

February 2019

Job Description and Person Specification

Principal

We seek an outstanding professional who will ensure that the young people of Morley Newlands Academy and its wider community continue to reach their full potential, by further developing academic progress and attainment and fostering an aspirational mindset across the whole academy. The successful candidate will work with the Executive Principal: Primary Education, to build upon the remarkable achievements already established at our Outstanding academy.

Job Description

In choosing the next Principal for the academy, we are looking for an outstanding leader, who is able to articulate a compelling vision for our academy and who will inspire and empower others to share in achieving it. The successful candidate will be driven by a commitment to achieving the best possible educational opportunities for the young people of Morley Newlands Academy, in order to raise aspirations and transform lives. The Principal will take up the post in September 2019.

Overall purpose of post of Principal

In line with, and building on, the trust's wider vision, the Principal will:

- Further develop the academy as a catalyst for social change through the continuation and further improvement of outcomes for pupils and the community as a whole.
- Be committed to supporting the child through their learning journey from foundation through Key Stages 1 and 2 and beyond.
- Further develop the outstanding, innovative, creative curriculum which utilises the latest technologies.
- Further develop in all pupils and staff versatile skills and attitudes required for lifelong learning in a rapidly changing world.
- Further develop positive external relationships at a local and strategic level, in partnership with the trust and others, to promote the continued development of the academy, as a central resource for the community.
- Manage a complex institution with flair and diligence.
- Recognise and develop sustainable, commercial opportunities.

Strategic direction and development

You will:

- Provide the strategic vision, effective management and operational efficiency to fulfil the ethos of the academy and champion its already established reputation for excellence.
- Lead a complex organisation effectively and efficiently and ensure the successful implementation of change.
- Work in conjunction with community, business and industry partners and other local community and educational organisations to develop reciprocal opportunities.

Learning and teaching

You will:

- Develop further an innovative and motivating curriculum in conjunction with your teachers, matched to pupils' needs.
- Drive up expectations and promote an aspirational culture.
- Ensure focused, data driven improvement
- Involve pupils in the decision-making processes by developing policies and practices that treat them as partners in the learning process.
- Promote inspirational learning and teaching.
- Manage pastoral care, student welfare and anti-bullying procedures effectively.
- Maintain effective assessment, recording and reporting systems of pupil progress, and ensure that challenging targets are met.

Leading and managing staff

You will:

- Promote the academy ethos in which the highest achievements are expected from all members of the academy community.
- Establish where appropriate and develop further effective team working practices.
- Ensure rigorous procedures for monitoring the performance of all staff including setting objectives and individual personal development plans.
- Ensure our aspirational and motivational culture is appreciated and sustained.

Efficient and effective use of staff and resources

You will:

- Work closely with the Finance Director to advise the Governing Body on the formulation of the annual budget in order that the academy secures its objectives.
- Ensure that the allocation and use of accommodation provides a positive and safe learning environment that promotes the highest achievement for all.

- Develop the academy's commercial opportunities.
- Develop the academy's vision for IT in partnership with the Director of IT.

Accountability

- Work effectively with the Executive Principal, the Chair of the Governing Body and the Governing Body itself to enable it to meet its responsibilities for securing effective teaching and learning and high standards of achievement, and for achieving efficiency and value for money.
- Work closely with The GORSE Academies Trust, its other academies, strategic partners and stakeholders.

Person Specification

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree or other relevant qualification at this level. 	<ul style="list-style-type: none"> • Relevant further degree or equivalent.
Experience	<ul style="list-style-type: none"> • Track record of successful senior leadership experience. • Experience of successfully changing organisational culture in relation to aspiration, teaching practices and standards. • Experience of developing and leading curriculum innovation, using latest technologies. • Experience of raising standards. 	<ul style="list-style-type: none"> • Financial, budgetary and resource management experience with commercial acumen. • Experience of engaging with community, business and industry partners.
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> • Ability to see the opportunities and strengths to be gained through close partnership with partner academies. • Awareness of commercial enterprise and opportunity. • Ability to lead and manage a fully inclusive school. • Ability to lead the design and development of an innovative curriculum. • Ability to understand, analyse and make effective use of a wide range of data. • Ability to work effectively with members of the local community and a range of stakeholders in developing the academy as a community resource. • Ability to provide a safe environment to ensure the physical and psychological safety of the pupils. 	<ul style="list-style-type: none"> • An understanding of the challenges of secondary and Post-16 education.

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

How to apply

You will be required to submit an application form and supporting statement which should be no longer than 3 sides of A4 and in standard font. The supporting statement should explain why you are applying for the post and provide evidence of your proven experience and skills, abilities and knowledge. You also need to set out your view of how you envisage Morley Newlands Academy pushing on from its Outstanding Ofsted inspection judgement to becoming a truly World Class school over the next five years.

Please return your completed electronic application to: recruitment@tgat.org.uk

Interview timetable

Application closing date: Friday 1 March 2019 (noon)

Interview date: Wednesday 6 March 2019