



Principal

Mossbourne Parkside Academy

Mossbourne Parkside Academy is recruiting for the role of Principal starting in September 2017. Mossbourne academies pride themselves on being the best places to teach and learn in the country. The role of Principal will offer the right individual the rare and exceptional opportunity to be involved in the next chapter of Mossbourne Parkside.

Mossbourne Parkside Academy provides education for early years foundation stage, key stage one and key stage two. The Academy provides children with a happy, welcoming and caring learning environment, with high expectations of behaviour and manners throughout the Academy. All teachers at Mossbourne recognise that every child is different and encourages them all to strive and reach their full potential. At Mossbourne we approach our work from the perspective that the children only have one chance at education and, in turn, deserve the best education.

The Academy will follow the culture of Mossbourne, and the new Principal will require the vision to continue to develop this at Mossbourne Parkside Academy. There will also be every opportunity for the Principal to develop something quite unique as the Academy continues to evolve its own particular character.





Letter from the Federation's Chair of Governors

Dear Applicant

We are delighted that you are interested in applying for the post of Principal at Mossbourne Parkside Academy.

The Mossbourne Federation is at the forefront of educational excellence with a mission to establish exceptional schools for all children within the local community. It grew out of the visionary inspiration of the Academy's sponsor, the late Sir Clive Bourne, a successful Hackney businessman. Clive was a remarkable person who believed passionately in the talents and abilities of Hackney children. He appointed our founding Principal, Sir Michael Wilshaw (latterly HMCI of Ofsted). Together they established a spirit which continues to imbue all the schools within the Federation.

The Mossbourne ethos is built on a formula of high expectations, doing the simple things right, and a belief that all children can succeed. Through professional collaboration, we enable staff to provide an outstanding quality of teaching and to develop innovative and enlightened approaches within a 'no excuses' ethos that ensures highly ambitious success for every child regardless of their background or learning needs. All children have but one chance at education, and our approach continues to nurture pupils. They benefit from the highest standards of behaviour and achievement, and we see this raising the bar of education throughout Hackney and beyond.

The original Mossbourne Community Academy began in 2004. In 2014 we opened a new secondary school, Mossbourne Victoria Park Academy and in 2015 two new primary schools, Mossbourne Riverside Academy (in the Olympic Park) and Mossbourne Parkside Academy. The Principal of each school has the responsibility to lead the development of their organisation in a way which is aligned to the federation's overarching mission, ethos and methods. Being part of a federation brings added benefits of collaboration, shared resources and the deployment of expertise when they are most needed by schools responding to challenges such as the national funding arrangements or the assessment and examination policies within an ever-changing educational landscape.

The Central Federation Governing Board sets the priorities and direction for all the schools. At an executive level, Peter Hughes, also the Principal of Mossbourne Community Academy, is our Chief Executive. In addition, we benefit from an expanding partnership with the Grocers' Livery Company in the City of London, building on the success of the work we have undertaken with them on mentoring and work experience. Each of our schools now has three Grocer governors. As Chairman of the Federation board, I am also a Grocer. That link is in addition to the long-term support we continue to receive from our sponsors, the Bourne Family Trust, and from other City organisations, as well as the strong relationship with the London Borough of Hackney and schools within the community.

At the time of joining the Federation, Mossbourne Parkside Academy was an established maintained school with several key concerns. The academy is now firmly moving in the right direction. Should you be successful, you will be undertaking the challenges to raise standards and achieve the educational excellence that we see throughout our Mossbourne family of schools. In doing this you will gain enormous satisfaction from leading the school and working with our staff, our children and their families

All staff work exceptionally hard to achieve outstanding results for our children. As such, you will also appreciate the professional advantages that come from the mutual sharing of expertise, creativity and innovation through staff collaboration across the federation. Your professional growth and that of the school will be supported by Peter Hughes our Chief Executive and from the input of your local governing board. Most of all, you will gain an exceptional sense of pride from achievements that we know we can bring about for all our children.

We hope the information about Mossbourne Parkside Academy and the Federation gives you a sense of the breadth and depth of our passion to improve outcomes for all children in Hackney.

If you feel as excited to be part of the Mossbourne Project as we do, we look forward to hearing from you.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Henry Colthurst', written in a cursive style.

Henry Colthurst



Principal

Mossbourne Vision Statement

The Mossbourne Federation's Mission is to establish exceptional schools.

Mossbourne schools: lead, transform and excel.

Our vision and mission is underpinned by three core values, upheld by all students, parents, staff and governors. Through upholding these core values, we will be the first academy federation whose schools are without exception, exceptional.

Excellence: doing everything as well as we can, always
No Excuses: believing that anything is possible, we never give up
Unity: working together towards our goals, with integrity

Core Purpose

The Principal is the leading professional in the school and will be expected to provide first class leadership and management in all areas of the Academy's work. S/he will be expected to build enthusiastically on the ethos of aspiration, success and high standards so evident at Mossbourne and embed them into Mossbourne Parkside Academy. This will involve harnessing the huge talents and support of both the school community and external partners to create an exciting and vibrant learning environment giving students access to all the life and social skills they require as well as academic success.

Accountable to the CEO, whoever is appointed will be expected to ensure that Mossbourne's vision and values underpin the leadership, management and organisation of the academy, including not only its goals and targets, but also its day to day practices and routines. S/he will be accountable for continuous improvement in the quality of education in the Academy and governors will expect year on year success. The Principal is legally and contractually accountable to the governing body for the school, its environment and its work.

Acting as both ex-officio governor and adviser to the governing body, the Principal will ensure a strong partnership between governors and staff. This will build on the approach of the original sponsor to Mossbourne, the late Sir Clive Bourne, and maintained by the Bourne Family Trust, headed by Lady Joy Bourne. Sir Clive believed passionately that given the right circumstances all children can achieve well, regardless of their backgrounds, class, ethnicity or gender. This vision continues to be translated into daily practice throughout the Mossbourne Federation and the Principal at Mossbourne Parkside Academy will need to understand the power of education to transform communities.

The post holder will play a full role as a member of The Mossbourne Federation.



The Principal will be expected to demonstrate excellent leadership and management in the following five key areas:

Shaping the Future

- Ensure the vision and values agreed by the governing body are clearly articulated, shared and acted upon by staff and students, and understood by parents and the wider community
- Ensure an organisational structure which reflects the school's values, and enables the management systems, structures and processes to work effectively
- Produce, in collaboration with governors and staff, clear evidence-based improvement plans and policies for the continued development of the school
- Advise the governing body on the formulation of new policies, their implementation and evaluation
- Build on the school's approach to equal opportunities by ensuring all students achieve well and that particular attention is paid to supporting underachieving individuals and groups
- Plan creatively and systematically to embed the Mossbourne Federation brand
- Report regularly to the governing body on the performance of the Academy

Leading Teaching and Learning

- Ensure high quality teaching and learning across the Academy: including monitoring, reviewing and evaluating classroom practice intensively to promote improvement, taking swift action where teaching is identified that falls below Mossbourne's very high standards
- Embed a culture of challenge and support so that barriers to learning are broken down, giving personal support to individuals to eradicate under-achievement and ensure progress
- Ensure a consistent and continuous focus on each student's achievement, track and communicate progress, ensuring effective action is taken to remedy problems
- Articulate high expectations and set challenging targets for success year on year to develop all students academically and socially
- Implement strategies, routines and procedures to secure high standards of behaviour and attendance



Leading Teaching and Learning (cont)

- Ensure a balanced and flexible curriculum appropriate for all students
- Engage actively with other schools to strengthen learning and achievement

Working with Others

- Build and work with an effective Senior Leadership Team, under the guidance of the CEO
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive culture
- Embed a demonstrable understanding of the needs of children from a multi-racial community
- Maintain good working relationships among members of the school community
- Ensure good pastoral care operates as an essential support for behaviour and learning
- Promote and implement strategies and procedures that secure good order, discipline and high morale
- Cultivate Mossbourne's strong learning culture within the academy so that professional development is prioritised to achieve the vision and goals of the Academy
- Ensure that new staff are recruited appropriately, inducted effectively into Mossbourne Parkside Academy's culture and that all staff are supported to grow and develop their careers within the Academy
- Ensure effective planning, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities
- Ensure effective and rigorous performance management of staff
- Set high personal standards which include regular reviews of his or her practice and an active commitment to personal development
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams
- Work closely with governors, both formally and informally, to enable the governing body to meet its responsibilities and to ensure the continuing success of the Academy



Managing Resources

- Be accountable for the management and use of the school's resources, ensuring regularity and propriety at all times and reporting regularly to the governing body
- Ensure the range, quality and use of all available resources, including staff, are monitored, evaluated and reviewed to achieve maximum benefit for students and provide value for money
- Maximise the Academy's resources by seeking additional funds from a range of sources
- Manage budgets in accordance with delegations from the governing body, ensuring effective financial control at all levels
- Ensure effective administration and audit control
- Use and integrate a range of technologies effectively and efficiently to manage the Academy
- Ensure the campus provides a safe environment which promotes well-being and high achievement , including accountability for health and safety regulations , advising and involving governors where appropriate
- Ensure the effective safeguarding and protection of children

Strengthening the Community

- Ensure a culture and curriculum which takes account of the richness and diversity of the school's communities
- Present a coherent and accurate account of the Academy's performance and success to a range of audiences, including the media
- Ensure that students have access to a wide a range of people and experiences including building on enrichment activities, community based learning and extra-curricular activities
- Build an effective partnership with parents to support and improve each student's achievement and development
- Encourage and develop good relations between the school and the local families it serves
- Promote strong links with the local community: in particular, education, business and the voluntary sectors
- Contribute to the education system by sharing effective practice and working in effective partnership with other schools



Person Specification

Qualifications, Development and Experience

- Qualified Teacher status and good honours graduate or equivalent
- Able to show evidence of further professional study and able to demonstrate a commitment to personal learning, in particular recent management developments such as NPQH
- Experience of working in urban and multi-racial communities
- Demonstrable success in a challenging context
- Track record of having gone beyond the norm and even of 'breaking the mould'

Knowledge and Understanding

The new Principal will understand (and as appropriate will have successfully applied principles relating to):

- Leading and managing change
- Building, supporting and working with high performing teams
- Strategies for raising achievement and achieving excellence
- An effective communicator both orally and in writing to a variety of audiences
- The development, maintenance and use of a network of contacts
- The ability to work under pressure and to deadlines
- The principles and practice of good teaching and learning
- The use of new and emerging technologies to support learning
- Behaviour and attendance management
- Curriculum design and management



Knowledge and Understanding (cont)

- Monitoring and evaluating performance and school self-evaluation
- Evidence based teaching practise
- Current educational issues and trends
- Financial planning and budget management
- Strategic planning and organisation, inclusion and access
- Legal issues relating to managing a school including equal opportunities, human rights, employment and health and safety
- Governance

Skills and attributes

- The ability to lead and manage people to work towards a common vision and aspirational goals
- The ability to inspire, challenge and empower others both within the Academy and beyond
- The provision of a role model for staff and students
- The ability to effectively give and receive feedback to improve performance
- Acknowledgement of the need for his or her own continuing professional development
- Credibility through both the effective discharge of functions and a professional demeanour
- Creative and imaginative thinking to anticipate and solve problems and identify opportunities
- An effective communicator both orally and in writing to a variety of audiences
- The development, maintenance and use of a network of contacts





Application Process

Application deadline

Completed applications must be received by **12/5/2017**. Please submit your documents either:

- Online through our website: <http://www.mossbourne.org/vacancies/>;
- By post or delivery addressed to: CEO, Mossbourne Community Academy, 100 Downs Park Rd, London, E5 8JY.

Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, outlining your suitability for the role.

Discussion and visits

Confidential and informal discussions with the CEO are welcomed- please arrange a suitable time with Juliet Stewart, PA to the CEO on 0208-5255-205. Candidates are also welcome to arrange a visit to Mossbourne Parkside Academy to observe what makes Mossbourne so unique.

Selection procedure

Shortlisted candidates will be invited in to complete proficiency assessments, and to interview with a panel. We hope to appoint for this position by 31/5/2017. Shortlisted candidates will be given more details.

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least one professional reference is required. The post will be offered subject to satisfactory completion of pre-employment checks.

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Thank you for considering Mossbourne, we hope to hear from you

