



High Craggs Primary  
Leadership Academy

# Candidate Pack



## Principal

Negotiable salary

Full Time and Permanent

Required from January 2019

# Welcome from the Chief Executive

Thank you for considering our Principal vacancy at High Crag Primary Leadership Academy.

High Crag Primary Leadership Academy is a two-form entry school catering for children aged 2-11 in the Shipley area of Bradford.

We are seeking to appoint a dynamic, committed and inspirational Principal who will continue to lead and deliver an outstanding learning community that inspires learners from diverse and disadvantaged communities.

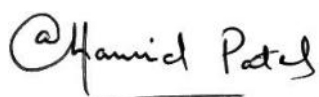
We are looking for a tenacious and driven leader with a proven track record of leading young people to achieve outstanding results. Someone who shares the Trust's vision and the belief that all young people can achieve excellence in their academic studies, personal and leadership development and service to communities if nurtured and given the right opportunities.

We see the successful candidate as not only building on the effective delivery of our existing academic and knowledge rich curriculum and on our Leadership specialism but, with an eye to the future, leading and managing the next phase of the school's journey.

As a Principal of a Star school, you will become an important part of a strong Star family where schools work collaboratively on a range of initiatives such as the delivery of CPD programmes and implementation of the leadership specialism.

I greatly look forward to receiving your application.

Yours sincerely,



**(Mufti) Hamid Patel CBE**

Chief Executive



# Our Mission, Vision and Values

## Our Mission

To promote a culture of educational excellence, from within a caring and secure environment enriched with the values of discipline, mutual care and respect, which extends beyond the school into the wider community.

Our mission consists of three key elements:

### 1. Educational excellence

- A belief that everybody has the potential to succeed within a high quality and intellectually challenging educational environment
- A commitment to instilling high aspirations, a desire to learn and ambition to achieve
- A personalised approach to securing excellence, stemming from a passionate belief that each individual is unique and special and capable of rising above any perceived limitations

### 2. Character development

- A cohesive identity so that our pupils, their parents and communities feel a strong sense of belonging to the Star "family"
- A passionate focus on a values-based education that instils honesty, integrity, compassion and mutual respect into all our pupils
- A strong core of tenacity, self-respect and self-belief that inspires each pupil to become the best person they can be

### 3. Service to communities

- A determination to develop outstanding British citizens who are proud of, and contribute to, the social and economic prosperity of our country
- A sense of personal accountability and of responsibility to others
- A commitment to charitable endeavours and to making a difference to our world

## Our Vision

"Nurturing Today's Young People, Inspiring Tomorrow's Leaders"

## Our Values



### SERVICE

Being a responsible citizen  
in our community



### TEAMWORK

Working together  
for excellence



### AMBITION

Aspiring to be  
our best



### RESPECT

Treating others as we  
wish to be treated



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# About the Role

We are seeking an outstanding **Principal** to lead High Craggs on their journey to sustained excellence.

High Craggs serves a mixed community with significant pockets of deprivation which is reflected by the numbers of children with Pupil Premium funding. You will need to be an experienced leader with highly developed skills in improving outcomes in similar schools with the ability to engage with parents to deliver an education that all their children deserve.

High Craggs was last inspected in 2015 and was graded inadequate. It became an academy in 2016 and was re-brokered from its original sponsor to Star in April 2018. Over the last three years attainment and progress have improved year on year, but there is still more to do to ensure the pupils achieve their best by the time they leave at the end of Year 6. The current Principal has been promoted to another Trust creating an opportunity for a leader with high ambition and high expectations.

## You will:

- be an excellent leader with an eye for operational detail and understanding of data
- have excellent motivational and communication skills to lead and develop teams successfully
- be strongly aligned to our STAR trust values.

## You will find a school that:

- is passionate about its mission of 'promoting a culture of educational excellence within a caring and secure environment'
- has high ambitions for all and provides excellent opportunities for leadership development
- is well-ordered with high standards of commitment from pupils, staff and parents.

## Your challenge will be to:

- lead the development of a school to achieve the highest standards
- establish an ethos of excellence and endeavour in pupils, staff and community
- develop systems and structures to organise and lead the school effectively

The school became part of Star Academies, one the UK's leading education providers, in April 2018. As our Principal, you will be the leader of one of three Star primary academies which work closely on a collaborative basis. You will also be supported by the trust's advisory team who know the school well. The trust has a well developed leadership development programme which is already being used to develop our middle leadership.

In keeping with our mission of educational excellence, character development and service to communities, we believe all of our pupils should be engaged and challenged to achieve their very best.

All potential applicants are welcome to visit the School for an opportunity to learn more about us and our vision, mission and core values.

For an informal and confidential discussion, or to arrange a visit, please contact **Eric Fairchild, Chair of Governors** on 07518 031 750 or [Eric.Fairchild@highcraggs.staracademies.org](mailto:Eric.Fairchild@highcraggs.staracademies.org)

We welcome enquiries from everyone and value diversity in our workforce. Candidates will complete the application form on eTeach. CVs will not be accepted for this post.

**Closing date:** Wednesday, 10 October at 12 noon

**Interview date:** Monday, 15 October

*High Craggs Primary Leadership Academy is committed to safeguarding and promoting the welfare of children. This post is subject to satisfactory clearances including references, DBS checks, health clearances and proof of legal working in accordance with the Asylum and Immigration Act 1996.*

# Star Academies

The Academy is part of Star Academies – one of the UK's leading education providers.



Star

Star Academies is a mixed Multi Academy Trust that runs both faith-based and non-faith primary and secondary schools. It is a values-based organisation that works to improve the life chances of young people in areas of social and economic deprivation to help them succeed at the highest levels of education, employment and the professions.

Star schools promote excellence in everything they do. In every school, the entire staff team – working in partnership with parents – is committed to nurturing today's young people and inspiring tomorrow's leaders. The Star Pledge of Excellence embodies this endeavour and sets out the key components of the Trust's educational offer.



Trust schools work together as Star Partnerships in five cluster areas – Lancashire, Greater Manchester, West Yorkshire, the West Midlands and London. Schools within the areas collaborate to share expertise and maximise opportunities and experiences for our students.

The Trust employs the very best staff and invests heavily in their continuing professional development. Staff benefit from an extensive range of nationally accredited training provided by the Star Institute.

Find out more about Star Academies by visiting

[www.staracademies.org](http://www.staracademies.org)



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