

CORE Education Trust, Naseby Road, Alum Rock, Birmingham B8

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Group CEO: Adrian Packer CBE

Interim CEO: Joanne Tyler

 @COREeducate  @COREeducate



CORE
EDUCATION
TRUST

HEADTEACHER

INFORMATION PACK

DELIVERING A
CORE EDUCATION

We promote a simple but ambitious ethos which is expressed through our four CORE values:

collaboration; opportunity; respect and excellence.

WELCOME FROM OUR GROUP CEO

Thank you for your interest in working for CORE Education Trust. I co-founded the Trust in 2015 and remain very much “hands-on” in my approach to leading the Trust. However, I am very clear that it is not my job to run our schools. We employ dynamic Headteachers and senior leaders and we give them a clear mandate to lead on delivering a CORE education in the local context of each of our schools. These schools are at the heart of the communities they serve. As a sponsor, we are committed to understanding the local contexts and we provide solutions, resources and innovation on that basis.

We promote a simple but ambitious ethos which is expressed through our four CORE values: collaboration; opportunity; respect and excellence. These values place an emphasis on fostering positive relationships and creating a culture of aspiration, purpose and belonging. We thrive on diversity and work hard to create school environments that are open, outward facing, creative and dynamic.

You can read much more about our ethos, culture and history through the many archive news stories on the internet. We have had an eventful journey to this point! What I hope you will recognise about that history is that we are a resilient and courageous MAT. We dare to step into situations that are challenging, and we seek bold solutions because that is what we believe our children deserve. Each school we take on has its own distinctive identity and therefore its own distinctive rewards and challenges. A quick look at our social media profiles will enable you to get a sense of those different contexts. As well as finding out as much as you can about the school at which the role you are applying for is based, I would also encourage you to fully understand the nuanced details of the Trust’s wider work through projects such as Echo Eternal before submitting an application. We would also ask that you consider how our values chime with your own sense of how schools should be run and how children are best served through our education system. We want all our staff to consider themselves as learners and leaders, regardless of their job role.

CORE Education has become a happy home for many staff who have worked in other environments and perhaps found it difficult to fit in. We embrace individuality of thought and celebrate that we are an employer who cares passionately about its employees, people with an incredibly diverse range of backgrounds and experiences. I have worked at every level, from Teaching Assistant to Headteacher and just about every job in between. I have also worked or had experience in almost every sector of education. I am therefore proud to now be able to lead a Trust in a way that allows me to draw on my direct experiences and go about my day to day business with a strong feeling of empathy for every one of our staff. I wish you every success with your application and hope I am in a position to personally congratulate you and say “welcome home” if you’re successful.



Adrian Packer CBE

CORE Education Trust Founder and Group CEO



Why us, why now?

This is an exciting time for CORE Education Trust. We have recently expanded our central leadership team, which drives school improvement and oversees policy, compliance, and operational excellence. Their diverse range of skills and backgrounds represents many years of cross-sector experience. The school improvement team provides support, development and challenge to school senior teams and works closely with Headteachers to drive improvement better and quicker.

Collaboration isn't just in our name or a nice tagline, but something which we know changes lives. To facilitate this, Communities of Practice were born: working parties which bring together specialists from across the trust on a regular basis to plan and develop a coherent, research-led curriculum for our young people. You will benefit from joining the Leadership and Management Community of Practice, working with fellow Headteachers to strategically drive improvement in your school and across the Trust.

So, why us? We are building systems and processes with and across our schools which we think are special. You are someone who thrives on being part of change, and you are skilled at leading that change at a deep level. The ideal candidate will have extensive experience working as part of a Senior Leadership Team and be able to demonstrate success at leading school improvement and raising standards for children. Our schools serve some of the most deprived areas of inner-city Birmingham, and you are willing to put in the work to make a lasting difference to their lives.

There's lots to do, and we are looking for the right person to join us to make it happen. Interested? Read on for the details, and we hope to hear from you.

About Rockwood Academy

Rockwood Academy is renowned for its commitment to fostering a strong sense of belonging and inclusivity among its students and the wider community. As a beacon of opportunity in the Alum Rock community, the school is committed to ensuring that students receive a high-quality CORE Education that prepares them for success. Rockwood Academy is evidently proud to serve a diverse and vibrant community. This role presents a unique chance for an exceptional leader to make a significant impact on the lives of the school's young learners. The successful candidate will have the privilege of working with students and families who deeply value education, alongside dedicated staff who hold the highest aspirations for both the students and the school. Additionally, an Education Improvement Team will provide unwavering support to ensure the school achieves excellence in all areas.

At Rockwood Academy, the focus is on empowering every student and staff member to thrive. We are seeking a Headteacher who can make this commitment evident in every aspect of school life. CORE Education Trust is committed to providing students with exceptional opportunities to excel academically and personally through a thoughtfully designed curriculum and a wide range of enrichment activities. Collaboration is at the heart of the school's mission which is to ensure that every student receives the support they need to achieve their dreams and aspirations. Rockwood Academy truly believes in the potential of each individual and is dedicated to nurturing their talents and abilities.

OUR CORE VALUES

COLLABORATION

We join in and contribute. We are outward-facing and open to new possibilities.

Each year we host, for all our staff a career enriching, collaborative and inspiring training conference.

Our vision – all our schools are united in their passion and commitment to deliver a CORE Education.



OPPORTUNITY

We nurture each other and invest in ourselves.

We provide innovative experiences that broaden horizons, support social mobility and confront inequality. We provide innovative experiences that broaden horizons, support social mobility, and confront inequality.



RESPECT

We cherish the richness of difference. We take time to understand each other.

Echo Eternal is our very own commemorative arts, media, and civic engagement project. Echo Eternal is inspired by Holocaust survivor testimony and delivered through collaborative partnerships.

Our very own COREus Choir comprising of students from across the trust, are a huge part of Echo Eternal and they have dedicated much of their time to this project.



EXCELLENCE

We nurture each other and invest in ourselves. We are proud of our achievements, yet always aiming higher.

CORE Education Trust's Echo Eternal Project has been recognised in the Pearson National Teaching Awards announcing Echo Eternal as Gold Winners in November 2020



WHAT OUR STAFF SAY

Which elements of your job give you the most satisfaction?

"...developing my skills, being able to clarify and perfect these skills and my teaching, being able to teach my subject with progress being made."

"...When I can see the positive impact of the work I have done on both colleagues and students. I very much appreciate the autonomy of my role and the professional trust I am afforded by my line manager. This makes me feel valued and appreciated as an employee."

"...seeing the opportunities that arise for both staff and students.
To see students totally engaged with learning through the amazing teaching staff."

I am proud to be a part of CORE Education Trust because...

"...all CORE values protect and respect students and teachers for their individualities while it provides them with opportunities to improve academically and professionally."

"... we are given good CPD opportunities and extra facilities. For example, the annual Delivering a CORE Education conference which allows connections to be made."

"...I am proud to be a part of an inclusive school that strives towards excellence despite challenging circumstances."

JOIN US ONLINE

www.core-education.co.uk

www.core-education.co.uk/latest/

 @COREeducate  @COREeducate

#COREcollaboration #COREopportunity #CORErespect #COREexcellence #COREcares #DACE

OUR SCHOOLS

Based in Birmingham, we are committed to delivering the best possible experiences across our Academy schools. We are here to transform young people's lives and build ambitious futures through Collaboration, Opportunity, Respect and Excellence.

We are proud that each of our schools has its own distinctive character. Our Headteachers lead their schools in the best interests of their students and their families in a local context. However, all our schools are united in their passion and commitment to deliver a CORE Education.



OUR PARTNERSHIPS

We promote a culturally rich community and learning projects through partnerships.

CORE Education Trust's Echo Eternal Project has been recognised as a Gold Award Winner in the Pearson National Teaching Awards. We are delighted to receive the Gold Award for Impact through Partnership for outstanding commitment to changing the lives of young people through our work.

It is a great honour to have the impact of our work recognised, none of which would be possible without our partners.



EMPLOYEE BENEFITS

- All employees, regardless of hours worked or length of service, are entitled to up to 52 weeks maternity leave, including paternity and adoption leave.
- We offer all staff a 2-week break over the school Christmas holidays, on top of their allocated holiday allowance.
- We are proud to be a living wage employer, which means fair and competitive wage to all CORE Education Trust Employees
- All staff are automatically opted in for the award-winning Westfield Health employee assist program.





CORE
EDUCATION
TRUST

JOB VACANCY

Job Title:	Headteacher	Reporting to:	CORE Executive Director
Location:	Rockwood Academy	Annual Salary:	L27–L33
Starting:	September 2024, or earlier depending on notice period	Interview:	Monday 11th March 2024
Apply by:	Thursday 7th March, 12 noon	Shortlisting:	Friday 8th March 2024

CORE Education Trust is a values-driven multi-school trust rich in cultural and social diversity. Responsible for four schools in Birmingham, the Trust was set up to innovate through adversity and to challenge the conventional boundaries of what is possible for our students. Motivated and inspired by the success of our students, our ambition goes beyond textbooks and whiteboards, we are proud to work with the young people of Birmingham.

WHO ARE WE LOOKING FOR?

An exciting opportunity has arisen to appoint an inspirational Headteacher to lead Rockwood Academy.

We are offering the successful candidate the opportunity to formulate a long-term growth strategy and to lead an ethos of high-quality teaching and learning. This is a tremendous opportunity for a leader with the right blend of leadership and management experience, along with expertise and energy to further develop and implement our values, whilst building on the progress and existing strengths.

The successful candidate will have recent proven management and leadership experience within a secondary School / Academy setting and must be able to demonstrate evidence of raising and maintaining standards, instilling resilience and motivation to students and staff, and show an understanding of the value of providing our students with a broad educational experience, where high academic standards are supported by a rich variety of extended curriculum opportunities.

The successful candidate will be self-motivated and passionate and shall ensure that we provide our students with a high-quality education, which not only meets their needs but promotes independence and equips them with the relevant skills to flourish and achieve their ambitions. Our students are highly motivated and positive in their approach to learning.

WHAT WE OFFER

The successful candidate will be joining a vibrant learning community with national award-winning credentials. The Trust works collaboratively with leaders to ensure our CORE Values are promoted, embodied, and celebrated by all the staff and children in our schools. You will:

- Be given the opportunity to engage with cross-trust activities that connect students and staff to their wider family of schools/peers across the city. This includes programme's such as the award-winning Echo Eternal Holocaust memorial arts initiative, The Great Get Together and The COREus Choir
- Be provided with a provision of support and training to foster a positive culture of wellbeing for all students and staff.

We place a strong emphasis on supporting and encouraging professional growth, which includes:

- A tailored professional development plan designed to support your career aspirations and help you realise your potential.
- Communities of Practice professional development forums that enable strategic collaboration during the working day.
- Access to coaching to support you in leading transformational change.

This is an exciting time to join the Trust. We are about to embark on the next phase of our evolution as an outward facing, forward thinking Trust guided by a vision underpinned by optimism, ambition and oneness.

ADDITIONAL INFORMATION & HOW TO APPLY

For further information about this exciting opportunity, or an informal discussion please contact Abby Morris, Chief Education Officer & Deputy CEO on ssa@core-education.co.uk

Only those applicants submitting a CORE Education Trust Application Form will be considered. Please note that we do not accept CVs.

To apply for this role please submit your CORE Education Trust Application Form to recruitment@core-education.co.uk

For more information visit our website, CORE-education.co.uk/work-with-us

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

CORE Education Trust is committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community. We are an Equal Opportunities and Living Wage employer.



Job Title:	Headteacher	Reporting to:	CORE Executive Director
Location:	Rockwood Academy	Annual salary:	L27-L33
Contract type:	Permanent	Hours of work:	Full Time

JOB PURPOSE AND RESPONSIBILITIES

- To promote professional leadership and management to the school.
- 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.
- Make sure these school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives.
- Make sure a culture of safeguarding is at the heart of the school's values and ethos, and is reflected in its environments and practices.
- Establish a culture that promotes excellence, equity and high expectations of all students.
- Provide vision, leadership and direction for the school and ensure that the school meets its Objectives and Key Results.

MAIN RESPONSIBILITIES

- Enable consistent and continuous school-wide focus on students' achievement, using data and benchmarks to monitor progress in students' learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish an evidence-based approach to Teaching and Learning.
- Build a culture and ethos of challenge and support where all students can achieve success and become engaged in their learning.
- Demonstrate and articulate high expectations and set ambitious targets for the whole school.
- Implement strategies which secure high standards of behaviours and attendance.
- Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of students.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Challenge underperformance at all levels and ensures effective corrective action and follow up.
- Be an ambassador for the school locally and on a wider basis.
- Create an organisational structure which reflects the school's values, and enables the management systems, structures and processes to work effectively and legally.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Manage the schools' financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the Academy.

- Implement successful performance management processes with all staff.
- Challenge inappropriate behaviour and deal effectively with staffing issues, including those relating to conduct, competence and attendance.
- Ensure the range, quality and use of all available resources are monitored evaluated and reviewed to improve the quality of education for all students and provide value for money.
- Use and integrate a range of technologies effectively and efficiently to manage the Academy.
- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- Work within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Encourage creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Develop and maintain effective strategies and procedures for staff induction, professional development and performance review.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive culture.
- Work with the Governing Body (providing information, objectives, advice and support) to enable them to meet their priorities.
- Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including Board of Trustees, Governors and Parents.
- Regularly review own practice, set personal targets and take responsibility for own personal development.
- Share innovation and work with others in the CORE Education Trust network to develop good practice • Help shape or lead education initiatives across the CORE Education Trust network
- Any other duties deemed appropriate to the grade and workload as requested by the CEO.
- To participate in the operation of the School's Appraisal Scheme.
- To retain all accountability for safeguarding effectiveness and culture by maintaining oversight of the strategic leadership of the DSL and wider SLT.

SPECIAL CONDITIONS OF EMPLOYMENT

REHABILITATION OF OFFENDERS ACT 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions, and reprimands being considered. Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with CORE Education Trust Disciplinary Procedure.

HEALTH AND SAFETY

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in CORE Education Trust Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

EQUALITY AND DIVERSITY

CORE Education Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

TRAINING AND DEVELOPMENT

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

MOBILITY:

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Trust they may be required, in accordance with legitimate operational requirements and / or facilitating the avoidance of staffing reductions.

This job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Amendments will be made in consultation with any existing jobholder and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

Job Description Reviewed on:	February 2024
Job Description Reviewed by:	Deputy CEO

Job Title:	Headteacher	Reporting to:	CORE Executive Director
Salary:	L27 – L33	Location:	Rockwood

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment. All posts will be subject to a DBS clearance at Enhanced level.

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

PERSON SPECIFICATION

	Essential	Desirable
Education, Training and Qualifications		
<ul style="list-style-type: none">• Degree or equivalent• Masters in a relevant subject area• Qualified teacher status• NPQH• Evidence of and commitment to continuing professional development	x	x
Experience, Knowledge, Skills /Competencies		
<ul style="list-style-type: none">• Successful school teaching experience with experience of teaching across the age and ability range• Significant experience of working in a challenging urban context• Demonstrable experience of line management of employees	x	

<ul style="list-style-type: none"> • Successful contributions to school self-evaluation, improvement planning and target-setting 	x	
<ul style="list-style-type: none"> • At least 2 years of effective senior management experience 	x	
<ul style="list-style-type: none"> • Knowledge and practice in using MIS including the collection of census data 	x	
<ul style="list-style-type: none"> • An understanding of change management and experience of managing change at a whole school level 	x	
Leadership		
<ul style="list-style-type: none"> • Evidence of leadership impact on a whole-school project 	x	
<ul style="list-style-type: none"> • Demonstrable ability to manage the process of change effectively 	x	
<ul style="list-style-type: none"> • Leadership of staff professional development sessions 	x	
<ul style="list-style-type: none"> • Demonstrable ability to lead, motivate, develop and inspire staff and to encourage student and parental involvement 	x	
<ul style="list-style-type: none"> • Experience of coaching/mentoring to support the development of colleagues 	x	
<ul style="list-style-type: none"> • Evidence of securing good or better outcomes in areas you lead. 	x	
Personal Attributes		
<ul style="list-style-type: none"> • Resilience, the ability to work under pressure and be able to meet deadlines 	x	
<ul style="list-style-type: none"> • Ability to think strategically, creatively and to prioritise 	x	
<ul style="list-style-type: none"> • Excellent communication skills (including written, oral and presentation skills) 	x	
<ul style="list-style-type: none"> • Excellent interpersonal skills 	x	
<ul style="list-style-type: none"> • A commitment to CORE Education Trust vision, values, aims and the objectives of its academies programme 	x	
<ul style="list-style-type: none"> • Ability to role model and uphold the behaviours in the Ethical Leadership Framework. 	x	

HOW TO APPLY

To apply for this role please submit your CORE Education Trust Application Form to recruitment@CORE-education.co.uk by 12 noon Thursday 7th March 2024.

Formal interviews for shortlisted candidates will take place on Monday 11th March 2024.

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