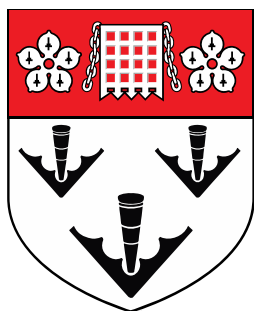




SPENCER
ACADEMIES TRUST

Rushcliffe School

Principal Recruitment Pack



Rushcliffe
School



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Rushcliffe School - Principal

Thank you for your interest in this leadership role with Spencer Academies Trust (SAT).

Spencer Academies Trust is an Educational Charity, Multi-Academy Trust and Sponsor of Academies. We have approaching 16000 children and young people in our academies and employ 2000 teachers, leaders and educational support professionals across the East Midlands. We aspire to be a leading regional high performing Trust, with a national reputation for excellence.

Rushcliffe School joined Spencer Academies Trust in October 2018, and is one of eight secondary academies in our family of schools. Rushcliffe School, like all of our schools benefits from the collaboration and added value that being a member of our Trust offers, and shares our values and beliefs. Importantly, Rushcliffe, like all of our academies maintains its own distinctive identity, unique to the West Bridgford Community.

The position of Principal at Rushcliffe School presents an exciting and unrivalled opportunity for an experienced and innovative leader to join our Trust as we enter a further phase of growth and influence. The Academy has delivered strong performance outcomes in recent years and established a reputation for excellence of which we are rightly proud, however there is significant opportunity to raise standards further and drive additional initiatives that will widen the experiences offered for students and staff, particularly leadership, internationalism and training and development.

Rushcliffe has an ambition to deliver results that compete with the very highest performing schools in the country, and deliver a curriculum for students that is underpinned by breadth, opportunity and quality. One that seeks to give young people the opportunity to develop into well rounded global citizens that believe they can influence positive change in the world.

The Principal will be leading a highly talented and committed team of teachers, leaders and educational support professionals and will motivate and inspire a wonderful student cohort, characterised by their hard working ethos, team spirit, aspiration and empathy. The role offers the opportunity to work with and influence a wide Trust Team, particularly with approaches to school improvement and innovation, a network of like-minded secondary and primary colleagues, and a Teaching School and Research School both of national repute.

We are driven by the values and principles of working in collaboration and together we share high expectations across all areas of our work. Unashamedly, we maintain a hard-edged focus on results and outcomes but balanced with the optimal development of the whole child, so we really can deliver the best start for all our children and young people in a culture of no excuses: we believe everyone can achieve.

If you feel you can meet the challenge and be part of a successful and dynamic Trust, and lead Rushcliffe to unparalleled achievement and success then we would be delighted to receive your application.

Paul West, *Chief Executive, Spencer Academies Trust*

Our Family of Schools:

School	Phase	Date joined the Trust	Current Ofsted Grade
George Spencer Academy	S	1 September 2010	Outstanding, May 2015
Chetwynd Primary Academy	P	1 April 2012	Good, July 2018
Wyndham Primary Academy	P	1 September 2012	Outstanding, May 2014
Fairfield Primary Academy	P	1 September 2013	Good, July 2016
Portland Spencer Academy	P	1 February 2014	Good with Outstanding for Leadership & Management, Personal Development, Behaviour & Welfare, January 2017
Glenbrook Primary School	P	1 April 2014	Good, February 2017
Sunnyside Spencer Academy	P	1 May 2014	Good with Outstanding for Leadership and Management, July 2017
Heanor Gate Science College	S	1 September 2014	Good, March 2017
Long Field Academy	S	1 April 2015	Good, February 2018
Inkersall Primary Academy	S	1 September 2015	Requires Improvement with Good for Leadership & Management and Early Years provision, May 2018
Derby Moor Community Academy	S	1 January 2018	Good, December 2017
John Port Spencer Academy	S	1 February 2018	No inspection since conversion
Rushcliffe Academy	S	1 October 2018	Outstanding, February 2014
Arnold Hill Academy	S	1 October 2018	No inspection since conversion
Farnborough Academy	S	1 October 2018	No inspection since conversion
Hilton Primary	P	1 October 2018	Good, July 2014
Ashwood Spencer Academy	P	Joined 1 November 2018	No inspection since conversion
Mease Spencer Academy	P	Opening September 2019	
Chellaston Fields Spencer Academy	P	Opening September 2019	
Sharphill (Spencer) Academy	P	Opening September 2020	

Clover Leys Spencer Academy	P	Opening September 2021	
Highfields Spencer Academy	P	Opening September 2021	



Our Mission, Vision, Beliefs and Behaviours

Mission

Our Mission is to provide high quality education and deliver the best possible outcomes for children and young people, with an ethos based on our unshakeable ambition to be a high performing academy sponsor of outstanding schools. We strive to be a highly effective organisation, which values and promotes high aspiration, working in partnership and shared responsibilities. We regard all of our stakeholders, students, parents and staff as one team.

Vision

The Spencer Academies Trust is an exceptional Trust, which provides an outstanding education for local children. Our Trust is a model of national excellence. We work collaboratively to achieve the best possible outcomes for all young people, in an environment where partnership is valued and success is celebrated. Our education delivers real life experiences for students, promotes independent enquiry and stimulates intellectual curiosity; whilst developing a strong sense of individual responsibility and a personal belief and confidence. All of our students fulfil their potential and make unparalleled progress. They are fully prepared for the next phase of their education and have unrivalled opportunities to become future leaders.

We Believe:

- All children have a right to a quality education regardless of background or ability, and have an entitlement to the opportunity of a secure progression route in their learning and development.
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership.

- We grow the effectiveness and sustainability of our schools by developing the people within them, and that through shared and equitable responsibility for quality and outcomes; we achieve more.

Our Trust Behaviours

- Straight talking and sincere
- Love to deliver
- Obsessive about detail
- Strive to do it differently
- Share responsibility, celebrate success together

Our Leadership Behaviours

- Leadership by example
- Passion for people
- Coaching not critiquing
- Understand your impact
- Having humility



About Rushcliffe School and the role of Principal

Salary: Leadership L33-L39 plus Benefits Including Private Medical/Health Care

(a higher salary may be negotiable for an exceptional candidate)

Rushcliffe School, based in West Bridgford, Nottingham, is a larger than average sized over-subscribed secondary school with 1500+ students aged 11-18. For many years, Rushcliffe has been one of the highest achieving schools in the region at GCSE and a high percentage of Rushcliffe Sixth Form students move on to study at the most prestigious universities or move onto great success in the world of work.

In 2014, the school was recognised by Ofsted as an Outstanding School in all categories. In 2015, it was awarded the World Class Schools Quality Mark. The school converted to Academy status on 1 August 2012 and joined the Spencer Academies Trust on 1 October 2018. We benefit from an able and dedicated staff team, with low rates of turnover and excellent attendance.

The core purpose of Rushcliffe is summarised in our school motto "everyone will be given the chance to shine brightly" – and this underpins everything we do at the school. We seek out any opportunity to showcase the talents and abilities of our pupils: giving everyone the chance to shine brightly means that happiness and success are much more likely to follow.

To complement our core purpose, everyone at Rushcliffe has agreed these five core values:

- We try our best
- We support each other
- We keep each other informed
- We listen to different opinions
- We are proud to be part of the school

For more information about the school and this role please visit:

<http://rushcliffeprincipal.satrust.com/>

<http://www.rushcliffe.notts.sch.uk/>

For more information about Spencer Academies Trust please visit www.satrust.com

Letter from Current Executive Head Teacher

Dear colleague,

I am delighted that you have shown an interest in becoming the Head Teacher of Rushcliffe School.

You will see from your research that Rushcliffe has both a regional and national reputation for academic excellence and exceptional pupil care and support. It is a fantastic place to work and a great opportunity to further your career.

I have been the Head Teacher of Rushcliffe for some 5 years, latterly serving as Executive Head at Rushcliffe and another local school within our trust. Previous to Headship, I have worked at Rushcliffe in a number of leadership roles. So what makes Rushcliffe so special?

Rushcliffe is a vibrant learning community. Its pupils are inspiring, curious and kind. Its staff are hardworking and committed professionals who put the needs of our children at the heart of all they do. Parents and carers are engaged, supportive and eager for the school and their children to do well. The local governing body are informed, providing the right mix of challenge and support. They care deeply about the school. Finally, we have recently joined one of the most successful and impactful multi academy trusts in the country, who share our clear vision of continued success and challenge for our school.

We are a school routed in our core values. They are central to all we do. As a school community, we face the same challenges that schools up and down the country do but we do so whilst holding firm to our commitment to enable our pupils and staff to fulfil their potential in an environment of humanity, passion and care. We are proud of the recognition our work has received but what truly motivates us is our commitment to enable our pupils to be the best they possibly can be. To be the best candidate in their chosen field of work or study and become young people who will make decisions based on doing what is right, striving to make our world a kinder and gentler place for all.

Rushcliffe has a bright and exciting future. The pupils and staff of Rushcliffe are exceptional. It has been my privilege to lead the school and I hope you will see the great potential for shaping the future of Rushcliffe and leading it to greater success.

Yours Sincerely

Steve Lewis

Executive Head Teacher

Letter from Chair of Governors

Dear Candidate

Thank you for the interest that you have shown in Rushcliffe, an academy that sits at the heart of West Bridgford, a thriving and growing community with a number of Good and Outstanding Schools.

Rushcliffe is seen not only as a school that provides an outstanding academic education, but also one where its students have a broad and rich experience. It has always strived to get the balance right between excellent academic outcomes and an enjoyable and inclusive environment.

This is a very exciting time for a new Principal to come on board. The school is undergoing significant expansion and has recently joined the Spencer Academies Trust (SAT). Whilst Rushcliffe has achieved some excellent accolades and results over the past few years, the LGB are delighted to be working with a new Multi Academy Trust. We believe that SAT, one of the strongest regional Academy Trusts, are well positioned to help us achieve our ambitions to move from a top 100 school to one of the very best schools in the UK.

Our Governing Body comprises a number of experienced and new Governors and works hard to ensure that the community's voice is heard. We believe that the successful candidate will need to have a real passion to deliver not only excellent academic outcomes for all students, but an equal passion for celebrating the non - academic aspects of what makes up a truly rich educational experience. They will also need to have an inspiring vision for Rushcliffe and be great leaders of change.

The Local Governing Body look forward to working with the successful candidate to achieve the ambitions that we have for our school.

I would like to thank you again for your interest.

Fiona Pearson

Chair of Governors

Letter from Secondary Director of Education

Dear Candidate

As my other colleagues have outlined, this role offers an inspirational leader an exciting opportunity to build on a phenomenal reputation and a long track-record of high performance. The school is fortunate to be furnished with high quality, committed staff and enjoys the strong support and high expectations of an aspirational catchment who want nothing but the best for their children.

There are many opportunities for Rushcliffe School including our ambition to:

- establish Rushcliffe not just as the community's highest performing school, but also to be amongst the best in the country
- be recognised as a national and regional centre for excellence in teaching, learning and research
- continue to enrich the lives of the local community whilst opening up opportunities for international collaboration and connection with global partners

There are of course challenges to address:

- the school is heavily over-subscribed and whilst we are making every effort to accommodate each local family who wants their child be at Rushcliffe; expanding the original site to meet this demand is complex
- progress in the sixth form, whilst respectable and improving, is not improving as rapidly as at Key Stage Three and Four.

The successful applicant will enjoy the full support of me, our Trust team, the academy's staff and governors. There is significant opportunity for professional development and personal growth as part of our Trust, working with partners regionally, locally and internationally. Our Teaching School and Research School offers a full-suite of formal national leadership development programmes to Executive level as well as informal opportunities to network widely and explore innovation and research based enquiry approaches to school improvement.

We have a talented team of Principals who work as a team and collaborate to share resources best practice, overcome challenges and learn from each other. We share collective responsibility for all of our staff, young people and children and of course have the highest ambitions and aspirations for their future.

Fraser Mitchell NLE

Secondary Director of Education



How to Apply

Thank you for your interest in this exciting opportunity to lead Rushcliffe School

To apply, please complete the on-line application form available at <http://www.satrust.com/vacancies> making sure you clearly evidence your achievements against the person specification.

Please also provide a current CV.

For us to adhere to safer recruitment guidelines and best practice, please ensure your completed application form:

- (i) accounts for any gaps in employment, and
- (ii) provides detail of all your employment by month as well as year.

Please also include the names, addresses, phone numbers and email contact details of two professional referees who must be your current and previous employers.

If you have any questions regarding the role, would like an informal discussion, or would like to visit the Academy please contact:

Sue Richmond, Trust Recruitment Manager on 08455 651870 or srichmond@satrust.com

Application closing date: 8 am Tuesday 23 April 2019.

We are aware that the Easter school closures are different across the country and therefore interviews will be over 2 days between 24 and 30 April – please indicate in your application if you are unavailable for interview between 24 and 26 April 2019

All applications will be acknowledged

Spencer Academies Trust is an equal opportunities employer.

Spencer Academies Trust is committed to safeguarding and promoting the safety and wellbeing of children and young people. This post will be subject to all relevant pre-employment checks including enhanced DBS with children barred list and completion of Level 2 safeguarding training.

Job Description

Establishment:	Rushcliffe School – Spencer Academies Trust
Post Title:	Principal
Grade/Pay Range:	Leadership L36-39, plus benefits including private medical/health care
Hours/weeks:	Full Time
Reporting to:	SAT Chief Executive and Director of Secondary Education
Department/Team:	Secondary Principals

Overall Purpose of Post

With a belief there can be no ceiling on student achievement and a passion for equality, the Principal brings strategic direction and professional credibility to Rushcliffe School.

The Principal is accountable to the Chief Executive and Secondary Director of Education for ensuring that the Academy improves the life chances of children and young people by raising aspiration and fulfilling potential.

The Principal will provide professional leadership and management of their individual Academy and must establish a culture that promotes excellence, equality and high expectations of all pupils, whilst contributing to the success of all pupils within the Spencer Academies Trust.

Main Duties and Responsibilities

- Provide inspirational and effective leadership and management of the Academy, ensuring pupils make outstanding academic and personal progress.
- Effective implementation and embedding of the SAT values and principles of working in collaboration and upholding the SAT mission, vision and beliefs.
- Provide leadership across all aspects of the Academy including professional leadership, management and control.
- Create a culture of constant improvement and being an inspirational leader, committed to the highest achievement for all in all areas of Academy work.
- The Principal will have line management responsibilities for the Senior Leadership Team in the Academy.

Strategic leadership

- Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils of the Academy;
- Ensure the Academy achieves its performance targets and lead the academy within the Trust's agreed objectives and operational plans, which will drive forward and sustain academy improvement;
- Demonstrate the vision and values of SAT in everyday work and practice;
- Challenge, motivate and empower others to ensure the academy provides a high quality education and delivers the best possible outcomes for children and young people;

- Promote the Academy, and the Trust and develop effective and productive relationships with a wide range of stakeholders;
- Secure the commitment of parents and the wider community to the vision and direction of the Academy and the Trust;
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursues continuous professional and personal development.

Teaching and Learning

- Provide a model of outstanding practice to all staff in teaching and academy leadership;
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality and equity, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes;
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities which promote pupils' wellbeing and achievement;
- Establish a positive culture of challenge, support and high expectations and a culture for sharing best practice within the Academy, drawing on and conducting relevant research and forensic data analysis;
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment.

Employee Support and Development

- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other;
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning;
- Hold all staff to account for their professional conduct and practice;
- Build a collaborative learning culture within the academy and actively engage with other academies within the Trust to build effective learning communities.

Systems and Processes

- Ensure that systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity;
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in the Academy and in the wider society;
- Ensure the Academy systems and measures for managing the performance of staff are implemented robustly in the phase, addressing any under-performance, supporting staff to improve and valuing excellent practice;
- Manage the Academy's financial and human resources effectively and efficiently to achieve the Academy's educational goals and priorities;
- Work with the SLT and Trust to recruit and retain staff of the highest quality, in line with trust policy and safer recruitment procedures.

The Self-improving School System

- Work with other schools/academies and organisations (both within and beyond SAT), in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils;
- Develop effective relationships with fellow professionals and colleagues in other setting and other public services to improve academic and social outcomes for all pupils;
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools;
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff;
- Model entrepreneurial and innovative approaches to school improvement and leadership, confident of the vital contribution of internal and external accountability;
- Inspire and influence others, within and beyond schools, to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Safeguarding children and Safer Recruitment

- Ensure safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by SAT;
- Ensure that all policies and procedures adopted by the Trust are fully implemented and followed by all staff;
- Ensure that sufficient resources and time are allocated to enable the designated safeguarding lead and other staff to discharge their responsibilities.

General

- Work in a professional manner and with integrity and maintain confidentiality of records and information.
- Maintain up to date knowledge in line with national changes and legislation as appropriate to the role.
- Be aware of and comply with all Trust policies including in particular Health and Safety and Safeguarding.
- Participate in the Trust Appraisal process and undertake professional development as required.
- Adhere to all internal and external deadlines.
- Contribute to the overall aims and ethos of the Spencer Academies Trust and establish constructive relationships with nominated Academies and other agencies as appropriate to the role.

These above mentioned duties are neither exclusive nor exhaustive, the post- holder maybe required to carry out other duties as required by the Trust.

The Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our students and expects all employees and volunteers to share this commitment.

All posts are subject to enhanced DBS checks and completion of Level 2 safeguarding training.

Principal Person Specification

	Essential	Desirable
Qualifications and Experience		
Qualified Teacher status	•	
Honours Graduate or equivalent	•	
Further relevant professional/academic study or development	•	
NPQH or NLE qualification or potential to achieve	•	
Substantial successful recent senior leadership experience with proven impact	•	
Experience as a current Principal/Headteacher		•
Experience across the secondary age range including thorough knowledge of the National Curriculum	•	
Experience of coaching and performance management which has led to improvement	•	
Proven track record in leading and managing successful teams	•	
Experience of having led, or made a significant contribution to, the success of an Academy, through its leadership, pupil outcomes and ethos	•	
Experience of analysing and monitoring standards and developing a relevant, effective curriculum	•	
Experience of managing organisational change	•	
Involvement in successful collaborative partnerships that have led to improved outcomes.	•	

	Essential	Desirable
Knowledge and Skills		
Outstanding classroom practitioner	•	
Up to date knowledge including pedagogy and research findings.	•	
Understanding and commitment to safeguarding and promoting the welfare of children	•	
Knowledge of current and emerging priorities for the secondary phase	•	
Knowledge of how to prioritise effective allocation of the school finance streams	•	

Ability to generate and share a vision	•	
Ability to develop and maintain appropriate relationships and establish effective stakeholder partnerships within and beyond the Academy, and cross phase.	•	
Excellent interpersonal and presentation skills across the spectrum of stakeholders.	•	
Ability to manage and prioritise workload and, where appropriate, delegate to others.	•	
Ability to use data and a range of sources of evidence to make judgements and identify priorities.	•	
Ability to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement	•	
Excellent influencing skills and the ability to engage others in new ideas	•	
Able to inspire, challenge and motivate others through a range of leadership styles	•	
Has excellent organisational skills and is able to reprioritise workload.	•	
Able to work under pressure	•	
Ability to manage information for a range of purposes including internal and external to the Trust	•	

	Essential	Desirable
Personal Qualities		
Self-aware – knows strengths and preferences and can relate to different personality types well.	•	
An inclusive mindset	•	
Self-motivated	•	
Willingness to learn	•	
Ability to work flexibly within a team and lead by example.	•	
Have a sense of perspective and a great sense of humour.	•	
Uncompromisingly ambitious for students and their life chances.	•	
Creativity	•	
Personal integrity	•	
Resilience	•	

Excellent communicator - both written and oral	•	
Recognition of the importance of personal responsibility for health and safety	•	
Commitment to the Trust's ethos, aims and whole community.	•	



Terms and Conditions

Term	Permanent
Salary	Leadership L31-41 (7 point range) & benefits
Pension	Teachers Pension Scheme
Hours	Full Time
Office Accommodation	The registered place of work will be Rushcliffe School, Boundary Rd, West Bridgford, Nottingham NG2 7BW
Right to work	The successful applicant will need to provide proof of the right to work in the UK before taking up the post.
Safeguarding	The successful applicant will need to complete level 2 safeguarding training (online) prior to taking up the post.