Head of MFL

Starting January 2020

Closing date for applications: 28th October 2019 – 9am



Applicant Information Pack

October 2019

Dear Applicant

Thank you for your interest in the posts of Head of MFL at Fulwood Academy. The trust board and I believe this is an exciting time to join us and we are looking for someone with the proven ability, experience and character to support the Academy as it moves forward on the next steps of our journey to Outstanding. We are seeking high quality candidates for this vacancy. In considering making your next career move to Fulwood Academy, these are the questions you should be considering

- Do I want to be valued and challenged in equal measure?
- Do I like a challenge and am passionate about the very best educational opportunities for young people?
- Am I a superb communicator and effective team player?

Fulwood Academy is on a journey and we are looking to build a crack team of professionals who are ambitious and love a challenge. Since my appointment in February 2019 we have already made significant changes to key aspects of teaching and learning, behaviour management and other organisational operations. The Academy is now starting to travel in a direction towards a very positive future and changes are happening fast. It is clear, however, that the successful candidate, will need to work alongside colleagues in order to bring about further long-term improvements at Fulwood Academy. It is also clear to the trust board that under the leadership of the new Principal, Fulwood Academy will begin to maximise its full potential rapidly.

The Head of MFL will be accountable to the Assistant Principal – Teaching & Learning in the first instance, and thereafter to the Vice Principal – Teaching and Learning. The Fulwood Academy community has also benefited from a range of partnerships including those with parents and significant local businesses and organisations, most notably the Charles Dunstone Charitable Trust. Charles Dunstone is the appointed sponsor for the Dunstone Education Trust and on an annual basis, he provides our pupils with a variety of opportunities through his support of the academy trust.

The Principal and trustee board therefore seek to appoint a staff member with the right ambition and the right set of values for the pupils of Fulwood Academy, and the community the Academy serves.

I hope that the below applicant information pack and additional documentation will provide you with all the information you need. I believe this post presents an excellent opportunity for you to support the ongoing improvements and future success of the Academy and the Trust Board as they move forward. Fulwood Academy has excellent potential for future success, and we very much value our pupils and staff, and expect the successful candidate to feel the same.

If you feel you have the qualities we are looking for, we would encourage you to apply for this post, and will be very pleased to receive your application. Please see the vacancies section of our Academy website for further information. www.fulwoodacademy.co.uk/join-us/

Yours sincerely



Philip Grant
Principal

About Fulwood Academy

Fulwood Academy was started in 2009, and is the first Academy in the Dunstone Education Trust. It is an 11-16 Academy, with around 760 pupils on roll and has been growing each year. Here, we believe that what matters most is our pupils. We understand that building positive, respectful relationships between everyone in our Academy is really important in making Fulwood Academy a truly exciting place to work and learn. We believe that it is our pupils and staff coming together to work and learn that makes our Academy such a special place to be.

We provide a friendly, supportive, but structured environment, in which pupils are given every opportunity to flourish. We have a commitment to professional development for employees with structured fortnightly CPD time and a culture of change and improvement with strong support from our Senior leadership team and the Trust Board. We are proud of our Academy, our staff, and our pupils, and are ambitious for the future.

We have reviewed the curriculum at Fulwood Academy to ensure it is broad and balanced with a degree of personalised learning established and continually developing. We believe that learning should be interesting and enjoyable. While we support pupils to develop their knowledge and skills, we encourage them to ask questions, develop their understanding and build their confidence in their own abilities. We provide our pupils with a wide range of opportunities for them to develop, both during their time at school and externally as well. Most of all, we aim for our pupils to leave Fulwood Academy as well-rounded young people; pupils who have been nurtured and encouraged but challenged and understood. We want our pupils to leave Fulwood Academy as confident learners with the skills, knowledge and, importantly, the qualifications that they need to succeed in the 21st century and contribute to their community.

Fulwood Academy opened its brand new building in September 2012 offering £23million worth of state-of-the-art facilities. It is a medium sized 11-16 mixed academy, occupying a distinctive site in the heart of the local community. It is located less than three miles from the City Centre of Preston and is also within 5 minutes' drive of both the M6 and M55 motorways. The Forest of Bowland, Lake District and Yorkshire Dales National Parks are all less than 45 minutes' drive from the Academy, and the large cities of Manchester and Liverpool are both less than an hour. All this adds up to make Fulwood Academy a fantastic place to live and work.

Pupil Support

Our teaching and corporate staff are dedicated to ensuring that every child learns and progresses within a safe and caring environment. They are supported by our strong pastoral team who work hard at developing positive relationships between pupils and staff. We are committed to offering an inclusive, relevant curriculum to ensure the best possible progress for all our pupils, whatever their needs or abilities. We place great emphasis on ensuring that pupils with special educational and additional needs are identified, assessed and that the correct support programmes are put in place to ensure that all of their academic, emotional and physical requirements are addressed.

Governance

The Dunstone Education Trust has a supportive Trust Board chaired by Joan Dean who is an ex Chemistry and Science Teacher with over 30 years' experience in education within both the North West and Nationally. The Trust Board includes a retired OFSTED inspected and Headteacher, a local councillor, two executives from Talk-Talk (one of our sponsors companies), other local business people and residents from the surrounding area. The Academy is also supported by parent governors. The Trust Boards focuses are primarily on educational performance and includes member of the Senior Executive Team who attend all board meetings. There is a slimmed-down committee structure which includes Standards which focuses on the curriculum, learning and outcomes at the Academy and a Resources committee which have oversight over the Academy's finances, premises, health and safety and staffing.

Sponsorship

Sir Charles Dunstone is the sponsor of Fulwood Academy and has established the Dunstone Education Trust with an intent for future development. Sir Charles has business interests in the local area and has worked with the Fulwood community for ten years and places great emphasis on the importance of local education, demonstrating commitment to Fulwood Academy from its inception in 2009. As a sponsor with a wealth of experience within the Fulwood community he is confident the Academy understand the needs both of employers and the local community to bring a synergy to the development and future success of Fulwood Academy.

Why choose Fulwood Academy?

Our Staff and Pupils

Fulwood Academy employs around 100 permanent staff across a wide variety of functions.

Our September 2017 intake was the highest Year 7 intake in the Academy's history and in September 2019 we are expecting to have our highest number of pupils on roll yet. Since moving to the new building in 2012, intake numbers have increased by around fifty percent. This year's intake took our total pupil numbers to 760 pupils. Our optimum pupil number would be 1000 across all year groups. We expect to have over 900 pupils on roll within the next 5 years.

Throughout the year we hold a number of events where we celebrate the successes of our pupils and of the Academy.

These include:

- Awards Evening to celebrate our Year 11 leavers'
- Prize Giving for Years 7 - 10
- Lunch with the Chair of Trustees
- Leavers' Prom
- Termly celebration assemblies
- Hot Chocolate Friday's with the Principal

These events present the perfect opportunity for our staff and pupils to come together in a social environment to celebrate all that has been achieved throughout the year.

Fulwood Academy also has a strong sense of social responsibility, therefore, alongside the above events we hold a number of charity events throughout the year that our staff and pupils actively participate in. These include book fairs, craft fairs and coffee mornings.





Our Facilities

Fulwood Academy opened its brand new purpose built £23million building in September 2012 and has state of the art facilities.

Our general facilities include:

- 100 seat lecture theatre.
- Classrooms with ActivBoard projection capability.
- 4 New ICT suites (increasing to 5 suites from September 2019)
- Catering facilities with seating for over 300.
- Radio & TV Studios









Sport Facilities

Our sports facilities are exceptional and massively exceed those offered by other local schools.

These include:

- 3G All-Weather Pitch
- Grass Rugby and Football Pitches
- Hard-Standing Tennis Courts
- Large Sports Hall
- Multi-Use Games Area
- Sprung Floor Dance Studio

Staff are also entitled to use the neighbouring Leisure Centre at a discounted rate and staff also hold a yoga group open to all our staff.





A new CPD programme has been developed to support high quality staff development opportunities across the teaching, learning and non-teaching staff teams at the Academy, which will provide a significant increase in the CPD time available to our staff. Following successful consultation with our parents/carer(s), the Academy now operates from 8:30am allowing for more CPD to take place each morning prior to the start of lessons.

Research evidence suggests that investment in the CPD time for staff to develop their teaching pedagogy ultimately yields improvements in educational attainment in the pupil population. We also have in place the Blue Sky software tool to record and monitor CPD and link this to the Academy Development Plan and Performance Management Objectives.

Our Enrichment Programme for Pupils

We have an extensive range of extra-curricular and enrichment activities, which include:

- Duke of Edinburgh award scheme
- Sports teams
- An annual Academy production
- Healthy eating clubs
- Photography clubs
- Science clubs

Our Employee Benefits

- Fulwood Academy offers a Teachers Pension Scheme or a Local Government Pension Scheme for all our employees to access in order to help plan for their retirements.
- All employees are entitled to discounted use of the gym and leisure facilities next door at Fulwood Leisure Centre
- All employees are able to access free tea, toast and bagels in our canteen facilities each break time during the term.
- Employees are entitled to register for childcare vouchers or Tax Free Childcare through our partners, Kiddi Vouchers
- Employees are entitled to register for our cycle to work scheme (Cycle Scheme)
- Employees have access to our health and wellbeing portal, provided by Health Assured, which includes free face to face counselling and telephone support for a whole variety of issues, worries and concerns.
- Employees have access to discounts and cashback schemes across 1000's of stores with our Wider Wallet Scheme, potentially saving them hundreds of pounds a year on everyday items







Visits to the Academy

We encourage prospective applicants to come and visit the academy. This can be during or outside of the academy day. Please contact our Principal's PA / Academy Manager, Mrs Alison Ellis on 01772 779011 or email a.ellis@fulwoodacademy.co.uk to arrange an appointment.

Application Process

Further details and application forms are available from the vacancies section of the academy website https://www.fulwoodacademy.co.uk/Join-Us/

Please return completed application forms, along with a covering letter addressed to the Principal, Mr P Grant to: Mr E Shotton, Business Director. e.shotton@fulwoodacademy.co.uk

Covering letters should be written with the job description and person specification in mind and should outline your suitability for the post.

CV's alone will not be accepted.

Safeguarding

Fulwood Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful candidates at Fulwood Academy are subject to an Enhanced DBS check, and any offer is subject to satisfactory checks being obtained.