



# Principal

Some information for candidates



**Tudor Grange Samworth Academy – Leicester**

Tolerance • Unity • Democracy • Opportunity • Respect



# Welcome

Thank you for your interest in this vacancy, which arises because of Ian Harrison retiring from his post at the end of August 2018 after nearly three years as our Principal. We would like the successful applicant to take up the post in September 2018.

An application form (available from the Tudor Grange Trust's website) should be accompanied by a letter of application, no longer than two sides of typed A4.

This letter should outline your record of responsibility and achievements. You should also include a clear statement, evidenced by your own experience, of how you can impact on your educational vision for our school.

Please email your application to Dot Green at [Dgreen@tgacademy.org.uk](mailto:Dgreen@tgacademy.org.uk)  
Please note that this post is subject to enhanced DBS checking.

Prospective candidates are very welcome to visit the school. To arrange a visit, please contact Melanie Fletcher-Warrington, PA to the Principal ([MFletcherWarrington@samworth.tgacademy.org.uk](mailto:MFletcherWarrington@samworth.tgacademy.org.uk) 0116 278 0232).

The closing date for applications is 11<sup>th</sup> January at midday. Candidates invited for interview will be contacted by Melanie Fletcher-Warrington. Interviews will be held over 2 days on Thursday 25<sup>th</sup> and Friday 26<sup>th</sup> January 2018.

I do hope this is a position that you feel is suited to you and your particular experience. I look forward to hearing from you.

**Dr Peter Rock**  
Chair of Governors

November 2017



# Vision

## The Tudor Grange Samworth Academy (TGSA): "A Place for all to Flourish"

We are committed to developing a learning community where everyone can flourish: staff and students alike. Tudor Grange Academies Trust is synonymous with high standards and expectations; we believe that high expectations in all that we do demonstrates our care and commitment to the students.

The ethos of the Academy is built around a set of core values;

- Meeting the needs of every student
- Quality in all that we do
- Raising horizons
- Blending tradition and innovation
- The whole being greater than the parts
- Christian, inclusive and collaborative

TGSA is a Church of England school. TGSA joined the Tudor Grange Academies Trust in January 2016 as a school in special measures. The most recent monitoring visits for the school acknowledged the progress that has been made. We are on our way to achieving this vision.

As a Trust our view is that the school still needs to improve in many aspects. All our schools focus on continuous improvement but the ability to plan meticulously for accelerated development is essential in TGSA at this time.

## Teaching and Learning



Within Tudor Grange Academies Trust we believe that high quality teaching and learning underpins everything in a school. The new Principal will be well supported by the Trust. We provide high quality CPD and whole Trust staff learning opportunities. The responsibility of the Principal will be to understand the quality of teaching and learning in their individual academy. They will also be able to identify key levers which improve overall quality; this will mean understanding the quality and needs of all the teachers in their school.



## Our Academy

We encourage students to maintain respect for themselves and all other members of the school community and to take responsibility for their actions.

All members of staff are expected to uphold 'Tudor Values' in all that they do:

- Tolerance
- Unity
- Democracy
- Opportunity
- Respect

The new Principal of the Academy will understand these values. They will also bring new ideas about how these values can be imbued into all activities.



## Praise and Reward

We know that our core responsibility is to ensure that all students experience success. Rewards are extremely important in our school. The college system promotes the notion that reward as an individual is second to the importance of the contribution that you make to the whole. Students can track their progress

on a sticker rewards system. You can view the college progress on our website. Stickers, postcards, letters home and verbal praise are also key reward motivators.

We expect our College leaders to know our students individually and the positive contribution that they make to the school community. Hence, the small conversation at the school gates informally acknowledging the seemingly smallest of contributions is as important to us as any formal rewards system.

## New Students and Transition

Many of the pupils in our primary provision stay on to continue their education after year 7. Clearly this is a pattern that needs to persist and the new Principal must oversee this. We also want to ensure that we exploit the 'all-through' nature of the school. This is an opportunity that we want the new Principal to exploit to its fullest.

We have seen applications for places in the Academy increasing slowly. We want the new Principal to be clear in their plans to increase student numbers so that we reach full capacity within the next three years.

Currently, our transition programme includes:

- A formal day of induction for all new students. This includes many of our older students in the activities so that our joiners can develop positive relationships with students up to year 11.
- Initial visits to schools by staff to develop familiarity of key people.
- An induction evening for parents.
- Extra visits for vulnerable students or those with anxieties or needs, these are designed as bespoke experiences and unlimited in number.

We have begun to establish some curriculum design that includes programmes that are all through but this is in its infancy.



# Opportunities

One of our key values is 'opportunities'. We expect students to take the opportunities available to them. It is important that the opportunities available to them are therefore vast and varied. We expect the Principals of our schools to be ambitious and oversee the quality of the offer for their individual students.

# Destinations

We are proud that our school provides varied pathways for its students and that these are designed with quality destinations in mind. Increasingly students are accessing destinations that allow them to achieve happy and fulfilled lives and this will be a continuing responsibility of the Principal we appoint.

# A Place for all to Flourish



Feeling safe and happy is critical if we want students to be able to access the learning experiences that we offer. The College System offers the students safety and security that someone in school knows the challenges that they face. We work in partnership to remove all barriers to learning. If the challenges faced by students are highly specialised then we will access expertise and advice to enable us to support these needs. The Principal we appoint will need to be able to continue to ensure that the school is meeting the diverse range of needs of the school community. This requires ingenuity and commitment beyond that required in many schools.

# Engaging Parents

The School has worked hard to engage the community it serves. Though there are many systems now in place to communicate effectively with most parents,

we know that the engagement of hard to reach families will need to be a sustained focus for the newly appointed Principal.



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