

Derby Moor Academy

Principal Recruitment Pack



DERBY MOOR ACADEMY



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Derby Moor Academy - Principal

Thank you for your interest in this leadership role with Spencer Academies Trust (SAT).

Spencer Academies Trust is an Educational Charity, Multi-Academy Trust and Sponsor of Academies. We have approaching 16000 children and young people in our academies and employ 2000 teachers, leaders and educational support professionals across the East Midlands. We aspire to be a leading regional high performing Trust, with a national reputation for excellence.

Derby Moor Academy joined Spencer Academies Trust in January 2018, and is one of eight secondary academies in our family of schools. Derby Moor Academy, like all of our schools benefits from the collaboration and added value that being a member of our Trust offers, and shares our values and beliefs. Importantly, Derby Moor, like all of our academies maintains it's own distinctive identity, unique to the Derby Moor Community.

The position of Principal at Derby Moor Academy presents an exciting and unrivalled opportunity for an experienced and innovative leader to join our Trust as we enter a further phase of growth and influence. The Academy has seen improvement in the quality of provision and delivery in recent years, and outcomes for students have improved, whilst we are proud of our progress and achievements, there is still much to do. Derby Moor has an ambition to deliver results that compete with the very highest performing schools in the country, and deliver a curriculum for students that is underpinned by breadth, opportunity and quality. Once that seeks to give young people the opportunity to develop into well rounded global citizens that believe they can influence positive change in the world.

The Principal will be leading a highly talented and committed team of teachers, leaders and educational support professionals and will motivate and inspire a wonderful student cohort, characterised by their hard working ethos, team spirit, aspiration and empathy. The role offers the opportunity to work with and influence a wide Trust Team, particularly with approaches to school improvement and innovation, a network of like-minded secondary and primary colleagues, and a Teaching School and Research School both of national repute.

We are driven by the values and principles of working in collaboration and together we share high expectations across all areas of our work. Unashamedly, we maintain a hard-edged focus on results and outcomes but balanced with the optimal development of the whole child, so we really can deliver the best start for all our children and young people in a culture of no excuses: we believe everyone can achieve.

If you feel you can meet the challenge and be part of a successful and dynamic Trust, and lead Derby Moor to even higher levels of achievement and success then we would be delighted to receive your application.

Paul West, *Chief Executive, Spencer Academies Trust*

Our Family of Schools:

School	Phase	Date joined the Trust	Current Ofsted Grade
George Spencer Academy	S	1 September 2010	Outstanding, May 2015
Chetwynd Primary Academy	P	1 April 2012	Good, July 2018
Wyndham Primary Academy	P	1 September 2012	Outstanding, May 2014
Fairfield Primary Academy	P	1 September 2013	Good, July 2016
Portland Spencer Academy	P	1 February 2014	Good with Outstanding for Leadership & Management, Personal Development, Behaviour & Welfare, January 2017
Glenbrook Primary School	P	1 April 2014	Good, February 2017
Sunnyside Spencer Academy	P	1 May 2014	Good with Outstanding for Leadership and Management, July 2017
Heanor Gate Science College	S	1 September 2014	Good, March 2017
Long Field Academy	S	1 April 2015	Good, February 2018
Inkersall Primary Academy	S	1 September 2015	Requires Improvement with Good for Leadership & Management and Early Years provision, May 2018
Derby Moor Community Academy	S	1 January 2018	Good, December 2017
John Port Spencer Academy	S	1 February 2018	No inspection since conversion
Rushcliffe Academy	S	1 October 2018	Outstanding, February 2014
Arnold Hill Academy	S	1 October 2018	No inspection since conversion
Farnborough Academy	S	1 October 2018	No inspection since conversion
Hilton Primary	P	1 October 2018	Good, July 2014
Ashwood Spencer Academy	P	Joined 1 November 2018	No inspection since conversion
St Giles Special School	P	Joining 1 September 2019	Outstanding December 2016
Mease Spencer Academy	P	Opening September 2019	
Chellaston Fields Spencer Academy	P	Opening September 2019	

Sharphill (Spencer) Academy	P	Opening September 2020	
Clover Leys Spencer Academy	P	Opening September 2021	
Highfields Spencer Academy	P	Opening September 2021	



Our Mission, Vision, Beliefs and Behaviours

Mission

Our Mission is to provide high quality education and deliver the best possible outcomes for children and young people, with an ethos based on our unshakeable ambition to be a high performing academy sponsor of outstanding schools. We strive to be a highly effective organisation, which values and promotes high aspiration, working in partnership and shared responsibilities. We regard all of our stakeholders, students, parents and staff as one team.

Vision

The Spencer Academies Trust is an exceptional Trust, which provides an outstanding education for local children. Our Trust is a model of national excellence. We work collaboratively to achieve the best possible outcomes for all young people, in an environment where partnership is valued and success is celebrated. Our education delivers real life experiences for students, promotes independent enquiry and stimulates intellectual curiosity; whilst developing a strong sense of individual responsibility and a personal belief and confidence. All of our students fulfil their potential and make unparalleled progress. They are fully prepared for the next phase of their education and have unrivalled opportunities to become future leaders.

We Believe:

- All children have a right to a quality education regardless of background or ability, and have an entitlement to the opportunity of a secure progression route in their learning and development.
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership.

- We grow the effectiveness and sustainability of our schools by developing the people within them, and that through shared and equitable responsibility for quality and outcomes; we achieve more.

Our Trust Behaviours

- Straight talking and sincere
- Love to deliver
- Obsessive about detail
- Strive to do it differently
- Share responsibility, celebrate success together

Our Leadership Behaviours

- Leadership by example
- Passion for people
- Coaching not critiquing
- Understand your impact
- Having humility



About Derby Moor Academy and the role of Principal

Derby Moor Academy, based in Littleover, Derby, is a larger than average sized secondary with 1500+ students aged 11-18. This is a purpose-built school with state of the art facilities and extensive ICT provision. Construction on-site is currently underway to support expansion due to local demand.

Derby Moor was judged as good by Ofsted in December 2017. The school converted to Academy status on 1 January 2018 and joined the Spencer Academies Trust. This partnership is valued, has brought capacity and opportunity and has supported further improvements. We benefit from an able and dedicated staff team, with low rates of turnover and excellent attendance.

The Academy has a multi-ethnic intake, approximately 40% of whom are eligible for the Pupil Premium. Around 60% of our students come from post codes identified as the lowest 20% for IDACI indicators. Attendance for all groups is currently well above the national average (95.8%). Persistent absence is currently 9.5%. The proportion of parents choosing DMA as their preferred secondary school is rising quickly (approaching 700 applications have been made for September 2019). Intake in Year 7 is due to increase in 2019 to 300. This number will roll forward each year, bringing growth to the Academy community. The Academy is financially secure and sustainable going forward.

The Academy has high expectations of students and does not tolerate behaviour that jeopardises the safety of the community.

The core purpose of Derby Moor is summarised in our school motto "Together we succeed".

This motto is underpinned by our four values:

- Achievement – we believe that every student, regardless of background or personal circumstance can achieve.
- Aspiration – we believe that strong achievement is grounded in the best teaching and learning experience which ensures that all students will aspire to be the best they can be. We are committed to continuing professional development so that all staff members are supported to be the best they can be.
- High Expectations – we have high expectations of students, both in terms of achievement and behaviour.
- Community – we create and support a sense of belonging so that all members of the school community feel valued and are kept safe.

The school has a distinctive ethos that informs all decisions taken and that is valued highly by all members of the Academy community. We recognise that our community is multi-cultural, multi-faith and an ever changing part of the United Kingdom. Visitors, staff and students alike all comment on the school's spirit of community, ensuring that differences are celebrated and all are valued and kept safe.

This role offers an inspirational leader an exciting opportunity to build on recent improvement as part of our vibrant community of learning. You will have the desire and capacity to build on the rapid improvement and move the Academy forwards towards securing a judgement of Outstanding.

There are many opportunities for Derby Moor Academy including our ambition to:

- further establish the academy as a high performing leading school at the very heart of the community
- become a lead regional centre for excellence in provision for SEND and Inclusion.
- develop and refine the curriculum model to further embrace opportunity to deliver STEM, the Arts and Humanities and delivers a guaranteed progression route for all students
- take a lead role in driving the innovative use of learning technology within the Academy and across the Trust
- continue to recognise the importance and diversity of the local community whilst opening up opportunities for international collaboration and connection with global partners

There are of course challenges to address:

- whilst progress is improving, some key groups of students are not improving at the same rate and there is still some work to do around a couple of key subject areas.
- progress in the sixth form, whilst above average, is not improving as rapidly as at Key Stage Three and Four. The sixth form is not currently at capacity. Although 270 applications have been received for 125 places in September 2019
- development of continued links with the wider community
- local sufficiency for SEND and young people with additional needs
- need to improve the strategy around opportunities for independent study and homework.

The successful applicant will enjoy the full support of me, our Trust team, the academy's staff and governors. There is significant opportunity for professional development and personal growth as part of our Trust, working with partners regionally, locally and internationally. Our Teaching School and Research School offers a full-suite of formal national leadership development programmes to Executive level as well as informal opportunities to network widely and explore innovation and research based enquiry approaches to school improvement.

We have a talented team of Principals who work as a team and collaborate to share resources best practice, overcome challenges and learn from each other. We share collective responsibility for all of our staff, young people and children and of course have the highest ambitions and aspirations for their future.

Fraser Mitchell NLE, Secondary Director of Education



How to Apply

Thank you for your interest in this exciting opportunity to lead Derby Moor Academy

To apply, please complete the on-line application form available at <http://satrust.com/> vacancies making sure you clearly evidence your achievements against the person specification.

Please also provide a current CV.

For us to adhere to safer recruitment guidelines and best practice, please ensure your completed application form:

- (i) accounts for any gaps in employment, and
- (ii) provides detail of all your employment by month as well as year.

Please also include the names, addresses, phone numbers and email contact details of two professional referees who must be your current and previous employers.

If you have any questions regarding the role, would like an informal discussion, or would like to visit the Academy please contact:

Sue Richmond, Trust Recruitment Manager on 08455 651870 or srichmond@satrust.com

Application closing date: 8 am Monday 29 April 2019, interviews likely to be the same week

All applications will be acknowledged

Spencer Academies Trust is an equal opportunities employer.

Spencer Academies Trust is committed to safeguarding and promoting the safety and wellbeing of children and young people. This post will be subject to all relevant pre-employment checks including enhanced DBS with children barred list and completion of Level 2 safeguarding training.

Job Description

Establishment:	Derby Moor Academy – Spencer Academies Trust
Post Title:	Principal
Grade/Pay Range:	Leadership L33 – L39, plus benefits including private medical/health care
Hours/weeks:	Full Time
Reporting to:	SAT Chief Executive and Director of Secondary Education
Department/Team:	Secondary Principals

Overall Purpose of Post

With a belief there can be no ceiling on student achievement and a passion for equality, the Principal brings strategic direction and professional credibility to Derby Moor Academy.

The Principal is accountable to the Chief Executive and Secondary Director of Education for ensuring that the Academy improves the life chances of children and young people by raising aspiration and fulfilling potential.

The Principal will provide professional leadership and management of their individual Academy and must establish a culture that promotes excellence, equality and high expectations of all pupils, whilst contributing to the success of all pupils within the Spencer Academies Trust.

Main Duties and Responsibilities

- Provide inspirational and effective leadership and management of the Academy, ensuring pupils make outstanding academic and personal progress.
- Effective implementation and embedding of the SAT values and principles of working in collaboration and upholding the SAT mission, vision and beliefs.
- Provide leadership across all aspects of the Academy including professional leadership, management and control.
- Create a culture of constant improvement and being an inspirational leader, committed to the highest achievement for all in all areas of Academy work.
- The Principal will have line management responsibilities for the Senior Leadership Team in the Academy.

Strategic leadership

- Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils of the Academy;

- Ensure the Academy achieves its performance targets and lead the academy within the Trust's agreed objectives and operational plans, which will drive forward and sustain academy improvement;
- Demonstrate the vision and values of SAT in everyday work and practice;
- Challenge, motivate and empower others to ensure the academy provides a high quality education and delivers the best possible outcomes for children and young people;
- Promote the Academy, and the Trust and develop effective and productive relationships with a wide range of stakeholders;
- Secure the commitment of parents and the wider community to the vision and direction of the Academy and the Trust;
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursues continuous professional and personal development.

Teaching and Learning

- Provide a model of outstanding practice to all staff in teaching and academy leadership;
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality and equity, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes;
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities which promote pupils' wellbeing and achievement;
- Establish a positive culture of challenge, support and high expectations and a culture for sharing best practice within the Academy, drawing on and conducting relevant research and forensic data analysis;
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment.

Employee Support and Development

- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other;
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning;
- Hold all staff to account for their professional conduct and practice;
- Build a collaborative learning culture within the academy and actively engage with other academies within the Trust to build effective learning communities.

Systems and Processes

- Ensure that systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity;
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in the Academy and in the wider society;
- Ensure the Academy systems and measures for managing the performance of staff are implemented robustly in the phase, addressing any under-performance, supporting staff to improve and valuing excellent practice;

- Manage the Academy's financial and human resources effectively and efficiently to achieve the Academy's educational goals and priorities;
- Work with the SLT and Trust to recruit and retain staff of the highest quality, in line with trust policy and safer recruitment procedures.

The Self-improving School System

- Work with other schools/academies and organisations (both within and beyond SAT), in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils;
- Develop effective relationships with fellow professionals and colleagues in other setting and other public services to improve academic and social outcomes for all pupils;
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools;
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff;
- Model entrepreneurial and innovative approaches to school improvement and leadership, confident of the vital contribution of internal and external accountability;
- Inspire and influence others, within and beyond schools, to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Safeguarding children and Safer Recruitment

- Ensure safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by SAT;
- Ensure that all policies and procedures adopted by the Trust are fully implemented and followed by all staff;
- Ensure that sufficient resources and time are allocated to enable the designated safeguarding lead and other staff to discharge their responsibilities.

General

- Work in a professional manner and with integrity and maintain confidentiality of records and information.
- Maintain up to date knowledge in line with national changes and legislation as appropriate to the role.
- Be aware of and comply with all Trust policies including in particular Health and Safety and Safeguarding.
- Participate in the Trust Appraisal process and undertake professional development as required.
- Adhere to all internal and external deadlines.
- Contribute to the overall aims and ethos of the Spencer Academies Trust and establish constructive relationships with nominated Academies and other agencies as appropriate to the role.

These above mentioned duties are neither exclusive nor exhaustive, the post- holder maybe required to carry out other duties as required by the Trust.

The Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our students and expects all employees and volunteers to share this commitment.

All posts are subject to enhanced DBS checks and completion of Level 2 safeguarding training.

Name of Postholder:	
Signature:	
Date:	

DMA Principal Person Specification

	Essential	Desirable
Qualifications and Experience		
Qualified Teacher status	•	
Honours Graduate or equivalent	•	
Further relevant professional/academic study or development	•	
NPQH or NLE qualification or potential to achieve	•	
Substantial successful recent senior leadership experience with proven impact	•	
Experience as a current Principal/Headteacher		•
Experience across the secondary age range including thorough knowledge of the National Curriculum	•	
Experience of coaching and performance management which has led to improvement	•	
Proven track record in leading and managing successful teams	•	
Experience of having led, or made a significant contribution to, the success of an Academy, through its leadership, pupil outcomes and ethos	•	
Experience of analysing and monitoring standards and developing a relevant, effective curriculum	•	
Experience of managing organisational change	•	
Involvement in successful collaborative partnerships that have led to improved outcomes.	•	

	Essential	Desirable
Knowledge and Skills		
Outstanding classroom practitioner	•	
Up to date knowledge including pedagogy and research findings.	•	
Understanding and commitment to safeguarding and promoting the welfare of children	•	
Knowledge of current and emerging priorities for the secondary phase	•	
Knowledge of how to prioritise effective allocation of the school finance streams	•	

Ability to generate and share a vision	•	
Ability to develop and maintain appropriate relationships and establish effective stakeholder partnerships within and beyond the Academy, and cross phase.	•	
Excellent interpersonal and presentation skills across the spectrum of stakeholders.	•	
Ability to manage and prioritise workload and, where appropriate, delegate to others.	•	
Ability to use data and a range of sources of evidence to make judgements and identify priorities.	•	
Ability to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement	•	
Excellent influencing skills and the ability to engage others in new ideas	•	
Able to inspire, challenge and motivate others through a range of leadership styles	•	
Has excellent organisational skills and is able to reprioritise workload.	•	
Able to work under pressure	•	
Ability to manage information for a range of purposes including internal and external to the Trust	•	

	Essential	Desirable
Personal Qualities		
Self-aware – knows strengths and preferences and can relate to different personality types well.	•	
An inclusive mindset	•	
Self-motivated	•	
Willingness to learn	•	
Ability to work flexibly within a team and lead by example.	•	
Have a sense of perspective and a great sense of humour.	•	
Uncompromisingly ambitious for students and their life chances.	•	
Creativity	•	
Personal integrity	•	
Resilience	•	

Excellent communicator - both written and oral	•	
Recognition of the importance of personal responsibility for health and safety	•	
Commitment to the Trust's ethos, aims and whole community.	•	



Terms and Conditions

Term	Permanent
Salary	Leadership L33-37
Pension	Teachers Pension Scheme
Hours	Full Time
Office Accommodation	The registered place of work will be: Derby Moor Academy Moorway Lane, Littleover, Derby, DE23 2FS
Right to work	The successful applicant will need to provide proof of the right to work in the UK before taking up the post.
Safeguarding	The successful applicant will need to complete level 2 safeguarding training (online) prior to taking up the post.