



Bringing Education To Life



Moreton School
bringing education to *life*

CANDIDATE PACK

HEADTEACHER

Moreton School

September 2022

Information for Candidates



Post Title: Headteacher of Moreton School

Salary Grade: Leadership Scale 29 to 35 (£83,971 - £97,273)
Full Time, Permanent

Start Date: January 2023 or sooner

Closing Date: Monday 10th October at 12 noon

Shortlisting Date: Tuesday 11th October 1-6pm
Candidates will be informed on this date

Interview Day 1: Monday 17th October 2022 followed by
shortlisting for day 2

Interview Day 2: Tuesday 18th October

Visits to the school: To arrange a visit to the school with Nicola Licata, CEO please contact Hannah Creamer, PA to the Executive Team at hcreamers@aatrust.co.uk or call 01902 556868

School website: www.moreton.aatrust.co.uk

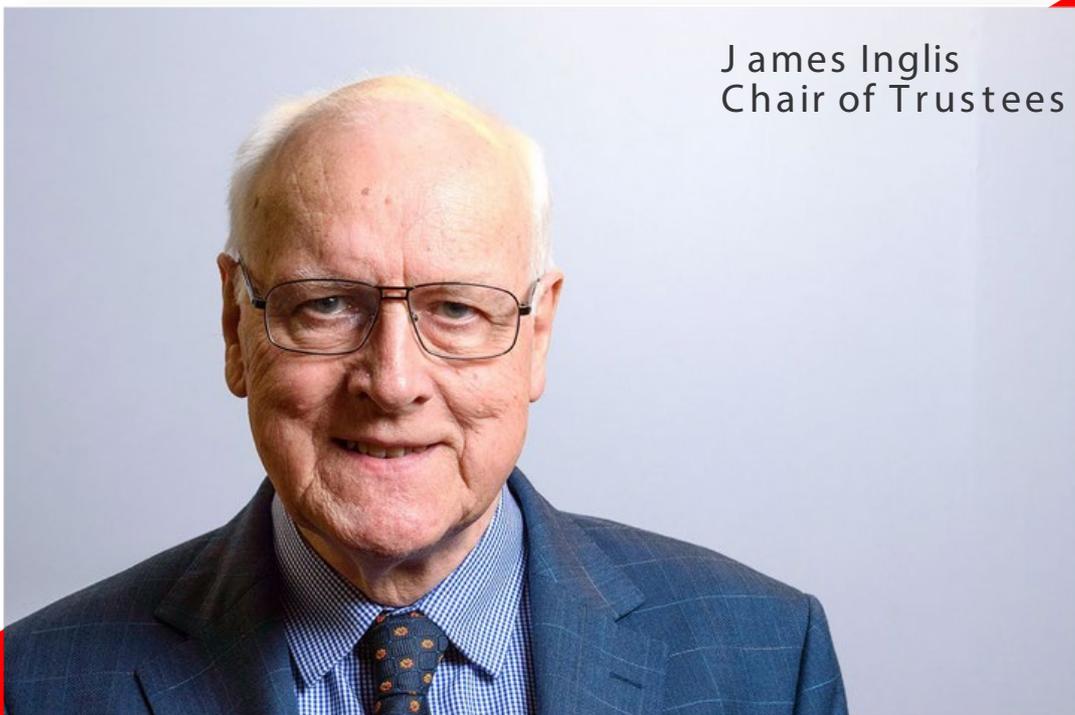
Welcome from the

Chair of Trustees

I have been involved in Governance at the Amethyst Trust for a number of years. I am proud to be the Chair of this very successful organisation.

The Trust has grown from strength to strength from its inception and is recognised as a leading Multi Academy Trust of choice by many students and their parents and carers. We are delighted that we will be joined in September by 2 specialist provisions within Wolverhampton and look forward to primary colleagues joining our Trust in the autumn term. We aim to be a strong inclusive family of schools for children from 3-19.

We have worked hard to ensure a successful collaboration between the operational and governance side of the Trust to ensure all our energy is put into educational outcomes. I am proud of our dedicated workforce of teachers and staff who are motivated to provide the very best. Our finances give us the flexibility to provide the very best staff and we continually look for improvements in educational outcomes. We invest heavily in enrichment activities for our students something we feel is necessary alongside the academic curriculum. This has ensured that our young people really can choose their own destiny whether that is University or higher level apprenticeships. I am proud to be the Chair of the Trust Board and feel that governance makes a real difference.



James Inglis
Chair of Trustees

Welcome from the

Chief Executive Officer

Welcome to Amethyst Academies Trust and thank you for considering leadership of Moreton School. As Chief Executive Officer of the Trust it has been a real privilege to serve the amazing students and staff of Moreton School. We put our students at the heart of all of the decisions that we make and so investment into high quality CPD for our staff is key. Our highly skilled staff work tirelessly to ensure our students get the best provision and support, both academically and pastorally. At Amethyst every member of staff has the opportunity to continue their own professional development through the Amethyst Academies Pathways offer. Our bespoke courses are written and facilitated by outstanding practitioners, leaders, SLE's and LLE's. They aim to evolve current practices, meet whole school initiatives and ensure that our students gain the greatest experiences in the classrooms of our schools. Our Pathways also offer support for non-teachers, teachers and leaders in schools enhance their own professional development.

One of my key priorities has been to ensure that our Trust has a strong school improvement infrastructure. As part of our Central Team, we now have three experienced school leaders focusing on all aspects of School Improvement and CPD in a full-time capacity for both specialist and secondary education.

Our headteachers meet weekly as part of the Executive Team to support strategic development and policy and we pride ourselves in the support network that has developed. Our knowledge- rich curriculum and supportive pedagogy enables all students to achieve high academically. However, we also pride ourselves in enriching our curriculum with a wide range of extracurricular activities from Trust performances to gold Duke of Edinburgh expeditions.

We use our DfE Capital Development Grants to full effect which, alongside careful financial management of other monies, ensures that every school, and therefore student, in our Trust benefits from improved facilities, be it a new Sixth Form build or refurbished dining and Sports facilities. Our highly experienced and skilled Central Team ensure that our headteachers concentrate on what is most important for our young people to succeed whilst allowing them full autonomy on how best to allocate their budget.

I look forward to meeting you and listening to your ideas on how you will move this very special school to the next level.

Nicola Licata

CEO Amethyst Trust

“Our highly skilled staff work tirelessly to ensure our students get the best provision and support, both academically and pastorally.”

Nicola Licata
CEO



“We believe that there is no ceiling on what can be achieved by anyone...”

Vision & Values

Moreton School is a vibrant and innovative school that inspires all its students to achieve excellence.

- We are ambitious for our schools and their students.
- We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.
- We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.
- We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Amethyst Academies Trust

Investing in all children and young people



Be Prepared



Belong and Contribute

Ensuring that we all:

- Are safe and confident
- Follow clear progression pathways
- Are active and valued members of our communities

Show Respect



Kindness and Dignity

Ensuring that we all:

- Take pride in ourselves and what we achieve
- Act with respect and consideration for others
- Embrace and are enriched by the diversity of others

Challenge Yourself



Learn and Reflect

Ensuring that we all:

- Have high aspirations for ourselves and others
- Work independently and cooperatively with others
- Have access to a broad, ambitious and stimulating curriculum

Moreton School



Moreton School is a large secondary school with:



Moreton School is a large sized secondary school with an increased PAN of 210; it has:

- Over 800 students from 11-16
- A 30- place resource base for students with ASD and SLCN
- Excellent facilities, including newly built Sixth Form facility for 300 students from both Trust Schools located at Aldersley High School
- Strong community presence

Amethyst Academies Trust is a Multi Academy Trust comprising of two secondary schools and two special schools (in process of) with over 550 employees and over 3000 students, based in Wolverhampton.

We are unyielding in ensuring that all of our schools are able to provide the very best experiences for the students, families and communities in which we serve, and actively support our Headteachers to do so.

Amethyst Academies Trust's central team's infrastructure supports operational delivery, enabling the Headteacher to focus on education and developing outstanding teaching and learning.

An Outstanding Headteacher

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Amethyst Academies Trust's central team's infrastructure supports operational delivery, enabling the Headteacher to focus on education and developing outstanding teaching and learning.

We are looking for a Headteacher who:

- Is already a proven and highly effective and successful leader
- A leader with high expectations who has the required charisma to inspire the very highest expectations for all students and staff
- Is completely committed to the development of both students and staff
- Is committed to working collaboratively with the CEO, fellow Headteachers in the Trust and the Central Team
- Actively embraces accountability
- Will ensure consistently effective teaching and challenging but inclusive curriculum plans
- Will actively seek to provide the very best learning environment for our growing student population



What We can Offer

In return we can offer:

- An exciting opportunity to be part of the Executive Team of Amethyst Academies Trust
- A supportive and creative Executive Team that challenge each other to be the very best
- An environment where collaboration is key to our success
- Teachers' terms and conditions
- Teachers' Pension Scheme
- A commitment to staff well-being

If you are committed to making a difference for every young person, value diversity and inclusivity, respect differences and have the creativity and tenacity to build upon the strengths of our current team, we would like you to join us.



Job Description

Post Title: Headteacher of Moreton High School	
Reporting To: Amethyst Academies Trust CEO and Board of Trustees	
Liaising with: CEO, Senior MAT Central Team, Board of Trustees, Executive Team, CFO	
Contract: Full Time, Permanent	Salary Grade: Leadership Scale 29 to 35 (£83,971 - £97,273)
Main Purpose:	<p>The headteacher will:</p> <ul style="list-style-type: none"> • Establish and sustain the school's ethos and strategic direction together with the Trust Board, CEO, local governing board and through consultation with the school community • Establish and oversee systems, processes and policies so the school can operate effectively • Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context • Make sure these school improvement strategies are effectively implemented • Monitor progress towards achieving the school's aims and objectives • Allocate financial resources appropriately, efficiently and effectively • Ensure that Moreton School works effectively and collaboratively with regards to the joint Trust Sixth Form located on the Moreton School site.
Qualities:	<p>The headteacher will:</p> <ul style="list-style-type: none"> • Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct • Build positive and respectful relationships across the school community • Serve in the best interests of the school's pupils • Serve in the best interests of Amethyst Trust to further the development of the Trust

Job Description

Principle Responsibilities

School Culture and Behaviour

The headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
- Contribute positively to the Executive Leadership Team of Trust headteachers

Teaching, Curriculum and Assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent knowledge-rich curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Job Description



Principle Responsibilities	<p>Additional and Special Educational Needs (SEN) and Disabilities</p> <p>The headteacher will:</p> <ul style="list-style-type: none">• Promote a culture and practices that enables all pupils to access the curriculum• Have ambitious expectations for all pupils with SEN and disabilities including those students based on site from other specialist provisions• Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate• Make sure the school fulfils statutory duties regarding the SEND Code of Practice.• Work closely with Executive Headteacher for SEND and ensure her recommendations are actioned <p>Managing the School</p> <p>The headteacher will:</p> <ul style="list-style-type: none">• Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care.• Manage staff well with due attention to workload.• Ensure rigorous approaches to identifying, managing and mitigating risk. <p>Professional Development</p> <p>The headteacher will:</p> <ul style="list-style-type: none">• Ensure staff have access to appropriate, high standard professional development opportunities.• Keep up to date with developments in education.• Seek training and continuing professional development to meet needs.
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Job Description



Principle Responsibilities	Governance, Accountability and Working in Partnership The headteacher will: <ul style="list-style-type: none">• Understand and welcome the role of effective governance, including accepting responsibility.• Ensure that staff understand their professional responsibilities and are held to account.• Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.• Work successfully with other schools and organisations.• Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.• Work professionally with the Executive Team and Trust Board.
	<p>This job description is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The post holder may be required to do other duties appropriate to the level of the role as delegated by the CEO.</p> <p>Note: This job description may be amended at any time in consultation with the post holder.</p>

Line Manager Signature:

Date:

Post Holder Signature:

Date:

Last review date: 08/06/22

Next review date: 08/06/23

Person Specification



Person Specification

Essential Requirements		Form of Assessment
Qualifications and Experience		
1	Qualified Teacher Status.	Application Form
2	Further relevant professional/academic study and evidence of continuous professional development preferably NPQH.	Application Form
3	At least three years of proven strong, successful senior leadership preferably at headteacher level.	Application Form & Interview/Assessment
Shaping the Future		
4	The ability to think strategically and take the leading role to develop, build on and communicate a shared vision and strategic plan which inspires and motivates the whole school community.	Application Form & Interview/Assessment
5	Evidence of successfully implementing, managing and evaluating change in a collaborative and sensitive way.	Application Form & Interview/Assessment
6	The ability to build on current strengths and initiatives and ensure a smooth transition that delivers continuous improvement.	Application Form & Interview/Assessment
7	A clear understanding of and enthusiasm for current issues in education and evidence of embracing, implementing and embedding new approaches/technologies which are relevant to teaching and learning.	Application Form & Interview/Assessment
Pupils and Staff		
8	Evidence of raising standards that have impacted positively on pupil attainment and teaching and learning.	Application Form & Interview/Assessment
9	Significant experience in evaluating and using data to plan and improve pupil performance.	Interview/Assessment
10	A clear understanding of what makes good and outstanding teaching and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work.	Interview/Assessment
11	A commitment to valuing, supporting and encouraging the professional development of all staff members.	Interview/Assessment
Systems and Processes		
12	An understanding of how to create whole community accountability systems and implement them with the support of the leadership team to combine data from a range of sources in order to maximise the achievement of children.	Interview/Assessment

Person Specification



13	Strong financial planning and management skills, with experience of making effective use of resources including the Pupil Premium.	Interview/Assessment
14	A clear understanding of and commitment to promoting and safeguarding the welfare of children.	Application Form & Interview/Assessment
Strengthening Community		
15	Evidence of building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.	Application Form & Interview/Assessment
16	A commitment to building and maintaining effective and positive relationships with parents, carers, governors, the wider community and other schools.	Interview/Assessment
Personal Qualities		
17	Can inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.	Interview/Assessment
18	Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, governors and parents.	Application Form & Interview/Assessment
19	The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.	Application Form & Interview/Assessment
20	Commitment to uphold the 7 principles of public life (the <u>Nolan principles</u>) at all times.	Application Form & Interview/Assessment
21	A commitment to getting the best outcomes for all pupils and promoting the ethos values of the school.	Application Form & Interview/Assessment
22	Ability to work under pressure and prioritise effectively.	Application Form & Interview/Assessment

Person Specification



We do reserve the right to close this advertisement early if we receive a high volume of suitable applications.

Safeguarding

We are deeply committed to safeguarding and promoting the welfare of Children and expect all Staff and Volunteers to share this commitment. All necessary Safeguarding checks will be undertaken which must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertaken can be found at: Keeping Children Safe in Education, 2021- [KCSIE 2021](#)

This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children's Barred List Check.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered 'protected' and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website: [Rehabilitation of Offenders Act 1974 \(2020\)](#)

Positions at the school are exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to a post will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS). DBS Filtering guidance can be found on the GOV.UK website. [DBS Filtering Guide](#)

Equality Duty

As a Trust we are committed to ensuring that throughout our recruitment and selection process, no applicant will be disadvantaged or discriminated against because of the protected characteristics under the Equality Act 2010.



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Thank You.

We look forward to
meeting with you.

Telephone: 01902 556868
Website: www.aatrust.co.uk