



Finding a new Head for Meoncross School





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Introduction

Thank you for expressing an interest in the post of Head at Meoncross School. We hope that you find this information pack informative. If you require any further information, please do not hesitate to contact a member of the team at RSAcademics. It is important to us that you feel well informed in your decision making.

Meoncross is a great school with a strong family and community feel. We are interested to welcome a new leader who wishes to combine all that is good about the school with a sense of excitement and ambition for the future. This desire is not because we believe 'things need to change' but because we believe that every school should constantly evolve and looks for ways to be even better. Sarah Ebery is moving to a new challenge within the Cognita family and is keen to hand over the reins to a leader who has a passion for the school and wants to steer the next chapter - working in partnership with the staff, students and parents.

I am aware that when looking at this headship opportunity, you may have equal questions about the school and Cognita as a school group. Cognita is an exciting place to work. We are a family of schools that has ambition and drive – ultimately this is an ambition for each school to be the very best possible for the children.

We work within a framework which allows each school to have its own identity and ethos. This is critically important, firstly because our schools are very different and secondly because each school needs to meet the needs of the distinctive community it serves. The Head is the key leader who works with the staff to steer this direction. Within Cognita we aim to ensure that every school fulfils the requirements of our Cognita Education, our promise. In essence, to deliver academic excellence, provide strong character development and engender a global mindset. What this looks like in reality will be distinctive to each school.

When appointing a Head, we always look to welcome colleagues who weave together the essential elements of school leadership:

- An ability to understand and articulate what high quality teaching and learning looks like
- A passion for working with students and determination to do the best for each child
- Commercial acumen which enables the school to perform well

These elements are underpinned by a tangible sense of moral purpose and an intelligent drive to constantly improve.

I hope that you feel energised by the prospect of leading Meoncross School. Cognita is a family of schools that is constantly looking to find new ways to work and to improve. If appointed, you have the opportunity to lead a school and contribute to our shared learning as a family.

I wish you every success, whether that be at Meoncross or elsewhere.

Best wishes,



Simon Camby
Director of Education

The Cognita family

Cognita is a global leader in independent education. Founded in 2004, we are a growing family of 68 schools in eight countries in Europe, Latin America and South-East Asia, serving some 35,000 pupils. Although our schools are very different, we all share the commitment of 'inspiring and empowering children to achieve more than they believe possible'.

A Cognita Education:

- deliver academic excellence
- develop character
- nurture a global perspective

Underpinning a **Cognita Education**, is the **Cognita Way**, a simple way of operating based on energised leadership, innovation, personalised learning, people growth, community engagement and efficient systems.

You are not alone

We provide specialist support for all of our schools. As the most diverse schools group in the world, we have education leaders and industry experts based in each region. Their role is to foster best practice across all Cognita schools and develop a peer network of support and expertise.

As a valued member of the Cognita family, you will benefit from the extensive knowledge of these networks and will regularly be invited to attend events and workshops, giving you the opportunity to learn from and share with your peers and other leading practitioners.

*For more information about Cognita and our family of schools, please take a look our website:
www.cognitaschools.com*



Beyond the classroom

Meoncross School is an independent, co-educational, day school for pupils from Nursery to GCSE. We look to exploit every opportunity to work together as one school and see ourselves as one family; that warm family feel is almost tangible in the relationships between staff, parents and pupils and is regularly commented on by visitors seeing Meoncross for the first time.

The School is only a mile from the Solent, a wildlife-rich, safe stretch of seawater and a beachcomber's paradise. Where better to bring our children to learn in the fresh air, to connect with nature and enjoy this unique learning experience away from the classroom?

We all know that children learn more when they are happy and engaged. Beach School at Meoncross can help children learn how to explore and experiment, reduce behaviour problems, develop an interest in the environment and wider surroundings, keep healthy but most of all, enjoy the limitless resources. One of the key benefits of learning outside is our amazingly well-resourced stock cupboard.

By taking learning outdoors, children have the opportunity to make learning concepts, real and relevant by putting them into a more realistic context; many concepts which some children find difficult to grasp in the 'classroom'. Taking children out into their environment is like unclipping their wings. Children, who appear shy, find sitting for short periods of time or their indoor environment challenging come alive.

Beach School learners become more knowledgeable, more empathetic and develop a deep respect and appreciation for nature and the world around us. This makes an impact on behaviour, making children more positive and motivated in their learning.

Beach School is built into the school curriculum from Nursery to the Upper School and provides age appropriate opportunities for pupils to take their learning outdoors, including residential trips to coastal settings, rowing club on Langstone water, beach art, and ornithology at Titchfield Nature Reserve.



Safeguarding and governance

Cognita is the proprietor of Meoncross School. As such, Cognita has the legal responsibility and accountability for ensuring that the School is compliant, demonstrating the highest standard of pupil safety, quality of education and effectiveness in all areas of school life.

Cognita schools do not have governing bodies. However, they all have strong and established governance arrangements.

Each school has a nominated Assistant Director of Education (ADE). Each ADE works with a group of schools. The ADE is the line manager of the Head and represents the proprietor as the Chair of Governors. ADEs are a critical friend to the Head, supporting with a drive to ensure that each school is the very best it can be. Each ADE has a respected track record as a Headteacher and most of the team also have inspection experience.

The ADE for Meoncross School is Danuta Tomasz.

Safeguarding governance visits are held at each school to evaluate the quality of safeguarding for our children. During these visits, the safeguarding reviewer will speak with the Head, Designated Safeguarding Lead, Educational Visits Coordinator and other staff, as well as always talking to groups of children. The safeguarding reviewer also scrutinises the Single Central Record and other documentation.



How Meoncross makes me feel

Meoncross School makes me feel at home: it is an environment where the individual child, family or member of staff is known on a human level. As the leader of such an environment it makes me feel proud of the community I have helped to establish over the last 17 years. It is a community where my strengths are known and celebrated and my weaknesses recognised and forgiven just as everyone's are. We also laugh a lot and are never afraid to make fools of ourselves for the sake of the staff panto or in the now infamous leaving videos.

We have very high expectations here: of behaviour, of standards of dress and of respect. Pupils stand when an adult enters a room, they hold open doors and say good morning; in short, they are welcoming. Any new head can expect that welcome to be warm and engaging. All of that sounds traditional and we are but we really embody our aim of "care and respect for the individual in a safe environment ": we care about one another and we go the extra mile to make sure we are all safe.

Academic excellence is at the heart of what Meoncross stands for: we do everything we can to ensure that no child slips through the net. That means ensuring that teaching and learning is highly effective across the piece and that progress is tracked and intervention swift wherever necessary. We also believe that in order to be academically successful a child needs to be happy and that pupil/staff wellbeing is essential. You can see that in our new coastal curriculum built around the 5 strands of wellbeing and in our investment in such things as mindfulness training for staff.

Sarah Ebery
Current Head of Meoncross School

Role Profile

An inspirational leader, the Head of Meoncross School will ensure continuous improvement with a focus on delivering a Cognita Education to further improve the academic attainment and progress of all pupils across the school.

More specifically, the key roles and responsibilities of the Head are:

Setting direction

Create and communicate a clear sense of purpose and direction which is understood by all stakeholders.

Leading teaching, learning and assessment

Ensure a rigorous focus on pupils' achievement, using data and assessment tools to monitor pupil progress and challenge under-achievement.

Developing self and others

Develop staff as leaders in order to build capacity for improvement.

Developing the organisation

Manage, monitor and evaluate all resources effectively to achieve the targets of the strategic and improvement plan.

Reinforcing accountability

Ensure that all staff and volunteer roles are clearly defined, understood and agreed; and that individuals are held to account.

Strengthening community

Create and sustain partnerships with parents to support and improve pupil achievement and wellbeing.

Equality and equity

Ensure that monitoring takes account of different pupil groups and data is used to close gaps; ensuring equity for all pupils.

Inspection and improvement

Lead all requirements regarding inspection and external reviews; ensuring that the School is fully compliant with all current requirements.

Commercial

Lead and manage the commercial aspects of the School including profit and loss

Safeguarding Responsibilities

- To lead a school which is entirely compliant and provides a safe learning environment for students and staff
- To comply with safeguarding policies, procedures and code of conduct
- To demonstrate a personal commitment to safeguarding and student wellbeing
- To ensure that any safeguarding concerns or incidents are reported appropriately in line with policy
- To engage in safeguarding training when required

This job description is not exhaustive and may be changed at any time to meet the changing requirements of Meoncross School or Cognita. This job description details responsibilities but does not direct any particular priorities or amount of time to be spent carrying out these duties

About you

We need an inspirational, energetic and compassionate leader who can engage pupils, staff, parents and all other key stakeholders in maintaining and developing Meoncross School as the successful school it is today.

You will have:

- Integrity, humility, approachability and the highest aspirations for staff and pupils.
- A sense of humour which is complemented by professional dignity and an authentic approach.
- A good university degree.
- Experience in learning design and digital learning.
- A dynamic and enthusiastic approach to leading the education of children and young people.
- A deep understanding of the curriculum and high academic outcomes from nursery to KS 4
- Substantial experience across a broad range of educational and pastoral activities including character development, pupil well-being and mindfulness
- Knowledge of safeguarding and other child related legislation.
- The ability to develop, implement and monitor strategic plans and change management to raise school standards.
- The ability to adapt to the environment and audience, demonstrating experience of engaging and building effective communication with parents, pupils, staff and other third-party stakeholders.
- Strong people management skills with the ability to build a team approach with particular experience of human resource processes: recruitment, development, retention and performance management.
- Strong commercial and operational management experience
- A conscientious attitude and professional work ethic with the ability to meet flexible deadlines.
- Outstanding teaching practice.



When

You will be expected to take up the post in September 2018. A salary package reflecting your skills and experience will be offered.

How

Interested candidates are invited to contact RSAcademics by email or telephone, to arrange a confidential discussion with Caroline Stephens who is leading the search:

Caroline Stephens

07885 561980

CarolineStephens@RSAcademics.co.uk

The deadline for receipt of applications is 10am on Thursday 30th November 2017.

Candidates should complete a Cognita application form electronically and email it to RSAcademics, together with a personal statement, addressed to Simon Camby, which explains their reasons for applying. There is no need to submit a separate CV.

Please email your completed application form and covering letter (both as PDF files please) to RSAcademics' Recruitment Administrator, Hilary Battye at: recruitment@rsacademics.co.uk
Hilary can also be reached by calling the RSAcademics Head Office on 01858 467449.

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact the RSAcademics Head Office by telephone.
- Selected candidates will be invited to a confidential preliminary telephone interview meeting between Friday 1st December and Wednesday 6th December.
- A final assessment day will take place at the School on Tuesday 12th December.

Cognita Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre- employment background checks will be undertaken before any appointment is confirmed.