

Mulberry UTC
Where learning works



Recruitment of Principal

Mulberry University Technical College
(UTC)





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Welcome from the CEO

Dear Candidate

Thank you for expressing an interest in the post of Principal at Mulberry UTC.



The Trust is a growing and flourishing one. We have two new schools coming into the Trust in 2023 (a primary and a secondary) and a brand-new flagship secondary school opening in 2023 in Wapping. We have established links with world-renowned organisations such as the Mulberry STEM Academy in partnership with Mercedes-Benz Grand Prix Ltd, Global Girl Leading, Model United Nations, Edinburgh Festival Fringe, the English National Opera, Mulberry Youth Conferences, the Women of the World Festival – and many others offering an amazing enrichment programme that will ensure our students flourish. Our charity, the Mulberry Schools Foundation, is the charitable arm of the Mulberry Schools Trust, established in 2019. The Foundation is extending opportunities to all and working towards a world where equity and social justice are universal.

These are just some examples of our partnerships and projects which are really important to us and help embed our Trust-wide ethos.

We believe strongly in system-wide improvement outside our Trust. Through my role as a National Leader in Education we carry out a great deal of work supporting other schools at the request of the Regional Schools Commissioner. I also Chair the Fair Education Alliance, a coalition of 250 organisations which aims to tackle inequality in the education system. We are members of Challenge Partners and we also run our own peer reviews.

Our Executive Leaders, Principals and the Central Services Team – work collectively on school improvement; collaboratively and collegially. This brings great opportunities for an existing and experienced Principal to take on additional roles beyond their own school – potentially with executive responsibility to support new Principals in another school or to lead an aspect of Trust growth, for example, primary or school improvement work. If you are a new Principal it brings a wealth of opportunities to learn from the best practice of a strong team of experienced leaders and creates informal support structures – all whilst affording autonomy to drive improvement in your own individual school.

We are looking for a Principal who is imaginative, energetic and deeply caring who will be responsible for providing outstanding leadership of Mulberry UTC. We want you to enjoy your career in headship, so support for professional growth and system-wide involvement is plentiful.

We hope this job pack provides you with further information about Mulberry UTC and the Mulberry Schools Trust and we would strongly encourage candidates to come and visit the UTC prior to completing an application.

Yours faithfully

Dr Vanessa Ogden

CEO

Mulberry Schools Trust

The Uniqueness and Excellence of Mulberry University Technical College (UTC)

We are incredibly proud of our UTC and wish to recruit an outstanding Principal who understands our innovative curriculum and unique employer-led approach to learning – it's what makes our school so special.

Our Principal will need to:

- Understand and appreciate the value of our 'gold standard' academic and technical curriculum and how it develops the capacity for imagination, critical analysis and practical application. Our Key Stage 4 students study two different technical qualifications from Health, Digital Media, Performing and Production Arts and Business. At Key Stage 5 most students study A-Levels with technical qualifications enhanced by employer-led projects, work placements and work-based experiences. Our exceptional offer leads to outstanding university destinations where students go on to explore exciting and varied fields of study.
- Be able to nurture, embed and sustain high quality external partnerships with Mulberry UTC's industry partners including Barts Health NHS Trust, British Film Institute, Goldsmiths, University of London, the National Theatre and Bank of America. These organisations are an integral part of the life of the school.
- Have a commitment to developing T-Level qualifications and preparing our young people for the workplace. Our first cohort of T-Level students are studying Health (Adult nursing). We are fully behind these qualifications and will be introducing Digital Media soon.
- Be able to understand our different stakeholder groups so that Mulberry UTC is successfully marketed to potential students, parents/carers, staff, industry partners and the wider public. This includes developing networks and devising creative strategies to showcase our incredible strengths, so that our excellent reputation is enhanced.



An introduction to Mulberry UTC and the Trust

Welcome to Mulberry UTC, the first University Technical College (UTC) within the Mulberry Schools Trust.

Mulberry UTC has been designed for young people whose passion and talent lie in the practical application of their intelligence and creativity. Mulberry UTC specialises in preparing young people for careers in the Health sector and the Creative Industries.

In each of our schools, we have a very clear statement of purpose – ‘outstanding achievement for all’. This vision is underpinned by the desire to do more for high-quality education for all children and young people – and a commitment to schools working together to secure an inclusive, ambitious, collegiate, and imaginative offer for parents and their children in East London.

Whilst each school is different, by joining Mulberry UTC, you become part of our family of schools, with a commitment to working together to secure a great future for every child within our care. In making this appointment, we want to continue to pioneer cutting edge education for young people in Tower Hamlets to help prepare them for their future careers.

Our aim is to provide all our pupils with the best education regardless of their starting point. We provide a service to our families and we hold true to the fundamental principles of equal opportunity and inclusion for all.



Our Trust Vision

Our vision is to be a key provider for quality education so that all of our students leave us as highly qualified, confident and articulate young women with a wealth of experience.

This vision is under-pinned by moral purpose – a desire to do more to improve the quality of education for all girls and young women – and a commitment to schools working together to secure an inclusive, ambitious, collegiate and high-quality offer.

A Mulberry education is premised on three under-pinning principles:

1. Access to education and the chance to be educated is a human right in a civilised world.

We believe that every young person should receive the same opportunities and quality of education, regardless of their natural ability or where they come from. Our Trust was formed to enable our partners to deliver the best possible educational outcomes for their young people and the communities they serve through sharing expertise and promoting outstanding practices.

2. Education should provide rich intellectual and personal development for individuals and communities of people.

An education offered by the Trust is concerned with the spiritual, moral, social, cultural and physical development of people so they have self-determination and can create for themselves, fulfilled, happy lives. It is also concerned with equipping people for employment, contributing to the economy as well as enabling them to sustain themselves financially.

3. Education is a public good.

To have universal school education brings economic and social benefits to the whole of society; it creates greater peace, prosperity and economic and social well-being. The Mulberry Schools Trust is outward facing and contributes to education beyond the doors of its own schools.

These principles shape the aims of the Trust's education: the curriculum that is delivered, the personal development that is offered and the wider opportunities that are provided across the system.

Our Trust Aims

Our aim is to develop creativity, leadership and a life-long love of learning in our students which will enable them to lead enriched, happy and fulfilled lives, contributing to their own community, to British society and to global well-being.

Every student will receive an education that:

- 1. Engenders high levels of academic and technical ambition**
- 2. Provides rich personal development**
- 3. Enables the development of students' high aspirations and self-determination**

Bringing Down Barriers to Success

Our shared background in providing for disadvantaged communities has inspired the Trust to build up a broad network of partnerships to aid and develop student experience, opportunity, drive and success.

It is our belief that there should be no barriers to each child's future and that society should, and can, be a level playing field. Aspiring for this to be reality we promise to:

- Emphasise high quality subject teaching that is reinforced by excellent support for learning and intervention.
- Deliver inclusion services that assist personal development.
- Provide excellent pastoral care so no student goes unsupported.
- Continually develop strong leadership and have high levels of expertise in education, supplemented by knowledgeable, committed and challenging governance.

Partnerships with Impact

The Mulberry Schools Trust's corporate and arts partners, such as Mercedes-Benz Grand Prix Ltd, Bank of America, the British Film Institute, the National Theatre, the London Stock Exchange Group, the Donmar Warehouse, Goldsmiths, University of London, Barts Health NHS Trust and others, all contribute extensively and are central to the wider extra-curricular experiences that the Trust is able to offer to achieve its aims.



About Mulberry UTC

The principal priority for Mulberry UTC is to provide our pupils with life chances – good qualifications and the capacity to be successful, fulfilled, healthy, happy and confident adults with a rich range of personal resources upon which they can draw.

As a University Technical College, we have a particular focus on preparing young people for the world of employment, by ensuring students have access to high quality industry experience and employer-led projects, to help them develop the skills they need to succeed when they leave school.

At Mulberry UTC, every member of staff is driven by the desire to make a lasting difference to our students, their families and our wider community through the education we provide and the associated services we offer. We are passionate about the need for all young people to have access to high quality educational opportunities, regardless of whether they want to follow an academic or a technical path. We are committed to ensuring that the UTC provides young people with access to high quality academic and technical education, to ensure they can achieve their full potential and go on to succeed when they graduate.

Our vision is to provide:

- Outstanding academic and technical learning, leading to high levels of progress
- Outstanding pastoral support, student wellbeing and inclusion which enables every student to make outstanding progress, regardless of their starting point or the barriers to learning they may face
- A rich personal development curriculum which supports students' development of self-confidence and self-esteem.
- A comprehensive enrichment curriculum which make a significant contribution towards enabling students to think analytically and critically, to develop a strong understanding of the world around them and to demonstrate values of mutuality, reciprocity, respect and unity.
- All our students to be independent, autonomous learners with the resilience, confidence and motivation necessary for lifelong learning.
- All students to be well-prepared to succeed in a highly competitive and constantly changing labour market.



The Building and Facilities

Students at Mulberry UTC benefit from working within our fantastic state of the art building, a stimulating and creative learning environment with custom-designed, professional-standard facilities you would expect to find at cutting edge places of employment.

We have a 250-seat theatre modelled on the Dorfman at the National Theatre, studio theatre, TV and film studio with green screen, recording studio, radio production suite, animation studio, post-production and digital editing suites. In addition, there are dressing rooms, construction and costume workshops; specialist science labs; hospital and healthcare simulation rooms; and other digital technology suites.

Our aim is to provide all our pupils with the best education regardless of their starting point. We provide a service to our families and we hold true to the fundamental principles of equal opportunity and inclusion for all.



The school day at Mulberry UTC

To give students the time to undertake academic and technical studies, the school day at Mulberry UTC is longer than in some other schools.

The school building is open every day from 8am for breakfast for both students and staff.

Students start the day with registration, or assembly at 8.40am and lessons start at 9am.

On most days, lessons finish at 3.50pm. Students may remain in the building until 5pm at the latest.

On Fridays, school finishes for students at 2.10pm.

Timing of the school day

8.00am-8.30am	Breakfast
8.40am-9.00am	Registration/Assembly
9.00am-9.50am	Lesson 1
9.50am-10.40am	Lesson 2
10.40am-11.00am	Break
11.00am-11.50am	Lesson 3
11.50am-12.40pm	Lesson 4
12.40pm-1.20pm	Lunch
1.20pm-2.10pm	Lesson 5
2.10pm-3.00pm	Lesson 6
3.00pm-3.50pm	Lesson 7
3.50pm-5.00pm	Library club

(Fridays only)

8.00am-8.30am	Breakfast
8.40am-9.00am	Registration/Assembly
9.00am-9.50am	Lesson 1
9.50am-10.40am	Lesson 2
10.40am-11.00am	Break
11.00am-11.50am	Lesson 3
11.50am-12.40pm	Lesson 4
12.40pm-1.20pm	Lunch
1.20pm-2.10pm	Lesson 5
2.10pm	End of school day, students must leave the building



We work with some impressive industry partners at Mulberry UTC

One of the things that makes Mulberry UTC unique is our close links with hugely prestigious industry partners and employers.

Our students will benefit from top-class opportunities to gain understanding of the world of work and to develop skills that are important to employers, such as confidence, communication skills, teamwork and problem-solving. Our partnerships programme ensures students are completely prepared for university, apprenticeships or other forms of work or training.

Our industry partners include leading employers in our areas of specialism: **Barts Health NHS Trust, the British Film Institute, Goldsmiths, University of London** and the **National Theatre**, as well as many others. These employers are represented on the governing body and work closely with the school and its students to help them develop the skills they need for their future careers.



Job Description

Job Title: Principal

Reports to: CEO

Salary scale: Competitive and commensurate with experience (Group 6)

Duration: Permanent

Key Accountabilities, Leadership Duties and Responsibilities

The Principal will be responsible for providing outstanding leadership of Mulberry UTC, promoting its culture, ethos and embodying the Trust's vision and values by ensuring the highest standards and expectations in teaching, learning, behaviour and management, community engagement and resource management.

This job description reflects and references the DfE Headteachers Standards (2020)

The Principal will:

- Work in partnership with the CEO and trustees to set the overall strategic aims and objectives for Mulberry UTC, setting high professional standards and expectations and ensuring stretching targets are embraced at all levels
- Recruit and retain staff of the highest quality available and work to ensure that the staff are deployed to maximum effect with regard to the quality of education provided
- Demonstrate passion and enthusiasm for Mulberry UTC, the leadership of high-quality technical learning across specialisms.
- Lead the development, communication, and implementation of Mulberry UTC' strategic plan and School Improvement Plan

- Actively promote and demonstrate creatively, innovation and the use of technologies to achieve excellence in all aspects of curriculum development and delivery
- Ensure that Mulberry UTC provides an effective learning environment based upon a sound and consistently applied policy for positive behaviour for learning
- Determine, organise and implement a diverse and dynamic curriculum supported by effective assessment methods
- Ensure that effective teaching and learning is at the heart of all strategic planning and resource allocation and ensure value for money at all times.
- Promote a culture of reflective and personalised learning where all students are required to be engaged in their own learning and achievement of success
- Promote the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standards for teachers' professional development
- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement and individual needs
- Develop and embed strategies, which ensure the highest expectations of attendance and behaviour for students to support effective learning

- Ensure that the resources of the Mulberry UTC are managed effectively and efficiently to support the highest levels of aspiration and achievement for the students
- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- Provide information and objective advice to the Trust Board and its sub-committees to enable them to meet their statutory, governance and leadership responsibilities
- Present an accurate and coherent account of the Mulberry UTC performance to its stakeholders
- Ensure compliance with the requirements of all relevant auditing, employment and health and safety legislation and guidance
- Ensure that appropriate financial controls are in place and regularly reviewed and monitored
- Ensure that the structures and ways of working of the Mulberry UTC support the vision and ethos of Trust Board, including the proactive promotion of equality of opportunity and diversity

Teaching and Learning

The postholder is also required to carry out the duties of a schoolteacher as set out in the Schoolteachers' Pay and Conditions Document and such specific duties form part of this job description. This is true of all Principals within the Trust - how this commitment is determined by individuals varies in accordance with their other duties and responsibilities.

All staff have a teaching commitment which will involve:

1. Planning and recording of lessons.
2. Maintenance of pupil and class records.
3. Completion of pupils' subject reports and profiles.
4. Assessment, monitoring and evaluation in line with the school's policy.
5. Setting of pupil targets;
6. Setting and marking or regular homework.
7. The maintenance and care of all resources and stock.
8. Attendance at department/faculty meetings.

Responsibility post holders are accountable to the Head of Department/Faculty in all matters relating to the teaching of their subject.

The Principal is expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

To ensure the highest quality teaching and learning at Mulberry UTC, the Principal will:

- Establish and sustain high-quality, expert teaching across all subjects and key stages, built on an evidence-informed understanding of effective teaching and how students learn
- Ensure that effective strategies are in place, closely monitored and reviewed, to continue to rapidly close the gap for disadvantaged students and other vulnerable groups
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- Ensure effective use is made of formative assessment to shape and develop the curriculum

Leadership and Management of People

- Line management responsibility for the Senior Leadership Team.
- Strategic responsibility for all teaching and support staff teams in the school.
- Leadership responsibility of the whole curriculum.
- Leadership responsibility for pastoral care, behaviour and conduct of pupils.
- Leadership responsibility for parents / carers and other stakeholders of the school
- Leadership responsibility for governance and support for the work of the governing body

Equality, Diversity and Inclusion

- Promote and lead on Equality, Diversity and Inclusion matters at Trust level
- Adhere to the Trust's policies and ensure anti-discriminatory practice in all aspects of the role
- Leadership responsibility for ensuring compliance with equality legislation

Safeguarding

- Take responsibility for safeguarding and promoting the welfare of children and young people and to follow the MST child protection procedures.

Health and Safety

The Principal has the responsibility to provide visible leadership to the whole school so that staff feel motivated, supported and empowered to focus on their roles at school.

- Ensure that the UTC is following the Trust health and safety policies and has effective arrangements for managing the real health and safety risks at the school.
- Maintain effective communications with employers, governors, trustees and the school workforce, and give clear information to pupils and visitors, including contractors, regarding the significant risks on site.
- Responsibility for the management of school site security.
- Make sure that the staff have the appropriate training and competencies to deal with risks in their areas of responsibility.
- Consult and work with recognised TU safety representatives/employee representatives and safety committees.
- Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly.

In addition to this, the Health and Safety at Work Act (1974) places duties on all employees:

- To take reasonable care for their own Health and Safety and that of other persons who may be affected by the individual's acts or omissions at work;
- To co-operate with management to enable them to carry out their duties and comply with all relevant Health and Safety legislation;
- Not intentionally nor recklessly to interfere with or misuse anything provided in the interests of health, safety or welfare;
- To assist management/leaders in preparing, implementing and updating all relevant risk assessments for their area of responsibility.

Person Specification

Qualifications and experience

- Qualified teacher status and evidence of further professional development
- Proven track record as an outstanding senior leader with experience and a successful track record at least at Principal/ Deputy Principal level within a London or an inner-city academy, UTC, college or equivalent learning environment. *Experience of headship is desirable but not exclusive*
- Relevant management development training relevant to headship, (for example educational leadership such as the NPQH or a similar qualification)
- An inspirational and innovative strategic education leader with a personal and professional commitment to the delivery of the highest levels of performance and achievement in every student and every teacher
- Has demonstrable evidence of being an outstanding teacher with a relentless focus on raising standards for all students
- Has evidence of a deep and impactful commitment to vocational and technical qualifications and applied learning

Knowledge

- An understanding of current national policies, curriculum developments and the statutory and legal framework within which a UTC operates
- An appreciation of the challenges and social context of the UTC's catchment area, in particular the issues facing young people within the UTC's catchment area
- An understanding of appropriate strategies that will contribute to the further raising of pupil attainment, in a school with a high proportion of pupils for whom English is an additional language
- An understanding of the issues of inclusive education and proven experience in the effective development of practices to support this concept
- An understanding of how to lead a team of diverse people with understanding of issues of Equality, Diversity and Inclusion
- Understanding and implementing the requirements of whole school strategy in high quality learning and teaching
- Experience of leading staff in the improvement of learning and teaching
- Knowledge of developments in the safeguarding and pastoral care of pupils
- Understanding and implementing all aspects of strategic and whole school planning
- Ability to manage whole school budgets and resources successfully
- A thorough understanding of the opportunities which new technology (including ICT) presents to enrich and enhance teaching and learning, management and administration and the wider school community

Skills

- The ability to effectively manage the process of change, including monitoring and the setting of targets
- Demonstrate strategic thinking and planning to realise the vision and aims of the school
- The ability to process, analyse and use data to inform decisions
- Has proven ability to raise standards of learning and teaching by working through others
- Possesses good interpersonal, written, and oral communication skills
- Has presence and the ability to make points clearly, to listen, understand and respond in a variety of situations
- Effective and efficient financial and resource management skills
- Has proven excellence in pastoral care of children and young people

Personal attributes

- Resilience and the ability to manage in high pressured environments
- Ability to deal with pressure effectively and sanguinely
- Presents a positive role model in carrying out duties and when representing the school
- Can work and lead effectively as part of a team
- Has the ability to take feedback constructively
- Possesses integrity and relate appropriately to inspire commitment, enthusiasm and confidence from staff, pupils, governors, and parents in promoting the values, ethos and standards of the school

Candidates should demonstrate how they meet these selection criteria in their application form, their supporting statement and the selection interview, including supporting tasks.

This job description and person specification is correct at the date of publication and may alter over time as the needs of the Trust change. The job description will be discussed as part of the Trust's appraisal policy and may be amended after discussion with the post holder.

How can I apply?

You will need to complete the online TES application form and also complete a covering letter explaining why you are the perfect person for this rare and exciting opportunity. Please be aware that we can only accept any CV's for this post if they accompany the application form and letter.

Please complete your application directly online via TES. If you have any questions about the role or the process, please get in touch with Mrs Shruti Kainth; Acting Director of HR at skainth@mulberryschoolstrust.org

Closing Date: Friday 3rd February 2023

Interview Date: The interviews will take place across two days in February 2023

Visits to the UTC: Candidates are invited to visit the UTC in the week commencing Monday 16th January 2023 - to arrange a visit, please contact Dr Stuart Mundy; Director of Performance and Operations at smundy@mulberryschoolstrust.org

Start Date: April / September 2023

Mulberry UTC is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require an Enhanced DBS clearance. We are dedicated to equality and valuing diversity.

Candidates who are selected for interview will be informed following the shortlisting process and full details of the interview will be provided.

We will seek references on shortlisted candidates and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

How to find us



Planning your journey

Mulberry UTC is located at the end of Roman Road Market and close to Victoria Park, in the London Borough of Tower Hamlets. Use this helpful map to find your way to us!

By Tube/DLR

We are a 15 minute walk from Bow Road station on the District Line or Bow Church on the Docklands Light Railway.

By Bus

Buses 8, 488 and 276 stop outside the UTC.

By Bike

Secure cycle parking bays are available on site.

Mulberry UTC
Where learning works



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