

Principal

The Hart School
September 2020



**THE HART
SCHOOL**
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in the role of Principal of The Hart School.

The Hart School was formed and opened in September 2016 as a result of the merger of two smaller 11-18 schools; Fair Oak Academy and Hagley Park Academy, both of which had been sponsored by Creative Education Trust since September 2011.

Our network consists of eleven secondary and six primary academies in the Midlands and Norfolk plus a central team. Further schools are in the pipeline and our medium-term ambition is to be a trust of 25 schools.

As an academy sponsor, Creative Education Trust is focused on the quality of the educational experience it provides for its students. All of our secondary schools that have been visited by Ofsted since joining the Trust are now rated 'good', having previously been 'inadequate' before joining the Trust.

We are looking for an experienced leader to join us who is committed to making a difference to the lives of young people, many of whom come from disadvantaged backgrounds.

In addition, in joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops, to collaborate closely with your fellow Principals and Headteachers and to influence Creative Education Trust's ethos and processes.

Those of us who have set up Creative Education Trust come from a wide variety of professional backgrounds in education, academia, business and the creative industries. What unites us is the desire to improve educational prospects and life chances for children who have not always had the schools they deserve, nor had access to the knowledge and skills that will equip them to be successful in the world they will encounter when they leave full-time education.

Our schools pursue a rigorous and continuous programme of educational improvement, but they also aim to provide pupils with a rich programme of co-curricular activities. In addition, our unique Knowledge Connected approach teaches pupils to analyse and understand their curriculum of study through the application of six key concepts, encouraging them to identify and solve problems in practical and creative ways that give them a sense that they can have impact on the world around them.

You can watch a short video on what it means to be part of Creative Education Trust, illustrating our 'Knowledge Connected' approach to learning on our YouTube channel: www.youtube.com/user/creedacad.

We are looking for an ambitious, experienced, committed and energetic leader who shares our vision, supports the ethos of Knowledge Connected and can translate both into the practical realities of leading and managing The Hart School.

Our Director of Education, Philip Cantwell, would be delighted to discuss this role with you and is available on Philip.Cantwell@creativeeducationtrust.org.uk or 07776 333034.

I look forward to receiving your application.

Yours sincerely,
Marc Jordan CEO

“We are looking for an ambitious, experienced, committed and energetic leader”

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT THE HART SCHOOL



The Hart School is a mixed secondary school, catering for children and young people between the ages of 11 and 18 years and located in Rugeley in Staffordshire.

At The Hart School, Progress is demonstrated by students who are eager to attend to make significant gains in their learning and play a dynamic role in their learning. They enthusiastically contribute their own ideas, showing high levels of independence, curiosity and imagination in order to make decisions about their future.

At The Hart School teaching engenders infectious enthusiasm for learning amongst the students and behaviour is a priority. Students show consistently thoughtful behaviour creating an extremely positive school ethos by being highly considerate and very supportive of each other. The academies provide an exceptionally safe and secure environment.

Leaders and managers have high ambition and lead by example so that students can become leaders themselves. The pursuit of excellence is demonstrated by an uncompromising highly successful drive to achieve and all key leaders focus relentlessly on improving teaching and learning.

The curriculum provides highly positive memorable experiences and rich opportunities allowing every student to find something that they can excel at.



‘Most pupils thrive at school, including those whose circumstances make them vulnerable, and they develop into considerate, hard-working and confident young people.’

Ofsted, March 2018

To see full details of the school performance data please visit:
<https://www.compare-school-performance.service.gov.uk/school/137100/the-hart-school/secondary>

SUPPORT FOR OUR STAFF

We are committed to providing our academy leaders with the highest quality support and challenge to ensure that their schools excel and give our students the education they deserve.

Our Principals and Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and the Education Team.

Each of Creative Education Trust's schools benefits from a comprehensive programme of support and challenge, including working with former HMIs.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. We run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities. We have an active cross-trust group on the Teaching Leaders programme and use Future Leaders and Teach First extensively.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Head Office team, who are available to advise on financial planning, audit, HR, legal and property matters.

Each of our Principals is part of the wider leadership team of the Trust; the group meets regularly to help Creative Education Trust develop its ethos and strategy, and to share their professional expertise. As the network of Creative Education Trust schools grows, this forum has increasing value as a means of professional development and problem solving.

There are also a number of cross-group, phase leader and year-specific forums.



You can find out more at:

www.creativeeducationtrust.org.uk

SECONDARY PRINCIPAL JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

The Hart School, Rugeley

SALARY

Negotiable

THE ROLE

The Principal will provide the leadership required at The Hart School to achieve excellence.

The Principal will contribute to the development and implementation of Creative Education Trust's vision in a national group of schools

REPORTING LINES

The post will report to the Chief Executive.

STRATEGIC DIRECTION AND DEVELOPMENT

- Develop, communicate and implement the vision for the school within the parameters of Creative Education Trust and in conjunction with the Senior Leadership Team.
- Promote and uphold the values and ethos of Creative Education Trust in the school, such that the highest achievements are expected from all members of the school community.
- Formulate, devise and agree plans to achieve excellence for the school.
- Lead and manage successful change across the school.

LEADING TEACHING AND LEARNING

- Take responsibility for rapidly raising academic standards and ensure the highest standards of learning outcomes.
- Ensure the provision of a high-quality, relevant and dynamic curriculum within Creative Education Trust's curriculum framework that matches the needs of all students

- Promote and develop excellence in Teaching and Learning, ensuring a continuous and consistent school-wide focus on students' progress and development (moral, spiritual, physical and social as well as academic).

- Drive innovation in education, ensuring the school is able to respond to a changing external environment and that the skills, learning and aspirations of children and young people are developing and enhanced at all key stages.

- Ensure the consistent implementation of robust tracking and monitoring systems that accurately identify and evidence students' ongoing and projected progress in all subjects.

- Ensure that assessment for learning is embedded in all teaching so that students understand fully what they need to do to make the best possible progress.

- Monitor, evaluate and review classroom practice; celebrate and promote excellence, challenge under-performance at all levels and ensure appropriate action is taken in accordance with policies and procedures.

LEADERSHIP OF PEOPLE

- Provide exemplary leadership for the whole school community.
- Ensure a high level of staff morale and ownership of the school's values and policies.
- Provide high quality training and development for all staff which empowers staff at all levels to lead and initiate improvements.
- Develop a high-quality leadership in both academic and pastoral areas.
- Manage performance effectively.

STUDENT WELFARE

- Ensure a high-quality pastoral structure so that all students fulfil their potential.
- Ensure students are all informed about curriculum attainment and progress and are able to understand targets and improvements.
- Ensuring that good conduct and discipline are maintained and acceptable standards are understood and applied consistently.
- Create and maintain an atmosphere of respect, recognition, celebration and mutual support in the school.
- Maintain an environment which feels safe and enables students to report any concerns or complaints.

You can find out more at:

www.creativeeducationtrust.org.uk

RESOURCE MANAGEMENT

- Work with the Creative Education Trust central team on the formulation of the annual budget.
- Manage the organisation such that accommodation is used effectively and efficiently in order to achieve a positive learning environment.
- Promote the highest achievement for all alongside value for money.
- Manage the budget, ensuring that expenditure is contained within it.
- Maximise the use of grants and other fund-raising opportunities.

GOVERNANCE

- Advise and report to Creative Education Trust Board, Executive Directors and the Academy Council, as appropriate, to ensure strong accountability.
- Ensure that all involved with the school are aware of their legal responsibilities.
- Ensure that statutory requirements are met and policies of the Trust are implemented.

PARTNERSHIPS AND PROMOTION OF THE SCHOOL

- Ensure that partnership working, particularly with sister schools within Creative Education Trust, is a strength of the school and enhances the opportunities available to students.
- Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences.
- Ensure successful transition for all students.
- Create links with other learning establishments to maximise opportunity for students and develop links with business, employers and training providers.
- Maintain a high profile image of the school in high quality public presentations.

SCHOOL ETHOS AND COMMUNITY

- Create effective means of communication to ensure that all stakeholders in the school community (including parents) are kept informed about, consulted on, and have an understanding of the aims of the school, its policies and procedures and future direction.
- Develop positive solutions to achieving the British values of diversity, dignity and equality in all aspects of service delivery and engagement with the broader community.
- Foster a culture where all members of the school community respect others and their physical surroundings.
- Provide appropriate systems of pastoral care to support the personal development of all students and create a caring climate in which self-confidence, self-respect and social responsibility are encouraged.
- Develop amongst teaching staff an outward perspective and desire to contribute to wider life of the school.

SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues; contribute to collaborative work across Creative Education Trust schools and support other staff in participating in trust-wide work and projects.
- Participate in Creative Education Trust and sector-wide activities in order to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- Undertake any other reasonable duties deemed appropriate to the role of the Principal.

EDUCATION AND TRAINING

- Appropriate educational and professional qualifications

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www.creativeeducationtrust.org.uk

EXPERIENCE

- Track record of achievement in raising educational standards.
- Demonstrable success in leading through significant periods of improvement and development, either as a Principal, Headteacher or as a member of a Senior Leadership Team.
- Evidence of the ability to develop excellent relationships with young people and adults.
- Successful experience of using target setting, data analysis and curriculum innovation to improve performance.
- Experience in analysis of need and leadership in planning and implementing development initiatives for staff.
- Evidence of promotion of innovation in teaching and learning.
- A strong track record of working successfully with local community and business partners.

KNOWLEDGE, SKILLS AND QUALITIES

- An in-depth understanding of school leadership and the school improvement strategies needed to achieve outstanding student progress and personal development.
- Knowledge of current education legislation, national strategies, trends and innovation.
- The ability to develop a philosophy of high aspiration and expectation for every student giving cognisance to SEND, equal opportunities, diversity, ethos and student management.
- The ability to analyse performance and to articulate reasons behind successful achievement and poor performance.
- Understanding of all relevant accountability frameworks.

PERSONAL QUALITIES

- Clarity of purpose.
- A clear understanding and commitment to the school, Creative Education Trust and its vision.
- An ability to enthuse and engender a desire for learning and passionate commitment to excellence at all levels.
- Ability to provide inspirational leadership with a sensitivity and wisdom in managing relationships with students, parents and staff.
- High level interpersonal and communication skills.
- Commitment to inclusive education providing opportunity for achievement for all.
- Integrity, openness, energy and enthusiasm.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

You can find out more at:

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