

Mulberry
Academy London Dock

Recruitment of Principal (Designate)

Mulberry Academy London Dock





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Welcome from the CEO

Dear Candidate,

Thank you for expressing an interest in the post of Principal for our brand-new flagship secondary school opening in September 2024 in Wapping.



The Mulberry Schools Trust is a growing and flourishing one. We have a family of established schools which include Mulberry School for Girls, Mulberry UTC, Mulberry Academy Shoreditch, Mulberry Stepney Green Maths, Computing and Science College, Mulberry Wood Wharf Primary, Mulberry Academy Woodside and Mulberry Canon Barnett Primary.

We have established links with world-renowned organisations such as the Mulberry STEM Academy in partnership with Mercedes-Benz Grand Prix Ltd, Global Girl Leading, Model United Nations, Edinburgh Festival Fringe, the English National Opera, Mulberry Youth Conferences, the Women of the World Festival – and many others offering an amazing enrichment programme that will ensure our students flourish. Our charity, the Mulberry Schools Foundation, is the charitable arm of the Mulberry Schools Trust, established in 2019. The Foundation is extending opportunities to all and working towards a world where equity and social justice are universal.

These are just some examples of our partnerships and projects which are really important to us and help embed our Trust-wide ethos.

Our aim is to provide all our students with the best education regardless of their starting point. We provide a service to our families and we hold true to the fundamental principles of equal opportunity and inclusion for all.

Our Executive Leaders, Principals, Headteachers and the Executive Leadership Team – work collectively on school improvement; collaboratively and collegially. This brings great opportunities for an existing and experienced Headteacher/Principal to take on additional roles beyond their own school – potentially with executive responsibility to support new Principals and Headteachers in another school or to lead an aspect of Trust growth, for example, primary or school improvement work. If you are a new Headteacher/Principal it brings a wealth of opportunities to learn from the best practice of a strong team of experienced leaders and creates informal support structures – all whilst affording autonomy to drive improvement in your own individual school.

We are looking for a Principal who is imaginative, energetic and deeply caring who will be responsible for providing outstanding leadership of Mulberry Academy London Dock under the direction of the Executive Principal. We want you to enjoy your career in headship, so support for professional growth and system-wide involvement is plentiful.

The values of the Trust align directly with those of Tower Hamlets. We have stayed true to our ethos and principles since our founding moment. We base our policies on fairness, transparency and inclusion, whilst taking into consideration the ever-changing world our students are growing up in.

We hope this job pack provides you with further information about Mulberry Academy London Dock and the Mulberry Schools Trust and we would strongly encourage candidates to come and visit the school prior to completing an application.

Yours faithfully

Dr Vanessa Ogden
CEO
Mulberry Schools Trust

Our Trust Vision

We are incredibly proud of opening a new flagship school – Mulberry Academy London Dock, and wish to recruit an outstanding Principal who understands our vision.

Our vision is to be a key provider for quality education so that all of our students leave us as highly qualified, confident and articulate young people with a wealth of experience.

This vision is under-pinned by moral purpose – a desire to do more to improve the quality of education for all children and young people – and a commitment to schools working together to secure an inclusive, ambitious, collegiate and high-quality offer.

A Mulberry education is premised on three under-pinning principles:

1. Access to education and the chance to be educated is a human right in a civilised world.

We believe that every young person should receive the same opportunities and quality of education, regardless of their natural ability or where they come from. Our Trust was formed to enable our partners to deliver the best possible educational outcomes for their young people and the communities they serve through sharing expertise and promoting outstanding practices.

2. Education should provide rich intellectual and personal development for individuals and communities of people.

An education offered by the Trust is concerned with the spiritual, moral, social, cultural and physical development of people so they have self-determination and can create for themselves fulfilled, happy lives. It is also concerned with equipping people for employment, contributing to the economy as well as enabling them to sustain themselves financially.

3. Education is a public good.

To have universal school education brings economic and social benefits to the whole of society; it creates greater peace, prosperity and economic and social well-being. The Mulberry Schools Trust is outward facing and contributes to education beyond the doors of its own schools.

These principles shape the aims of the Trust's education: the curriculum that is delivered, the personal development that is offered and the wider opportunities that are provided across the system.



Our Trust Aims

Our aim is to develop creativity, leadership and a life-long love of learning in our students which will enable them to lead enriched, happy and fulfilled lives, contributing to their own community, to British society and to global well-being.

Every student will receive an education that:

- 1. Engenders high levels of academic and technical ambition**
- 2. Provides rich personal development**
- 3. Enables the development of students' high aspirations and self-determination**

Bringing Down Barriers to Success

Our shared background in providing for disadvantaged communities has inspired the Trust to build up a broad network of partnerships to aid and develop student experience, opportunity, drive and success. It is our belief that there should be no barriers to each child's future and that society should, and can, be a level playing field. Aspiring for this to be reality we promise to:

- Emphasise high quality subject teaching that is reinforced by excellent support for learning and intervention.
- Deliver inclusion services that assist personal development.
- Provide excellent pastoral care so no student goes unsupported.
- Continually develop strong leadership and have high levels of expertise in education, supplemented by knowledgeable, committed and challenging governance.



Partnerships with Impact

The Mulberry Schools Trust's corporate and arts partners, such as Mercedes-Benz Grand Prix Ltd, Bank of America, the British Film Institute, the National Theatre, the London Stock Exchange Group, the Donmar Warehouse, the Southbank Centre, Barts NHS Trust and others, all contribute extensively and are central to the wider extra-curricular experiences that the Trust is able to offer to achieve its aims.



About Mulberry Academy London Dock

The Mulberry Schools Trust will be opening an outstanding 6 form entry 11-19 co-educational comprehensive school on the London Dock residential complex, replicating the exceptional provision in our secondary schools; Mulberry School for Girls, Mulberry Academy Shoreditch and Mulberry Stepney Green Maths, Computing and Science College.

Mulberry Academy London Dock will be opening in September 2024 with Year 7 students. Our aim is to ensure outstanding achievement for all, enabling our young people to lead successful and fulfilling lives, making a positive contribution to their own community and beyond.

This mixed school will share the features that have led to the long-established girls' school becoming an exceptionally successful provider with a secure reputation both locally, nationally and internationally – as seen in the links made in 2015 with the then First Lady of the United States of America, Michelle Obama and her initiative Let Girls Learn (now known as the Global Girls' Alliance). The same features frame the offer of Mulberry Academy Shoreditch and Mulberry Stepney Green Maths, Computing and Science College. All schools in the Mulberry family provide exceptional achievement for all, in an environment that is inclusive, caring and ambitious with high standards in everything they do.

The new school will be a flagship school, delivered in partnership with the Local Authority and the DfE, creating another truly exceptional school in Tower Hamlets with first class facilities to rival anything that can be found elsewhere in London. Its ethos will promote community cohesion, inclusion and a rich social mix in which all children can thrive, regardless of background.

What will be on offer?

Inclusion

Mulberry Academy London Dock is a fully inclusive school. We strive to ensure every young person is well supported, guided and achieves their very best. Students with SEND (special educational needs and disabilities) will be well supported through differentiated teaching in mainstream lessons, in class support as well as small group teaching in our specialised inclusions hub.

Teaching assistants, pastoral officers and learning mentors will all work collectively to meet the needs of individual students. We will positively celebrate each individual's success and value the contribution that they will make.

The new building will be fully accessible.

Physical accessibility

All of our buildings and changing rooms are wheelchair accessible, with disabled toilets and lifts, allowing access to all floors.

Pastoral care

Mulberry Academy London Dock believes that incredible pastoral care is the backbone of high achievement.

We will nurture and care for all our young people so they flourish and become healthy, responsible adults. Each year group will have a Head of Year, and a tutor, who see them twice each day, and who will develop a strong ethos and community within the school. This will include rewards, trips and activities and a comprehensive programme for the teaching of PSHE.

We have highest expectations of students' behaviour and will develop our young people to be passionate about their learning, respectful towards others, innovative, creative, determined and to work for excellence in everything they do.

Extracurricular activities

At Mulberry Academy London Dock we believe firmly in enriching our students' lives both inside the classroom and outside. This will include:

Leadership programmes such as Duke of Edinburgh's Award and Model UN, sports - competitive and recreational, residential and overseas trips, outdoor education and our Mulberry STEM Academy, in partnership with Mercedes-Benz Grand Prix Ltd.



Our Curriculum

In belonging to the Trust, students at the new school will benefit from what has been achieved in the past through understanding the wider world for which we are preparing our students, through upholding social cohesion and a good social mix as well as knowing the impact of systemic disadvantage on educational achievement and social mobility, working hard to eradicate it.

We know that networks of support are essential for young people in their early careers that are often started at school, everything possible is done and will continue to be done to make connections and foster relationships with external partners in higher education, business, industry, the arts and the sciences in support of students in the Mulberry family.

What we will provide at Mulberry Academy London Dock will be enticing and attractive. It will build community cohesion through our extended school provision in the same way that we do at all our schools. It will offer the chance to develop a sense of self as a young person, to decide their place in the world and to articulate their power to achieve.

It will help young people encounter a holistic view of gender roles that grounds its power in equality, sensitivity and shared control. The school will model together a world in which there is a 'partnership of equals' between women and men, boys with girls - a world where diversity and rich cultural and religious heritages are valued and respected - a world in which voices are heard and control is negotiated.

There will be an emphasis on high quality subject teaching supported by high quality support for learning and intervention. Inclusion services will encourage personal development and there will be excellent pastoral care. Leadership will be strong with high levels of expertise in education, through knowledgeable, committed and challenging governance.



Job Description

Job Title:	Principal
Reports to:	CEO Mulberry Schools Trust & overseen by Executive Principal
Salary scale:	Competitive and commensurate with experience within Group 7 of Headteachers pay range (inner London)
Duration:	Permanent
Start Date:	September 2024

Key Accountabilities, Leadership Duties and Responsibilities

The Principal will be responsible for providing outstanding leadership of Mulberry Academy London Dock, promoting its culture, ethos and embodying the Trust's vision and values by ensuring the highest standards and expectations in teaching, learning, behaviour and management, community engagement and resource management.

This job description reflects and references the DfE Headteacher Standards 2020

The Headteacher will:

- Work in partnership with the CEO and trustees to set the overall strategic aims and objectives for Mulberry Academy London Dock, setting high professional standards and expectations and ensuring stretching targets are embraced at all levels
- Recruit and retain staff of the highest quality available and work to ensure that the staff are deployed to maximum effect with regard to the quality of education provided
- Demonstrate passion and enthusiasm for a new school provision
- Lead the development, communication and implementation of Mulberry Academy London Dock' strategic plan and School Improvement Plan
- Actively promote and demonstrate creatively, innovation and the use of technologies to achieve excellence in all aspects of curriculum development and delivery
- Ensure that Mulberry Academy London Dock provides an effective learning environment based upon a sound and consistently applied policy for positive behaviour for learning
- Determine, organise and implement a diverse and dynamic curriculum supported by effective assessment methods
- Ensure that effective teaching and learning is at the heart of all strategic planning and resource allocation and ensure value for money at all times.
- Promote a culture of reflective and personalised learning where all students are required to be engaged in their own learning and achievement of success
- Promote the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standards for teachers' professional development
- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement and individual needs

- Develop and embed strategies, which ensure the highest expectations of attendance and behaviour for students to support effective learning
- Ensure that the resources of the Mulberry Academy London Dock are managed effectively and efficiently to support the highest levels of aspiration and achievement for the students
- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- Provide information and objective advice to the Trust Board and its sub-committees to enable them to meet their statutory, governance and leadership responsibilities
- Present an accurate and coherent account of the Mulberry Academy London Dock performance to its stakeholders
- Ensure compliance with the requirements of all relevant auditing, employment and health and safety legislation and guidance
- Ensure that appropriate financial controls are in place and regularly reviewed and monitored
- Ensure that the structures and ways of working of the Mulberry Academy London Dock support the vision and ethos of Trust Board, including the proactive promotion of equality of opportunity and diversity

Teaching and Learning

The postholder is also required to carry out the duties of a schoolteacher as set out in the Schoolteachers' Pay and Conditions Document and such specific duties form part of this job description. This is true of all headteachers / principals within the Trust – how this commitment is determined by individuals varies in accordance with their other duties and responsibilities.

All staff have a teaching commitment which will involve:

1. Planning and recording of lessons.
2. Maintenance of pupil and class records.
3. Completion of pupils' subject reports and profiles.
4. Assessment, monitoring and evaluation in line with the school's policy.
5. Setting of pupil targets;
6. Setting and marking or regular homework.
7. The maintenance and care of all resources and stock.
8. Attendance at department/faculty meetings.

Responsibility post holders are accountable to the Head of Department/Faculty in all matters relating to the teaching of their subject.

The Headteacher is expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

To ensure the highest quality teaching and learning at Mulberry Academy London Dock, the Headteacher will:

- Establish and sustain high-quality, expert teaching across all subjects and key stages, built on an evidence-informed understanding of effective teaching and how students learn
- Ensure that effective strategies are in place, closely monitored and reviewed, to continue to rapidly close the gap for disadvantaged students and other vulnerable groups
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- Ensure effective use is made of formative assessment to shape and develop the curriculum

Leadership and Management of People

- Line management responsibility for the senior leadership team.
- Strategic responsibility for all teaching and support staff teams in the school.
- Leadership responsibility of the whole curriculum.
- Leadership responsibility for pastoral care, behaviour and conduct of pupils.
- Leadership responsibility for parents / carers and other stakeholders of the school
- Leadership responsibility for governance and support for the work of the governing body

Equality, Diversity and Inclusion

- Promote and lead on Equality, Diversity and Inclusion matters at Trust level
- Adhere to the Trust's policies and ensure anti-discriminatory practice in all aspects of the role.
- Leadership responsibility for ensuring compliance with equality legislation as a minimum, and demonstrate a deep understanding of the need to take positive action to address systemic and structural disadvantage.

Safeguarding

- Take responsibility for safeguarding and promoting the welfare of children and young people and to follow the Mulberry Schools Trust and Local Authority child protection procedures.

Health and Safety

The Headteacher has the responsibility to provide visible leadership to the whole school so that staff feel motivated, supported and empowered to focus on their roles at school.

- Ensure that the school is following the Trust health and safety policies and has effective arrangements for managing the real health and safety risks at the school.
- Maintain effective communications with employers, governors, trustees and the school workforce, and give clear information to pupils and visitors, including contractors, regarding the significant risks on site.
- Responsibility for the management of school site security.
- Make sure that the staff have the appropriate training and competencies to deal with risks in their areas of responsibility.
- Consult and work with recognised TU safety representatives/employee representatives and safety committees.
- Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly.

In addition to this, the Health and Safety at Work Act (1974) places duties on all employees:

- To take reasonable care for their own Health and Safety and that of other persons who may be affected by the individual's acts or omissions at work;
- To co-operate with management to enable them to carry out their duties and comply with all relevant Health and Safety legislation;
- Not intentionally nor recklessly to interfere with or misuse anything provided in the interests of health, safety or welfare;
- To assist management/leaders in preparing, implementing and updating all relevant risk assessments for their area of responsibility.

Person Specification

Qualifications and experience

- Qualified teacher status and evidence of further professional development
- Proven track record as an outstanding senior leader with experience and a successful track record at least at Deputy Headteacher/ Headteacher level within a London or an inner city academy or equivalent learning environment.
- Relevant management development training relevant to headship, (for example educational leadership such as the NPQH or a similar qualification)
- An inspirational and innovative strategic education leader with a personal and professional commitment to the delivery of the highest levels of performance and achievement in every student and every teacher
- Has demonstrable evidence of being an outstanding teacher with a relentless focus on raising standards for all students
- Has evidence of a deep and impactful commitment to the education of girls and women

Knowledge

- An understanding of current national policies, curriculum developments and the statutory and legal framework within which a school operates
- An appreciation of the challenges and social context of the school's catchment area, in particular the issues facing young people within the school's catchment area
- An understanding of appropriate strategies that will contribute to the further raising of pupil attainment, in a school with a high proportion of pupils for whom English is an additional language
- An understanding of the issues of inclusive education and proven experience in the effective development of practices to support this concept
- An understanding of how to lead a team of diverse people with understanding of issues of Equality, Diversity and Inclusion
- Understanding and implementing the requirements of whole school strategy in high quality learning and teaching
- Experience of leading staff in the improvement of learning and teaching
- Knowledge of developments in the safeguarding and pastoral care of pupils
- Understanding and implementing all aspects of strategic and whole school planning
- Ability to manage whole school budgets and resources successfully
- A thorough understanding of the opportunities which new technology (including ICT) presents to enrich and enhance teaching and learning, management and administration and the wider school community

Skills

- The ability to effectively manage the process of change, including monitoring and the setting of targets
- Demonstrate strategic thinking and planning to realise the vision and aims of the school.
- The ability to process, analyse and use data to inform decisions
- Has proven ability to raise standards of learning and teaching by working through others
- Possesses good interpersonal, written, and oral communication skills
- Has presence and the ability to make points clearly, to listen, understand and respond in a variety of situations
- Effective and efficient financial and resource management skills
- Has proven excellence in pastoral care of children and young people

Personal attributes

- Resilience and the ability to manage in high pressured environments
- Ability to deal with pressure effectively and sanguinely
- Presents a positive role model in carrying out duties and when representing the school
- Can work and lead effectively as part of a team
- Has the ability to take feedback constructively
- Possesses integrity and relate appropriately to inspire commitment, enthusiasm and confidence from staff, pupils, governors, and parents in promoting the values, ethos and standards of the school

Candidates should demonstrate how they meet these selection criteria in their application form, their supporting statement and the selection interview, including supporting tasks.

We are committed to being an equal opportunities employer and actively encourage people from a wide variety of backgrounds, experience and skills to join us and influence and develop our working practice. We particularly encourage applications from Black and global majority people, and candidates who are disabled. All disabled candidates and who demonstrate that they meet the essential criteria will be invited for an interview, in line with the Equality Act 2010.

Successful candidate appointment will be subject to conditional satisfactory checks such as a Enhanced DBS.

This job description and person specification is correct at the date of publication and may alter over time as the needs of the Trust change. The job description will be discussed as part of the Trust's appraisal policy and may be amended after discussion with the post holder.

How can I apply?

We have an online application form on the TES website, and also request that you complete a covering letter explaining why you are the perfect person for this rare and exciting opportunity. Please be aware that we can only accept any CV's for this post if they accompany the application form and letter.

We welcome applicants to inform us if you need any particular adjustments, arrangements or access needs as part of the recruitment process. We are also able to provide large font print job pack, BSL interpreters, and audio versions of our job pack on request. We will also accommodate alternative application methods should they be requested.

If you have any questions about the role or the process, please get in touch with Shruti Kainth, Acting Director of HR - skainth@mulberryschoolstrust.org

Closing Date:

Monday 27th November 2023, 12noon

Interview Date:

The interviews will take place across two days on Wednesday 6th and Thursday 7th December 2023

Visits to the School:

Candidates are invited to visit the school in the week commencing 13th November 2023 - to arrange a visit, please contact Shruti Kainth.

Post Start Date:

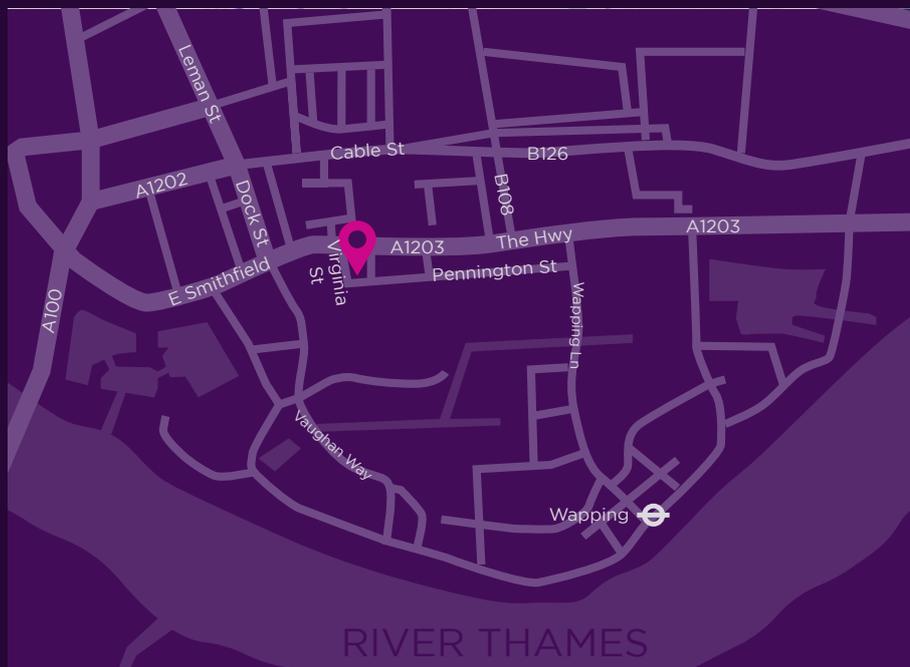
September 2024

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require a satisfactory Enhanced DBS clearance. We are dedicated to equality and valuing diversity.

Candidates who are selected for interview will be informed following the shortlisting process and full details of the interview will be provided.

We will seek references on all shortlisted candidates and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

How to find us



Planning your journey

Mulberry Academy London Dock is located on Virginia Street in the London Borough of Tower Hamlets.

Use this helpful map to find your way to us!

By Tube

We are a short walk from Shadwell station on the DLR or Overground network (approx. 13 mins walk), as well as Whitechapel on the District Line (approx. 10 mins walk).

By Bus

Number 100.

By Bike

Secure cycle parking bays will be available on the school site.

Mulberry

Academy London Dock

Mulberry Academy London Dock
10 Virginia Street
London
E1W 2AD

☎ 0207 790 6327

✉ mulberrylondondock@mulberryschoolstrust.org

🌐 www.mulberrylondondock.org

Part of the

Mulberry

Schools Trust

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🌐 www.mulberryschoolstrust.org