



**SOUTH BANK
ACADEMY TRUST**



**YORK HIGH
SCHOOL**

INFORMATION FOR APPLICANTS

PRINCIPAL



**SOUTH BANK
ACADEMY TRUST**

ARE YOU READY TO CHANGE THE WORLD?

Principal (YORK HIGH SCHOOL)

THANK YOU FOR YOUR INTEREST IN SOUTH BANK MULTI ACADEMY TRUST.

It is my absolute privilege to be the Chief Executive Officer of South Bank Multi Academy Trust and I am really excited to appoint a Principal to work at York High School, following the retirement of the current Headteacher.

I became a teacher because I wanted to give every child the opportunity to change the world. I became CEO for the same reason. Therefore, I am looking for a **Principal** who is absolutely committed to ensuring that all children

experience educational excellence every day so that they can change the world.

The successful candidate will lead a committed leadership team and staff body. You will also benefit from the capacity of an experienced Trust school improvement team to help you shape the future of education in York High School. As a Trust, we are committed to:

- the pursuit of excellence and the highest expectations for our children;
- academic outcomes and personal development for each child in line with our vision and values;
- continuous improvement

for our schools through the **South Bank School Improvement Model**.

If you share our beliefs and priorities and are excited by this vital leadership role and want to make a real difference to children, I would very much welcome an application from you. Please get in touch for an informal discussion about the role. I look forward to hearing from you.

Mark Hassack
Chief Executive Officer



SOUTH BANK ACADEMY TRUST

OVERVIEW

PRINCIPAL (YORK HIGH SCHOOL)

KEY FACTS

Principal

Permanent

Full time

**L27-L30: £89,413 - £96,238
per annum**

**Closing date: midnight on
Sunday 12 May 2024**

Interview date: 16/17 May 2024

Start date: September 2024

ABOUT THIS ROLE

South Bank Multi Academy Trust is looking to appoint a Principal to lead York High School, due to the upcoming retirement of our long-standing and successful Headteacher. We are a mixed 11–16 school, serving a genuinely comprehensive intake, and our values of resilience, aspiration and success are woven through everything we do. We have an absolute commitment to maximising the potential of all our students and the school has seen rapid and sustained change recently, with the school earning a 'good' judgement from Ofsted in September 2022.

The successful candidate will be an inspirational and innovative leader, with the ability to provide operational and strategic leadership in

order to drive forward the improvement journey the school is already on. You will inspire and motivate staff, students and parents, and want the very best for all students, no matter their background.

You will be fully supported by a committed staff body and senior leadership team within school. You will also benefit greatly from being part of a collaborative multi academy trust, with further specialised support in areas such as SEND, school improvement, finance and HR readily available from the Trust's wider Central Team.

All our staff have a genuine commitment to excellent pastoral care and to maximising the potential of all of our students, and this must be reflected in the successful candidate's values. In return, the Trust offers a range of staff benefits, including enrolment in the excellent Teachers' Pension Scheme, 24/7 access to an employee assistance programme and a range of family friendly policies, as well as regular, high quality professional development.

FURTHER INFORMATION

Visits to the school and informal discussions regarding the role are welcomed. Mark Hassack, CEO, can be contacted via Zoe French in order to arrange an appointment. Please email z.french@southbanktrust.co.uk

THE APPLICATION PROCESS

Further details about the school and South Bank Multi Academy Trust are available on our website:

www.southbanktrust.co.uk

Please email applications to recruitment@southbanktrust.co.uk, marked for the attention of Mark Hassack, CEO.

ADDITIONAL INFORMATION

South Bank Multi Academy Trust is committed to safeguarding and promoting the welfare of children. All appointments are made in accordance with safer recruitment practices and the statutory guidance in *Keeping Children Safe in Education*. Online checks will be carried out on all shortlisted candidates, and all appointments are subject to an enhanced DBS check, satisfactory references and checks regarding suitability to work with children.

South Bank Multi Academy Trust reserves the right to close advertisements early. Advertisements will therefore close at midnight either on the advertised closing date, or at the point the decision has been taken to close the advertisement early. Applicants will be invited for interview once suitable applications are received, therefore early applications are strongly encouraged and advised.



JOB DESCRIPTION 1/2

PRINCIPAL (YORK HIGH SCHOOL)

JOB DESCRIPTION

Post title: **Principal**

Reports to: **CEO/Executive Principal**

Responsible for: **School staff and pupils**

OVERALL PURPOSE OF JOB

Provide effective leadership and management of the school, ensuring the delivery of high quality provision and the best outcomes for pupils.

	MAIN DUTIES AND RESPONSIBILITIES:	NOTE
1	Strategic and operational leadership and management of the school.	
2	Drive forward improvement priorities, raising standards and outcomes for all pupils in school.	
3	Evaluate school performance, identifying priorities for improvement and acting on these as appropriate, delegating responsibility as required and holding employees to account for their areas of responsibility.	
	TEACHING AND LEARNING	NOTE
4	Ensure the school has a broad and balanced curriculum, being involved in the development of the curriculum with other colleagues within the Trust.	
5	Establish and sustain high-quality teaching across all subjects and phases, leading on and conducting lesson observations and other quality assurance activities.	
6	Have ambitious expectations for all pupils, including those with special educational needs and disabilities and those who are disadvantaged, and promote an inclusive culture that enables all pupils to access the curriculum and achieve their potential.	
7	Promote a culture that encourages collaboration, where best practice is shared in order to secure the best outcomes for pupils.	
8	Ensure reliable and consistent approaches are used to assess pupils' knowledge and understanding of the curriculum.	
9	Model excellent teaching and behaviour management of pupils at all times.	
	LEADERSHIP AND MANAGEMENT	NOTE
10	Be a highly visible presence around the school, including at lesson changeover, before and after school, at break and lunchtime, ensuring pupils arrive on time to school and class.	
11	Develop and review the school improvement plan, reviewing and monitoring progress against the plan and objectives.	
12	Line management of the senior leadership team and other assigned staff in school. Inspire, motivate and coach direct reports and other staff to ensure the promotion of a shared culture and vision.	
13	Allocate financial resources appropriately and effectively; managing the school's finances efficiently, with the support of the Trust's Executive Team.	



JOB DESCRIPTION 2/2

PRINCIPAL (YORK HIGH SCHOOL)

JOB DESCRIPTION

Post title: **Principal**

Reports to: **CEO/Executive Principal**

Responsible for: **School staff and pupils**

OVERALL PURPOSE OF JOB

Provide effective leadership and management of the school, ensuring the delivery of high quality provision and the best outcomes for pupils.

14	Develop and retain high-quality staff through effective recruitment, professional development and performance management.	
15	Monitor staff wellbeing and workload and implement strategies to promote a healthy working environment.	
16	Establish clear and open lines of communication with all stakeholders.	
17	Maintain effective relationships with fellow professionals and colleagues to improve educational outcomes for all pupils, including developing positive relationships with other schools and Trusts.	
18	Ensure staff and pupils' safety and welfare through effective approaches to safeguarding.	
19	Tour the school site regularly, taking the necessary action to ensure the school's ethos is maintained and any areas of concern are followed through and addressed.	
20	Plan, monitor and review health and safety within the school, ensuring statutory compliance with the support of relevant school and Central Services staff.	
21	Attend and actively contribute to both internal and external meetings as and when required, including providing support and constructive challenge at the weekly SBMAT Leadership Meeting.	
22	Attend Local Governing Board meetings, providing reports and updates.	
23	Adhere to the professional duties of all classroom teachers as set out in the current <i>School Teachers Pay and Conditions Document</i> and <i>Teachers' Standards</i> .	
GENERAL		NOTE
1	Uphold professional standards for the role, and follow all school and Trust policies and procedures.	
2	Comply with Child Safeguarding Procedures and adhere to the Trust's Child Protection and Safeguarding Policy at all times.	
3	Participate in performance management and take part in appropriate training and development activities.	
4	Maintain confidentiality in all areas of work and process personal and sensitive information in accordance with relevant legislation.	
5	Undertake other reasonable duties as requested, in accordance with the level of the role and the changing needs of the organisation.	



PERSON SPECIFICATION 1/2 ALL POINTS ARE ESSENTIAL UNLESS OTHERWISE SPECIFIED

PRINCIPAL (YORK HIGH SCHOOL)

QUALIFICATIONS		NOTE
1	Good honours degree, or equivalent.	
2	A professional teaching qualification and/or QTS or equivalent (e.g. QTLS).	
3	Evidence of recent and relevant CPD.	
4	<i>Further qualifications relevant to the role, for example NPQH (desirable).</i>	
EXPERIENCE		NOTE
1	Experience in a relevant leadership role in a secondary setting.	
2	Excellent classroom practitioner with evidence of excellent outcomes for pupils.	
3	Experience of engaging with staff, parents and other key stakeholders.	
4	Line management experience and proven track record of leading, developing and managing staff, including dealing with the full range of HR issues.	
5	Experience in narrowing the gap for vulnerable pupils and those with additional needs.	
6	Experience of school improvement, including involvement in school self-evaluation and development planning.	
7	Experience of financial/budgetary management in a school setting.	
SKILLS/KNOWLEDGE/ABILITIES		NOTE
1	High expectations of self and others, including the ability to demonstrate exceptionally high expectations for all pupils, both personally and academically.	
2	Understanding of high quality teaching based on evidence, and the ability to model this for others in order to drive improvement in teaching and learning.	
3	Ability to use a range of ICT systems, including confidence in using standard computer packages (e.g. Microsoft, Google) and school-specific software.	
4	Ability to build strong relationships and communicate effectively to a range of stakeholders, including pupils, staff, parents, governors and others.	
5	Ability to challenge and give views and feedback in a constructive manner, in order to effect positive change and outcomes and hold others to account.	
6	Evidence of taking initiative, being creative and solving problems.	
7	Strong understanding of curriculum development.	



PERSON SPECIFICATION 2/2 ALL POINTS ARE ESSENTIAL UNLESS OTHERWISE SPECIFIED

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8	Experience of utilising and analysing a broad range of data and information to monitor and evaluate performance in a range of areas, to inform planning and to help improve outcomes for students and to inform strategy and whole school improvement.	
9	Knowledge and experience of the Ofsted framework in relation to secondary settings.	
10	Ability to build a strong school culture and community with both staff and pupils.	
PERSONAL ATTRIBUTES		NOTE
1	Strong personal and professional integrity, with resilience and ability to motivate self and others, provide inspirational leadership and be an excellent role model.	
2	Confidence in dealing with challenging conversations and adhering to policies and procedure.	
3	Excellent personal organisation and a track record of timely delivery of tasks and projects, with a solution-focused approach to problems and competing priorities.	
4	Reflective practitioner with the capacity to challenge and address areas for personal development.	
5	Ability to work both independently and collaboratively.	
6	A commitment to aspirational outcomes for all pupils.	
7	A commitment to equality and diversity.	
SAFEGUARDING		NOTE
1	Demonstrate a commitment to safeguarding children and ensuring the welfare of children.	
2	Be able to remain calm, empathetic and treat all students with dignity and respect, even when faced with challenging behaviour.	
3	Evidence of professional expertise in managing safeguarding incidents and experience in providing support regarding safeguarding to staff.	
4	Satisfactory Enhanced DBS check.	