

## RECRUITING OUR NEW PRINCIPAL



Closing date: 5th November 2018

# ABOUT US

James Brindley is a multi-sited, multi-provision special Academy that provides education for young people, aged 2-19, whilst either in hospital or unable to attend mainstream school due to their medical conditions, special educational needs or disability. We believe that every young person deserves an education which enables them to be the best they can be.

Our staff teach across 10 centres throughout Birmingham: 7 hospitals (both physical and mental health); 2 teaching centres for young people with social, emotional and mental health conditions; an autism specialist centre; and we also provide teaching in the home. On a daily basis we provide education for an average of 350 young people. Annually this equates to teaching approximately 2,500 young people, all with complex and varied needs. These young people may be placed with us through Birmingham's referral route or come from across the UK and wider via their medical placement.

The Academy employs approximately 220 specialist staff to ensure the highest quality provision for our young people. They all share a commitment and work hard to create an inspirational education in a safe, stimulating and supportive environment. Ofsted agree that this is a Good School and have found that our teaching provides learning experiences for young people that are "skilfully adapted to their complex needs" where young people "make good and sometimes outstanding progress with their social and emotional skills, confidence or their behaviour".

We are very proud of the achievements our young people make whilst they are on short or long-term placements with us. At James Brindley, staff and the Governing Board work together towards our aim of providing excellent education that is creative and engaging, providing suitable pathways for our young people's next steps.

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*"At the specialist and the hospital centres, teachers are highly skilled at adapting teaching to the pupils' circumstances so that they can still achieve. Aspirations are high and teachers continually try to instil a sense of normality for pupils who are experiencing huge personal challenges... This highly personalised approach enables pupils to make demonstrable progress while undergoing serious operations or treatment for serious illnesses such as cancer... At the three main teaching centres, teaching is well planned and usually meets pupils' needs well. Staff know the pupils well and make sure that lessons are accessible to them, taking into account their barriers for learning."*

**Ofsted Report**, January 2017



*"I just wanted to thank you for your help during my time in hospital... I believe without your help, I would have found it hard to get where I did in my final GCSE results."*

**Pupil, Royal Orthopaedic Hospital**



# WELCOME

On behalf of Governors, staff and young people, welcome to James Brindley.

Thank you for your interest in the post of Principal and we hope that this pack has all the information for you to learn about the kind of qualities and experience we are looking for in the role.

Many of our young people make exceptional progress in the face of significant personal challenges with physical or mental health. It is our primary role as educators to prioritise their academic studies but equally we recognise the importance of supporting their well-being and preparing them for their next steps.

The Academy is now in a stable position following a period of significant change and development necessitated by leadership issues and a negative Inspection report at the start of 2015. Every monitoring report following this recognised the improvements being made and the 2017 Good judgement was in my view an accurate assessment of the journey made up to that point. We have an ambitious, highly motivated Leadership team and a supportive, challenging and aspirational Governing Board who are working together to ensure that the school builds on recent successes whilst continuing to innovate and expand the services we provide across Birmingham and beyond.

The current Principal joined us 4 years ago on an interim basis (having previously retired from full-time Headship) and has now decided that the time is right for us to recruit our next leader.

At James Brindley we put young people first in all our decision making. Staff morale, training and development are also key drivers for us. The current Principal has helped to create an ethos of resilience, inclusivity and high expectations and this climate is dependent upon a distributive model of leadership across all levels of the Academy.

We are seeking a dynamic, collaborative and creative person who will lead the Academy on its next stage of development. Someone who has high expectations, puts young people first, and

distributes leadership effectively as part of a team. We are looking for a Principal who is excited by overseeing the development of curriculum and pathways that are fit for our young people, adapting to the ever changing educational and medical climate. With Governors they will be willing to look at areas for expansion and growth where we can apply our expertise and strengths where there is a need and gap in provision in Birmingham or further afield.



We are open to applications from those interested in flexible working as well as from candidates who may have experiences other than teaching that they can bring to leading our diverse and large organisation.

It is an honour and a pleasure to be part of the Leadership and Governance team at James Brindley. I very much hope that you will be excited by this opportunity and will visit us. We look forward to receiving applications from those who share our vision and passion.

**Claire Marshall**  
Chair of Governing Board

*"The governing body is well led and effective. Governors have a good knowledge of the teaching centres, the specialist sector and the hospitals. They use this knowledge effectively to challenge leaders as well as to support them."*

**Ofsted**, January 2017





## A detailed map of Birmingham, UK, and its surrounding areas. The map shows major roads like the M5, M6, A41, A45, A452, A454, A456, A458, A459, A460, A461, A462, A463, A464, A465, A466, A467, A468, A469, A470, A471, A472, A473, A474, A475, A476, A477, A478, A479, A480, A481, A482, A483, A484, A485, A486, A487, A488, A489, A490, A491, A492, A493, A494, A495, A496, A497, A498, A499, A500, A501, A502, A503, A504, A505, A506, A507, A508, A509, A510, A511, A512, A513, A514, A515, A516, A517, A518, A519, A520, A521, A522, A523, A524, A525, A526, A527, A528, A529, A530, A531, A532, A533, A534, A535, A536, A537, A538, A539, A540, A541, A542, A543, A544, A545, A546, A547, A548, A549, A550, A551, A552, A553, A554, A555, A556, A557, A558, A559, A560, A561, A562, A563, A564, A565, A566, A567, A568, A569, A570, A571, A572, A573, A574, A575, A576, A577, A578, A579, A580, A581, A582, A583, A584, A585, A586, A587, A588, A589, A590, A591, A592, A593, A594, A595, A596, A597, A598, A599, A600, A601, A602, A603, A604, A605, A606, A607, A608, A609, A610, A611, A612, A613, A614, A615, A616, A617, A618, A619, A620, A621, A622, A623, A624, A625, A626, A627, A628, A629, A630, A631, A632, A633, A634, A635, A636, A637, A638, A639, A640, A641, A642, A643, A644, A645, A646, A647, A648, A649, A650, A651, A652, A653, A654, A655, A656, A657, A658, A659, A660, A661, A662, A663, A664, A665, A666, A667, A668, A669, A670, A671, A672, A673, A674, A675, A676, A677, A678, A679, A680, A681, A682, A683, A684, A685, A686, A687, A688, A689, A690, A691, A692, A693, A694, A695, A696, A697, A698, A699, A700, A701, A702, A703, A704, A705, A706, A707, A708, A709, A710, A711, A712, A713, A714, A715, A716, A717, A718, A719, A720, A721, A722, A723, A724, A725, A726, A727, A728, A729, A730, A731, A732, A733, A734, A735, A736, A737, A738, A739, A740, A741, A742, A743, A744, A745, A746, A747, A748, A749, A750, A751, A752, A753, A754, A755, A756, A757, A758, A759, A760, A761, A762, A763, A764, A765, A766, A767, A768, A769, A770, A771, A772, A773, A774, A775, A776, A777, A778, A779, A780, A781, A782, A783, A784, A785, A786, A787, A788, A789, A790, A791, A792, A793, A794, A795, A796, A797, A798, A799, A800, A801, A802, A803, A804, A805, A806, A807, A808, A809, A810, A811, A812, A813, A814, A815, A816, A817, A818, A819, A820, A821, A822, A823, A824, A825, A826, A827, A828, A829, A830, A831, A832, A833, A834, A835, A836, A837, A838, A839, A840, A841, A842, A843, A844, A845, A846, A847, A848, A849, A850, A851, A852, A853, A854, A855, A856, A857, A858, A859, A860, A861, A862, A863, A864, A865, A866, A867, A868, A869, A870, A871, A872, A873, A874, A875, A876, A877, A878, A879, A880, A881, A882, A883, A884, A885, A886, A887, A888, A889, A890, A891, A892, A893, A894, A895, A896, A897, A898, A899, A900, A901, A902, A903, A904, A905, A906, A907, A908, A909, A910, A911, A912, A913, A914, A915, A916, A917, A918, A919, A920, A921, A922, A923, A924, A925, A926, A927, A928, A929, A930, A931, A932, A933, A934, A935, A936, A937, A938, A939, A940, A941, A942, A943, A944, A945, A946, A947, A948, A949, A950, A951, A952, A953, A954, A955, A956, A957, A958, A959, A960, A961, A962, A963, A964, A965, A966, A967, A968, A969, A970, A971, A972, A973, A974, A975, A976, A977, A978, A979, A980, A981, A982, A983, A984, A985, A986, A987, A988, A989, A990, A991, A992, A993, A994, A995, A996, A997, A998, A999, A1000. The map includes labels for various locations such as Walsall, Sutton Park, The Royal Town of Sutton Coldfield, Old Oscott, Dovedale, Perry Common, Ardenleigh, Birmingham Children's Hospital, James Brindley Academy, Main Base &amp; Parkway, Queen Elizabeth Hospital, The Birmingham Botanical Gardens, Cannon Hill Park, Willows, Cadbury World, Royal Orthopaedic Hospital, Northfield, Frankley, Bournville, Cotteridge, Hall Green, Shirley, Sparkhill, Moseley, King's Heath, Bordesley Green, Stechford, Erdington, Tyburn Rd, Newton Rd, Birmingham Rd, Hagley Rd W, and others. Pins are placed at various locations: a red pin at Newbridge House, a green pin at Dovedale, a purple pin at Ardenleigh, a blue pin at Birmingham Children's Hospital, a red pin at Heartlands Hospital, a red pin at Queen Elizabeth Hospital, a green pin at The Birmingham Botanical Gardens, a blue pin at James Brindley Academy, a red pin at Royal Orthopaedic Hospital, and an orange pin at Northfield. The map also shows major roads like the M5, M6, A41, A45, A452, A454, A456, A458, A459, A460, A461, A462, A463, A464, A465, A466, A467, A468, A469, A470, A471, A472, A473, A474, A475, A476, A477, A478, A479, A480, A481, A482, A483, A484, A485, A486, A487, A488, A489, A490, A491, A492, A493, A494, A495, A496, A497, A498, A499, A500, A501, A502, A503, A504, A505, A506, A507, A508, A509, A510, A511, A512, A513, A514, A515, A516, A517, A518, A519, A520, A521, A522, A523, A524, A525, A526, A527, A528, A529, A530, A531, A532, A533, A534, A535, A536, A537, A538, A539, A540, A541, A542, A543, A544, A545, A546, A547, A548, A549, A550, A551, A552, A553, A554, A555, A556, A557, A558, A559, A560, A561, A562, A563, A564, A565, A566, A567, A568, A569, A570, A571, A572, A573, A574, A575, A576, A577, A578, A579, A580, A581, A582, A583, A584, A585, A586, A587, A588, A589, A590, A591, A592, A593, A594, A595, A596, A597, A598, A599, A600, A601, A602, A603, A604, A605, A606, A607, A608, A609, A610, A611, A612, A613, A614, A615, A616, A617, A618, A619, A620, A621, A622, A623, A624, A625, A626, A627, A628, A629, A630, A631, A632, A633, A634, A635, A636, A637, A638, A639, A640, A641, A642, A643, A644, A645, A646, A647, A648, A649, A650, A651, A652, A653, A654, A655, A656, A657, A658, A659, A660, A661, A662, A663, A664, A665



# OUR VISION

All young people have the right to an education that provides them with the skills and opportunity to achieve their potential regardless of their circumstances or medical needs. At James Brindley we keep the needs of each individual at the heart of everything we do so that all our young people are challenged and supported to experience success. For those in hospital we seek to minimise the interruption and disruption to the young people's education so that academic progress will continue for as much as their health permits.

Across all our settings we provide an individually tailored educational programme and pathway to enable each young person to succeed in education and to prepare them for their future life and next steps.

We will achieve this by:

- Ensuring that Academy developments are planned exclusively around meeting young peoples' needs.
- Continuously reviewing and evaluating our work with the aim of further improving the quality of educational opportunities and achievements of our young people.
- Recognising and celebrating the success of everyone.
- Working effectively and in partnership with parents, our colleagues in the NHS, BCC and other key professionals and the wider Birmingham school community.
- Delivering a broad, balanced and engaging curriculum.
- Providing a safe, secure and stimulating learning environment in which the team of highly skilled staff deliver engaging teaching and effective support programmes to meet the needs of all our young people.
- Valuing the entire school community, promoting well-being and encouraging spiritual, moral, social and cultural development in an atmosphere that fosters British Values and the growth of respect and responsible behaviour.
- Making learning an integral part of young people's stay in hospital or a longer-term residential centre in order to ensure continuity and enjoyment for each young person.
- Preparing and empowering young people for their future lives.
- Placing a high importance on transferring back to school or to another educational setting or work placement as seamlessly as possible.
- Providing a range of stimulating, age appropriate 'extension' activities designed to build confidence, self-esteem, resilience and emotional maturity.

Staff and Governors have adopted 'The Seven Principles of Public Life' and have high expectations of themselves and others, always striving to achieve the highest standards of education and care for our young people.



Northfield

# ABOUT BIRMINGHAM

Birmingham is an exciting place to be - the city centre has been and continues to be regenerated, there is a thriving cultural scene, national sporting venues, miles of canals (famously more than Venice), a huge number of restaurants ranging from Michelin-starred to pop-ups, plenty of shops and great transport links to the rest of the region, the country and the world.

Birmingham is a city full of energy and enthusiasm - a great place to live and work. We are the youngest city in Europe with under-25s accounting for nearly 40% of our population. We have over 400 schools, 15 universities and three university colleges within one hour's drive of the city.

Our youthfulness provides relentless spirit and ambition ensuring the city always has a new achievement, breakthrough, creative adventure or something awe-inspiring up its sleeve.

Our appetite for progression is boundless. We have been a champion of innovation since the earliest days of the Industrial Revolution. Today we focus

our mighty research and development resources on developing the next generation of everything from greener transport to genetics, from regeneration to faster broadband speeds.

We have great theatres, museums, the world famous City of Birmingham Symphony Orchestra, beautiful historical buildings and our iconic Library of Birmingham. We also have amazing concert and sporting venues such as the NEC, Edgbaston Cricket ground and Alexander Stadium.

Birmingham is still one of the most popular places to shop in the UK, with the impressive names of Selfridges, John Lewis and Debenhams already established here.

That's just where we are now. With the Big City Plan taking us forward and the exciting ongoing changes to the landscape of our city, Birmingham will only continue to improve.

[www.birmingham.gov.uk](http://www.birmingham.gov.uk)





# JOB ROLE: PRINCIPAL

**Location:** James Brindley Academy, Bell Barn Road, Birmingham, B15 2AF

**Salary:** Group 8, L33-40

James Brindley is a multi-sited, multi-provision Academy that provides education for young people whilst either in hospital or unable to attend mainstream school due to their medical conditions, special educational needs or disability. We believe that every young person deserves an education which enables them to be the best they can be.

We are seeking a dynamic, collaborative and creative person who will lead the Academy on its next stage of development. This is a unique opportunity for someone who has high expectations, puts young people first, and distributes leadership effectively as part of a team. You will also need prior experience of working in a large organisation and have the acumen to deliver the financial and legal responsibilities the role brings.

We welcome applications for flexible working and proposals for co-headship will be considered.

**Closing date:** 5th November 2018

**Interview dates:** 20th and 21st November 2018

**Start date:** September 2019

**Visits:** 17th, 23rd or 25th October 2018

**For all enquiries contact:** Laura Szendy - [szendyl@jamesbrindley.bham.sch.uk](mailto:szendyl@jamesbrindley.bham.sch.uk)



*"As much as I am excited to go home, I still do not want to leave because I will miss my teacher here so much."*

**Pupil,**  
*Birmingham Children's Hospital*

The Academy is committed to safeguarding and promoting the welfare of children and young people; the successful applicant must be willing to undergo an enhanced DBS and other relevant checks.

# PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Degree</li> </ul>	<ul style="list-style-type: none"> <li>QTS</li> <li>NPQH</li> <li>Higher qualification in education and/or management</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Certificates</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Senior leader within a large organisation</li> <li>Proven track record of measurable organisational improvement over a 3 year period</li> <li>Successful leadership of change &amp; inspiring others</li> <li>Management of large budgets to achieve short &amp; long term organisational aims</li> <li>External evaluation</li> <li>Managing organisational</li> </ul>	<ul style="list-style-type: none"> <li>Previous headship experience</li> <li>Leadership of complex organisations across multiple sites</li> <li>Experience of a range of school settings</li> <li>Experience of working within the health sector and/or Local Authority social care</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Selection process</li> </ul>
<b>Professional knowledge &amp; understanding</b>	<ul style="list-style-type: none"> <li>Special Educational Needs</li> <li>Environments &amp; curriculum programmes that promote successful learning for all</li> <li>Curriculum entitlements</li> <li>Academies &amp; Academies Financial Handbooks</li> <li>Governance &amp; working with governors</li> <li>Ofsted framework &amp; expectations</li> <li>Appraisal/Performance Management frameworks</li> <li>The current education climate &amp; the opportunities/threats for schools</li> </ul>	<ul style="list-style-type: none"> <li>Complex needs</li> <li>Awareness &amp; appreciation of the value that the school places on the arts and creativity</li> <li>An awareness of appropriate legislation</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Selection process</li> </ul>



Dovedale ASC  
Centre



# PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
<b>Professional skills &amp; abilities</b>	<ul style="list-style-type: none"> <li>Strategic mindset - a thinker who pays attention to detail</li> <li>Team builder who can develop others</li> <li>Delegator who holds others to account</li> <li>Produce &amp; implement improvement plans and policies</li> </ul>	<ul style="list-style-type: none"> <li>Teaching/mentoring young people</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Selection process</li> <li>References</li> </ul>
<b>Philosophy &amp; commitment</b>	<ul style="list-style-type: none"> <li>Capacity to recognise and build on the considerable successes of the school &amp; formulate a vision for innovation and improvement</li> <li>Genuine passion &amp; desire to work with the young people at JB</li> <li>Places young people &amp; their individuality at the centre of all thinking</li> <li>Commitment to include &amp; make a difference for every young person</li> <li>High expectations of all</li> <li>Commitment to the encouragement, empowerment &amp; training of staff</li> <li>Commitment to own self development</li> <li>Commitment to strong parent partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to further connect JB with the City of Birmingham &amp; West Midlands Combined Authority</li> <li>Clear vision of how to improve outcomes for young people &amp; families through networking and partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Selection process</li> </ul>
<b>Personal qualities &amp; attributes</b>	<ul style="list-style-type: none"> <li>Passionate about education</li> <li>Leads by example with high professional standards</li> <li>Creative</li> <li>Dynamic, proactive &amp; motivational</li> <li>Confident &amp; resilient</li> <li>Approachable, collaborative &amp; responsive</li> <li>Firm &amp; fair</li> <li>Pragmatic</li> <li>Enjoys challenges</li> <li>Decisive</li> </ul>	<ul style="list-style-type: none"> <li>Outward facing</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Selection process</li> <li>References</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>Commitment to safeguarding &amp; promoting the welfare of young people is central to your working practice.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of being a Designated Safeguarding Lead</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Selection process</li> <li>References</li> </ul>

# JOB DESCRIPTION

## Grade:

Group 8, L33 - 40

## Responsible to:

Governing Board/Academy Trustees

## Job purpose:

The Principal is accountable to the Governing Board for the professional leadership, strategic direction and operational management of the Academy in order to ensure that the Academy's aims are implemented in accordance with the Academy's Development Plan and policies.

The Principal is the Academy's Accounting Officer, as outlined in the ESFA's Academies Financial Handbook and is to ensure all legal duties of the Academy are fulfilled.

The Principal is required to monitor, evaluate and review the impact of policies, priorities, targets and finances of the Academy and take timely action as necessary if ineffective.

The Governing Board is committed to safeguarding and promoting the welfare of young people and the Principal must ensure that the highest priority is given to following the guidance and regulations which safeguard young people.

The Principal will carry out their professional duties in accordance with and subject to 'The School Teachers Pay & Conditions Document'.

## Main duties:

- Work with the Governing Board and other key stakeholders to ensure the Academy vision and values are clearly articulated, shared, understood and acted upon effectively by all
- Lead by example, demonstrating the vision in everyday work and practice, providing the inspiration and motivation to create a shared culture and positive climate.
- Promote excellence, equality and high expectations of all young people, staff and governors, ensuring a consistent and continuous academy wide focus on young peoples' well-being, safety, achievement and attainment, with learning outcomes placed at the centre of strategic planning and resource management.
- Ensure that the Academy's financial resources are utilised for the benefit of young peoples' learning, fulfilling the Accounting Officer role of assuring regularity, propriety and value for money.



Northfield



# JOB DESCRIPTION

## Key responsibilities:

### Leadership and management of pupil achievement, progress, behaviour and safety

- Ensure that young peoples' safety is at the centre of all the Academy's functions, in particular strategic planning and resource management resulting in a calm and well-ordered environment.
- Ensure an aspirational culture and ethos of challenge and support where all young people can overcome disadvantage to achieve success and become engaged in their own learning and the learning of others.
- Ensure a consistent and continuous academy-wide focus on achievement, using data and benchmarks to monitor progress in every young person's learning.
- Implement strategies, which secure high standards of behaviour and attendance, welfare and citizenship for all young people in the Academy.
- Ensure the Academy follows all national and local safeguarding guidance as laid out by the DfE.

### Leading and managing staff

- Ensure that outstanding learning is the primary objective for all teachers and that teaching is consistently good or outstanding.
- Lead, motivate, support, challenge and develop staff to secure improvement.
- Ensure that all staff are engaged with the Academy's key improvement priorities and the development of the academy's aims and objectives, through effective communication across the whole Academy community.
- Instil a strong sense of accountability in staff for the impact of their work on young peoples' outcomes.
- Promote positive staff working relationships within the Academy.
- Model and ensure adherence to Equalities throughout the Academy.
- Implement and sustain rigorous procedures for managing the performance and development of all staff enabling poor performance to be remedied and emerging talents to be grown.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision-making.



### Managing resources

- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of young peoples' achievements and the Academy's sustainability.
- Using political and financial astuteness actively encourage the development of new income streams that are consistent with the Academy's vision and values.
- Monitor the effective administration and control of Academy budgets so that the academy secures its objectives and meets its legal requirements as outlined in the Academies Financial Handbook.
- Deploy and manage the Academy's financial and human resources efficiently and effectively to achieve the Academy's educational goals and priorities in line with the strategic plan and the Academies Financial Handbook.
- Promote creativity, innovation and the use of appropriate existing and new technologies to achieve excellence.
- Ensure Academy buildings and facilities meet the needs of young people and staff and are clean, in good condition and compliant with health and safety regulations.
- Meet with staff unions and associations to foster positive working relationships.

# JOB DESCRIPTION

## Leadership and management of curriculum

- Determine and ensure implementation of a diverse, flexible curriculum to ensure high quality, personalised and relevant learning experiences for young people of all backgrounds and abilities.
- Ensure that the curriculum is providing for the intellectual, spiritual, moral, cultural, physical, social and emotional wellbeing of all young people.



## Stakeholders and the local community

- Secure the commitment of all parents and carers, especially hard-to-reach parents, and the wider community to the vision and direction of the Academy.
- Act at all times as an ambassador for the Academy in a manner which upholds its values and ethos.
- Contribute to the development of the education system by sharing effective practice, working in partnership with other educational establishments and promoting innovative change.

- Develop the Academy to be more outward-facing and work with other establishments and organisations to secure excellent outcomes for all young people.
- Promote effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for young people.

## Accountability and governance

- Work with the Governing Board to set a strategic direction by analysing and planning for the future needs and further development of the Academy within the local, national and international context.
- Translate the vision into an Academy Development Plan with agreed, prioritised objectives and operational plans which will promote and sustain improvement within an agreed timeframe.
- Encourage an Academy ethos which enables everyone to work together, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Present a coherent and accurate report of the Academy's performance in a form appropriate to a range of audiences, including parents, the ESFA, the local community and others, to enable them to challenge and contribute effectively.
- To act as Accounting Officer for the Academy Trust.
- To work with the School Improvement Partner and other external advisors.

## Teaching

- Teaching is not required of this post-holder, however there is responsibility for securing excellent teaching and actively managing the quality of teaching and learning.

The Principal may be asked by the Governing Board to undertake other duties reasonably regarded as falling within the duties and responsibilities of the post. This job may be reviewed annually at the end of the academic year or earlier if necessary. It may be amended at any time after consultation with the post holder.



# APPLICATION PROCESS

## Opportunity to visit:

We will be holding visits for potential applicants, starting at James Brindley Parkway (KS4) Centre and visiting multiple sites.

All potential applicants are warmly welcome to attend on one of the following days:

### **Wednesday 17th October 2018**

12:30pm - 4:00pm

### **Tuesday 23rd October 2018**

8:30am - 12 noon

### **Thursday 25th October 2018**

4:30pm - 6:30pm

To register your interest please contact Laura Szendy: [szendyl@jamesbrindley.bham.sch.uk](mailto:szendyl@jamesbrindley.bham.sch.uk)

## Application process:

The application form is available to download from:

[www.jamesbrindley.org.uk/workingforus](http://www.jamesbrindley.org.uk/workingforus)

## Timeline:

**Closing date: Monday 5th November 2018**

**Invitation to interview: Tuesday 13th November 2018**

**Interviews: Tuesday 20th November and Wednesday 21st November 2018**

**Appointment confirmation: Tuesday 4th December 2018**





James Brindley Academy  
Bell Barn Road, Birmingham, B15 2AF

0121 666 6409

[www.jamesbrindley.org.uk](http://www.jamesbrindley.org.uk)

[vacancies@jamesbrindley.bham.sch.uk](mailto:vacancies@jamesbrindley.bham.sch.uk)

Company Number: 7844694

