



# Head of School

Farnborough Spencer Academy





#  
ASPIRATION  
PARTNERSHIP  
RESPONSIBILITY



# CHIEF EXECUTIVE

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Thank you for your interest in this leadership role with Spencer Academies Trust (SAT). SAT is an educational charity, multi-academy trust and sponsor of academies. We educate over 18,000 children and young people in our academies and employ more than 2,500 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.

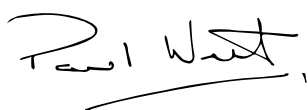
We currently have 17 primary academies, 8 secondary academies and one primary-aged special school in our family of schools. All of our schools share our values and beliefs and benefit from the collaboration and added value that being a member of our Trust offers.

Farnborough Spencer Academy is a growing Academy. Since joining the Spencer Academies Trust, it has become oversubscribed and has been through a successful Ofsted inspection (graded Good in September 2022). Serving the community of Clifton, the Head of School at Farnborough Spencer Academy will have a strong moral drive to improve achievement for the most vulnerable and disadvantaged, alongside the highest expectations of students and staff.

The position of Head of School presents an exciting opportunity for a candidate who is ready to step up from Deputy Headship, as we enter a further phase of development and influence. You will have the support of both the Trust Executive Team and central support services, together with the benefit of working closely alongside the Executive Principal and Principals from other Trust Academies.

Spencer academies share an ambition to deliver outcomes that compete with the very highest performing schools in the country and deliver a curriculum for children that is underpinned by breadth, inclusion, opportunity and quality—one 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.

If you feel you can meet the challenge and be part of a successful and dynamic Trust, effectively leading Farnborough Spencer Academy, then we would like to hear from you.



Paul West,

Chief Executive Officer, Spencer Academies Trust



**Paul West,**  
*Chief Executive Officer, Spencer Academies Trust*



# OUR SPENCER FAMILY

The Trust comprises of Academies across local authorities in the East Midlands.

Secondary Academies	Pre SAT	Joined SAT	Latest Inspection
Arnold Hill Spencer Academy	RI 2017	2018	RI 2023
Derby Moor Spencer Academy	G 2017	2018	G 2022
Farnborough Spencer Academy	SW 2017	2018	G 2022
George Spencer Academy	O 2010	2010	G 2023
Hearon Gate Spencer Academy	In 2013	2014	O 2023
John Port Spencer Academy	In 2017	2018	G 2022
Long Field Spencer Academy	In 2014	2015	G 2023
Rushcliffe Spencer Academy	O 2014	2018	N/A

Primary Academies	Pre SAT	Joined SAT	Latest Inspection
Ashwood Spencer Academy	RI 2017	2018	G 2023
Brackensdale Spencer Academy	In 2021	2021	O <sup>2</sup> G <sup>3</sup> 2024
Bispham Spencer Academy	G 2024	2025	N/A
Castleward Spencer Academy	N/A	2021	O 2024
Chellaston Fields Spencer Academy	N/A	2019	G 2023
Chetwynd Spencer Academy	G 2010	2012	O 2024
Clover Leys Spencer Academy	N/A	2021	G 2024
Fairfield Spencer Academy	G 2012	2013	G 2021
Glenbrook Spencer Academy	RI	2014	G 2022
Highfields Spencer Academy	N/A	2020	RI 2023
Hilton Spencer Academy	G 2018	2018	G 2023
Inkersall Spencer Academy	G	2015	G 2022
Millside Spencer Academy	N/A	2022	N/A
Rosecliffe Spencer Academy	N/A	2020	G 2023
St Giles' Spencer Academy	O 2016	2019	O 2024
Sunnyside Spencer Academy	SM	2014	O <sup>5</sup> 2024
The Mease Spencer Academy	N/A	2019	G 2024
Portland Spencer Academy	RI	2014	O 2023
Wyndham Spencer Academy	In	2012	O 2014

# AIMS OF SPENCER ACADEMIES TRUST

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## **Mission**

Our Mission is to deliver the best possible outcomes for children and young people.

## **Vision**

Spencer Academies Trust is an exceptional Trust, providing an outstanding education for local children.

## **Aspiration**

We believe that every child deserves access to a high quality education in a caring and supporting environment. We actively encourage and challenge our students to have the highest possible aspirations for themselves and for each other.

## **Partnership**

We know that schools are stronger when they collaborate and work together in partnership, we believe that we are ONE Spencer and support each other through sharing ideas, goals and resources.

## **Responsibility**

We are committed to caring for and safeguarding our community and take seriously our role in delivering an exceptional education for our children and young people, and providing a supporting environment in which to learn and work.





# ABOUT FARNBOROUGH ACADEMY

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**FARNBOROUGH**  
SPENCER ACADEMY

The position of Head of School at Farnborough Spencer Academy presents an exciting opportunity for an experienced senior leader who has driven demonstrable improvement in achievement and teaching. Whilst we are proud of the Academy's recent progress, there is still work to do. Farnborough's examination outcomes now need to always reflect the practice going on in classrooms and corridors consistently.

Farnborough Spencer Academy is an exciting place to be. In September 2022, Farnborough was graded as "GOOD" by Ofsted in our first inspection since joining the Spencer Academies Trust. We are fiercely proud of our staff and students, celebrating their achievements.

We received a "GOOD" grading in all areas, including behaviour and attendance, personal development, quality of education and leadership and management.

Ofsted states "this school is a warm and happy learning community where everyone can be themselves. Pupils and staff pledge to be proud of the school, and they are. Pupils treat each other with respect and kindness. They laugh and smile. They enjoy positive relationships with staff who know them well."

We make no apology for having high expectations of all. This includes colleagues, and we enjoy working with a brilliant staff team who will go the extra mile to ensure all our students succeed. This ensures that we develop positive relationships within the Academy and with our wider community in Clifton and Nottingham.

As a community, we worked together to agree our ethos, expressed in our Academy motto: "We Are Proud", as well as our pledge. The staff of the Academy make this pledge to our students and families. Anyone who works at Farnborough is expected to uphold these staff pledges in their day to day interactions with young people and colleagues as we continue to work together

- We believe in your right to receive a first-class education.
- We show pride in our academy community by valuing everyone for who they are.
- We recognise and nurture your talents and abilities, supporting you to achieve in all that you do.
- We have consistently high expectations of our whole academy community.
- We create an environment where all feel safe, secure and supported.
- We want your eyes opened to life's opportunities so that you aim high.





# LETTER FROM CHAIR OF GOVERNORS

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Thank you for the interest you have shown in our journey, both through your work to this date, but also in seeking to find out more about the post of Head of School. This is an exciting opportunity and you will know that you will be a key part in building on the successes of the last few years.

I will be working with the trust to appoint a Head of School who will build on current good practice and bring their own experiences both from Farnborough and other relevant areas. Our school is at a significant stage in its development as it was judged as "Good" in September 2022. The Governing Body are determined to build on this over the next few years.

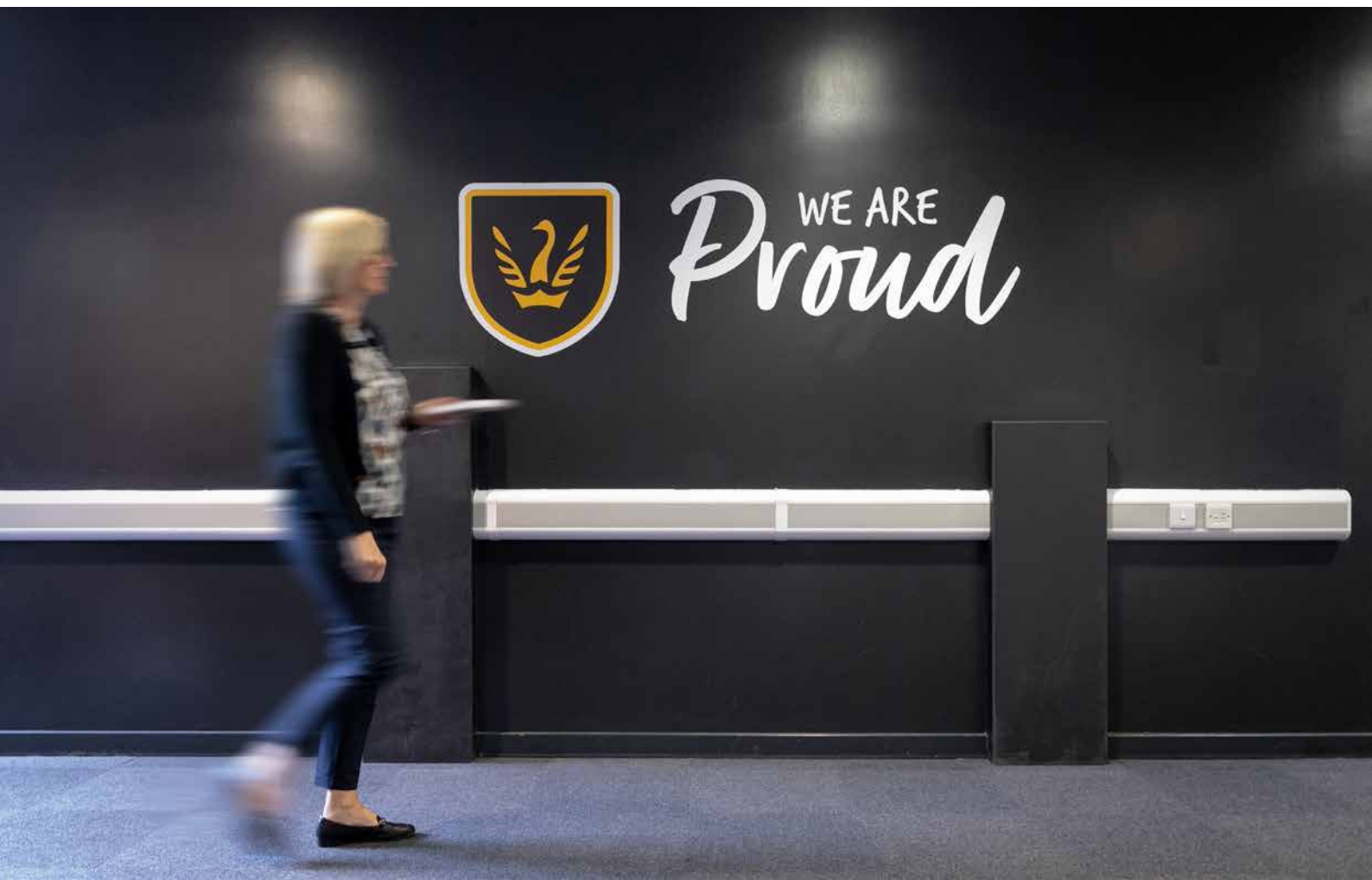
The successful candidate will be expected to work in partnership with Mr Smith, the Senior Leadership Team and the Governing Body in overseeing the next part of this journey. They will also have idea of where the Academy needs to improve, and will be able to demonstrate a clear idea of how to achieve this improvement through their application and recruitment process

This pack contains a job description and person specification, which provide more details about the role.

I would like to thank you again for your interest in the post and I look forward to reading your application.

Mrs Ann Greenwood

Chair of Governors





# LETTER FROM THE SECONDARY DIRECTOR OF EDUCATION AND EXECUTIVE PRINCIPAL

This role offers an exceptional leader an exciting opportunity to build on the recent success of Farnborough. There are many opportunities for Farnborough Spencer Academy including our ambition to:

- Embed Farnborough as a local academy of choice, and take it on a journey beyond being a 'good' school.

There are of course challenges to address:

- Improving examination outcomes consistently in every area of the academy.
- Continue to drive improvements in attendance and behaviour.
- Reviewing the Academy's curriculum offer.

The successful applicant will enjoy the full support of both of us, 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 and leaders 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.

## Interested?

If you are interested in the role, would like an informal conversation or would like to arrange an opportunity to visit Farnborough Spencer Academy, please do not hesitate to contact the Executive Principal by contacting Natalie Jones at Farnborough Spencer Academy:

✉ [njones@farnboroughspencer.org.uk](mailto:njones@farnboroughspencer.org.uk)

We wish you all the very best in your application and look forward to hearing from you.

Fraser Mitchell  
*Secondary Director of Education*

Graeme Smith  
*Executive Principal*



# JOB DESCRIPTION

Establishment:	Farnborough Spencer Academy
Post Title:	Head of School
Grade/Pay Range:	L23-27
Hours/weeks:	Full Time
Reporting to:	Executive Principal

## OVERALL PURPOSE OF POST

With a belief there can be no ceiling on student achievement and a passion for equality, the Head of School brings energy, drive and leadership continuity to Farnborough Spencer Academy.

The Head of School will work with, and is accountable to, the Executive Principal who reports to the Chief Executive and the Director of Education. Together they are responsible for ensuring that the Academy improves the life chances of children and young people by raising aspiration and fulfilling potential.

### Main Duties and Responsibilities

- Provide highly effective leadership and management of the Academy, ensuring all 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 and academy mission, vision, values and beliefs.
- Provide leadership across the Academy including assuming direct accountability in agreed key areas.
- Support a culture of constant improvement, committed to the highest achievement in all areas of Academy work.
- Have clear line management responsibilities for a number of colleagues in the Academy.

The postholder is expected to operate in the context of the national Head Teacher Standards. The current standards can be found at:

► <https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020>

and the role specific expectations can be found below:

### Strategic Leadership

- Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils of the Academy.
- Support all colleagues towards the Academy achieving its performance targets and lead the Academy within the Trust's agreed objectives and operational plans.
- Live the values of 'We are proud' at Farnborough Spencer and the SAT values of Aspiration, Partnership and Responsibility 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, the Trust and develop effective and productive relationships with a wide range of stakeholders.

## Quality of Education

- Support a model of exceptional practice to all staff in teaching and academy leadership.
- Be ambitious for all students in overcoming disadvantage and advancing equality and equity.
- 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 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.
- 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

- Support an ethos within which all staff are motivated and have opportunity to develop their own skills and subject knowledge.
- Hold staff to account for their professional conduct and practice as required.
- Engage with other Trust academies.

## 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, 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, 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 settings 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 to support the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- 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

- Prioritise safeguarding and promote the welfare of children and young people and to follow all child protection and safeguarding policies as adopted by SAT.
- Contribute to the recruitment of staff across the Academy working within safer recruitment guidelines and processes.

## General

- Prioritise the wellbeing of all staff and students, ensuring that the Academy is a safe, healthy and supportive place to work and learn.
- 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 Professional Review process and undertake professional development as required.
- Contribute to the overall aims and ethos of Spencer Academies Trust and establish constructive relationships with nominated Academies and other agencies as appropriate to the role.
- These above mentioned duties as required by the Executive Principal and the Trust 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, completion of Level 2 safeguarding training and a range of core compliance training requirements.





# PERSON SPECIFICATION

Qualifications and Experience	E	D
Qualified Teacher status	•	
Honours Graduate or equivalent	•	
Further relevant professional/academic study		•
Relevant professional development within the last 2 years	•	
NPQH qualification or potential to achieve		•
Substantial successful recent senior leadership experience at least at Deputy Head or Vice Principal level.	•	
Experience across the Secondary age range including thorough knowledge of the National Curriculum and Key Stage 4 and Post 16 examination processes	•	
Experience of coaching and performance management which has led to improvement	•	
Proven track record in leading and managing successful teams	•	
Experience of evaluating quality and standards and of developing a relevant, effective curriculum	•	
Involvement in managing organisational change	•	
Involvement in managing organisational change	•	



Knowledge and Skills	E	D
Highly effective classroom practitioner	•	
Up to date Secondary phase knowledge including pedagogy, curriculum and research findings and current prioritise	•	
Direct experience of raising standards in achievement at a whole school leadership level	•	
Thorough knowledge of procedures for safeguarding and promoting the welfare of staff and students	•	
Knowledge of how to prioritise effective allocation of the school finance streams		•
Ability to generate and share a vision	•	
Ability and commitment to supporting the wider work of the Trust	•	
Ability to develop and maintain appropriate relationships and establish effective stakeholder partnerships within and beyond the Academy, and cross phase	•	
Excellent interpersonal, oral and written presentation skills/communication across the spectrum of stakeholders	•	
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, delegating to others where appropriate	•	
Ability to manage information for a range of purposes including internal and external to the Trust	•	
Competent user of office-based ICT packages	•	
Experience in school-based Management Information systems		•



Personal Qualities	E	D
Self-aware – can relate to different personality types well	•	
Self-motivated and resilient	•	
Willingness to learn	•	
Ability to work flexibly within a team and lead by example	•	
Ability to maintain a sense of perspective at all times	•	
Uncompromisingly ambitious for students and their life chances	•	
Personal integrity, humility and compassion	•	
Recognition of the importance of personal responsibility for health and safety	•	
Commitment to the Trust's ethos, aims and whole community	•	



# HOW TO APPLY

Thank you for your interest in this exciting opportunity with our Trust. For more information, please refer to our website at:

➤ [www.spencertrust.org.uk](http://www.spencertrust.org.uk)

To apply, please complete the online application form via our Every system which can be found via the vacancy page on our website.

➤ [www.spencertrust.org.uk/vacancies](http://www.spencertrust.org.uk/vacancies)

If you have any questions regarding the role or would like an informal discussion with the Executive Principal please contact Natalie Jones:

☎ 0115 974 4444

✉ [njones@farnboroughspencer.org.uk](mailto:njones@farnboroughspencer.org.uk)

**Closing date:** Monday 24/03/2025 at 8.00 am

**Interviews:** Scheduled for Thursday 27/03/2025 and Friday 28/03/2025

All expressions of interest will be acknowledged. Spencer Academies Trust is an equal opportunities employer.

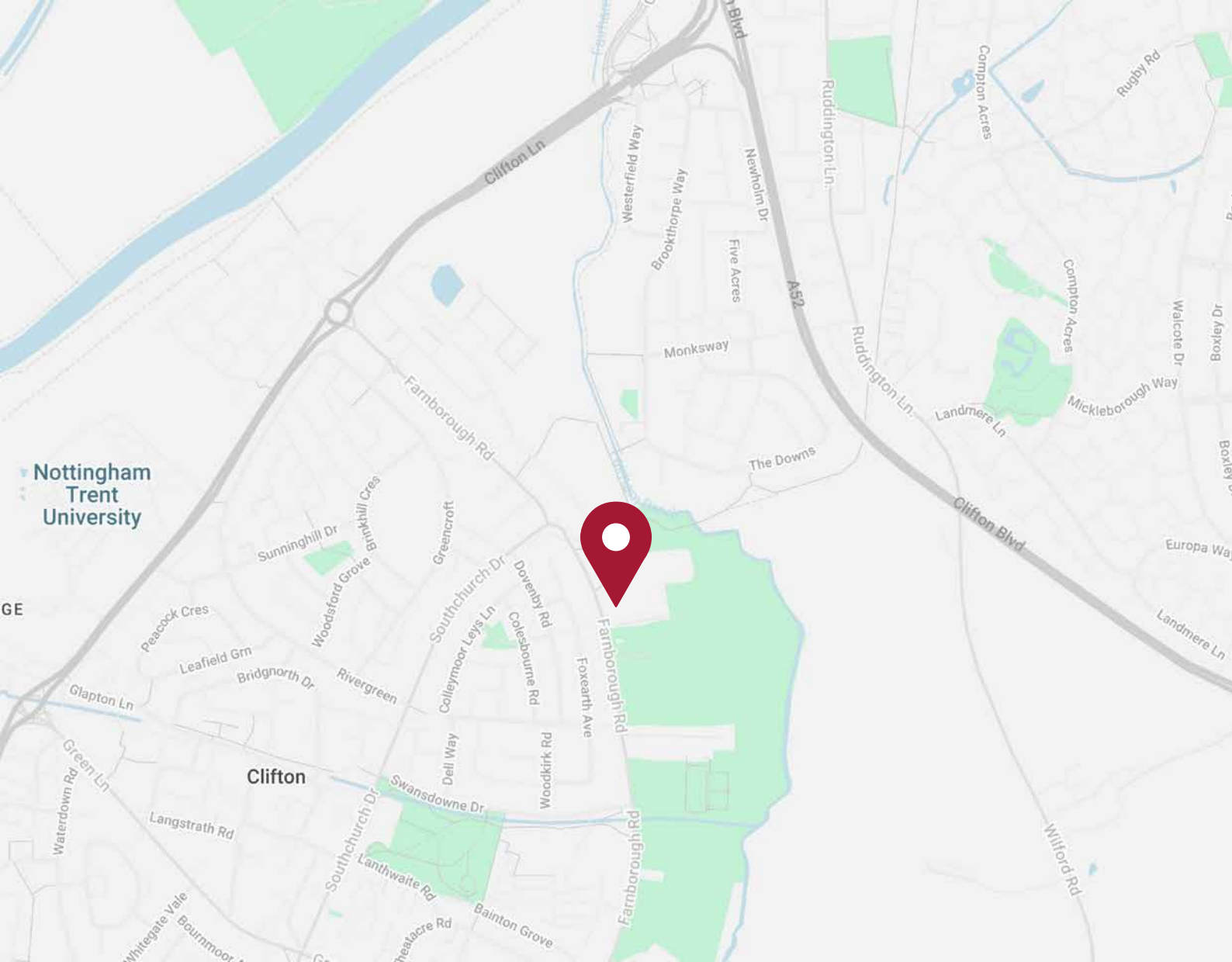


## Disclosure & Barring Service

Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our children and young people. Therefore, we expect everyone to share this commitment. All appointments are subject to satisfactory pre-employment checks, including a satisfactory Enhanced criminal records with Barred List Check through the Disclosure and Barring Service (DBS) and the completion of Level 2 Safeguarding training. It is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children (where the role involves this type of regulated activity).







# CONTACT INFORMATION

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🚗 SAT NAV: NG11 8JW

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✉ [info@farnboroughspencer.org.uk/](mailto:info@farnboroughspencer.org.uk/)

☎ 0115 974 4444

✉ @FarnboroughAcad

📷 [farnboroughacad](https://www.instagram.com/farnboroughacad)



# SPENCER

ACADEMIES TRUST

## Registered Office

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[spencertrust.org.uk](https://spencertrust.org.uk)



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@satrust\_

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