st January and Thursday 1st February 2018**

Successful applicants will be required to undertake a Criminal Record Check via the DBS. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Joining South Pennine Academies

- The Trust is committed to developing all staff within their roles and creating opportunities for further career progression.
- **Pension** – Every employee of South Pennine Academies has access to the Teachers Pension Scheme or the Local Government Pension Scheme.
- **Child Care Vouchers** – Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.
- **Continuing Professional Development** – It is crucial that you are supported in your professional development. The Trust will support you with your NPQH or a Masters Qualification.
- **Centrally Provided Development** - As a Trust we ensure that we work collaboratively and share best practice. You will be involved in sessions such as 'Raising the Standards of the Leadership of Teaching, Learning and Assessment', our Annual Governors' Conference and much more.

We also have a Partnership Board Meeting which is where all our Principals and CEO meet on a monthly basis to provide strategic direction and leadership to ensure a collective responsibility to uphold the Trusts vision, values and key priorities.

- **Principal Induction Programme** - A bespoke Principal Induction programme has been designed to support you in your role and takes place throughout your first year. This programme covers areas such as Governance, Health and Safety, The Academies Financial Handbook, Financial Management and Controls, Human Resources Policies and Practice.



Job Description – Principal

The Trustees, CEO and South Pennine Academies are seeking an outstanding person for the post of Principal to lead an exceptional Academy. The successful candidate will believe passionately that all children, regardless of background can make strong academic and personal progress, and succeed.

Purpose of the post:

To provide leadership of the Academy

To achieve outstanding success.

Key responsibility areas:

- Strategic leadership and management
- Leadership and management of students' attainment and progress
- Leadership and management of staff
- Leadership and management of a rich and varied curriculum that meets the needs of all students
- Leadership of learning and teaching that is of a high standard and raises aspirations and ensure students achieve highly
- Financial leadership and management
- Management of resources and premises
- Leadership and management of the Academy within its community.
- To undertake the duties associated with being the responsible person for fire safety/regulations within the academy.

Strategic direction and development:

The Principal will:

- Develop and communicate a clear strategic vision

- Motivate and empower others to carry the vision and values of the Academy forward
- Be responsible for the management, development and resourcing policies of the Academy
- Recruit students and staff, inline with statutory requirements.
- Manage a complex organisation effectively and ensure the successful implementation of radical change
- Work in harmony with the Sponsor, Governors, local schools, other Academies and other partners as appropriate.
- Ensure that the academy is meeting all statutory requirements as laid down in the academies financial handbook and funding agreement.

Teaching, learning and students

The Principal will:

- Ensure an Academy ethos in which students are supported to become confident, happy and well-rounded young adults who show good manners, work hard and are honest in all they do
- Meet the substance of the statutory requirements of the National Curriculum and assessment procedures
- Provide a broad, effective and relevant curriculum
- Ensure that the curriculum delivered, stretches students at all levels
- Quality assure the curriculum for both quality and value for money
- Implement effective assessment, recording and reporting systems of student progress
- Be relentless in securing highly effective teaching and teachers
- Secure high expectations across all students and staff groups
- Secure high standards of respect, conduct and engagement
- Secure highly effective pastoral care, student welfare, student behaviour, and anti-bullying procedures

Leading and managing staff:

The Principal will:

- Lead the recruitment and selection of teaching and support staff
- Exercise effective staff management, lead and motivate others and generate highly effective working relationships at all levels
- Optimise the contribution of all staff to ensure excellent quality of teaching, learning and support to improve the quality of education
- Appraise all staff highly effectively and secure bespoke staff development
- Create and maintain excellent working relationships among all members of the Academy community
- Secure an Academy ethos in which the highest achievements are expected from all members of the Academy community.

Efficient and effective use of staff resource

The Principal will:

- Work with the Governing Body on the formulation of the annual budget in order that the Academy secures its objectives
- Plan, manage and monitor the curriculum within the agreed budget, setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control
- Manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum, high quality teaching and health and safety requirements
- Ensure that the allocation of high quality teaching and use of accommodation provides a positive learning environment that promotes the highest achievement for all
- Monitor and evaluate the overall provision of value for money
- Seek to ensure adequate resources for the Academy.

Accountability

The Principal will:

- Be accountable to the Chief Executive Officer

- Be accountable to the Chair of Governors, their board and individual committees
- Work closely with the Chair of the Governing Body for the success of the school and teachers, support staff, students and parents
- Secure a positive working relationship with the Governing Body
- Provide information, objective advice and support to the Governing Body to enable it to meet its statutory responsibilities
- Present a coherent and accurate account of the Academy's performance in a form appropriate to a range of audiences
- Ensure that parents /carers and students are well informed about attainment and progress and are able to understand targets for improvement
- Foster partnership work with the Sponsor
- Develop and encourage good relations between the Academy and the local community
- Work closely with the LA and other schools, locally, nationally and internationally.

Conditions of employment

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment).
- To uphold the trust's policy in respect of child protection and safeguarding matters.
- S/he shall be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.
- The post holder is required to support and encourage the ethos and objectives, policies and procedures of the trust and each academy as agreed by the board of directors and local governing bodies.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the post holder.
- The post holder may be required to perform any other reasonable tasks after consultation with the post holder.

- All staff members are required to participate in the trust's agreed appraisal scheme.

Please note, this job description should be read alongside the 'National Standards of Excellence for Headteachers' January 2015, which the Trust has adopted.

<https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers>

PERSON SPECIFICATION FOR PRINCIPAL

	Measured by: A - Application I - Interview R - Reference	Essential or Desirable
Experience		
Successful senior leadership within secondary / primary settings resulting in significant improvements	A, R	E
A record of implementing change programmes to raise standards in teaching and learning, quality of provision and improve outcomes for students	A, I, R	E
Recruiting, retaining and developing a skilled and effective team and motivating the team to achieve its full potential	A, R	E
A demonstrable track record of strategic and innovative thinking and translating this into effective outcomes for students and staff	A, R	E
Experience of working collaboratively and in partnership with a wide range of partners	A, R	E
Experience of effective financial and resource management	A, I, R	D
Experience of creating and sustaining positive relationships with a wide range of internal and external stakeholders	A, I, R	E
Skills, Abilities and Knowledge		
Think strategically, analytically and creatively	A, I	E
Deal with complexity and uncertainty, with a clear growth mind-set	I	E

Building and sustaining a learning community within a diverse workforce	I	E
Ensure effective practice and research evidence is used to improve outcomes for children and young people.	I	E
Knowledge and understanding of education policies and practices relating to the education and training of students	A, I	E
The ability to provide inspirational and strong leadership and create an ethos in which the highest achievements are reached by all members of the Academy community	A, I	E
Demonstrate, enthusiasm, commitment, passion and ambition to lead the delivery of high quality learning and teaching, raise student and staff aspirations and inspire students to develop to their full potential	A, I	E
The ability to analyse and use data to establish benchmarks and to set and achieve challenging targets for improvement	A, I, R	E
Ability to initiate and maintain innovative curriculum design and delivery to stretch the learning of all students	A, I	E
Ability to create strong, proactive and effective relationships with parents and the local community	A, I	E
Ability to act as both lead and team member, in fostering leadership potential in all	I	E
A commitment to social mobility and improving the life chances of all our students	A, I	E

Qualities		
A commitment to safeguarding and promoting the physical and emotional health and well-being of students	A, I, R	E
A belief in the right of students to a high quality education, raising standards of achievement by recognising the value and worth of each individual, providing teaching, learning and enrichment which stretches each student and supports them to become fulfilled, confident adults.	A, I	E
The ability to implement the MAT vision, supported by a clear strategic plan, targets and goals for the Academy.	A, I, R	E

Secure effective pastoral care, student welfare and significantly reduce instances of unacceptable behaviour	A, I, R	E
Able to employ the appropriate leadership style(s) and approach to develop staff and secure an ethos of harmony and mutual respect	A, I, R	E
Listen, reflect and communicate effectively	I	E
Resonance and emotionally intelligent	I	E
Tenacity, resilience and drive	I, R	E
A sense of humour	I	E

Education		
First degree or equivalent	A	E
QTS	A	E
Additional Post Graduate Study	A	D
Recent and relevant professional development	A	E
NPQH or working towards	A	D