



CAMBORNE SCIENCE
& INTERNATIONAL ACADEMY

Camborne Science and International Academy
Principal Recruitment Pack

Recruitment Pack Summary

Role:	Principal
Location:	Camborne, Cornwall. TR14 7PP
Salary:	L38 – L43: £104,686 - £117,197 (negotiable based on skills and experience)
Closing date for applications:	Monday 9 th January 2023
Interview dates:	Monday 30 th January and Tuesday 31 st January 2023
Interview location:	Camborne Science and International Academy
Pre-interview visits:	This can be arranged at the mutual convenience
Vacancy queries to:	readt@cambornescience.co.uk

In this candidate pack:

- An introduction to the School
- An overview of the community and Cornwall
- A welcome from the Chair of Trustees
- Principal: Person Specification
- Principal: Duties and Responsibilities

**“TO SEEK TO OFFER EVERY CHILD AN
EXTRAORDINARY EDUCATIONAL EXPERIENCE, ENABLING
THEM TO HAVE A FULFILLED AND REWARDING LIFE”**

MISSION STATEMENT



Introduction

Camborne Science and International Academy, based exclusively in Cornwall, is seeking to appoint a Principal. The Academy currently has an interim Principal who was appointed to replace Ian Kenworthy who retired after more than two decades of service to the school and community.

Camborne Science and International Academy is a large 11-18 comprehensive school with a roll of approximately 1,800 students serving a diverse demographic catchment. CSIA is a single school MAT which includes a main site for 11-16, a VI Form; and a separate site, called Nexus, which delivers 11-16 education for gifted and talented students, and the Cornwall School of Maths and Science for STEM focused VI Form students.

When the school opened on 18th April 1956 it was known as Treswithian Secondary Modern with a student role of 500. It expanded to become Camborne School and Community College absorbing the disestablished Camborne Grammar School. In 2003 it gained specialist status as a Science College and was rebranded as Camborne Science and Community College. The school has developed extensive links with schools around the world and, when it attained academy status in April 2011, it commenced the 2011 academic year as Camborne Science and International Academy.

Camborne Academy has continued to develop and evolve to meet the needs of students and the community whilst striving to deliver an extraordinary educational experience. To this end, the school has been extended with a £3.2 million Design Technology block, the VI Form with a roll of approximately 250 students has had its common room and study facilities moved to a separate onsite building which includes a coffee shop; and in 2016 a second campus, named Nexus, was opened to focus on gifted and talented students and STEM subjects and has delivered extremely high levels of attainment and the progression of students to the very best universities. Nexus has continued to evolve and now includes the Cornwall School of Maths and Science with a gifted and talented STEM remit for VI Form students.

In the most recent Ofsted inspection, the report concluded the school to be 'Good with outstanding features', Ofsted report March 2018.





Live, work and enjoy Cornwall

Camborne sits in the heart of West Cornwall with fantastic transport links including easy access to the A30, and bus and railway network. Camborne has a rich industrial history including being home to Richard Trevithick, the Holman works, and being surrounded by UNESCO tin mines. Its central location also makes accessing one of Cornwall's 300 beaches easy whether that is in St Ives, Newquay, Porthcurno, or Falmouth. So, whether you want to be in the water, on the water, or simply looking at some wonderful scenery you never have to go far.

The county is also home to world class attractions such as the Eden Project, the Minack Theatre, and the National Maritime Museum and has a wide range of exceptional restaurants run by world famous chefs.

Family life is popular due to the safe, community feel, excellent schools and opportunities for further education.

Employee Benefits:

- Teachers' Pensions – Employee Contributions 11.7%
- Free onsite parking
- Annual flu vaccination
- Occupational Health Service
- Discount benefits card
- Cycle to Work Scheme
- CPD opportunities





Welcome

Chair of Board of Trustees – Mr Roger Penwarden

Thank you for your interest in this post. I am very proud of Camborne Science and International Academy which has continued to focus on delivering an extraordinary educational experience for all students.

Our students come from diverse backgrounds and our catchment include neighbourhoods identified as in the top 10% of the most deprived areas in England. Our whole team strives to meet the needs of our community to enable all students to maximise their potential and achieve their aspirations.

We also deliver a full range of opportunities to all students including a unique international programme of visits from Asia to America, a thriving post-16 offer, a dedicated gifted and talented programme focused on STEM, and numerous subject specific enrichments.

Our recently retired Principal commented, “we are committed to developing the whole student. Whilst good academic qualifications are vitally important, they alone do not guarantee success in our ever demanding world. Self-confidence, leadership, determination, resilience, initiative, self-reliance and teamwork are all important personal qualities keenly sought by employers and university admission tutors.”

We are an equal opportunities employer welcoming applications from all sections of the community and are looking forward to receiving applications for the post of Principal from senior leaders with extensive experience in the UK secondary school sector.



Principal: Person Specification

Qualifications and training

- Qualified Teacher Status
- An Honours degree
- National professional qualification for headship (NPQH) (desirable)

Experience

- Successful leadership and management experience in the UK secondary sector, with proven ability to lead, motivate and manage teams effectively
- Be an outstanding classroom practitioner with the expertise to monitor, assess and improve quality first teaching
- Proven successful experience of systematic, rigorous school self-evaluation, to inform school improvement planning and raise educational standards
- Demonstrable experience of successful line management and staff development
- Ability to combine the outcomes of regular school self-review with external evaluations in order to develop the academy and the Trust forward

Skills and knowledge

- Data analysis skills, and the ability to use data to set targets and identify weaknesses
- Extensive knowledge of current educational issues relevant to the post
- Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve
- Understanding of school finances and financial management
- Effective communication and interpersonal skills
- Ability to communicate a vision and inspire others
- Ability to build effective working relationships

Personal qualities/Other

- Ability to set out and communicate a compelling plan and vision for the future
- Commitment to uphold the seven principles of public life (the Nolan principles) at all times
- A thorough understanding of the vision and values of The CSIA Trust and an ability to think and plan strategically around these
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of The CSIA Trust
- Ability to work under pressure and priorities effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position



Principal: Duties and Responsibilities

The Principal will:

- Be accountable for all aspects of teaching and learning across the school, upholding high standards for academic and non-academic pupil outcomes and ensuring achievement of the Trust's educational vision
- Be accountable for safeguarding and compliance and its components, meeting its legal and statutory responsibilities
- Take responsibility for the school's effective governance
- Provide strong strategic leadership towards the Trust's vision and goals
- Ensure the school fulfils the statutory and regulatory responsibilities set out in the Academy Trust Handbook
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Take responsibility for guiding the school through changes to education sector initiatives and practice, such as curriculum changes or changes to Ofsted
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively
- Build positive and respectful relationships with key partners, stakeholders and the school community
- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities and ensure the school fulfils statutory duties regarding the SEND Code of Practice
- Ensure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Ensure staff have access to appropriate, high standard professional development opportunities
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload, ensuring rigorous approaches to identifying, managing and mitigating risk

This is not an exhaustive list and the post holder will be expected to take on additional responsibilities appropriate to the role as they arise.

