



Head of School Greenwood Academy

Candidate Information Pack



Greenwood
Academy

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AcademiesEnterpriseTrust.org



Rebecca Boomer-Clark
Chief Executive

A message from the CEO...

Thank you for your interest in a role at AET. We're one of the largest networks of schools in England with 57 schools in virtually every region of the country. We are very excited to be recruiting for our new Head of School at Greenwood Academy.

We are working through a time of huge complexity and challenge across the education system. Despite the volatile external environment, we maintain a very simple core belief – that every child has an entitlement to an excellent education in every classroom, every day. As a fourth-generation teacher myself, I understand that getting it right in every classroom every day is hard, but it's also the single most important thing that we can do.

We are building the culture and strategy to deliver sustainable excellence at scale.

There are endless opportunities for our new Head of School to make their mark.

We try to balance our shared sense of confidence and excitement for the future with deep humility, recognising that AET, while one of the largest trusts in the country, is not the highest performing - yet. We will only deliver on our promise of excellence for every child, if we create a culture where everyone can do their very best work. In joining us, you will be central to this mission, powering Greenwood Academy to improve, developing our leaders of today and tomorrow, and ensuring we're identifying and retaining the very best talent across the sector.

If you are excited by the opportunity to lead Greenwood Academy - we want to hear from you!

An exciting opportunity

Due to the internal promotion of the current Principal, we are seeking an inspirational and talented senior leader to take Greenwood Academy forward from Good to Excellent, and ensure the school community flourishes and succeeds. You will bring a level of focus, precision and rigour that will have a substantial and sustained impact.

To be successful in this role, you will share our vision and have the ability to drive performance effectively in order to continue the improvement journey. You will drive success, ensuring excellent standards of learning and achievement, the highest quality education and the best possible outcomes for all our students. You will clearly know what excellence looks like.

Greenwood Academy

Greenwood Academy is located in Castle Vale, Birmingham and is oversubscribed in years 7 - 11 with potential to further expand the sixth form. The academy includes a respected specialist Resource Base with 30 commissioned places for students with ASD. At its most recent Ofsted inspection in October 2021, the academy moved from Requires Improvement to Good across all areas.

The academy was rebuilt 6 years ago and has state of the art facilities including a 250 seat theatre with retractable seating, 8 well equipped top specification science laboratories, extensive sports facilities with access to a 3G Football stadium and extensive open sports fields. It has well developed practical spaces including 2 art studios, a music suite with an attached recording studio, a graphics room, DT workshop and food technology space. The overall learning environment is attractive and well resourced with dedicated work spaces for teaching teams across the academy.

Greenwood is a Google platform school, all learning spaces have interactive large display screens that integrate with staff laptops and children's chromebooks.

Greenwood has a dedicated staff team and has a strong sense of community with effective and committed local governance fully integrated with national governance arrangements. It plays a proactive role in the regional network of secondary schools and is part of a highly effective local network of secondary schools in East Birmingham.

This is a tremendous opportunity for a new leader to embrace all the positives about Greenwood Academy and this is a really exciting time to join us.

You can access the school website through this [link](#).

Castle Vale, Birmingham

Castle Vale is a housing estate located between Erdington, Minworth and Castle Bromwich. The area has an approximate population of 10,000 people. Castle Vale is 6 miles northeast of Birmingham city centre. Birmingham is one of the country's biggest cities and is a dominating force in the West Midlands. Birmingham is a hub for business and culture. With trains to London taking an hour and 15 minutes, places like Wolverhampton, West Bromwich, Dudley and Coventry are all close by,

Castle Vale was regenerated as part of a targeted initiative led by the Castle Vale Housing Action Trust (CVHAT) in the late 1990's. More recently, new properties have been built for the first time in a decade in

the local area. The community benefits from strong transport links via the M6 and by rail. Birmingham City airport is just 10 miles away.



Our School

Data	
Age range	11-18
Location	Castle Vale, Birmingham
Number on roll	964
Date academy established	January 2013
% of pupils with SEN Support / EHCP	3%
% of minority ethnic pupils	35.8%
% of pupils whose first language is known or believed to be other than English	10.7%
% of pupils known to be eligible for free school meals	44%

Academies Enterprise Trust (AET)

AET was established in 2008 and is now a national group of 57 primary, secondary and special schools. We are proud of our diverse and inclusive network of schools. As AET moves towards educational excellence, we are continuing to build our national education team.

Our secondary schools are located in Essex, London, the Midlands, the North and the South West. Greenwood Academy falls into the Midlands region where we have 6 academies, they are all supported by our Regional Education Director, Damien Kearns.



Secondary	Primary
Aylward Academy	Anglesey Primary Academy
Bexleyheath Academy	Ashingdon Primary Academy
Broadlands Academy	Barton Hill Academy
Clacton Coastal Academy	Beacon Academy
Firth Park Academy	Brockworth Primary Academy
Four Dwellings Academy	Caldicotes Primary Academy
Greensward Academy	Charles Warren Academy
Greenwood Academy	Cottingley Primary Academy
Kingsley Academy	Feversham Primary Academy
Kingswood Academy	Four Dwellings Primary Academy
Maltings Academy	Hall Road Primary Academy
New Forest Academy	Hamford Primary Academy
New Rickstones Academy	Hazelwood Primary Academy
Richmond Park Academy	Hockley Primary School
Ryde Academy	Lea Forest Primary Academy
Sir Herbert Leon Academy	Meadstead Primary Academy
Tamworth Enterprise College	Montgomery Primary Academy
Tendring Technology College,	Newington Academy
The Rawlett School	Noel Park Primary School,
Unity City Academy	North Ormesby Primary Academy
Winton Academy	North Thoresby Primary Academy
Special	Offa's Mead Academy
Columbus School and College	Percy Shurmer Academy
Newlands Academy	Plumberow Primary Academy
Pioneer School	Shafton Primary Academy
The Ridge Academy	St Helen's Primary Academy
Wishmore Cross Academy	St James the Great Primary Academy
	The Green Way Academy
	Trinity Primary Academy
	Utterby Primary Academy
	Westerings Primary Academy

Introducing Project H

For decades, education has faced the same persistent and entrenched challenges. From how to organise our school system, reform the curriculum and qualifications, ensure teacher efficacy, and develop vocational skills- education policy has too many perpetual problems, and too few lasting, high impact solutions.

Policies come and go, but in an era of rapid change, one thing is a constant- the desire to improve our country's schools and the outcomes of the pupils that attend them. Speak to any teacher, support staff, head of school/principal or trust leader across the country: their relentless drive to improve pupil outcomes is the golden thread that binds them together. It's a collective mission and endeavour.

But the unavoidable truth is that in 2022, still only 59% of pupils leave primary school meeting the expected standard in reading, writing and mathematics.

For all the excellent efforts of high-quality research and hard work in practice, the harsh reality is we simply don't know what works in every organisation, every school, in every classroom for every pupil- no matter where they grow up or their circumstance.

So AET has launched Project H.

The goal is simple - to openly and honestly document AET's school and network improvement journey - the highs, and the lows, warts and all- as a tool to share and learn with others.

Over the last few years, a number of trusts have launched open source platforms and published their resources. We have seen fantastic leadership from the sector to galvanise a new wave of trust-to-trust and school-to-school learning and development.

But for collaboration to be made a reality, we need to make a collective shift to not just talking about 'what works', but reflecting openly on what doesn't.

So, this is AET's contribution to that cause. It is what our CEO Becks Boomer-Clark means when she talks about 'system generosity' - the ethos that Project H is founded on. Our aim is for Project H to be a shared space to explore the interconnected parts of education so that we can bridge the gap between policy and practice.

As a senior leader within AET, you'll have the opportunity to benefit from and feed into this cutting-edge dialogue and research.

To learn more, please visit: [Home](#) | [Project H](#)



Our five mindsets influence the behaviours and culture we are striving for across the network. They anchor us in a way of thinking and help to approach challenges and opportunities collaboratively.

Our mindsets

Share ideas early, often and honestly

Being open about ideas to develop them- even in their foundational stages and we don't know whether they will succeed.

Embrace constructive disagreement

Seeking meaningful discussion, welcoming the fact that we may not always agree.

Values, ideas and not ego

Encouraging innovative thought and discussion from every individual, not just those who shout the loudest.

Be curious and open to new ideas

Exploring emerging views from a wide diversity of perspectives.

Focus on facts and reasons

Understanding the world as it is not how we wish it to be.

Regional and National Support

AET Schools recognises that every school is unique and serves very different communities across the country. Our head of schools & principals benefit from both our regional structure and national network of schools.

As the head of school at Greenwood Academy you will have the opportunity to forge strong relationships within a group of peer heads of schools & principals and benefit from the support of our Regional Education Director.

Our heads of schools and principals work collaboratively, as not just leaders of their own school, but also regional and national leaders, participating in network wide strategy.

Our central education team provides high quality, expert support to our schools, accelerating improvement and enhancing performance, to ensure that every teacher and leader is supported to be the very best that they can be. Our commitment is to ensure that every child receives an excellent education, in every classroom, every day.

Job Description

Job title:	Head of School
Accountable to:	Regional Executive Principal
Allowance attached to the post:	As set out in the contract of employment where applicable

Core Purpose of the role

The Head of School is accountable overall to Academies Enterprise Trust (the “Group”) through our regional structure for ensuring the educational success of the Academy within the overall framework of the Group’s Corporate Plan, the Academy Improvement Plan, relevant legislation, best practice and available resources.

1. Strategic direction and development

- Develop and communicate a shared educational vision that expresses the core values of the Group, is responsive to the needs of the local community, and motivates and inspires others.
- Raise the aspirations of students, their families and all staff to foster the self-belief that all students who attend the Academy can achieve at the highest level.
- Work closely with other academies within the Group and all key stakeholders to achieve this vision and secure their commitment to its enactment.
- Develop a strategic approach that focuses on pace and accelerated progress to bring about rapid and sustainable improvement.
- Translate the vision into agreed objectives, operational and business plans, and develop appropriate mechanisms for regular monitoring and review.

2. Leading teaching and learning

- Promote excellence in teaching and learning, ensuring a continuous and consistent academy-wide focus on students’ achievement and development (moral, spiritual, physical and social, as well as academic).
- Ensure that a high quality educational experience is available for all children and young people who attend the Academy.
- Ensure a robust and sustainable focus on supporting students to make the best possible progress in all subjects across the Academy.
- Improving teaching within the school where it does not meet the highest standards.
- Determine curricula that are informed by current knowledge and best practice to develop the potential of all students and equip them for the demands of the global economy.
- Develop and implement strategies to ensure continuity of learning at all main points of transfer, for example when students progress from the primary to secondary phase.
- Ensure the development and consistent implementation of robust tracking and monitoring systems that accurately identify and evidence students’ progress in all subjects.
- 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 Group policies and procedures.
- Provide a range of extra-curricular activities which will provide a broad and well-rounded education, support pupil development and ensure rich experiences and opportunities.
- Create a stimulating climate which will encourage all students to fulfil their potential, in the widest sense, and maintain a lifelong enthusiasm for learning and personal development.

3. Performance and standards

- Be accountable for standards, across all aspects of provision.
- Be ambitious for pupil outcomes, ensuring targets for academic performance are met
- Maintain a sharp focus on the achievement of both whole cohorts and pupil groups, including disadvantaged and SEND pupils.
- Ensure that data is accurate and both shared and analysed with impact, in line with AET frameworks
- Ensure intervention and raising achievement plans are detailed and effective, then implemented with rigour, ensuring impact on pupil progress and outcomes.

4. Leadership of self and others

- Provide dynamic and consistent leadership for the school and its staff, ensuring the successful delivery of the vision, ethos, aims and objectives of the Academy.
- Set high standards and expectations for personal, student, and staff behaviours and actions in support of the achievement of the Academy's intended outcomes.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the Academy.
- Implement a performance management framework for teaching staff for the delivery of agreed outcomes and of high quality services through high quality people performance.
- Regularly review your own practice, set personal targets and take responsibility for your own continuous professional development.
- Ensure that systems are in place to encourage all staff to be similarly active in their personal and continuous professional development.
- Develop the capacity, through coaching and other appropriate means, of leadership and management, particularly for middle and senior leaders.
- Develop an ethos that ensures regular involvement of all staff in Academy developments and encourages collaboration, innovation and individual and team creativity.
- Work collaboratively with the Academy Council Chair to encourage and support all members of the Academy Council, both separately and collectively to fulfil their governance responsibilities effectively, in particular in terms of holding the Academy to account and challenging the Academy to enable all students to make the best possible progress and achieve their full potential.
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation, whilst building on the best of the Group ethos and vision.

5. Academy ethos and community

- Create effective means of communication to ensure that all stakeholders in the Academy community (including parents) are kept informed about, consulted on, and have an understanding of the aims of the Academy, its policies, procedures and future direction.
- Create strong links and collaborative ways of working with all stakeholders including the wider community, other Group academies, neighbouring schools and colleges, ensuring the Academy is at the heart of the community.
- Work with other public and voluntary sector agencies, clubs and societies in the local community to develop extended services to enable the wider community (including entire family members) to access knowledge, skills and learning opportunities.
- Work with the Group's School Support Services Departments, the Local Authority and the Governing Body to support the achievement of locally determined educational priorities and initiatives.
- Build wider links to ensure that national, public service, social enterprise and international perspectives feature in the Academy's approach.

- 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 Academy 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 the wider life of the Academy.

6. Management of the organisation

- Ensure effective operational management for the delivery of education within the Academy's budget and in accordance with financial and organisational structures of the Group as set in the Finance Handbook.
- Work to, and report on, and achieve targets for achievement of the Academy and personal targets as agreed by the Trust.
- Work within a defined organisational structure that enables effective and efficient ways of working and supports the achievement of the Academy's objectives.
- Work with the Regional Director of Education to manage all education resources within allocated budgets; actively seek opportunities for cost-improvements and ensure that 'value for money' is at the core of all financial activities.
- Within the Academy's strategic plan, recruit, deploy, develop and motivate a committed, effective and diverse education workforce whose members have a clear understanding of the vision of the Academy and of their personal role in enabling and promoting high quality learning.
- Work effectively with School Support Services Departments, Group Principals/Head of Schools, the Local Governing Body, to ensure that there are robust, reliable mechanisms for appropriate risk management in all Academy educational activities.
- Act in accordance with Group policies, procedures and legislation affecting the conduct of the Academy, particularly those governing health and safety, finance and employment rights.
- Monitor and evaluate student and organisational progress to ensure that objectives are being achieved.

7. Supporting the work of the Trust

- Develop strong, positive relationships with Group colleagues; contribute to collaborative work across Group Academies; and support other staff in participating in Group work and projects.
- Participate in Group and sector-wide activities in order to share best practice, contribute to the development of Group strategies and policies and promote the Academy and the Group in a national context.
- Undertake any other reasonable duties deemed appropriate to the role of the Head of School.

8. Specific Responsibilities

- To report to Central team, the Education Director, Regional Education Director, the Chair of the Local Academy Council and the Board as appropriate.
- To report to the local Academy Council, on academy performance and the implementation of Group policies, thereby ensuring full involvement of the members in strategic planning, business activities, monitoring and building relationships with the wider community.
- Further aspects to be agreed with the Regional Education Director and Director of Education, the Chair of the Academy Council and the Group Board

Person Specification

- Have experience in at least two secondary schools/academies.
- Have a good understanding of what makes an excellent school.
- Significant experience at senior level.
- Have the ambition, drive, authenticity, and resilience of an excellent leader.
- Be a great teacher who know what great learning looks like in the classroom and how to achieve it
- Be excited by, and committed to, supporting practices that will drive sustained progress across the wider network of AET schools.

Initial Teacher Education

Excellent teacher training paves the way for excellent teachers. From September 2022 AET Schools is working in partnership with Ark Teacher Training to deliver our teacher training. Our aim for our 57 academies is to develop people at the start of their pathway so they can build a career with AET they can be proud of.

Learning and Development

We welcome colleagues who drive their own professional development and who consider themselves lifelong learners. We value deep knowledge and expertise in our leaders, focusing on specialism over generalism.

We are one of the largest networks of schools in England, allowing you to develop as a leader and support the development of others. You will have access to a variety of different settings and locations across the country with the ability to learn from the uniqueness of each of these settings. AET is sharply focused on becoming a high performance organisation; this environment provides the opportunity to work with expert and influential educationalists, as part of an exciting network of school and MAT leaders. Our approach is underpinned by instructional excellence, this is delivered through exciting partnerships with OneWorld and Ambition Institute. We offer the full suite of NPQ programmes, centralised Early Career Framework and bespoke CPD opportunities tailored to both individuals and individual schools.

Our approach enables you to be responsible for your own learning and development. Our programmes are designed to create a clear career pathway from induction, to statutory/core development, supporting further development, talent management and career progression. We will achieve excellence together, stretching and empowering you to have the greatest impact across our network.

Innovative approach to EdTech

Whilst we know that technology will never be a substitute for a strong curriculum and excellent teaching, we are interested in how EdTech can make our teachers' work easier.

AET continues to invest heavily in technology, making it one of the best equipped trusts in the education landscape. This investment ensures all our schools have top notch infrastructure and equipment.

Fast forward to today, and AET is extremely proud to have recently been recognised within the EdTech 50 2021/22 awards. We are also an active contributor to the Department for Education's EdTech Demonstrator Programme.

As our next Head of School we will offer you

- A supportive Principal/Head of School induction programme to set you up for success
- Career development opportunities and coaching
- Expertise from our Central education and operations teams
- Participation in cutting-edge dialogue and research.
- Principals' and Head of School conferences
- Partnership working with key educational providers

More support for you and your loved ones

Benefits:

- Employer funded healthcare scheme
- Gym membership scheme
- Electric car scheme
- Cycle to work scheme
- Online bike shop scheme
- Teachers' Pension and Local Government Pension scheme
- Childcare vouchers (applicable if already enrolled pre October 2018)
- Affordable loan scheme
- Employee assistance programme
- Financial advice
- Lifestyle savings
- Home electronics and mobile phone scheme

We have developed a comprehensive staff benefits package with flexible benefits schemes and offers, which you can access through the online platform Vivup. See [link](#) to access our full benefits brochure.

Application Process

Thank you for considering applying for the Head of School position at Greenwood Academy.

Academies Enterprise Trust and all of our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We adopt a robust, fair and consistent recruitment process which is inline with Keeping Children Safe in Education guidance. This includes online checks for shortlisted candidates. All offers of employment are subject to an Enhanced DBS check, references, and where applicable, a prohibition from teaching check.

Academies Enterprise Trust embraces diversity and promotes equality of opportunity. Job share, part time and flexible working opportunities will be considered.

We are a Disability Confident Employer and there is a guaranteed interview scheme for candidates with disabilities who meet the minimum selection criteria.

To arrange a school visit or to find out more, call Recruitment on 0203 947 5689 or email: recruitment@academiesenterprisetrust.org. Apply online below.

For an informal discussion please contact Tanya Bentham contact details above.

Closing date: Monday 22 May 2023, 9am

We look forward to receiving your application.