



THE KING'S ACADEMY
Emmanuel Schools Foundation



WE ARE RECRUITING

PRINCIPAL THE KING'S ACADEMY

VALUED, CHALLENGED, INSPIRED

WELCOME

Salary © £95,000.00 - £111,000.00 Annually

Closing date for applications Midday, 26th Feb 2024

OPEN DAY – Thursday 22 February 8:15am to 12noon

Start Date September 2024, or earlier if possible

INTERVIEWS w/c 04 March 2024

The King's Academy is a Christian ethos school of character for the whole community. We believe that everyone in our community should be valued, challenged and inspired; that they are 'made in God's image' and therefore infinitely precious, morally responsible and gifted for a purpose. All that we do in our school is inspired by that ethos and underpinned by our core virtues of love, wisdom, fairness, self-control, courage, humility, and integrity.

We seek an experienced leader whose approach is informed by these principles to take up the mantle of Principle and deliver profound and lasting impact.

The appointee will bring a rare combination of humility, vision and clear resolve as a catalyst for change and continuous improvement. As well as being committed to our Christian ethos, he/she will lead decisively and effectively, bringing wisdom and understanding – and harnessing these to underpin a culture and team equipped for continued and sustained improvement.

The King's Academy, like all schools in deprived areas, has its challenges. If you have the determination, imagination and talent to lead rapid improvement whilst nurturing our distinctive and cherished community, we want to hear from you.

There is an occupational requirement for the post-holder to be a committed and practicing Christian. You will have an inclusive mind-set and will also be a high-achieving graduate and qualified teacher with substantial leadership experience that includes a track record of whole-school improvement. This will have given you deep understanding of effective and transferrable strategies in areas such as curriculum development, pedagogy, assessment and pastoral leadership, along with a proven ability to lead staff and their development, and real passion for improving lives and outcomes.

We're a growing Trust and – whether you already have a strong track record as a headteacher or are currently a senior leader seeking your first headship – you will be ready to take your next step and will have the skills and ability to bring your vision to life.



OUR VISION

Each person in our schools is **valued**, **challenged** and **inspired**, being 'made in God's image' and therefore infinitely precious, morally responsible and gifted for a purpose.

Founded on faith, hope and love, and inspired by Christ, we pursue excellence in character development, learning across the curriculum, and service to our communities.



OUR MISSION

PROVIDING CHRISTIAN-ETHOS SCHOOLS OF CHARACTER FOR THE WHOLE COMMUNITY

CHARACTER EDUCATION

We build good character. We learn about good character, why it matters and how to develop it.

CURRICULUM EXCELLENCE

We are determined to achieve a personal best. We provide a broad, ambitious curriculum that ensures excellent student learning, progress and future destinations.

COMMUNITY ENGAGEMENT

We serve with gratitude. We use our gifts to benefit our community and environment.

OUR CORE VIRTUES

Love: We act selflessly, with kindness and compassion, for the good of others.

Wisdom: We exercise good judgement; seeing and doing what is true and good.

Fairness: We treat everyone fairly and justly, the way we would like to be treated ourselves.

Self-Control: We control our desires, not letting our desires control us.

Courage: We are determined to achieve what is worthwhile even in the face of difficulty.

Humility: We avoid arrogance, being realistic about our strengths and weaknesses.

Integrity: We are honest with ourselves and others, so that our words and actions agree.



A MESSAGE FROM OUR CEO

Dear Colleague,

Thank you for your interest in The King's Academy, a truly remarkable school, with an outstanding future.

The King's Academy is an 11-19 secondary school situated in south Middlesbrough. The Academy has enjoyed great achievement and success as a result of an incredible amount of hard work and commitment from students and staff. The King's Academy has 3 specialist provisions, serving over 100 students, for visual impairment, deaf and hearing impairment and higher learning needs.

We seek to provide a supportive environment where every individual is given the opportunity to discover their particular gifts and talents so that they can excel and achieve their unique potential.

We value excellence of character as well as academic achievement, qualities of diligence, determination, compassion and humility are celebrated so that our young people are equipped to both achieve to the very best of their abilities, to become inspiring leaders and valuable citizens in society.

At ESF we believe that our school leaders should lead their schools and they have considerable freedom to do so. While we want to learn from best practice across the sector and, and within our own trust; we do not impose ridged conformity, and our schools are not carbon copies of each other. However, to leverage the maximum advantage from being part of a Trust we do expect each school (and their leaders) to be aligned with our core principles; apply agreed policy and collaborate with each other. We share core virtues across the Foundation, seeking to aid students and staff develop the character that enables them to thrive at school, and in life. Each of our schools has their own distinct identity and our principals are very different people! We are quite clear that the school Principal is the leader of their school.

The new leader of King's will be supported by colleagues to further student progress, especially PP and P8. We are therefore seeking a high-calibre leader of character to take The King's Academy forward. If you are not the 'finished article', you will be given support; but if you are determined to see children build character, make exceptional progress and to lead a school with a clear Christian ethos, we would like to hear from you. There is a tremendous amount of goodwill among King's staff who are kind, hardworking and have the best interests of students at heart - and we have supportive local governors and parents who are keen for their children to succeed. The school has a superb campus (all under one roof and including a brand-new extension) and a dedicated team of leaders.

Perhaps the best test of a school for us as professionals in education is 'Would I send my child there?'. All of my own three children have benefited from an ESF education (at The King's sister school, Trinity Academy).

The eldest graduated from Cambridge Our daughter is now doing her teacher training having competing her English degree (also at Cambridge). And our youngest left just last year and is now studying Medicine at Edinburgh. We have been ESF parents for over 12 years and have no regrets.

We currently educate nearly 8,500 students, employ around 1000 staff and have an annual budget of about £50m. We are keen to grow to about 10-12,000 students where we can make a positive impact on educational outcomes and social mobility. Of our six schools, one is 'Outstanding' and three are 'Good'. King's is easy to get to, just off the A19 and it takes well under an hour to get to Newcastle, York or Leeds (where I was Head of the School of Education until taking up the CEO role).

We would love to have the opportunity to meet you, welcome you to The King's to show you around and tell you more about our Trust at our Open Day on **Thursday 22 February 8:15am to 12 noon**.

To secure your place, email amilburn@esf-mail.org.uk no later than **12 noon Friday 16 February**.

Alternatively, if you are unable to make the day, and would like to arrange an informal chat similarly contact_amilburn@esf-mail.org.uk with details of your availability and contact information.

I think you'll be impressed by what you see and hear and challenged to consider what you could achieve for students, and staff, at The King's Academy.



Yours sincerely,

Mark Pike

Professor Mark Pike, MA, PGCE, PhD
CEO, Emmanuel Schools Foundation

PRINCIPAL - ROLE SPECIFICATION

The Principal will provide inspiring leadership to the whole school community so that students have an exceptional and consistent teaching and learning experience in an environment where everyone is Valued, Challenged and Inspired; enabling ESF schools to act as a catalyst for social change, improving outcomes for students and the wider community.

Our Trust vision, ethos and policies are characterised by high expectations and a community in which all are, and feel, valued. The post holder will actively support and uphold these principles and will report to the Chief Executive Officer. The post holder will discharge their accountabilities at an appointed school within Emmanuel Schools Foundation and will be based at that Trust School.

The post holder will at all times uphold and demonstrate consistently high standards of principled and professional conduct as set out in Part One of the Headteachers' standards - [GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Key Accountabilities

1. Develop and sustain the school's ethos and strategic direction in alignment with that of the Emmanuel Schools Foundation where each person is valued challenged and inspired being "made in God's image" by

- creating a culture where pupils experience a positive and enriching school life.
- upholding ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- promoting positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- creating a culture of high staff professionalism.
- establishing and sustaining high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- ensuring high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy.
- implementing consistent, fair and respectful approaches to managing behaviour.
- ensuring that adults within the school model and teach the behaviour of a good citizen.

2. Ensure the delivery of a quality of education, for all students, that is at least Good by:

- establishing and sustaining high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- ensuring teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.

- ensuring effective use is made of formative assessment.
- ensuring a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- establishing effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensuring that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading.
- ensuring valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.
- ensuring the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.
- establishing and sustaining culture and practices that enable pupils to access the curriculum and learn effectively.
- ensuring the school operates effectively in partnership with parents, carers and professionals, to identify the additional needs <https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020> and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensuring the school fulfils its statutory duties with regard to the SEND code of practice.

3. Lead a culture of continuous improvement and striving for excellence the school by:

- making use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness and identifying priority areas for improvement.
- developing, implementing and reviewing appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context and which lead to sustained school improvement over time.
- ensuring staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- prioritising the professional development of all staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development and take account of the development needs of support staff
- ensuring that professional, and other development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.

4. Work effectively with Trust officers, other senior leaders and the Local Governing Body to meet your responsibilities, achieving efficiencies and value for money by:

- ensuring the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- ensuring the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritising and allocating financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds, in accordance with the delegated authorities and Trust Financial Handbook.
- ensuring staff are deployed and managed effectively, in accordance with prevailing policy and with due attention paid to workload.
- ensuring that Trust policies and procedures are applied consistently; ensuring any context specific systems, processes or policies are aligned to the overarching Trust frameworks) supporting the Trust as a whole to operate effectively and efficiently.
- ensuring rigorous approaches to identifying, managing and mitigating risk, and in compliance with Trust policies and procedures.
- Forging and maintaining constructive relationships beyond the school, working in partnership with parents, carers and the local community.
- Working collaboratively and collegiately with schools and colleagues across the Trust in support of shared objectives.
- Subject to Executive/Board agreement, committing their school to work successfully with other schools and organisations in a climate of mutual challenge and support.
- establishing and maintaining effective working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.
- understanding and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.
- establishing and sustaining professional working relationship with those responsible for school and Trust governance.
- ensuring that staff know and understand their professional responsibilities and are held to account and in accordance with Trust policies and procedures.

The post-holder may reasonably be required, and from time to time, to support Trust strategy across the wider Trust in areas commensurate with their seniority, and experience. The exact responsibilities will subject to consultation between the Principal and the Executive Team/Board of Directors as appropriate.





Please note that this detail is indicative and can be amended, updated or replaced as felt appropriate at any time and in order to remain in line with any future legal requirements or expectation.

TERMS AND CONDITIONS INCLUDE

- Defined benefit pension scheme
- Private Health Insurance
- Daily lunch allowance
- Access to our exclusive Benefits Hub
- Free parking
- Employee Assistance Programme
- Employee centred and family friendly policies and practices that support you in and beyond the workplace

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