



LION ACADEMY TRUST

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inspire • achieve • evolve

Information pack for the position of:

Executive Head Teacher – Northants Region



Dear Candidate

Thank you for the interest you have shown in the post of Executive Head Teacher.

We are a multi-academy trust comprising of nine schools which are clustered in three hubs located in London, Essex and Northants. All our schools serve communities that are in challenging circumstances and we wish to appoint someone with the drive and ambition to be part of the Trusts' Executive Team to take their appointed schools to "outstanding".

The Northants schools are situated in Wellingborough and comprises of three schools: Ruskin Academy, Warwick Academy and Olympic Primary. They are positioned a short distance from one another between the Kingsway and Queensway areas in Wellingborough.

**Ruskin Academy** is a three form entry junior school that is set in beautiful surroundings with open fields and outside space. The school celebrated its 50<sup>th</sup> anniversary in 2018, and has undergone huge renovation works which include a completely new wing to the building providing a spacious library, generous proportioned classrooms and dedicated space for staff training.

**Warwick Academy** is a two form entry primary that is sited in the Queensway area which also boasts attractive open fields and outdoor space. The Trust has introduced a program of refurbishment and has benefitted from significant investment in the IT infrastructure since becoming a member school. This includes redecoration and the introduction of interactive boards in the classrooms to enhance teaching and learning.

**Olympic Primary** was newly built in 2012 and has exceptional facilities which include spacious, well-designed classrooms, an impressive Early Years indoor and outdoor environment and a wonderfully stocked open-library area. As with the other two schools, Olympic has benefitted from the investment by the Trust in technology to enhance the learning experience for children.

The following pages provide further information about the Lion Academy Trust, its aims, ethos and mission. A detailed job description and person specification are enclosed which explain the attributes you will need to succeed in this role.

The successful candidate will be based at Ruskin Academy and will be the substantive Head of School, whilst supporting the other hub schools as their Executive Head Teacher. The appointment will be for the new academic year from **1<sup>st</sup> September 2019**. I trust the information provided is helpful and allows you to make the choice to submit an application.

Visits to Ruskin Juniors are welcome and recommended. Appointments can be made, for a personal tour with Deputy CEO Hayden Tyers, on either Monday or Friday; if you would like arrange a visit please email: [recruitment@lionacademytrust.net](mailto:recruitment@lionacademytrust.net) to agree a mutually convenient time.

Yours sincerely,

*Justin James*

Chief Executive Officer

## The Lion Academy & Education Trusts

Two non-profit making educational charities with over twenty years of experience of delivering education in primary schools in and around London.

The Lion Academy, and its sister trust Lion Education Trust, currently comprise of nine primary sector schools in Waltham Forest, Haringey, Essex and Wellingborough. We are pre-approved to operate a brand new secondary free school in Waltham Forest which is currently at the planning phase with an expected opening date of September 2020.

The Lion Academy Trust exists to support and assist schools to build upon their present strengths and achieve rapid educational transformation. Our Trust comprises both traditionally sponsored Academies, schools that have chosen to convert to academy status and a future free school.

The Lion Academy Trust has secured elite partnerships with specialist groups and private sector companies to support the vision and principles of the trust.

The Institute of Education has recently awarded us with the Professional Development Gold Award, which recognises the Lion Academy Trust as an outstanding provider of professional development.

We support a range of school improvement services including brokering support from our specialist leaders in education and our dedicated team of lead practitioners to assist other schools.

We deliver a comprehensive package of bespoke CPD which ensures that every member of our organisation receives continued professional development over the course of the academic year. Our Board recognises the impact of this development and fund the programme centrally.

We run a series of internal networks to support NQTs, subject, EYFS, SEN and Inclusion leaders, senior leaders and Heads of Schools. Alongside

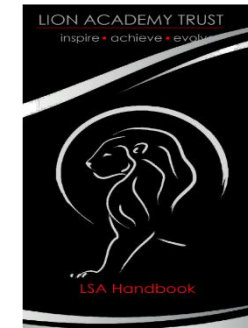
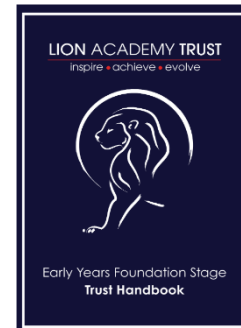
our internal programmes we also facilitate and host licensed national programmes such as National Professional Qualification for Senior Leaders, Middle Leaders and Headteachers.

We provide a range of low-cost central services to our academies and provide significant savings, which are directly resourced back in to teaching and learning to benefit our pupils.

The Trust ethos of 'good or better' everyday epitomises everything we do. Teachers and leaders have access to quality Trust created materials to enable consistency in approach. Our Leadership Toolkit maps out, against Ofsted and our Trust standards, how leaders are to evaluate the quality of teaching and learning – thus supporting leaders to make accurate and quality judgements. We have developed an EYFS handbook which exemplifies practice in this key stage.

### Lion Academy Trust Publications

To support teaching learning



## Our Principles

Our Lion Trust model is based on high performing schools supporting those schools that are on their journey to become outstanding. This model developed by Barclay Primary which is the founding member of the Trust ensures that the very best standards of teaching and learning are continuously developed and embedded through a centred approach so that schools are equipped to enable all staff and students to make outstanding progress. All schools having high aspirations for all children, staff and the communities that they serve, embody this core model of practice.

Every school within the Lion Trust signs up to our set of non-negotiable principles, however Lion Education Trust has a fundamental belief that each school needs to **retain or enhance its own identity** within these principles.

### At the Lion Trust we believe:

- That all children have the right to an outstanding education and access to outstanding facilities in order to give them the best life chances in life irrespective of race, colour, creed or circumstance
- That obstacles and barriers both real and perceived can be overcome by clear, strategic and targeted support that creates a culture change, based on sharing good and outstanding practice, developing collegiality, and a relentless pursuit of excellence.
- In developing a partnership with parents to secure the school as a centre of the community
- That children, staff and parents can expect high quality facilities and outstanding learning environments with access to current and emerging technologies so as to equip them to be able to engage on a world stage

### We aim to ensure that our children:

- Become **assessment proficient learners** who are able to take ownership and contribute fully to their own learning.
- Have the core essential skills to develop so that they are numeracy and literacy proficient, through providing a broad and balanced and evolving curriculum.
- Have the ICT skills and abilities required by a technologically advancing world;

- Have appreciation of, and ability to express themselves through music, visual and performing arts;
- Have the social skills in order to develop friendships, trust and a sense of community.

We believe that teacher learning and continued professional development is central to our success. Teachers will be given opportunity and challenged to continuously improve practice.

### Teachers are supported to:

- Adapt to changing demographics and environments
- Facilitate and lead outstanding learning opportunities and experiences for children
- Become outstanding teachers and learning must be central to every decision made and every development introduced.

As a trust we are committed to ensuring that we train, develop and recruit outstanding professionals into our family of schools so that we provide only the best for all our pupils. Through our internal, highly-effective CPD package, we are able to work with colleagues across our schools to ensure that there is a commonality in approach, a consistent message being delivered which impacts directly on outcomes for our young people. Through effective use of this professional and leadership development we are able to provide learning journeys' for aspiring professionals at all levels to develop into outstanding practitioners and leaders within our schools.

Schools should develop and provide high quality education to their local communities but develop into strong self-sustainable and self-sufficient institutions working and contributing within the Lion Academy Trust family of schools



**The Lion Academy Trust believes that access to outstanding education is a right for all our children and young people.**

## The Post

**We need an individual with a strong track record of school improvement at senior leadership level; who has a clear vision and who can empathise with and implement our Trust pedagogy.**

You will be a creative, enthusiastic educationalist, capable of providing inspirational leadership and you will be committed to working within the wider Lion Academy Trust team. The successful candidate will have a proven track record of:

- School transformation and improvement
- Having a relentless focus on improving outcomes for all children irrespective of context
- Breaking down barriers to learning and achievement
- Providing effective strategic support and specific expertise e.g. Finance, HR, CPD, IT in order to support and focus on school improvement and development
- Developing effective collegiality, co – construction and collaboration in practice
- Leading and implementing effective school-to-school support.
- Effectively supporting leaders.
- Implementing effective collaborative practises.
- Leading and managing highly effective professional development opportunities for all staff including successfully developing leaders
- Sharing school improvement expertise and continuous professional development that has had a notable impact on pupil outcomes.
- Effectively leading, recruitment, deployment and promotion within schools.
- Procurement and estate regeneration.
- Pioneering creativity and innovation
- Building a stronger brand to attract parents and applications for admission
- Developing effective and clear governance
- Implementing distinctive and successful teaching and learning models.

**Full details of the job description and person specification can be found on the Trust's website [www.lionacademytrust.net/opportunities/vacancies](http://www.lionacademytrust.net/opportunities/vacancies)**

The Lion Academy Trust is committed to safeguarding and promoting the welfare of children and young people, and the successful applicant must provide two satisfactory references and will be subject to an enhanced Disclosure and Barring Service disclosure, along with all relevant safeguarding checks.





## How to apply

Applications should be made through the Lion Academy Trust website:

[www.lionacademytrust.net/opportunities/vacancies](http://www.lionacademytrust.net/opportunities/vacancies)

Candidates who are invited to interview will have a further opportunity to explore the content and context of these responses

Please send your completed application by email to:

[recruitment@lionacademytrust.net](mailto:recruitment@lionacademytrust.net)

## Recruitment process

The recruitment process:

We will treat all enquiries, formal and informal in confidence.

The closing date for applications is Monday 22<sup>nd</sup> April 2019

A selection of candidates will be invited for interview on Friday 26th April 2019

Candidates will have the opportunity to spend time with key people involved in the school.

For further information or to arrange a visit on either a Monday or Friday please email [recruitment@lionacademytrust.net](mailto:recruitment@lionacademytrust.net)

The Lion Academy Trust is a company limited by guarantee, registered in England and Wales. Lion Academy Trust: Company number 08171341  
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