

# Ambleside Primary School

Principal

Candidate Briefing Pack

Dream Believe Shine



Our Trust is founded on a straightforward moral imperative. We seek to support school improvement across our organisation in order to ensure that all learners within our Academies are in receipt of the best possible educational services that can be provided within the scope of our available resources. The majority of pupils that we work with will have experienced significant challenges during their time in education. Our purpose is to ensure that every child for whom we hold responsibility has access to the highest possible standards of teaching and learning, supported by strong staff teams equipped with outstanding resources. Our core aim will be to deliver remarkable and memorable learning experiences that the pupils will value and benefit from now, as they progress into lifelong learning, and the potential for a lifetime of fruitful employment.

Our vision is to create the educational and social experiences that our pupils need to overcome any barriers to engagement and afford them the opportunity to become successful learners. We will promote our ambitions within a framework of a caring, supportive and structured environment. We will secure the circumstances within which our pupils will be helped to develop their individual potential for growth, enhance their self-worth and develop their capacity to demonstrate choice and responsibility in all aspects of their lives. Our Trust will secure the expectation of high quality teaching and learning environments within which there are no limits to ambition.



**Our schools:**



**Westbury Academy provides education for pupils who experience social, emotional and mental health difficulties**



**Woodlands Academy is a place for young people with a variety of disabilities to work, learn and achieve.**



**Denewood and Unity Academies provide an educational and social experience to meet the learning and emotional needs of our young people so that they can be reintegrated back into a mainstream setting.**



**Ambleside Primary School provides education for pupils from Nursery to Year 6**

**About Ambleside Primary School**

Ambleside Primary School is based in the heart of the thriving city of Nottingham serving the full primary age range from 3 to 11. At present there are 735 children on roll. In April 2018, the school became part of the Raleigh Learning Trust.

**School characteristics:**

**NOR: 735 + 78 nursery**

**Age range 3 to 11**

**Gender of pupils Mixed**

**Ofsted rating new Academy (April 2018)**

**Disadvantage (PP and FSM) 43%**

**SEN 31%**

**EAL 19%**

**Job Description**

**Job title:** Principal – Ambleside Primary School

**Salary:** L24 - 29

**Contract type:** Full time permanent

**Reporting to:** CEO

**The Raleigh Learning Trust is the proud sponsor of Ambleside Primary School. The Trust collectively aims to “raise aspiration and transform lives”. Our pupils are at the centre of all we do, and our staff have a passion for improving the life chances of the young people and the community we serve.**

**General description of the post:**

The holder of this post is expected to carry out the professional duties of a Principal as described below and based on the national Professional Standards for Headteachers, as circumstances may require and in accordance with the Trust’s policies under the direction of the CEO. The postholder is required to fully support the vision, ethos and policies of the trust.

**Core purpose**

In line with the values, ethos and strategic direction of the Trust, the Principal will:

* Ensure high quality education, personal development and care is in place for all pupils leading to enhanced academic achievement
* Embed a rigorous culture of safeguarding
* Provide strategic leadership for the school which ensures continuous improvement
* Be responsible for the professional leadership of the school, effectively role modelling integrity and collaboration
* Establish a culture where staff want to work at the school and leadership potential flourishes, resulting in high quality teaching and learning and strong succession planning
* Be responsible for the management and operational leadership f the school in the best interests of all pupils
* As a Trust Principal, recognise your role in contributing to the success of all the pupils in the Trust and work as part of a collaborative team to support improvement in our schools

Within the trust, each Principal is accountable to the CEO for the overall performance of the school, including outcomes for pupils, school improvement and financial planning.

**Values and behaviour**

Senior Leaders prioritise the education of their pupils as the first concern and are accountable for achieving the highest possible standards in work and conduct. Principals act with honesty and integrity. They should have strong knowledge and their skills as teachers up-to-date. They should be self-critical, able to forge positive professional relationships and be willing to work with parents / carers in the best interests of their children.

**Personal and professional conduct**

All employees are expected to demonstrate the highest standards of personal and professional conduct. The following statements define behaviour and attitudes which set the required standard for conduct throughout your career:

It is important to maintain high standards of ethics and behaviour within and outside school by:

* Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to the position
* Having regard for the need to safeguard pupil’s wellbeing in accordance with statutory provisions
* Showing tolerance of and respect for the rights of others and not undermining fundamental British values, including:
	+ Democracy, the rule of law, individual liberty and mutual respect
	+ Tolerance of those with different faiths and beliefs
* Ensuring that personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might lead them to break the law

The successful candidate must have proper and professional regard for the ethos, policies and practices of the school in which they work and maintain high standards in their own attendance and punctuality.

**Responsibilities**

Hold, articulate and role model clear values and moral purpose for the school:

* Develop and communicate a clear vision for the school
* Work with the Trust’s Executive team and Trustees to allow them to effectively fulfil their roles and responsibilities
* Role model positive, professional relationships with pupils, parents / carers, school and trust staff, governors, Trustees, other professionals and the wider community
* Through thorough monitoring and evaluation ensure accurate self-evaluation which leads to continuous and effective improvement
* Have overall responsibility and accountability for safeguarding and promoting the welfare of pupils. This includes securing compliance with all applicable statutory guidance
* Provide a safe, calm and well-ordered environment for all pupils and staff
* Promote the safety and wellbeing of pupils and staff
* Ensure good order and high standards of behaviour amongst pupils and staff
* Exercise strategic financial planning to ensure the effective deployment of resources
* Participate in regular budget monitoring and work within the Trust’s agreed financial procedures
* Ensure the implementation of Trust-wide policies and procedures
* Lead the development, implementation and evaluation of school policies, systems and procedures
* Facilitate effective professional development for all staff and demonstrate commitment to your own professional development
* Implement rigorous and transparent systems for teacher appraisal and for managing the performance of staff through appropriate support and challenge
* Lead the development, evaluation and continuous improvement of curriculum
* Lead the development, evaluation and continuous improvement of teaching and learning
* Lead effective communication with parents and other stakeholders
* Lead effective communication with other professionals and agencies
* Undertake other duties and responsibilities identified by the CEO commensurate with the role

**Principal - Person Specification**

|  |  |  |
| --- | --- | --- |
| **Qualifications and experience** | **Essential** | **Desirable** |
| A first degree or equivalent | Application Form |  |
| Qualified Teacher Status | Application Form |  |
| NPQH |  | Application Form |
| Recent relevant professional experience as a senior leader or Headteacher / Principal | Application Form |  |
| Proven track record in leading and managing effective staff teams | Application Form and Interview |  |
| Experience of leading aspects of school improvement | Application Form and Interview |  |
| Experience of successfully increasing rates of pupil progress and of raising attainment | Application Form and Interview |  |
| Experience of successfully enabling colleagues to develop and apply their leadership skills | Application Form and Interview | Application Form and Interview |
| **Knowledge and skills** |  |  |
| Excellent classroom practitioner | Application Form |  |
| Thorough knowledge of the primary curriculum | Interview |  |
| Thorough knowledge of safeguarding and safer recruitment | Interview |  |
| Articulate with excellent interpersonal skills | Application Form and Interview |  |
| Able to prioritise, plan, organise and manage workload, delegating appropriately to others | Interview |  |
| Able to develop leadership and teaching skills of others | Application Form and Interview |  |
| Able to use a range of evidence to make judgements and identify priorities | Application Form and Interview |  |
| Able to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement |  | Application Form and Interview |
| Able to plan for effective use of finance and school resources |  | Application Form and Interview |
| Ables to develop an effective, cohesive leadership team | Application Form and Interview |  |
| Able to influence others: inspiring, motivating and challenging | Application Form and Interview |  |
| Able to build and maintain effective professional relationships that lead to staff wanting to be led by you | Application Form and Interview |  |
| Astute and perceptive with sound judgement and decision-making skills | Interview |  |
| Able to manage change effectively |  | Interview |
| **Qualities** |  |  |
| Committed to working collaboratively to improve outcomes for pupils | Interview |  |
| Have integrity and consistently leading by example | Interview |  |
| Committed to continuous improvement and the pursuit of excellence | Interview |  |
| Resilient, flexible and having a positive approach to challenges | Interview |  |
| Committed to building positive and effective relationships, based on trust and transparency, with children, parents, the Trust, other schools and the wider community | Interview |  |
| Be committed to innovation, learning from research and the best current practice | Application Form and Interview |  |

**Application process**

Applicants should apply via our online application process through TES

**Important information for applicants**

Closing date: Friday, 19 April 2019 at 5pm

Interviews: Thursday 25 April and Friday 26 April 2019

**Person specification**

This specification sets out the criteria which will be used to shortlist candidates for interview and during the interview process.