

Primary Principal Vacancy

MALTBY LILLY HALL ACADEMY



Letter from Chair of Governors

Dear Candidate

I am delighted that you have expressed interest in the Primary Principal role and leading our school to the next level of performance.

Maltby Lilly Hall Academy is a large two form entry primary school, set in an exceptional new building on a large site with an abundance of green space. The school sits at the heart of an established, close knit learning community and is committed to working with 'Maltby schools for Maltby learners'. As part of the Maltby Learning Trust, you will be joining a highly inspirational and ambitious organisation which strives for excellence in all it does in order to achieve the best possible outcomes for its pupils. The Trust is a successful and highly collaborative partnership of local schools committed to raising the educational ambitions of the community in which it sits.

The Governing Body is a dynamic group, having recently reconstituted in order to maximise our skills to ensure that we can support and challenge the leadership of the school. We are aware of the strengths of the school and the key priorities moving forwards and can assure you that the successful candidate will inherit a talented staff team that are committed to and ambitious for the children at Maltby Lilly Hall. The young people are one of the strengths of the school and Governors are keen to ensure that the primary experience develops confident, happy, self-motivated learners who are well prepared for their next phase of learning.

Prior to amalgamation and academisation, the Infant and Junior schools were graded as 'Outstanding' and 'Good' in their respective OFSTED inspections. In a changing educational landscape, we recognise that the key performance measures have changed and that within a new Ofsted framework, schools may need to recalibrate their judgements as part of their self-evaluation process. Our focus remains on a journey of school improvement, and we are committed to raising standards of attainment and accelerating progress for all children regardless of their starting point. We require a Primary Principal who is confident in their ability to effectively lead the Academy through this next stage of development.

Maltby Lilly Hall Academy requires a visible Principal, with excellent communication skills and most importantly, a leader with the vision, drive and passion to provide the very best educational opportunities for all our pupils.

This position is ideal for either an existing Headteacher or an experienced Deputy Headteacher. We very much hope you do apply, but whatever your decision, I would like to take the opportunity to thank you for your interest and wish you well in your professional future.

Yours sincerely

Debbie Bonewell
Chair of Governors

Letter from Trust Chief Executive

Dear Applicant

Thank you for your interest in this exciting leadership opportunity within the Maltby Learning Trust. We are looking forward to working with the successful candidate to take Maltby Lilly Hall Academy to the next level of performance and improve outcomes for our learners in this ever changing educational landscape.

The geographical proximity of our group of schools has encouraged and facilitated the sharing of specialist staff and also enabled the Trust to provide critical leadership support in schools in their time of need. We have a number of active cross phase development groups that are working collaboratively to shape innovative solutions to the current educational challenges that we face and to secure sustainable school improvement across all phases and areas of learning. The Trust uses external improvement partners to support our programme of quality assurance and self-evaluation. This team provides regular reviews of our educational provision and outcomes, gives an external evaluation of our leadership and overall effectiveness and continues to connect the Trust with highly effective schools and academies beyond Rotherham.

Our vision is to provide high quality education and to deliver the best possible outcomes for all children and young people. At our core we provide outstanding educational provision for families, firmly rooted in the context of the local community. We seek to support lifelong learning, and provide excellence in teaching through high expectations and a return to traditional values and standards. This is an exciting time in our development as we continue to expand our group of schools and to have further impact upon the lives of young people. Maltby Learning Trust is an ambitious and innovative organisation, so we are looking for a highly committed professional who can secure positive outcomes for our young people, staff, families and the wider communities that we serve.

As one organisation and employer, we have made substantial progress in sharing expertise and benefitting from economies of scale, increasingly developing common policies and aligning practice across our schools to become more efficient and effective. We remain committed to continuing along this path whilst respecting and valuing the distinctiveness of each school and retaining real choice for parents. We currently serve over 2,000 learners between the ages of 3-18 attending schools which are located within a few miles of each other. We operate with a minimal central team of permanent staff, preferring to locate our greatest resource, our team of highly qualified staff, within our schools.

Maltby Lilly Hall Academy is looking for an outstanding leader that can take the school onto greater success, inspiring the children to attain the highest level possible. If you are successful, you will join a relatively new team of committed and dedicated staff, who strive to achieve very best academic standards and secure the well-being of every child.

If you share our vision and passion for young people and their families, then we would like to hear from you. If you would like to visit the Trust, this can be arranged by appointment and details are available later in this application pack.

Yours sincerely

David Sutton
Chief Executive Officer

Maltby Learning Trust Vision and Values

“The Maltby Learning Trust is committed to securing purposeful partnerships with parents, staff, governors, local community groups and broader business partners to deliver the very best for every child and young person. The MLT is entrusted to provide outstanding teaching and learning and personalised guidance and support so that all learners develop the personal qualities, resilience and competencies that make them employable and enables them to live healthy, successful and fulfilled lives. The common goal is high aspirations, challenge and support for all young people and adults who learn and work within the Maltby Learning Trust.”

Excellence as standard. Everyone strives to reach their potential and achieve the highest standards possible, enabling them to contribute effectively to society as responsible citizens who value learning and secure a positive progression route through relevant education or training to fulfil their career ambitions.

Providing outstanding provision. Secure outstanding teaching and learning through a curriculum which meets every young persons' individual learning and developmental needs.

Developing a moral compass. Everyone appreciates a range of different viewpoints, values and cultures in order to give context for their own moral compass, developing in the process, respect for diversity and an understanding of their obligations and responsibilities to others, as well as understanding their own rights as individuals.

Securing high expectations and ambition. Ensure all are ambitious and focused on achieving the very best for themselves and others, and recognise that underperformance is challenged through support and personal development.

Taking responsibility. Develop a culture in which all recognise that success depends upon personal responsibility as well as the support and challenge of others.

At the heart of the community. Build strong, sustainable links with the local community including representative groups, other schools, the LA, health, voluntary sector, faith groups and employers to embed ambition, raise aspirations and enrich the learning experience on offer.

Focus on success, for today and the future. Embed a culture of high aspirations so that all members are aware of, and seek, opportunities allowing them to develop the confidence, resilience, creativity and enquiring mind required to be successful now and in the future.

Maintaining healthy lifestyles. Equip everyone with the knowledge and skills to maintain both physical and mental wellbeing for themselves and their families.

School Vision and Values

'Our vision is to establish a culture of excellence where children enjoy learning, secure success and celebrate achievements'.

Enjoy Learning

At Maltby Lilly Hall Academy we will ensure that children enjoy learning by:

- Providing a welcoming, safe, happy learning environment where everyone is respected and listened to; takes pride in their work and their achievements, develops confidence and independence in their learning.
- Encouraging individuality, promoting risk taking and providing a curriculum which inspires our children to become confident and successful learners.
- Accessing broader learning opportunities through working in partnership with other schools in the Maltby Learning Community.

Secure Success

At Maltby Lilly Hall Academy we will ensure that children secure success through:

- Striving for the highest possible standards of achievement and behaviour in an inspirational learning environment.
- Striving to be a centre of excellence, where quality leadership is developed and shared with other schools and where all staff are committed to their own learning and the sharing of quality practice.

Celebrate Achievements

At Maltby Lilly Hall Academy we will ensure that children celebrate achievements through:

- Encouraging everyone to do their very best.
- Identifying and building upon individual strengths and talents.
- Acknowledging individual and collective achievements through a range of activities.

Statement of Intent

We have a school which will always:

- Make learning the priority.
- Encourage and value extended learning opportunities including sport and the creative and performing arts.
- Develop a learning partnership between children, parents, school and the local community.
- Challenge children to achieve their full potential and be prepared for the next stage of their education.

The Multi-Academy Trust

Maltby Learning Trust

The Maltby Learning Trust is a multi-academy Trust of four primaries and a secondary academy based in the same community. The Trust is the heart of the community, being not only the biggest employer in the village but also providing hubs for learning which parents, pupils and the wider community both trust and respect. The Trust schools work in close professional partnership, sharing resources and skills to provide the best possible opportunities for all our learners. Our aim is to promote and provide excellence in teaching and learning through high expectations and a return to traditional values and standards.

The Learning Trust mantra is 'Working together to Achieve Excellence' and we are committed to providing high quality educational provision for all children and young people in the local community.

The Maltby Learning Trust is a fertile and productive environment in which to grow as a leader. Bespoke leadership training is delivered within the Trust by both our leaders and expert external providers. In addition, a high level of support and challenge is provided by both executive leaders and independent, external experts. This has enabled us to develop a vibrant, committed group of talented middle and senior leaders, of which the successful candidate will be a part.

The Maltby Learning Trust is a not for profit charitable organisation that governs a chain of academies under a single funding agreement with the Secretary of State for Education. The overall aim of the Trust is to develop a local learning community which promotes and provides excellence in teaching and learning through high expectations and a return to traditional values and standards. The Trust is in a strong position with well-established systems and structures and has a high degree of buy-in and collaboration from all the Academies and leaders in the group.

The Trust believes in maintaining the identity and autonomy of local schools and will provide the appropriate challenge and support on their journey of school improvement. In the Trust partnership there is currently one secondary and four primary schools. The two founder schools have a proven track record of securing transformational change and the Trust is a DfE approved sponsor for Secondary, Primary, Special and all through Academies.

Our partnership of schools includes Academies that are currently judged across the whole OFSTED effectiveness range and across a wide range of contexts and phases.

We want to recruit colleagues who can commit to our vision and values and hope that this summary resonates with you and encourages you to read further.

The Application Process

Completed applications should be returned to nbailey@maltbyacademy.org for the attention of Nicky Bailey, Clerk to the MLT Board.

Or by post to: Maltby Academy | Braithwell Road | Maltby | Rotherham | S66 8AB

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date, please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information, please contact Nicky Bailey, Clerk to the MLT Board on 01709 812864.

Primary Principal (Required for September 2017)

Salary: L18 – L24

Are you a talented Primary leader looking for a new challenge?

If you are a current or aspiring Head Teacher, with the passion and commitment to lead our school through ongoing change and take it to 'outstanding', we would like to hear from you.

The Governors are looking to appoint an inspirational and innovative Principal to lead our school to the next level of performance. Someone who will continue to challenge and improve the quality of teaching and learning, embrace the learning community philosophy and work within the Trust to ensure outstanding leadership for all its stakeholders.

Our children are happy, safe and enjoy a creative curriculum and our parents greatly value their children's education and the work of the school. We continue to work hard to secure a consistency of approach and high standards and we have strong links with the learning community.

We are looking for an experienced leader to drive the school improvement agenda and further raise attainment and accelerate progress for all children and young people, embracing the opportunities and support provided by the Learning Trust.

Informal discussions about the role and a visit to the school are warmly welcomed and encouraged. Please contact Miss Nicky Bailey, Clerk to MLT Board, 01709 812864 to make an appointment with Mr David Horigan (Executive Principal - Primary).

Closing Date: Monday 20th March 2017 at 9.00am

Interviews: 29th/30th March 2017

An application pack can be downloaded from the Maltby Learning Trust website at www.maltbylearningtrust.com or from the Maltby Lilly Hall Academy website at www.maltbylillyhallacademy.com

Committed to Safeguarding & Promoting the Welfare of Children | An Equal Opportunities Employer

Role Description – Primary Principal

Salary range: ISR 18-24

Accountable to: The School's Governing Body, in association with the Trust Chief Executive and Directors.

Job Purpose

The Primary Principal will work with the Academy Senior Leadership Team (SLT), the Chief Executive, Executive Principal (Primary) and other leaders in the Trust to provide strategic leadership, vision and management of Maltby Lilly Hall Academy and have responsibility for the highest quality of education for all its pupils.

Shaping the Future – Strategic Direction and Development

- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all staff.
- Ensure the vision for the school is aligned with the Learning Trust.
- To work in association with the Trust and partners to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrate the vision and values in everyday work and practice.
- Work with all stakeholders to create a shared culture and positive climate for all.
- Ensure creativity and innovation in the use of appropriate current and emerging technologies to achieve excellence across the whole school community.
- Ensure that strategic planning takes account of the diversity, values and experience of the school and its wider community including other Academies in the Trust.
- Contribute to the development of the Trust policies and procedures.

Teaching and Learning

- Maximise the opportunities for all pupils through continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.
- Ensure that high quality teaching is at the heart of strategic planning and resource management.
- Establish creative, responsive and effective approaches to teaching and learning.
- Work closely with the Trust and Academy Development Groups.
- Contribute to the development of a collaborate approach across the Trust Academies in sharing good practice and improving the learning experience for pupils.

- Empower pupils to take an active part in their own learning and to take personal responsibility for improving their future opportunities and educational experience.
- Implement strategies which secure high standards of behaviour and attendance.
- Monitor and evaluate the quality of teaching and standards of learning and achievement.
- Work with the Leadership Team to determine, organise and implement a diverse, flexible curriculum and effective assessment framework.
- Establish a culture which promotes aspiration within the school community and celebrates success and achievement.
- Take the strategic lead in the development of new and emerging technologies to improve the learning experience for pupils.
- Challenge underperformances at all levels and ensure effective corrective action, support and review.
- Build an effective partnership with parents and the wider community to support and enhance the achievement and personal development of all pupils.

Developing Self and Working with Others

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive culture
- Build a collaborative learning culture within the school and actively engage with other Academies to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction, professional development and performance management in line with agreed local and national policy and procedures.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals; ensure clear delegation of tasks and responsibilities.
- Support the development of versatile, transferable skills and attitudes to life-long learning and celebrate achievement.
- Develop and maintain a culture of high expectations for self and others and take appropriate action when necessary.
- Regularly review own practice and take responsibility for own personal development.
- Ensure adequate provision to enable an appropriate work/life balance for all.

Managing the Organisation

- Create a structure which reflects the school's values and enables the supporting systems, structures and processes to work effectively in line with legal requirements.
- Produce and implement clear, evidence-based improvement plans and policies for development of the school.
- Ensure that policies and practices take into account Trust initiatives.
- Work in partnership with the Leadership Team in the management of finance and human resources to achieve the school's goals and priorities.
- Manage the setting of annual performance management targets for senior leaders and review progress against them in line with agreed policy and procedures.
- Oversee the implementation of a robust performance management framework across the school in line with policy and practice.
- Manage and organise the school environment effectively in liaison with the Trust Extended Leadership Group.
- Ensure that the use of resources provides value for money.
- Promote and develop a safer working practice culture to ensure staff and pupils are supported and safe.

Securing Accountability

- Develop a collective ethos in the school and its wider partnership which enables everyone to work collaboratively, share best practice, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities and responsibilities are clearly defined, communicated, understood and agreed and are subject to a robust and rigorous review and evaluation in accordance with statutory performance management policy and procedures.
- Working with Trust Directors and the Extended Leadership Group, provide objective advice and support to local governors to enable them to meet their responsibilities.
- Develop and implement a suitable quality assurance system in collaboration with the Extended Leadership Group.
- Present a clear, coherent and accurate account of performance to a range of audiences including the Chief Executive, Governors, parents and carers.
- Promote the status and the ethos of the school/Academy Trust with all stakeholders.

Strengthening Community

- Promote and develop a culture and curriculum which takes account of the richness and diversity of the community and celebrates the differences.
- Create and promote positive strategies for challenging discrimination.

- Collaborate with other agencies to provide a holistic approach to the well-being of staff, pupils and their families.
- Create and maintain effective partnerships with parents and carers to support and improve the opportunities for all pupils and their communities.
- Co-operate with relevant agencies to ensure communities are safe environments where pupils and their families have opportunities to thrive.

The expectations of the Governing Body/Trust Directors are that the appointed Primary Principal will work to the professional duties set out in the School Teachers' Pay and Conditions Document.

The role description details responsibilities but does not direct any particular priorities or amount of time to be spent carrying out these duties.

This role description is not prescriptive, nor necessarily a comprehensive definition of the post. As such, it may be subject to amendment, after consultation, to meet the changing needs of the school.

Person Specification – Primary Principal

Education/training/qualifications	Essential	Desirable	MOA
Honours degree	*		A
Qualified Teacher Status	*		A
Demonstrable commitment to continued professional and personal development	*		I/R
Successfully undertaken 'safer recruitment' training		*	A
Working towards or achieved NPQH	*		A
Experience			
It is expected that the candidate will have:			
Been a recent Head Teacher / Principal in a primary setting		*	A
Been a senior leader with significant leadership or management responsibility	*		A
Been recognised as an outstanding teacher themselves		*	A/R
Had experience of teaching in a primary school	*		A
Had experience of teaching in more than one school		*	A
Had a proven track record of whole school improvement	*		A/I/R
Been successful in leading improvements in the quality of teaching and learning in school	*		A/I/R
Been successful in raising standards so the gap in pupil attainment is closed and all pupils achieve	*		A/I/R
Been successful in developing and maintaining an effective pastoral care system		*	A/I/R
Effectively led a team of senior/middle leaders and distributed responsibility, while holding them to account	*		A/I/R

Supported the successful development of middle leaders	*		A/I/R
Helped develop a strong learning environment in a school both for children and staff	*		A/I/R
Successfully managed a budget	*		A/I/R
Worked closely with a governing body so that the vision of the school/ Academy is embedded, school improvements are achieved and standards are raised		*	A/I/R
Worked closely with parents to engage them in the children's learning	*		A/I/R
Worked with the wider community to maximise the opportunities they bring to the school		*	A/I/R
Worked with other senior leaders beyond their own school to improve quality across a range of schools		*	A/I/R
Knowledge and understanding			
The candidate will be expected to demonstrate knowledge and understanding of:			
How to create and embed an inspirational ethos and culture within a school	*		A/I
How to engage with a governing body so that school improvement is a priority and underpins their work in the school	*		A/I
What outstanding teaching and learning looks like and how this can be achieved	*		A/I
How to drive forward Academy improvement so priorities are addressed and gaps in attainment are closed for the children including the most vulnerable	*		A/I
Quality Assurance / Self Evaluation, personalisation and the Appraisal process	*		A/I
How effective management of performance leads to school improvements	*		I/R
How an Academy is held to account both locally and nationally	*		I/R
How to identify and grow future leaders		*	A/I
How to improve the learning environment	*		A/I
How to develop a culture of professional learning for all staff within the school so that all develop in role	*		A/I
How to engage parents so that they are able to contribute to their pupils' learning	*		A/I

How to link with key stakeholders and the wider community – in a way that recognises its richness and diversity – and so that they contribute to the development of the Academy and the school contributes to the development of the community		*	A/I
How the challenging education landscape – at national and local level – will have an impact on an Academy and how this can be managed	*		A/I
How to manage changes in key aspects of provision such as the curriculum so that these changes are managed successfully	*		A/I
How to use knowledge of child protection requirements to make sure every child is safe	*		A/I
How effective school policies are developed and implemented in practice	*		A/I
How to manage school finances effectively so they enable the best outcomes for all pupils	*		A/I
Competencies			
It would be expected that the candidate will demonstrate their ability in:			
Analytical and strategic thinking	*		I/R
Conceptual thinking	*		I/R
Inspiring, influencing and impacting on others	*		I/R
Relating to others	*		I/R
Developing others	*		I/R
Working collaboratively with others	*		I/R
Holding others to account	*		I/R
Highly organised	*		I/R
It would be expected that the candidate will be able to demonstrate:			
Self-awareness	*		I
Resilience and emotional maturity	*		I

Commitment to modeling exemplary classroom practice	*		I
Commitment to developing others to achieve success	*		I
Integrity	*		I
Personal Drive	*		I
Moral purpose	*		I
Personal Attributes			
Caring, compassionate, challenging, consistent and credible	*		I
Adaptable, creative and solution seeking	*		I
Approachable, charismatic and engaging	*		I
Sets high standards of themselves	*		I
Values and respects cultural diversity	*		I
Other Requirements			
Satisfactory enhanced disclosure and barring service with lists check	*		A

Key:

MOA= Method of Assessment, A= Application, I= Interview and assessment, R = Reference