



# LIFE MULTI-ACADEMY TRUST HEAD TEACHER ASHBY SCHOOL RECRUITMENT PACK

Permanent

Full time

Leadership Role LD L32 to 37

Equivalent annual salary £90,379 to £102,159

Required 23<sup>rd</sup> August 2021



i nspiration i nnovation i ntegrity

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# Letter from the Chair of Directors

Dear Applicant,

On behalf of the Trustees/Directors of LiFE Multi-Academy Trust (MAT), I would like to thank you for your interest in the Head Teacher vacancy at Ashby School. With its long and proud history, Ashby School holds a cherished place in the heart of its community. Having recently joined LiFE MAT, Ashby School is on the brink of changes that will have even wider impact on the local community. We believe that this is an opportunity for the right person to lead the school at an exciting moment in its history.

A strong sense of identity is nurtured in Ashby School's students. That sense of belonging creates an environment where students take pride in their school, themselves and each other. They are encouraged to develop a broad set of skills to enable them to become confident, considerate young people, well equipped to face an ever-changing world. Reflecting LiFE MAT values, staff have always prided themselves on providing a high quality, rounded education, with activity beyond the classroom valued alongside academic excellence.

Staff and governors of Ashby School are committed to building strong partnerships with other schools. Under the umbrella of LiFE Multi-Academy Trust, they will affect their plans for age range change in collaboration with Ivanhoe and Ibstock High Schools, which will join LiFE MAT later this year. Whilst change provides challenge, it brings opportunity. We believe that inspired by a shared vision, dynamic, mutually accountable collaboration will enhance the school's future success.

The successful candidate will join an established MAT with an experienced and supportive leadership team. Opportunities for professional development will arise through collaborative working, shared good practice and a coaching ethos.

Grown strong from old roots, Ashby School is preparing to sprout new shoots. We are looking for a Head Teacher, who has the insight to identify and maintain all the best qualities and character of the school, yet commit whole-heartedly to collaboration within, between and beyond our academies. This post will suit someone who has the leadership skills, imagination and passion to embark on an exciting journey to oversee significant change. The successful candidate will have the energy to fulfil a commitment to our young people to be the best they can be, providing them with a sound base for fulfilling and successful futures, in the midst of change.

If you believe you have the qualities we are looking for and would like the opportunity to lead Ashby School on the next stage of its journey, we would be delighted to receive your application together with a letter of no more than 3 sides of A4 outlining why you are the right person to lead the school.

Applications should be sent to [jmeasom@lifemultiacademytrust.org.uk](mailto:jmeasom@lifemultiacademytrust.org.uk) for the attention of Chris Parkinson, Chief Executive Officer.

Please note the closing date for applications is 21<sup>st</sup> March 2021.

Interviews will be risk assessed and take place within current Covid-19 guidelines.

Yours faithfully,

Maria Everley

Chair of Trustees / Directors

LiFE Multi-Academy Trust

# Vision and Values

## LiFE Multi-Academy Trust

### Vision

#### Bringing Learning to LiFE

We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.

### Values

- Ensuring that every student achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond the school gate
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating elite performance inside school and in the wider world
- Valuing and promoting the celebration and understanding of diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies
- Ensuring our curricula are agents for the promotion of our values

## The Ashby School



At Ashby School, we have been delivering outstanding education and opportunities to students for more than 450 years.

Conveniently located close to the M42 and M1, within easy reach of several areas of outstanding natural beauty and with the National Forest on the doorstep, the school is set in its own spacious, attractive, grounds in the popular, expanding market town of Ashby-de-la-Zouch, Leicestershire.

We have a number of different buildings on site ranging from the oldest, built when the school first opened, to very modern recent additions. Students come from a fairly wide area and many travel into school by bus. We also attract many students from outside of our catchment area.

We draw on the latest and most innovative teaching practices to create a vibrant and well-equipped learning environment and are proud of our reputation for consistently high academic aspirations and achievements. We have a strong relationship with the local community.

Our commitment to an open curriculum means students can choose from traditional core subjects as well as from our thriving sport, languages, design and arts provision.

These specialisms add to the wide range of enrichment opportunities available to all students, helping them to acquire the skills and experiences they need for the next stage of their journey and the wider world.

Above all, we want our students - and our staff - to enjoy their time at Ashby School and to leave us with happy and lasting memories. That is why we are committed to the recruitment and retention of the best teachers and place huge importance on our professional development programme to ensure all staff feel valued at every stage of their career. Ashby School has benefited from extensive development and refurbishment over recent years to create outstanding facilities for our students. During 2020, the school site has been re-modelled into two separate campuses consisting of a dedicated post-16 campus and a high quality, well-equipped KS4 site. Work is about to begin on the building of a new £1 million faculty to accommodate our English Department.

We are now embarking on a new chapter as we prepare to join the successful LiFE Multi-Academy Trust in March 2021. We are also going to introduce age range change in August 2022 to become an 11-18 school.

## Our Offer to new staff joining the LiFE Multi-Academy Trust and our schools

### Professional Capital:

**‘We believe in getting the right people, getting them to work together and getting them to stay’**

Strategy	Description
<b>Putting your trust in our Trust</b>	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
<b>Coaching</b>	Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.
<b>Personal Improvement Plan versus Performance Management</b>	Instead of the usual Performance Management, we encourage our staff to identify aspirational targets through our ‘Personal Improvement Plan’ (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets.
<b>Health and Wellbeing Strategies</b>	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none"> <li>• providing employees with a safe, healthy and supportive environment in which to work</li> <li>• recognising that the health and wellbeing of our employees is important</li> <li>• providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged</li> </ul> <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to ‘Mindful Employer’ and the ‘Charter for Employers who are Positive about Mental Health’.</p> <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff.</p>
<b>Equality and Equal Opportunities</b>	Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.

## Our Offerto staff in the LiFE Multi-Academy Trust and our schools continued.

### **Presumed Professionalism**

We have a 'Presumed Professionalism' ethos across the Trust. Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other. We achieve this by allowing staff to sign out during their free periods, as long as professional duties are not affected. See our policy for further details.

### **Development of Professional Capital and Excellence**

As a Trust we always look to invest in our staff and pride ourselves on our 'home grown talent'. We are proud of this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.

Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.

Examples of the many opportunities we encourage staff to take up externally include:

- The National Professional Qualification for Senior Leadership (NPQSL)
- The National Professional Qualification for Headship (NPQH)
- The National Professional Qualification for Middle Leadership (NPQML)
- The Outstanding Teacher Programme (OTP)
- Initial Teacher Training (ITT)

Pathways are available at apprenticeship level, NQT, aspiring middle leader, Lead Practitioner and aspiring senior leader level. Some of these courses are led by staff within the Trust and others are externally accredited. In addition, the Trust provides the opportunity of becoming an associate SLT member, enabling middle leaders to gain insight and experience of leadership at the highest level within a school.

Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.

Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age.

### **Great access to progression and leadership responsibility**

Further evidence of our investment in 'home grown talent' is that 86% of our TLR holders have been internal appointments. We have clear professional progression pathways within the CPD offered throughout the year at all levels within the Trust.

## Our Offerto staff in the LiFE Multi-Academy Trust and our schools continued.

**Collaboration across all schools** We are continually developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.

**Sabbatical and flexible working policies** We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.

Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.

**Strong Induction Process** It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year.

**NQT Programme** We offer newly qualified teachers a robust, supportive and bespoke training programme which will enable you to develop into an outstanding teacher.

**Continued NQT and RQT support** Where possible we try to ensure that NQTs and second year teachers have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice.

**3D Networks** 3D Networks are an opportunity for faculties to share good practice and new ideas with colleagues across the school, based on our unique 3D Learning and Teaching model.

**Attendance of staff** Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

**We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi-Academy Trust and our schools**



# The Advert

## Ashby School Head Teacher £90,379 to £102,159

Do you have the vision, passion and determination to lead our school into the next exciting stage of its development?

If so we would like to hear from you!

We are looking to appoint a Head Teacher who can bring leadership skills and an innovative approach to this role.

Ashby School will become part of the LiFE Multi-Academy Trust from the 1st March 2021. You will be joining a Trust who believes in a collaborative and cooperative way of working. We do not believe that one size fits all, we believe in 'harnessing our collective genius'.

Currently a successful academy for ages 14 to 19, we are looking ahead to the next stage in our development to ensure that the site is ready to welcome KS3 students in 2022.

We are looking for a skilful leader who will: -

- Support the vision and values of the Trust and for school's improvement
- Have a successful track record of achieving high performance in a secondary school setting
- Have a robust approach to safeguarding strategies and be committed to ensuring compliance
- Is able to lead and inspire others
- Have a positive approach to innovation and change

Potential candidates are welcome to arrange a tour of the school. Please contact Nicola Koncarevic at [nkoncarevic@lifemultiacademytrust.org.uk](mailto:nkoncarevic@lifemultiacademytrust.org.uk)

Social distancing guidelines to be observed.

Closing Date 21<sup>st</sup> March 2021

Shortlisting date w/c 22<sup>nd</sup> March 2021

Interviews to be held on 14th and 15th April 2021

Please apply by using the LiFE Multi-Academy Trust Website [www.lifemultiacademytrust.org.uk](http://www.lifemultiacademytrust.org.uk)

The Life Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students and expects all staff to share this commitment. The successful applicant will be subject to enhanced clearance by the Disclosure and Barring Service and pre-employment checks.

## Ashby School: Head Teacher

The LiFE Multi-Academy Trust are wishing to appoint an outstanding leader to the post of Head Teacher at Ashby School. The successful candidate will have a proven track record of high impact senior leadership and experience as a Head of School or Head Teacher.

### Job Profile

Title                                      **Head Teacher (Ashby School)**

Grade                                      **LD 32 to 37**

**The key responsibilities of the Head Teacher will fall under the following areas and include:**

#### **1. Strategic Development and School Development**

1. Work in harmony with the Local Governing Body and the LiFE Multi-Academy Trust to develop a strategic role for the school in our community.
2. Plan for the school's future needs within the LiFE Multi-Academy Trust and further develop the plans already in place.
3. Maintain and develop the school's ethos and provide educational vision and direction for the school which secures, within the LiFE Multi-Academy Trust:
  - Effective teaching, successful learning and achievement by pupils at all levels
  - Sustained improvement in pupils' spiritual, moral, cultural, social and physical development, preparing them for the opportunities and experiences of adult life.
  - Builds upon a culture and curriculum which takes account of the richness and diversity of the school and our community.
  - A rich, colourful and supportive environment which promotes enjoyment and excitement in learning and attainment.
  - High standards of behaviour and self-discipline that fosters respect, development of self and others, self-esteem and consideration for all members of the school community
4. Create and implement a strategic plan for the school within the LiFE Multi-Academy Trust, underpinned by sound financial planning which:
  - Identifies priorities and targets for ensuring that pupils achieve high standards and make good progress at all levels.
  - Increases teachers' effectiveness and secures school improvement.
  - Innovates to develop optimal value for money and educational outcomes.
    - a. Ensure that all those involved in the school are committed to its aims, motivated to achieve them and involved in meeting long, medium and short term objectives and targets which secure the educational success of the school.
5. Ensure that the management, finance, organisation and administration of the school support the vision and aims of the LiFE Multi-Academy Trust.
6. Ensure that policies and practices take account of national, local and school data and inspection and research findings.
7. Monitor, evaluate and review the effectiveness of the school's policies, priorities and targets and take action if necessary.

8. Follow the direction of functions indicated in the Scheme of Delegation.

## 2. Teaching and Learning

1. Work with the Local Governing Body, staff and schools within the LiFE Multi-Academy Trust to secure and sustain effective teaching and learning throughout the school and beyond.
2. Use benchmarks and set targets for improvement.
3. Create and maintain an environment which promotes and secures good teaching, effective learning, safety, high standards of achievement, good behaviour and discipline.
4. Innovate, determine, organise and implement the curriculum and its assessment; monitoring and evaluating these in order to identify and act on areas for improvement.
5. Ensure effective teaching across the curriculum.
6. Monitor and evaluate the quality of teaching and standards of learning and achievement of all pupils, including those with special educational or linguistic needs, in order to set and meet challenging, realistic targets for improvement.
7. Develop effective links with our community, including business and industry, to extend the curriculum and enhance teaching and learning.
8. Create and maintain an effective partnership with parents/carers to support and improve pupils' achievement and personal development.

## 3. Leading and Managing Staff

1. Maximise the contribution of staff to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed within the LiFE Multi-Academy Trust between staff and pupils.
2. Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring there is a clear delegation of tasks and devolution of responsibilities for Ashby School to support the overall LiFE Multi-Academy Trust structure.
3. Implement and sustain effective systems for the management of staff performance, incorporating appraisal and targets for teachers, including targets relating to pupils' achievement.
4. Motivate and enable teachers, including subject leaders, special educational needs coordinators and support staff to develop expertise in their respective roles, through high quality continuing professional development.
5. Sustain motivation of self and others both within the school and through LiFE.
6. Ensure that professional duties are fulfilled, as specified in the Terms and Conditions of Service of Teachers, including those for the Head Teacher.
7. Demonstrate high professional standards and cascade good leadership practices across the school in a climate of high expectations for all staff and children.
8. Lead by example to ensure the continuous commitment by all staff to promote the emotional health, well-being and safety of all pupils.
9. Work closely with the senior leadership team to maximise performance of the staff.

## 4. Deployment of Resources

1. Work with Local Governors of Ashby School and LiFE Multi-Academy Trust senior leaders to recruit staff of the highest quality.

2. Work with senior colleagues to deploy all staff effectively in order to improve the quality of education provided within the school and to support the schools within the LiFE Multi-Academy Trust.
  3. Set appropriate priorities for expenditure, allocating funds and ensuring effective administration and control within the budgetary constraints set by the CEO and the LiFE Business Manager, and the LiFE Trust Board.
  4. Manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations in line with the Trust Guidelines and/or government legislation.
  5. Manage, monitor and review the range, quality, quantity and use of all available resources including staff development in order to improve the quality of education, improve pupils' achievement, ensure efficiency and secure value for money.
- 5. Accountability**
1. Provide information, objective advice and support to the Local Governing Body to enable it to meet its responsibilities for securing effective teaching and learning, improved standards of achievement, efficiency and value for money. Provide timely analytical information to the CEO and Trust Board.
  2. Create and develop an organisation which promotes the culture, values and ethos where all staff recognises that they are accountable for the success of the school and other schools within the LiFE Multi-Academy Trust.
  3. Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including Local Governors, the Trust Board, our local community, Ofsted and others, to enable them to play their part effectively to support our advancement in teaching, learning, and leadership.
  4. Ensure that pupils and parents/carers are well informed about the curriculum, attainment and progress and about the contribution they can make to achieve the school's targets for improvement.
  5. Ensure that accurate and up to date records are compiled and maintained to comply by ensuring and satisfying safeguarding regulations.
- 6. The school building and site**
1. Ensure effective supervision and security of the school environment
  2. Work with the Local Governors, Estates Manager and Premises Officer to maximise the potential of both the school building and site to provide stimulating learning environments and facilities.
  3. Ensure the good maintenance and safety of the building, equipment and site.
  4. Keep up to date Safeguarding and Health and Safety policies and procedures to ensure the safety and well-being of all members of the school community.
  5. Work with the LiFE Estates Manager to ensure that letting's and extended services provision for Ashby School income is maximised and promoted across our community.

## **Leadership Qualities**

### **Qualifications Requirement:**

The successful candidate will have a proven track record of high impact senior leadership and experience as a Head of School or Head Teacher. Hold or are willing to work towards the NPQH qualification, First Degree and PGCE or Equivalent.

### **Skills and Attributes**

#### **Self-awareness and self-management**

You will be aware of your personal strengths, weaknesses, areas for future development and understand how your own leadership behaviour impacts on others and manage this effectively. You will have knowledge of your own emotional triggers, ways to manage them effectively and behave consistently in line with professional and personal values and vision.

#### **Personal drive and accountability**

You are driven and focused on improvement. You are results orientated and seek to achieve the highest standards within your role through setting and striving to achieve your goals. You are self-motivated, energetic and willing to take on new challenges to improve your performance. You are decisive, work for the best interests of pupils and account for their performance to the governing body and other stakeholders.

#### **Resilience and emotional maturity**

You are resilient, focused and tenacious when faced with the demands of the job and continually challenging circumstances. You are able to respond positively when managing uncertainty and adversity. You will remain focused on personal and organisational values, and adhere to these, even in difficult, long-term situations.

#### **Conceptual thinking**

You are able to identify patterns between potentially unrelated concepts and draw on past experience to make sense of underlying issues and understand a situation. You take a broader view and utilise additional information to create new ways and approaches to doing things, and to come up with highly innovative ways of solving problems. You are able to simplify complex issues for others.

#### **Future focus**

You will continually look ahead and identify and capitalise on opportunities that are likely to arise, as well as managing day-to-day challenges of working across several schools, and takes action to resolve these. You embrace the opportunities for change and are well able to engage others, including the Board of Trustees, to successfully bring change about and to evaluate its impact.

### **Impact and influence**

You have a positive impact on pupils, colleagues and the wider community through inspiration and persuasion to their perspective. You know when you need to negotiate a solution. You communicate effectively, understand others' perspectives and priorities and tailor your communication to suit the audience. You lead others and bring the governing body and communities on board by articulating a compelling vision and uniting them around shared goals and objectives.

### **Educational excellence**

#### **Delivering continuous improvement**

You will have a clear vision of the central importance of leading teaching and learning in terms of driving and sustaining school improvement and creating improved life chances for pupils, their families and their communities. You will use your skills to quickly gain a full understanding of the overall performance of the school and make a judgment about what requires improvement. You will work with the Chief Executive Officer and other stakeholders to successfully identify, strategically plan for and lead delivery of the necessary and appropriate improvement strategies.

#### **Learning focus**

You will be passionate about learning and will embed a culture of learning for all members of the school community and foster equality of access. You will have an unswerving belief that schools have a crucial role to play in changing lives, improving life chances and will monitor learning systematically to ensure progress. You will have a proven track record of understanding how children learn and how to 'unlock' this further.

#### **Modelling excellence in teaching**

You will have a deep understanding of the characteristics of excellent/outstanding teaching, informed by current research and be able to articulate this effectively to others. You will have a systematic approach to monitoring, make sound judgements about the quality of the teaching and learning across the school, and develop and deliver a wide range of improvement strategies.

#### **Partnership and collaboration**

You are able to work collaboratively with a range of people in a range of schools, governing bodies and the wider community, to build a culture of co-operation and raise achievement through partnership working. You are open to different perspectives and viewpoints as well as being able to achieve agreement on common goals and objectives and the contribution to be made across the education system within the LiFE Multi-Academy Trust.

#### **Organisational and community understanding**

You have a good understanding of the power relationships in the organisation, including the CEO and the Multi-Academy Trust Executive Team, the governing bodies, other organisations and the wider community with which we work. You are able to identify and engage with the major influencers and decision makers within the community and predict how new events or situations will affect these individuals or groups.

## **Operational management**

### **Efficient and effective**

You will ensure that all systems and resources, including financial, human and environmental resources, are used efficiently and effectively to achieve the school's goals and in a way that maximises performance and secures value for money. You are attuned to opportunities that increase the resources available to schools and improve the way the school's function. You monitor the implementation of plans and the effectiveness of organisational structures. You take corrective action where necessary to secure required outcomes and account to the CEO and others for the school's performance. You have a broad understanding of the legal, political and technical knowledge that affect the running of a school and keep up-to-date with major changes.

### **Analytical thinking**

You collect information and data systematically from a wide variety of sources. You confidently analyse complex information and data and understand the connections between issues through breaking down opportunities and challenges into their constituent parts. You are able to break down a problem in a systematic way and establish causal relationships between issues that may or may not be obviously related, to better enable a solution to be found. Your analytical skills enable you to prioritise issues and to plan how to implement the actions necessary to achieve change and improvement.

### **Relationship management**

You are able to work across different schools within the Trust to develop and sustain appropriate internal and external relationships, manage individuals and lead effective teams. You know about the impact of behaviour and emotions of relationships, use this knowledge to understand why others behave the way they do and take this into account when communicating and working with others.

### **Holding others to account**

You hold others to account by clearly communicating expectations, and give constructive and specific feedback. You ensure goals or objectives are achieved by getting others to do what is asked of them even if it involves tough or unpopular decisions. You make choices or take actions that will always be instigated with the best interests of pupils/students and the school in mind.

### **Developing others**

You develop others so that they develop leadership potential where possible. You ensure succession planning is in place and learning and development needs are addressed. This involves continually seeking out opportunities to support and develop colleagues so they perform at their best.

## Appointment of Head Teacher Ashby School

### Person Profile

The successful candidate will be able to demonstrate that s/he has the experience to fulfil the tasks specified in the National Standards for Headship and the appropriate skills and abilities.

	Essential	Desirable/Helpful	How identified
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher status.</li> <li>• NPQH (unless an experienced head)</li> <li>• Evidence of relevant CPD.</li> </ul>	Higher qualification relating to the role	Application form
Experience	<ul style="list-style-type: none"> <li>• Substantial experience as a successful senior manager of secondary school/college.</li> <li>• Experience of Key Stage 3 and 4</li> <li>• Evidence of success of raising aspirations and achievement.</li> </ul>	Experience of Headship or  Acting Headship;  Experience of KS5;	Application form  References  Interview
Vision and values	<ul style="list-style-type: none"> <li>• The ability to challenge the status quo and think strategically and the skills to build and gain commitment to LiFE shared vision and values.</li> <li>• Willingness to take considered risks</li> <li>• The ability to identify and build on existing strengths</li> <li>• To uphold and promote shared values.</li> </ul>	Experience of transferring shared aims and values into successful programmes.	Application form  Interview
Relationships	<ul style="list-style-type: none"> <li>• An understanding of the different perspectives and needs of stakeholders and the wider community.</li> <li>• A willingness to work in partnership with the Governing Body, other LiFE MAT schools and other relevant organisations.</li> <li>• Outward looking</li> <li>• Welcomes critique and challenge</li> <li>• Demonstrates and models empathy and compassion</li> </ul>	Evidence of working with stakeholders to implement school improvement policies	Application form  Interview





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Staff management and development	<p>The ability to:</p> <ul style="list-style-type: none"> <li>actively motivate, inspire and support staff to work effectively</li> <li>devolve leadership</li> <li>manage change to best effect</li> <li>promote CPD</li> <li>support staff to maintain a healthy work-life balance</li> </ul>		<p>Application form</p> <p>References</p> <p>Interview</p>
Learners	<ul style="list-style-type: none"> <li>A wide range of professional knowledge and understanding including current and future developments in Education so that <u>all</u> learners achieve their full potential <ul style="list-style-type: none"> <li>changing secondary curriculum</li> <li>personalised learning</li> <li>vocational learning and diplomas</li> </ul> </li> <li>Evidence of engagement with the Student Voice.</li> <li>Evidence of leading and operating an effective behaviour management system.</li> </ul>		<p>Application form</p> <p>References</p> <p>Interview</p>
Finance	<ul style="list-style-type: none"> <li>Knowledge of key strategic factors in the effective management of school finances.</li> </ul>	<p>Knowledge of Financial Management Standards;</p> <p>Success in raising additional funding</p> <p>Understanding of ICFP</p>	<p>Application form</p> <p>Interview</p>
Collaborative working	<ul style="list-style-type: none"> <li>Maintain close relationships with appropriate external agencies.</li> <li>Commitment to provision of extended services.</li> <li>Commitment to working collaboratively within LiFE schools and the community.</li> <li>Awareness of the strategic importance of working with the local community</li> </ul>		<p>Application form</p> <p>Interview</p>
Self-evaluation and target setting	<ul style="list-style-type: none"> <li>Evidence of strategic school planning i.e. involvement in a School Improvement Plan.</li> <li>Evidence of leadership in school/departmental SEFs.</li> </ul>	<p>Leadership and design of effective quality assurance frameworks</p>	<p>Application form</p> <p>Interview</p>

	<ul style="list-style-type: none"> <li>• Experience of setting challenging targets, personally and across the school.</li> </ul>		
<p>Personal qualities</p> <p>We are looking for:</p> <ul style="list-style-type: none"> <li>• someone who is excited by the opportunity to drive forward a successful and improving school</li> <li>• an energetic, enthusiastic and inspirational leader</li> <li>• an exceptional communicator and team-builder</li> <li>• a creative, innovative and positive thinker</li> <li>• a growth mind-set</li> <li>• a committed individual with a sense of perspective and humour</li> <li>• a person who has the desire and ability to inspire and empower others</li> </ul>			

# The Application Process

Completed application forms together with a letter of no more than 3 sides of A4 outlining why you are the right person to lead the school, should be returned to [jmeasom@lifemultiacademytrust.org.uk](mailto:jmeasom@lifemultiacademytrust.org.uk) by 21<sup>st</sup> March 2021. They should be marked for the attention of Mr Chris Parkinson, Chief Executive Officer.

or by post to

F.A.O. Mrs J Measom

PA to the Chief Executive Officer

c/o Bosworth Academy,

Leicester Lane,

Desford

LE9 9JL

A letter will be sent to shortlisted candidates with details of the interview process.

## Queries

If you have any queries on any aspect of the application or need additional information please contact Mrs Jo Measom, PA to the Chief Executive Officer on 01455 822841

There is more information available on the following websites: -

[www.ashbyschool.org.uk](http://www.ashbyschool.org.uk)

<https://www.lifemultiacademytrust.org.uk>

Thank you