

Aspiration • Access • Achievement



**Park House School** Newbury

**Principal** Candidate Application Pack





**I am privileged to be Chair of the Achievement For All Education Trust and resolutely share the aspiration to see all children have the education they deserve.**

Our Trust works alongside the Achievement for All 3A's Charity which provides a unique dimension to our work in education. Through the charity, we have access to over 100 specialist coaches as well as professional learning programmes available to schools within our Trust. Over the next few years our ambition is to encourage other schools to come and join us.

Our members come from all spheres of work linked to education, with national and international reputations. Our CEO and Deputy CEO work closely with the school and the Local Advisory Body. Together we are building a system of governance to enable everyone concerned to focus on learning and providing the best education for the students in our care.

Park House School was the first school to join the AfA Education Trust and we are proud of the many achievements that had been made thus far. Our aspiration for the school is to be outstanding in all that it does. The new leader of Park House School will become part of our team, our family, working together in a professional learning community. We are looking forward to working alongside someone who has the ambition to lead the school, the dedicated staff, and students into the next phase of its history. This requires someone with a clear vision, passion for excellence, a heart for learning and someone who fosters caring relationships in and beyond the school.

Each of us involved in the Trust knows that if we can make a small difference then collectively we can create a space where exciting things happen, where dreams are realised and individuals flourish.

**Dr Coleen Jackson**  
**Chair of Directors**  
**Achievement for all Education Trust**



## Achievement for All Education Trust

Achievement for All Education Trust was established in September 2018 as a result of the effective, evidence-based school improvement work undertaken in over 2000 schools by its sister charity Achievement for All 3A's.

The Trust's first school, Park House School in Newbury joined in September 2018. Following an OfSTED inspection (where the school was rated a strong good in all areas in November 2019), the Trust is now preparing to expand.

## Vision and values

The Trust aims to transform lives through improved educational opportunities and outcomes for all children and young people. Our values underpin and shape Achievement for All Educational Trust culture and behaviour and guide how we make decisions and deliver on our work.

## Aspiration

- High expectations for all, including ourselves
- Setting ambitious goals and striving for excellence
- Being passionate in everything we do

## Access

- Honesty and openness, with respect for all
- Ensuring opportunities for sharing, growth and development for everybody
- Excellent communication and collaboration

## Achievement

- Celebrate the success of others and ourselves
- Work in partnership to achieve common goals
- High Quality, high impact





**Park House School is on a journey to be a school that everyone in our community demands. Recruiting our first Principal is a crucial step to us achieving this aim.**

We are looking for a successful and passionate whole school leader to take up this fantastic opportunity and become the new Principal of our school. You will be working with a committed leadership team, Board of Trustees, supportive staff and talented students.

The Principal will promote excellence, equality and high expectations of all students within a strong inclusive ethos, through effective teaching and learning, to realise the potential of all students and achieve the best possible outcomes. Being able to continually develop the positive cultural ethos in the school is critical to our success.

Our new Principal will be a natural leader, with the ability to work collaboratively with colleagues, providing strategic leadership to the whole school. Park House is also a school who believe in distributed leadership, and the ability to develop and engage staff is an important part of this role.

Whether you are a serving Headteacher / Principal or a successful senior leader looking for your first whole school leadership role, what is clear is that you will have an exceptional track record of success, specifically in relation to school improvement and positive outcomes for all students regardless of background, challenges or needs.

**Professor Sonia Blandford**  
**Chief Executive Officer**  
**Achievement for All Education Trust**



## A Leading Academy for The Whole Community

Park House School is a secondary school in Newbury with 1130 students including sixth form. This popular school has a rising number of students each year, drawn from a wide catchment across West Berkshire and Hampshire.

In 1998, the school was one of the first in the country to be designated as a Specialist Sports College, and youngsters from across the region chose to attend the school (and sixth form) for its unique offer. The school provides sports tuition to 57 primary schools. In 2011 Park House School converted to a single academy, and in September 2018, following working successfully in partnership with Achievement for All 3As for a number of years, the school chose to become the first member of the Achievement for All Education Trust.

In 2016, the school was named as one of the top 100 non-selective state schools in England showing 'the greatest sustained improvement in GCSE results'. The school has continued to further develop excellence across sport, IT, music and the arts. In 2019 it was named as one of 30 schools nationally to become a National Centre for Computing Education (NCCE) computing hub, acting as a centre of expertise, providing high quality support and training to Primary and Secondary computing teachers in the area.

*'Pupils are proud to attend this school. They show a high level of respect towards each other and have a high level of respect for adults in the school.'* **OFSTED, November 2019**





### A values led curriculum

With its former Sports College status, the values at Park House school were based on the Olympic values of Inspiration, Excellence, Courage and Determination, Friendship and Respect, Equality and Freedom. These values are now at the heart of everything that we do. As part of our international work promoting a values led curriculum, this year we have been chosen by the Embassy of Japan in the UK to celebrate Japanese sporting culture and the forthcoming Tokyo 2020 Olympics here at Park House School.

We believe that students at Park House School are inspired by our values, and we were proud to be identified by OfSTED in 2016 as 'an exceptional school' whose values-centred ambition for students means that a commitment to recognising each student's success is evident in all aspects of school life. Rich and memorable experiences promote students' good social, moral, spiritual and cultural development.

Our emphasis on an innovative, personally tailored curriculum with wide ranging enrichment activities and individual care creates a culture of opportunity and achievement for every student throughout the school, whatever their ability or interests. As a result our students are excited by learning, feel valued as individuals and are encouraged throughout their time here to achieve their full potential. They also make a real difference to the lives of others in the local and wider community through their national award winning charity work.



## Our Impact

- An improving trend in attainment and progress at the end of Key Stage 4 with the school identified in 2016 by the Minister of State as being one of the top 100 non-selective state schools in the country for sustained improvement in good GCSE outcomes including English and Maths
- Student achievement in a wide range of national competitions including TeenTech, Design Ventura and Debating Matters
- 15% oversubscription for Year 7 entry
- A high level of external post-16 recruitment
- Selection by the Youth Sport Trust in 2017 as one of the new 30 National Ambassador Lead Schools to promote well-being
- Selection by the British Olympic Association as one of 30 National Beacon Schools to promote the education legacy of the London 2012 Olympic and Paralympic Games
- Exceptional opportunities in Physical Education and School Sport, with specialist Academy programmes enabling students to combine academic study and elite sports performance in Football and Rugby
- A rich variety of experience in the performing and visual arts
- Zero percent NEET (July 2019)
- A leading role at local, national and international levels in promoting system-wide improvement, including area wide co-ordination of primary provision and CPD to maximise the impact of the Sport Premium across 57 primary schools



**Come to Newbury!**

Newbury is a market town in Berkshire offering excellent shopping, its own theatre and cinema, a good choice of restaurants, excellent sport and leisure activities, including racing at Newbury Racecourse. The Kennet and Avon canal runs through the heart of the town.

The area is well served for access to rail and road communication routes, including the M4 motorway via the A34 Newbury bypass. Newbury station provides rail services to London Paddington in less than an hour.

**Park House School**

***A Leading Academy for the Whole Community***

[www.parkhouseschool.org](http://www.parkhouseschool.org)

 ParkHouseSchool

 @PHSNewbury



**Leadership scale:** L25 to L31 (Salary £74,102 to £85,825) or higher for exceptional candidates

**Contract:** Permanent

**Start date:** Depending on availability of candidate

**Closing date:** Monday 2nd March

**Park House School is working in partnership with Achievement for All Trust, as they seek to appoint a Principal to lead this thriving secondary school through to the next stage of its development.**

Are you an experienced Principal or Head Teacher determined to take on a new challenge and would like to join a 'Good' school with huge potential for future growth and development? Or maybe you are a committed SLT member who believes they now have the experience to take Park House School to 'Outstanding'.

This 11-18 growing secondary school has 1130 students on roll with a popular and expanding sixth form. The school has specialist Sports College status providing outreach to 57 primary schools, and excels in performing arts and IT. It has recently been identified as one of 30 NCCE specialist IT computing hubs supporting schools across the South-Central region.

Achievement for All Education Trust was established in September 2018, with Park House school as its first school. We are now facing an exciting stage in our development where we will be expanding to take on new schools.

**We are looking for a Principal who has:**

- the ability to lead and inspire the school and trust community, with excellent interpersonal skills and a track record of successfully managing teams
- passion and enthusiasm to lead this thriving school, sharing the vision and mission of the school and trust for the 'Achievement of All'
- excitement at the prospect of supporting a newly established trust with its expansion plans.

For further information and confidential discussion on the Principal role at this thriving school, please call Nicola Laverton (HR Director) on 01635 279479. Email completed application forms to [HR@afatrust.org](mailto:HR@afatrust.org) or post to HR, Achievement for All Education Trust, The Stables, Andover Road, Newbury, Berkshire RG14 6NQ.

Offers of employment are subject to Enhanced Disclosure and Barring Service checks, references medical and other relevant clearances.



## Job description for Principal Park House School

<b>Job title:</b>	Principal
<b>Salary:</b>	L25 to L31 (Salary £74,102 to £85,825)
<b>Contract Type:</b>	Permanent
<b>Reporting to:</b>	CEO, Achievement for All Education Trust

### Main purpose

- Provide strategic leadership guided by the aims and objectives of the school and the Trust
- Work with the trust to establish policies for achieving these aims and objectives
- Manage staff and resources
- Monitor progress towards the achievement of the trust and school's aims and objectives
- Lead by example and model best practice regarding professional conduct, workload and personal development
- Be a role model for all in the community

### Duties and responsibilities

<b>Qualities and knowledge</b>	<ul style="list-style-type: none"> <li>• Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all students</li> <li>• Build positive relationships with all members of the school community, showing positive attitudes to them</li> <li>• Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally</li> <li>• Work with political and financial astuteness, translating policy into the school's context</li> <li>• Communicate the school's vision compellingly and drive strategic leadership</li> <li>• Seek training and continuing professional development to meet own needs</li> </ul>
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## Duties and responsibilities (continued)

### Students and staff

- Demand ambitious standards for all students, instilling a strong sense of accountability in staff for the impact of their work on student outcomes
- Ensure excellent teaching in the school, including through training and development for staff
- Continue to promote a culture of 'open classrooms' as a basis for sharing best practice
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge
- Identify emerging talents, coaching current and aspiring leaders
- Hold all staff to account for their professional conduct and practice

### Systems and processes

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose and are developed from those advocated by the Trust
- Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing exemplary behaviour
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice
- Welcome and work with the Trust's Boards as appropriate, providing the information they need to govern effectively
- Lead strategic, curriculum-led financial planning to ensure effective use of budgets and resources
- Promote distribution of leadership throughout the school

### The self-improving school system

- Create an outward-facing school which works with other schools and organisations nationally and internationally to secure excellent outcomes for all students
- Develop effective relationships with fellow professionals, students, parents and the wider community
- Model entrepreneurial and innovative approaches to school improvement and leadership
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education



## Duties and responsibilities (continued)

### Other areas of responsibility

- Achievement for All Education Trust are committed to safeguarding and promoting the welfare of students and staff. You will be expected to take a lead in promoting and following the Trust's procedures and Code of Conduct.
- This job description takes all reasonable steps to outline the main duties and tasks of the post, however, not all individual tasks have been identified
- Achievement for All Education Trust envisages growing its number of schools over the coming months. All schools and Principals within the Trust will be expected to contribute to the overall work of the Trust. Schools and Principals will be expected to have the same concern for student outcomes at other Trust schools as they do at their own.

**This job description will be reviewed annually as part of the Trust's Performance Management review systems.**



## Person specification

### Qualifications

- A good degree and Qualified Teacher Status
- Further qualifications such as a master's degree, NPQH (desirable)
- Evidence of recent, relevant professional development

### Experience of

#### Leadership

#### School improvement

#### Partnership

#### Systems and processes

- Working in a school within an Education Trust (desirable)
- Successful Headship experience or senior leadership experience in a good or outstanding secondary school
- Working in a school with a sixth form
- School self-evaluation and improvement resulting in improved outcomes teaching in KS 3, 4 and 5
- Monitoring teaching and learning, and using assessment to ensure 'Achievement for All' students including
- Working alongside HR department to successfully line manage staff including staff Performance Management
- Successful partnership working with students, parents/carers, staff, Governors, external agencies and the wider community
- Budget preparation, implementation and monitoring to ensure the best possible outcomes for students on a limited budget



## Person specification (continued)

### Skills and knowledge

- To inspire the school and education trust community, by building positive relationships and communicating a clear vision

### Leadership

- Ability to motivate teams of people to secure the school's vision

### School improvement

- Excellent interpersonal and communication skills, with the ability to 'take people with them' when effectively managing change

### Partnership

- A can-do philosophy, highly professional manner at all times and ability to remain calm under pressure

### Systems and processes

- Aspire for an outstanding education for the students, motivating them to reach their personal best
- Understanding high quality teaching and learning, and the ability to support colleagues to improve
- To be able to accurately self-assess the strengths and weaknesses of the school, write and implement school improvement plans resulting in improved standards
- Ability to develop an existing sixth form, and improve career pathways for students throughout the school
- The ability to use data effectively to identify strengths and weaknesses and set targets to improve outcomes
- Enjoyment of working with students and their parent/carers to support their aspirations for their futures
- Demonstrates kindness and empathy, with an ability to maintain a positive ethos and culture
- To think creatively, to be solution focused and look for innovative approaches and solutions.
- Understanding of sound financial management practices, experience of managing a school budget and the ability to make spending decisions based around a balanced school budget



## Person specification (continued)

### Personal qualities

- An alignment of personal values to the vision, aims and ethos of the Trust and the School

### Leadership

- Sense of humour and positive outlook

### School improvement

- A commitment to the achievement of all students to fulfil their true potential –where everyone is valued. Clear evidence of a motivation and love of working with young people

### Partnership

- Continuing to promote good behaviour, to enable students to continue to feel proud to attend this school

### Systems and processes

- A commitment to providing a relevant curriculum to meet the needs of the students and the future demands of employers

- A personal belief in Social Mobility, and improving the life chances of students and their families

- Ability to effectively implement safeguarding, health and safety and equality of opportunity legislation and procedures.

- Continue to maintain a culture where safeguarding, health and safety equal opportunities and risk management have the highest priority

- Relevant understanding of employment law, working effectively alongside the Trust's HR department

- Ability to drive



