



North Cornwall Learning Trust

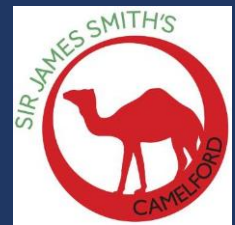


Headteacher

Sir James Smith's School

North Cornwall Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.



LETTER FROM THE CHIEF EXECUTIVE OFFICER

September 2023

Dear Candidate

Re: Full time, Permanent Headteacher at Sir James Smith's School.

This role represents an exciting opportunity to join our trust at a senior and influential level.

Though a small secondary school, Sir James Smith's plays a significant role in the life of the trust and its students and, as such, the successful candidate will play a pivotal role in developing and shaping the lives of students both within the school and our wider trust community.

NCLT is a small trust, but we are working closely with our partners in Westcountry School Trust, with a potential merger on the cards early next year. This will mean that the successful candidate has the opportunity to take advantage of a wide network of support, with good options for career development.

The deadline for applications is Wednesday 11th October, with interviews taking place on Wednesday 18th and Thursday 19th October.

Applications should be emailed to Michelle Kirk at mkirk@nclt.academy

All successful applicants will be invited to interview by Friday 13th October and will be asked to undergo social media checks at that time. References will be called upon shortlisting unless candidates request otherwise.

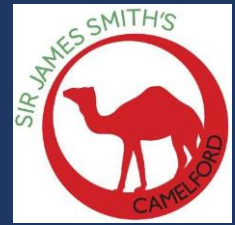
Thank you for your interest in this exciting opportunity. We very much look forward to receiving your application.

Yours faithfully

Phil Banks

Phil Banks
Chief Executive Officer

ASPIRATION • AMBITION • ACHIEVEMENT



LETTER FROM RUTH KROLIK, NCLT TRUSTEE

Dear Candidate

For the past 21 years I have been involved in the Governance of Sir James Smith's. Throughout this time the school has grown and developed into a very caring and inclusive environment, which is highly regarded across the County for its pastoral offer and support offered to all students in helping them meet the demands of secondary education. As a community focussed school, staff are open and caring and these attributes are passed on through the tutorial system and school council, providing a good platform for communication and allowing the student voice to be an integral part of school life.

Despite challenges, the school works hard to raise every student's aspiration so that they can make positive choices when they leave, with the school strapline 'Aspiration-Ambition-Achievement', central to the school's ethos. The popularity of the school has resulted in Sir James Smith's being over-subscribed. Much of this popularity has been due to the strong ties developed with partner primary schools and the cross-phase work developed by the Trust. Students want to attend Sir James Smith's and be part of the NCLT trust.

The school offers many wonderful opportunities for the young people to enjoy and in the last year alone have delivered experiences and trips to London, Germany, France, Italy, National Theatres, Cornish Scuba Diving, Duke of Edinburgh awards and many local music and sports events. Students enjoy their school and always represent the school with pride and passion.

Personally, I have had four children attend the school who did very well and went on to university and now have very good careers, thanks to their time at Sir James Smith's.

If you feel you are the right candidate to lead the school to the next stage in its development, we look forward to receiving your application and I look forward to meeting you during the interview process.

Yours faithfully

Ruth Krolík

Ruth Krolík
NCLT Trustee



ASPIRATION • AMBITION • ACHIEVEMENT

SCHOOL INFORMATION

Sir James Smith's School are seeking to appoint an outstanding Headteacher to lead the school and oversee and manage its future development. Sir James Smith's School is an 11-16 school of 610 pupils serving the historic town of Camelford and the wider rural community. It is just the place for talented, ambitious individuals to further their career and make their mark. If you have a strong record of raising standards and have a commitment to school improvement as well as the passion and determination to make a difference, then we want to hear from you.

As Headteacher at Sir Jim's, you will have the freedom to lead the school on a day-to-day basis and work closely with the Chief Executive Officer who leads the MAT and primary Headteacher colleagues. This is also an opportunity to gain experience in a rapidly developing organisation. You will be replacing a long-term member of staff who worked at Sir Jim's for 17 years. He was promoted to Headteacher in January 2019.

Sir Jim's has come through a journey of improvement but has had a decline in results over the last two years. We currently have an interim Headteacher in post, from Westcountry Schools Trust, providing support. This is to support the continued journey of improvement. Any potential candidate should outline how they intend to further enhance this rapid period of change and improvement.

The MAT has a centralised school funding model; this means DfE funding is paid into one central bank account to engender a culture of all pupils in the MAT being the focus rather than pupils in each individual school. Schools retain responsibility for local budget lines. This gives Headteachers the freedom to concentrate on the core business of teaching and learning.

Sir Jim's is an oversubscribed, inclusive 11—16 secondary, rated a strong Good by OFSTED in October 2022 and we are working hard to provide an outstanding learning experience for all our pupils against a background of challenge presented by austerity, mental health and wider societal pressures and the standards agenda.

We are proud of our schools and the work that the trust is doing but we recognise that we cannot afford to be complacent, so we are looking for the Headteacher at Sir Jim's to build on our many achievements to date.

We can offer you:

- a talented and dedicated hardworking team of staff who know their students well;
- enthusiastic, friendly and engaged pupils who are keen to learn;
- an experienced, involved and strongly supportive Local Governance Committee that sits across all the schools in the trust;
- a distinctive and inclusive ethos based on co-operative values;
- a well-cared for school and grounds set in pleasant rural surroundings;
- an extensive extra-curricular programme;
- an able senior leadership team;
- the opportunity to develop further as an effective leader and take on a high profile role in a developing multi-academy trust;
- an opportunity to lead the school at a crucial time of change and development, to build on its reputation and move it from Good to Excellent;

- supportive parents/carers and strong community engagement;
- an established school with excellent partnerships working locally and beyond.

You will need to be an experienced senior leader who:

- provides a safe environment for pupils to thrive;
- understands the additional demands placed on schools by our coastal-rural context;
- command the respect of the whole school community, staff, parents/carers pupils and Local Governance Committee;
- have excellent people management and communication skills, able to build and contribute to strong and effective teams, both within the school and across our developing community;
- has a proven track record of achieving high standards for pupils across all year groups;
- is able to motivate and inspire pupils, staff and parents/carers;
- sets and achieves challenging targets, high standards of behaviour, progress and attainment across and beyond the school;
- commits to working collaboratively with colleagues - in school and across the MAT - pupils and the local community;
- understands the need for schools to have an inclusive broad and balanced curriculum fit for pupils but which also satisfies the demands of DfE performance tables.

The trustees wish to appoint an innovative and highly motivated leader. You will have the drive and personality to build on the considerable progress made by the school and be prepared to meet the challenge of becoming one of a group of outstanding schools. Self-motivated and ambitious, you will secure the vision of the school, embedding a rich and challenging curriculum and develop a culture of high expectations and opportunity both within the school and beyond.

You will bring a strong record of school improvement and will actively embrace working closely and collaboratively with the trustees, staff and pupils and the wider community to reinforce the school's place at the heart of the community.

To the right candidate this will be an extremely rewarding experience, an opportunity to really make a difference and lead the school to the next stage in its development.

We encourage you to visit us. To book a school tour or to speak to the interim Headteacher, Kevin Dyke, please contact Michelle Kirk on 01840 213274 or mkirk@nclt.academy.



ASPIRATION • AMBITION • ACHIEVEMENT



NORTH CORNWALL LEARNING TRUST

The NCLT came into being on 1st October 2018. We are a cross-phase multi-academy trust comprising one secondary school (Sir James Smith's) and four primary schools (Camelford, Otterham St Breward and St Teath). We are small rural schools with a history of working together. Governors were keen that accountability for our schools stayed local and decided that setting up our own MAT was the best way to protect our independence and safeguard our future.

Our staff are determined to improve opportunities and outcomes for all students and believe that by working together we can raise standards. Colleagues in Sir Jim's are keen to learn from their primary colleagues and vice versa. By working together and basing that partnership on co-operative values, more can be achieved for students and their families, than can be achieved by schools working alone.

Staff at our schools have a professional commitment to:

- ensuring an ethos rooted in social justice and strong ethical, moral and spiritual values;
- providing the best possible education for all students and their families;
- taking collegiate responsibility for the education of all students;
- raising aspirations and levels of achievement;
- setting high standards;
- sharing expertise, knowledge, understanding, skills and resources;
- working in partnership for the benefit of all.

There will be opportunities for some staff to work in more than one school. All staff joining will be allocated a home school but may be expected to work in a second school or in the case of some support staff, across schools.

We believe it is good professional experience for teachers to be training with colleagues across the MAT and, where the opportunity arises, working cross-phase. To find out more about the NCLT please visit our website.



Application Closing Date

Wednesday 11th October 2023

Interviews will be held

Wednesday 18th and Thursday 19th
October 2023

Starting Date

1st January 2024

Salary

Salary: L22 to 26

£79,111 to £87,251



How to Apply

Applications should be returned to Michelle Kirk, Sir James Smith's School, Dark Lane, Camelford, Cornwall, PL32 9UJ or jobs@nclt.academy by Wednesday 11th October 2023. The interview dates are Wednesday 18th and Thursday 19th October 2023.

Important information for candidates

Candidates should ensure that they state all their activities since leaving school (e.g. if there has been a 'gap year' or career break).

References

References will only be requested for those candidates shortlisted for interview – **could you please warn your referees.**

Social Media Checks

Social Media checks will be carried out for shortlisted candidates.

Protection of Children: disclosure to criminal background to those with access to children.

In accordance with Circular LAC(86) 10 and the Rehabilitation of Offenders Act 1974 (Exemptions) (Amendments) Order 1986 all applications for posts where there will be substantial opportunity for access to children will be required to declare any previous or pending convictions, bind over orders or cautions that are 'spent' under the terms of the rehabilitation of Offenders Act 1974. Appointment will be subject to an enhanced Disclosure and Barring Services (DBS) check.

Medical

You will be required to complete a Workplace Health Assessment prior to commencement of your role.

Job Descriptions

There is a copy of the job description contained separately within the job details.

ASPIRATION • AMBITION • ACHIEVEMENT

About Us

On 1st October 2018, Sir James Smith's became part of North Cornwall Learning Trust. Apart from being a 'Good' school, Sir Jim's is also a great place to work. Visitors, including Ofsted, comment on the friendly and supportive atmosphere. Staff and students are happy and enjoy their time at school.

We are a smaller than average co-educational comprehensive school, serving a large rural hinterland in North Cornwall. It's a fantastic place to live if you like the outdoors. Our extensive rural catchment area of 100 square miles includes 8 partner primary schools though we attract students from many others. The dispersed settlement pattern means approximately 70% of students travel daily by bus. North Cornwall is one of the least sparsely populated areas in England and Wales thanks to the glorious Bodmin Moor.

At present we have 38 teachers, and 40 non-teaching staff including 4 technicians, 1 Librarian, 8 admin assistants and 9 classroom assistants. The Local Governance Committee work closely with staff, as do various support agencies. The small size of the school means that we all know the students very well and staff work together effectively. This is a school on a humane scale where personal relationships matter.

We have a "continental day". This means an earlier start - at 8.10 am for staff and 8.25 am for students. Students have one year assembly per week. There are 5 one-hour lessons and 2 breaks of 20 and 30 minutes. The main part of the day ends at 2.30 pm. On Mondays there are meetings; on Tuesdays, Wednesdays and Thursdays, extra-curricular activities and late buses; on Fridays many staff go home a little earlier!

The school campus is compact and we try hard to keep the school looking the best we can.

We invest wisely in building maintenance and decoration, believing that the learning environment plays a crucial role in well-being. We share our site with: Camelford Primary School, the local Police Office, North Cornwall Adult Education and Camelford Leisure Centre.

Our school roll of 610 is rising with bigger year groups working their way up through the primaries; we will remain a 'small' secondary which is something our students, parents and staff value highly. Our small size makes it essential that we work in partnership with other education providers, not just other schools. To this end we work with: Cornwall College; Truro College; Callywith College; Falmouth University and Plymouth University. We also have ITT links with Exeter University.



ASPIRATION • AMBITION • ACHIEVEMENT



About Us cont'd

Over the past few years we have really shifted our focus onto T&L and the classroom experience for students. We expect most of our teaching to be 'Good' or better most of the time. But, where we differ from many schools is that we are firm believers of Professor John Hattie's approach... "rather than telling one another how to teach, teachers need to listen to each other. Just as pupils flourish in a culture where they are allowed to learn through mistakes, so do teachers." We don't do the clipboard thing or have 'mocksted' here! Staff are expected to join a Professional Learning Group where all matters T&L can be shared so we can learn from each other. In that sense we are a very collaborative school. Being a hard-working team player is what matters most in this school.

We believe in the school as a force for good, capable of fostering responsible behaviour and good study habits. This is done by valuing all individuals, their rights and well-being. In this school relationships matter – 'Nobody cares how much you know until they know how much you care' (Dylan Williams).

There is a Staff Welfare Group. We have a student-led LGBTQ group called 'Unite'. There are Prefects in Year 11 and Student Associate Governors from the School Council represent students at Governors meetings. Parents are also encouraged to become involved and attend special academic review days in addition to traditional Parents' Evenings.

The constraints we face as a result of rurality means we have to be an outward looking school, keen to collaborate with and learn from others, we are too small to do it all on our own. Teachers are asked to strive towards a very high ideal, creating a safe but stimulating working environment in an atmosphere of mutual respect where students can aspire to become ambitious and ultimately achieve their best. We are determined to raise standards and create better opportunities for students to learn and make good progress.

We hope you will want to join us – it really is a great place to work.



About the area

North Cornwall's beaches are famous for their haunting beauty and those in the **Bude** area are no exception. Vast expanses of clean, golden, sandy beaches, often backed by rugged cliffs, have captivated many a visitor's imagination over the centuries.

Port Gaverne: Narrow shingle beach at the end of deep winding valley. Slate from Delabole was once loaded onto sailing ships here. Old pilchard cellars.



Port Isaac: Unspoilt fishing village where white slate-hung houses run down to a sheltered harbour. Location for 'Poldark' and 'Doc Martin' TV series and films 'Amy Foster' and 'Saving Grace'. Maze of alleyways, one called Squeeze-ee-belly Alley. Old pilchard cellars, shingle beach with working crabbers.

St Gennys: Quiet hamlet high on the cliff tops, breathtaking views of the coast up to Hartland Point. Tiny church with its rare altar tabernacle. Fascinating churchyard with graves of shipwrecked mariners. Beaches: nearby Crackington Haven



Tintagel: With ruined but spectacular Tintagel Castle, built in the 12th & 13th century by the Earls of Cornwall. Legendary birthplace of King Arthur. Walks to St Nectan's Glen and Rocky Valley. Beaches: nearby Bossiney, Trebarwith Strand.

Trebarwith Strand: Small village with famous surfing beach, village inn and spectacular views.



Wadebridge: Busy shopping centre. Historic centre for river, road and rail, 17 arch bridge over River Camel, purportedly built on the foundation of wool sacks and known as 'The Bridge of Wool'. Close by the A39, south of the town are the Nine Maidens—a line of tall stones, supposedly petrified maidens guilty of dancing on the Sabbath. Attractions: Camel Trail & bike hire, Sports Centre and pool, Pencarrow House & Gardens.

Boscastle: Renowned and attractive National Trust village with spectacular cliff-hung harbor entrance, small quay and walks through beautiful Valency Valley and St Nectan's Glen. Thomas Hardy met his first wife here and based 'A Pair of Blue Eyes' on his experience in the district.

ASPIRATION • AMBITION • ACHIEVEMENT

Camelford:

Small, thriving town, old pocket borough. Walks to the summit of Roughtor, on Bodmin Moor. Nearby Slaughterbridge said to be the site of King Arthur's last battle in 539 AD and is possibly the site of 825 AD Celtic defeat. Crowdy Reservoir nearby for picnics and fishing. Arthurian Centre at Slaughterbridge.

Bossiney:

Pretty, sheltered cove and village between Boscastle and Tintagel. Sir Francis Drake was elected MP here. Beaches: Bossiney beach

**Padstow:**

One of the most famous Cornish fishing ports. Narrow streets, pastel-washed medieval houses, bustling waterfront and renowned restaurants. The Saints' Way; dramatic Trevose Head and lighthouse. Beaches: nearby Harbour Cove, Trevone Bay, Harlyn Bay and Mother Ivey's Bay. Attractions: Prideaux Place - beautiful Elizabethan House set in 60 acres, Padstow Museum, National Lobster Hatchery, Camel Trail. Events: 'Obby 'Oss Day, Carnival, and Lifeboat Day.

Bude:

Some of the best surfing breaks in the UK, plenty of expert surfing tuition available locally. Stunning coastal walks for all abilities, on foot, on horseback or by bike. Family friendly, dog friendly, the locals are friendly too!

Diverse cuisine using local produce, you can even catch your own supper. Shopping-local shops for local people and visitors too!

A choice of long sandy beaches, with hidden rock pools and RNLI life guard cover from Easter to September –keeping everyone safe.

18 hole links golf course, with all weather fairways and green which are rarely unplayable.

Two of the 12 designated areas of Outstanding Natural Beauty (AONB) in Cornwall are within walking distance of Bude and 3 others are less than 35 miles away.

Bude Canal and Marshes has a "Green Flag" award—the canal side walk offers plenty of opportunity for spotting an abundance of wildlife; keep a special look out for otters and kingfishers.

For wild swimmers, Bude Sea Pool is a great place for open air swimming, practice your swimming in sea water then head out onto summerleaze beach for some body surfing.



North Cornwall Learning Trust

Sir James Smith's School

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