



# Weydon School Principal Candidate Pack



# Welcome Letter from the Chair of Trustees at Weydon Multi Academy Trust



Dear Prospective Candidate,

Thank you for requesting details about the vacancy for Principal at Weydon School.

This is an exciting time to take over the leadership at Weydon School. The academy is a comprehensive school for students aged 11-16. Our school community is focused on all-round learning, including learning with parents so that we can challenge accepted outcomes and promote high expectations. This is reflected in a personalised approach to teaching and learning, a rich curriculum, and an open approach to new ideas.

As part of Weydon Multi Academy Trust, we share the vision that we are Stronger Together. Our intention is to transform lives, and we create memories that are celebrated for a lifetime. Our focus is on people; the adults and students that form the school and Trust community.

The successful candidate will recognise that it is your whole school staff team and your students who matter. They will thrive as a result of the team leadership provided by the Principal, Vice Principals and Assistant Principals.

We are seeking an energetic and passionate leader who understands the transformative power of education. We are keen to meet people who share our vision for education and who understand the power and value membership of a MAT brings. As such you will also have an important contribution to make as part of the WMAT wider leadership group with a commitment to the growth of the Trust.

Weydon School has flourished as part of Weydon Multi-Academy Trust, and we value the collegial support we receive and the contribution we can make to the Trust's growth, both of which will form a key element of your professional learning and development.

I am very proud of all we do at Weydon School and Weydon Multi Academy Trust.

Conversations regarding this position are encouraged and school visits are very much welcomed. To arrange your conversation and visit, please contact our Recruitment Partner, Academicis

Ralph Johnson  
**Chair of Trustees**  
**WMAT**

# Welcome Letter from the CEO of Weydon Multi Academy Trust



Dear Prospective Candidate,

We are delighted to invite you to consider the position of Principal at Weydon School, catering for students aged 11-16. Weydon School is renowned for its high academic standards and expectations, ensuring that every student is challenged to reach their full potential.

Our students are exceptional, demonstrating a passion for learning and a commitment to excellence. They thrive in an environment that values both academic achievement and personal growth, making the school a place of opportunity for all.

We pride ourselves on having a joyous and experienced staff team who are restless to constantly improve. They work with passion, energy, and enthusiasm. Our staff provide the best possible education and pastoral support for our students and families, fostering a collaborative and innovative atmosphere.

As a flagship school within our Trust, Weydon has always been at the forefront of educational innovation, seeking leading-edge solutions to complex areas of school life. This commitment to innovation ensures that we continually enhance the learning experience for our students and staff.

Weydon School is frequently recognised for its achievements, consistently ranking among the top 11-16 state schools in the country according to The Sunday Times Parent Power. This recognition is a testament to our dedication and our ability to provide outstanding educational experiences.

We are fortunate to have a highly engaged community with the highest of expectations. Our parent base forms an active part of the school, contributing to a supportive and dynamic environment that benefits all students.

In addition to our strong academic focus, we offer a wide range of activities, clubs, and cultural opportunities. Encompassing Creative Arts and Sports, our enrichment programmes are designed to nurture creativity, teamwork, and personal development, ensuring our students become well-rounded, happy individuals.

As a prospective Principal, you will have the opportunity to lead this vibrant community, working alongside a team that is committed to continuous improvement and excellence. We believe that with your leadership, our school will continue to flourish and provide outstanding educational experiences for our students.

We look forward to welcoming you to our school and exploring how your vision and expertise can contribute to our ongoing success.

Yours sincerely,

John Winter  
**CEO Weydon Multi Academy Trust**



## Vision and Values



### Vision

Stronger together, transforming lives, creating memories which are celebrated for a lifetime.

### Core Purpose

Transforming lives.

### Core Values

Aspiration and ambition for all, trusting relationships, restlessness in the pursuit of being better, positive and inspiring, people focused.

### Vivid Description

Our Trust is excellent for everyone and in everything we do. We are ambitious and aspirational for staff and students, developing system leaders and inspirational teachers. We are the schools of choice for everyone in our community. We have big dreams transforming lives through scholarship for all; maximising students understanding of the world, enriching their lives and shaping their futures, creating memories which are celebrated for a lifetime. Stronger together, our ideals are achieved. An organisation built on a Trust founded on kindness, respect and integrity. Our schools' excellence will define their communities much like the great universities across the world. As a result the Trust will help define the Nation's education system.

### Common features in all our Trust schools

Flow learning, scholarship, challenging & inspiring curriculum for all, exceptional learning environment, outstanding staff development.



## Principal Job Description



**Salary:** Circa £135K pa plus benefits (negotiable)

**Contract:** Permanent

**Location:** Farnham, Surrey

**Start date:** 1st September 2025

### Purpose of the role

To strategically lead and develop Weydon School, in line with the Weydon Multi Academy Trust Vision and Values. To give every student the highest quality education and to ensure the highest possible standards of academic achievement, scholarship and personal development.

### The Principal will report to the WMAT CEO.

The responsibilities below do not form an exhaustive list, rather they reflect aspects of the school ethos, culture and priorities. The Principal's role and responsibilities are clearly outlined in the 2020 Headteacher Standards document which underpins best practice in these and other areas. The Trust intends that these standards are used to shape the way the Principal develops their own practice in the leadership of Weydon School to continue and build on the splendid education it provides.



# Principal Job Description

## *Continued*

### Key Accountabilities:

#### Leadership

- Lead and inspire through the vision and values of the Weydon Multi Academy Trust.
- Lead the academy leadership team and contribute to the Trust's Strategic Vision.
- Lead a creative, responsive and effective learning environment which sets high expectations and challenging targets to ensure a continuous and consistent academy-wide focus on academic progress, scholarship and achievement.
- To promote an academy ethos and culture which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensuring collaboration and consideration of all stakeholders in the management of effective change and development.
- Grow partnerships with parents and carers to support and improve student attendance, achievement and personal development.
- Promote positive and productive relationships with staff, parents and all stakeholders and members of the wider community.
- To represent and promote the school in the wider community, locally and nationally.
- Create and promote positive strategies for challenging racial, religious and other prejudice and be committed to equality, diversity and inclusion.
- Ensuring that innovation is at the forefront of thinking, developing, promoting and utilising research and evidence-based practices and approaches.
- Work collaboratively with other WMAT academies to build the community of academies; share and develop good educational strategies and practice, establishing an educational culture of 'open classrooms' as a basis for sharing best practice within and between academies.
- Reporting on the school's performance to a range of audiences, including The Trust Board, governors, the Local Education Authority, the local community, Ofsted and others.
- Welcome strong governance and work with the CEO and LGB to enable them to deliver their functions effectively.



# Principal Job Description

## *Continued*

### Teaching and Learning

- Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design.
- Lead in the development of teaching and learning to secure excellent teaching across the school; act as a good role model to all staff within the school and reflect a high level of professional teaching standards.
- Ensure the curriculum provides a broad and balanced provision with the capacity for personalisation to the needs of each student within the Trust plans for alignment.
- Ensure the Trust system for assessment and collation of data is in place to evidence and inform progression.
- Monitor, evaluate and review classroom practice to embed improvement strategies and consistently and systematically raise the quality of teaching. Use the Trust Flow Learning Policy to challenge and develop staff.
- Ensure behavioural standards are upheld in the best interests of students whilst maintaining the highest standards of learning and establish rigorous, fair and transparent systems and measures for managing staff, including recruitment, induction, coaching & development, managing performance & attendance, communication, motivation and retention.



# Principal Job Description

## Continued

### People

- Motivate and support all staff to develop their own skills and subject knowledge, and to support each other; monitor, evaluate and review classroom practice, and analyse and interpret school data, to inform and manage improvement strategies.
- Ensure that staff roles and accountabilities are clearly defined and understood and hold staff to account for their professional conduct and practice in line with the Trust code of conduct.
- Provide a culture of professionalism, where respect is the foundation of all interactions and decision making.
- Distribute leadership throughout the school, forging teams of colleagues who have distinct roles and responsibilities and encouraging them to hold each other to account for their decision making.
- Recruit, retain and deploy staff appropriately; maintain effective strategies and procedures for staff induction and professional development.
- Ensure high quality training and professional development for all staff.
- Promote and ensure the effective development of staff, valuing each person's contribution and building a strong and cohesive staff community.

- Provide for the well-being and work life balance of all staff through the promotion of the WMAT Flow Working Charter.

### Systems

- Ensure effective and robust systems are in place to secure the safeguarding of all students.
- Ensure that the academy's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and that functions carried out by the academy are discharged with due regard to relevant statutory legislation, including that relating to health & safety, data protection and safeguarding.
- Maximise the potential of the academy site to provide stimulating learning environments and community facilities and develop a vision to further improve the premises through consultation with The Trust.
- Ensuring effective financial management of the school in conjunction with Weydon Multi Academy Trust Finance Team.
- Engage with and promote the Trust specialisation programme.



# Principal Person Specification

	Essential	Highly Desirable
<b>PERSONAL QUALITIES</b>		
To have a high level of emotional resilience	•	
Have a 'can do' attitude and optimistic outlook	•	
To be an excellent communicator	•	
Ability to manage work life balance	•	
<b>QUALIFICATIONS AND EXPERIENCE</b>		
Qualified Teacher Status or Qualified Teacher Learning and Skills with degree level education or equivalent	•	
Proven recent senior leadership experience in a relevant sector school /academy	•	
Proven excellent and inspirational teaching relevant to sector	•	
Experience and understanding of managing people, budgets and facilities	•	
National Professional Qualification for Headship (or working towards this) or evidence of similar professional development		•
Masters level qualifications.		•
<b>LEADERSHIP AND MANAGEMENT SKILLS</b>		
An understanding that Outstanding is not a position, but a constant state of aspirational direction	•	
The ability to develop and communicate a clear vision for the future development of the school in consultation with The Trust Board and LGB.	•	
Track record of school improvement with ability to make and implement difficult decisions.	•	
The ability to keep up with developments in national and local educational agenda particularly in the areas of policy, curriculum and statutory/legal frameworks as well as Ofsted inspection criteria.	•	
The ability to lead, motivate and inspire others and manage people to work as individuals and as part of a team. To provide professional leadership, motivate all staff, set standards and engender initiative and a common purpose.	•	
To retain and recruit high-quality staff at all levels and manage their performance constructively, promoting excellence and effectively challenging underperformance, motivating colleagues and facilitating appropriate continuous professional development.	•	
The ability to initiate and manage change to meet the school's strategic objectives.	•	
The ability to lead the development, planning, monitoring and evaluation process.	•	
The ability to manage and plan strategically the use of financial and other resources to achieve the school's objectives.	•	
The ability to plan, prioritise and delegate responsibilities according to both the long term and day-to-day needs of the school, monitor their implementation and ensure feedback on their effectiveness.	•	
The ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action.	•	
The ability to create a school environment that promotes behaviours that support students' learning and social development.	•	
The ability to communicate effectively in writing and orally to a range of audiences.	•	
Expertise in best practice and procedures for the safeguarding of students and vulnerable adults.	•	
Experience of effectively dealing with complaints, resolving problems and reconciling conflicts.	•	
Evidence of commitment to recent personal professional development, and the ability to foster an environment in which all staff share best practice and individuals have opportunities to develop their own careers.	•	
Evidence of having effectively led significant change with clear intent, implementation and impact criteria.	•	
Evidence of instilling a strong sense of accountability in staff for the impact of their work on student outcomes.	•	
Experience of performance management to secure improvement in others through effective feedback and managing underperformance of staff to a satisfactory conclusion when required.	•	
To have a comprehensive and up-to-date understanding of national policy, curriculum developments, and statutory and legal frameworks within which schools operate, including the Ofsted Inspection framework.		•

# Principal Person Specification

## *Continued*

	Essential	Highly Desirable
<b>MANAGEMENT OF TEACHING AND LEARNING</b>		
Demonstrate a sound understanding of student development, learning and care for students.	•	
Demonstrate an understanding of the principles of excellence in teaching, learning, care and assessment, competently using digital platforms to provide continuous monitoring.	•	
Demonstrate a thorough understanding of the teaching skills required to achieve high standards and experience of raising student attainment and ensuring strong student progress.	•	
Demonstrate an ability to monitor and evaluate the quality of teaching, learning, care and assessment with a demonstrable impact on improving students' outcomes.	•	
Demonstrate a very good knowledge and understanding of how to provide a broad and balanced education and the widest range of opportunities for all students to enable them to achieve their full potential.	•	
Ability to clearly evidence and communicate student progress and demonstrate outstanding provision in the intent, delivery and impact on both individual students and cohorts.	•	
<b>COLLABORATION</b>		
The ability to work in partnership with Governors, WMAT, the Local Authority, other schools and agencies including Children's Services, Education Funding Agency and the DfE.	•	
The ability to work productively with local educational groups such as Surrey Phase Council and TFN to develop links with appropriate groups and consultants to manage both education, logistics and facilities.	•	
The ability to promote and work as part of the wider WMAT leadership team supporting the Principal Board, wider leadership groups within the Trust and cross-academy collaboration initiatives.	•	
The ability to work in partnership with all families to involve them in the education of their students; promoting good staff and parent relationships. To involve all students in their education and learning.	•	
The ability to be accountable to the CEO and LGB for decisions taken affecting students, staff, premises, facilities, finances and the wider community.	•	
Undertake whole school self-evaluation and performance monitoring using all data available (including local and national standards) to rigorously analyse performance of staff and students, and to ensure facilities, finances and buildings are well-maintained.	•	
To hold an unwavering commitment to safeguarding students and ensuring all members of the community share that commitment.	•	
Experience of effectively dealing with external contractors and ability to effectively manage their services particularly those relating to transportation, catering and maintenance.		•
Experience of working within a Trust, Limited Company and/or serving on a Governing Body.		•

## How to Apply

If you would like to discover more about this exciting opportunity, need any further information, arrange a school visit or have an informal discussion, please contact our retained consultant at Academicis, Ross Laird:

rlaird@academicis.co.uk or 01223 907979 / 07901 585959

Please email your application to, Ross Laird: rlaird@academicis.co.uk

Closing date: 3rd February 2025

Shortlisting: 13th February 2025

Interview dates: W/C 24th February 2025

