



Orchards
Academy

Headteacher Candidate Pack



Welcome Letter

Thank you for requesting details about the vacancy for Headteacher at Orchards Academy.

We believe great education has the capacity to do wonderful things for our community and would love to hear from like-minded leaders. For us, our next Headteacher needs to hold success for students at the heart of all they do, be passionate about the impact that teaching and learning has on the lives of young people, and be able to collaboratively lead the school to embed excellence in an exciting new build.

Orchards, located in Swanley, is an inclusive, non-selective academy that caters to a diverse community of 550 students aged 11 to 16. As part of the Kemnal Academies Trust (TKAT), the school is committed to fostering achievement, self-confidence, and resilience among its students, guided by its ORCHARDS ethos: Organised, Responsible, Considerate, Hardworking, Ambitious, Resilient, Determined, and Self-Confident. This ethos underpins the school's vision to create an inclusive and challenging educational environment that prepares students for success in education, careers, and life beyond school.

The school was graded Good by Ofsted in July 2021, and we are looking for an inspirational leader who understands our community context to lead the school on the next part of the journey to excellence. Not only will you have the opportunity to work with hard-working, innovative staff, the successful candidate will oversee the exciting move to our new state-of-the-art building, due to open in September 2025.

The school is part of TKAT, one of the largest Multi-Academy Trusts in the South and East of England. Led by a team of educationalists, the Trust is a family of 45 primary and secondary academies offering a welcoming and empowering learning environment for students and their staff. Driven by a desire to ensure every child, no matter their background, gets

a high quality education, we focus on “doing what’s right over doing what’s easy”. All of our work is underpinned by our core values of Shared Voice, Shared Belief and Shared Success, with a shared passion for ‘Achieving More Together’.

We offer our employees a wealth of professional development opportunities, including bespoke training programs, mentoring, and leadership development pathways. Staff benefit from a collaborative culture, where innovative teaching practices and shared knowledge drive excellence across the Trust. Our balance between alignment and autonomy means you get to run a school with a valued and individual identity whilst benefiting from the support and collaboration that common and shared approaches provide.

We are a proud family of schools and know that genuine collaboration is the key to success for all within the family. We see every school as a receiver and provider of support, and our next headteacher needs to be wholeheartedly invested in this ethos in order to benefit from being part of the Trust.

You will have the opportunity to work with highly committed school colleagues, be supported by expert trust staff, and be part of a network of system leaders. If this sounds like the place for you, please come and join our #oneTKATfamily.



Matt Batchelor

Senior Director of
Education, Secondaries

Our Vision and Values

We expect our staff and students to support our vision in every way to help students achieve excellence and have the correct skill sets to succeed when they leave the academy.

Our Values outline below are at the centre of everything we do within our behaviour culture at the school.

Organised

BECAUSE we are then ready to accomplish more

Responsible

BECAUSE the only thing we can control is our own actions

Considerate

BECAUSE others feelings are as important as our own

Hardworking

BECAUSE talent alone is not enough to be successful

Ambitious

BECAUSE we want to be better today than yesterday

Resilient

BECAUSE it empowers us to overcome the challenges we face

Determined

BECAUSE it increases our chances of success

Self-Confident

BECAUSE we believe in our own ability Our Values are consistently reiterated in school through display, rewards and personal development.



We have a weekly focus value on which we teach the students the why behind our values in our community briefings.

Our personal development programme which runs during form time and lessons also follows our value of the week.

British Values

Orchards Academy is committed to actively promoting British values throughout the curriculum, both inside and outside of the classroom.

We understand British values to mean democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Our students are encouraged to:

- Understand how citizens can influence decision-making through the democratic process
- Understand that the freedom to hold other faiths and beliefs is protected in law
- Have an acceptance that people have different faiths or beliefs to oneself (or having none)
- Be accepting and tolerating of others, and should not be the cause of prejudicial or discriminatory behaviour
- Understand the importance of identifying and combatting discrimination



Headteacher Job Description



GRADE/SALARY:	TKAT leadership scale Fringe L23-L28 (£88,185 - £99,493)
REPORTING TO:	Director of Education
PURPOSE OF THE ROLE:	As Headteacher, you will provide inspirational leadership to all employees and students and the wider community. You will be accountable to TKAT, reporting directly to the Director of Education for the educational, financial and operational success of the school and for the promotion of the school within the local community.

MAIN ROLE AND RESPONSIBILITIES

Strategic Leadership

- To work with the Director of Education, the school's Governing Body, and the school's senior leaders & employees to deliver a strategy to ensure high quality provision and raise educational standards and outcomes across the school.
- To work closely with the Director of Education to develop and implement a dynamic school improvement strategy, keeping abreast of national trends in education.
- To ensure the safeguarding culture of TKAT is actively promoted and upheld.
- To lead and develop the school's senior leaders in their roles, ensuring outstanding continuous professional development opportunities are available to all.
- To seize the opportunities presented by being part of TKAT and to work collaboratively with other Headteachers in our family.

Operational Management

- To ensure that the leadership, management, finance and administration of the school is innovative, continuously improving, and fully compliant with ESFA, DfE, Ofsted and TKAT requirements.
- To recruit, retain and develop high calibre staff across all areas of school life, and to develop strong career pathways that place personal and professional development at the centre of all staff training activity.
- To foster a flexible, diverse and innovative working culture that makes the school the employer of choice in the area.
- To develop a high challenge, high support model of accountability for all staff, ensuring that colleagues are empowered to deliver to their highest potential.



Headteacher Job Description *continued*

Educational Cultural Leadership

- To model leadership excellence and the highest professional standards, ensuring that quality across the rest of the school is consistently high, and continuously improving.
- To ensure senior leaders develop a robust approach to teaching, learning and assessment, ensuring that the school learns from outstanding practice elsewhere in TKAT, and brings new ideas into the school.
- To promote a culture of high expectations amongst adults and students.

Public Relations and Communications

- To be a confident ambassador for the school, communicating our vision and values to current and prospective parents and students, and to the wider community.
- To build strong relationships with members of the Local Governing Body, the Executive team at TKAT, and with other schools within the TKAT family.
- To work in partnership with external agencies to ensure that all our students achieve the outcomes they deserve, and to build new links with businesses and community groups for the benefit of the school.



Headteacher Person Specification



As Headteacher you will demonstrate the following qualifications, experience, knowledge, skills and personal qualities.

Education and Qualifications

- A good first degree or equivalent.
- Qualified Teacher Status.
- Evidence of continuing professional development.

Experience

- A track record of successful Headteacher experience gained in a secondary or all through school.
- Proven experience of leading and developing staff and a demonstrable record of devising and sustaining staff development and training programmes.
- Successful school improvement experience and a personal record of contribution to raising standards with measurable outcomes.
- Experience in a range of schools and preferably in diverse schools in challenging contexts.

Knowledge and Skill

- Inspirational leadership skills with the vision, ability and experience to lead a school to exceptional Ofsted outcomes.
- Demonstrable knowledge of safeguarding and safer recruitment.
- A deep understanding of people, how to engage and motivate staff, and how to galvanise and to get the best out of teams.
- A nuanced understanding of school self-evaluation and the school improvement process.
- Deep knowledge of – and engagement with - the wider educational agenda.
- An outstanding teacher with the ability to evaluate teaching practice, foster consistency and raise aspirations of both students and teachers.
- An understanding of how to operate in a MAT or within a wider organisation (desirable, not essential).
- Good financial skills and the ability to engage with performance data and financial planning.
- Excellent written and verbal communication skills with the ability to represent the school to a range of external audiences.

Personal Attributes

- Passion, understanding, empathy and, above all, a genuine love for the profession.
- Absolute clarity and consistency in all that you do
- Dynamism and high levels of energy to motivate the whole school community.
- Outward-facing and committed to raising aspirations in challenging contexts.
- Resilience, a strong sense of personal integrity and a high level of emotional intelligence.
- Excitement about contributing to the ongoing growth and development of TKAT.
- Ability to demonstrate personal impact and presence, in addition to humility and an absence of hubris.
- Ability to be resilient and calm under pressure.



How to Apply

If you would like to discover more about this exciting opportunity, need any further information or have an informal discussion, please contact our retained consultant at Academicis, Ross Laird:

rlaird@academicis.co.uk or
01223 907979 / 07901 585959

Please email your application to, Ross Laird:
rlaird@academicis.co.uk

Timeline

Closing date: 26th March 2025

Shortlisting: 27th March 2025

Interview dates: 3rd April 2025

Visits

You are very welcome to visit the school in advance of submitting an application. Please note that all visits will be informal and will not be part of the selection process, and will have no bearing at all in our short listing, interview, selection and recruitment processes. These visits will be led by either our Chair of Governors or one of the leadership team.

Safeguarding

Our school has an equal opportunities policy for selection and recruitment in accordance with our safeguarding policy. The school is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks.

