



Meridian
Trust

Headteacher

Great Ouse Primary Academy

Recruitment Pack



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Welcome from our CEO, Mark Woods



Thank you for your interest in joining the Meridian Trust family.

The success and growth of our Trust has been based on remaining focused on some critical principles:

- Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.
- We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing

to our common values, practices, curriculum approaches and operational systems

Since 2011, thanks to the fantastic work of our staff, our Trust has grown from 1 to 29 academies whilst retaining our focus on working within an area that enables easy movement between our schools. From first developing an application in 2007 to open schools in the new town of Northstowe, we have been committed to the vision of being an all-through and all-inclusive Trust. Our Trust currently consists of 14 primary schools, 12 secondary schools and 3 special schools. We are also currently developing 3 free school projects within our region.

Meridian also plays a key role in the wider development of education in the region. We are the home to the Cambridge and Peterborough Teaching School Hub and operate a vibrant Initial Teaching Training provider that trains upwards of 100 teachers annually. In addition, our commitment to the local community as an extension of our village college ethos means that we host a range of activities in our schools, including providing leisure and educational opportunities.

If being part of a dynamic, compassionate and dedicated group who believe we can really improve young people's life chances and opportunities by working together appeals to you, we very much look forward to receiving your application.



A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long-term projects matured and our relationship with Sharnbrook Academy Federation – which Lincroft Academy used to be part of – emerged.

We are currently a family of 29 academies (including 14 primary, 3 special and 12 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. As a lead partner in the Cambridge and Peterborough Teaching School Hub and an ITT provider through the Cambridge Partnership we retain a strong commitment

to growing and supporting staff throughout their training and career development. We have a proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. No trust academy has ever undergone an OFSTED inspection resulting in anything other than an improved outcome. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.





Trust Vision, Mission and Values

Meridian Trust Vision

Meridian Trust exists to provide, support, and champion high-quality education at the heart of local communities.

As members of the Meridian family, Trust academies aim to unite their pupils, families and other local stakeholders around this common purpose to share experience and resources, to improve standards and to maximise our contribution to their wider communities.

Our vision, mission and values guide and bring together each of the Trust's academies.

Our Vision:

High-quality educational provision for all at the heart of local communities.

Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Every child is a successful learner, confident individual, and responsible and employable citizen
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders

Our Values:



Achievement for all

We offer a curriculum that supports all our students. We provide you with the opportunities to maximise your potential in the Trust



Valuing People

Staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported



High Quality Learning Environment

Students develop a lifelong love of learning. We offer you excellent targeted provision for professional development at each career stage



Pursuit of Excellence

Our curriculum stretches and challenges students. You will be similarly encouraged to develop aspirational personal and professional goals



Extending the Boundaries of Learning

We provide a breadth of experience through the curriculum and beyond. Staff can access a range of learning opportunities that go beyond traditional training



Welcome from Executive Principal, Shelley Flynn



Thank you for your interest in the role of Headteacher at Great Ouse Primary Academy.

Meridian Trust wishes to recruit a headteacher to lead Great Ouse Primary Academy, ideally from September 2023.

We are looking for someone who is dedicated, hardworking and passionate about education and will lead our school into the next phase of its development.

About Great Ouse Primary Academy:

Great Ouse Primary Academy provides a high-quality of education and is an inspiring school to work in and is now looking to appoint a leader who can build on these already very strong foundations.

Great Ouse Primary Academy opened as a brand-new primary academy in

September 2017, as part of the Sharnbrook Academy Federation (SAF), with a capacity for 420 pupils, aged from four to 11.

The school went on to join Cambridge Meridian Academies Trust in September 2021. We embarked on an exciting journey, merging our existing Trust (CMAT) with Cambridge Primary Academy Trust (CPET) – strengthening the overall offer for Primary – becoming Meridian Trust in April 2022.

Great Ouse Primary Academy is a school that thinks and dreams big for its pupils. Expectations are high for all who make up the Great Ouse Primary Academy community and these standards reflect the wonderful physical environment we have developed to enable children to flourish within and beyond the school walls.

Children flourish within and beyond the school walls. Children enjoy learning in our school; we have a rich and varied curriculum offer with extensive extra-curricular activities; our teaching staff benefit from outstanding continuing professional development, and we have very strong links within the local communities of King's Field and St Andrews, as well as North Bedford and the wider area. The school is a named feeder school for Lincroft Academy and Sharnbrook Academy, both part of Meridian Trust.

The staff at Great Ouse Primary Academy are committed to developing learners who are resilient, learners who are focused and learners who are aspirational in their goals;



learners well prepared to be successful citizens of the 21st century.

The school is a bright, modern, and inspiring learning environment with up-to-date technology and vibrant teaching and learning spaces for our pupils and staff.

Headteacher role:

As a headteacher working within Meridian Trust, you will benefit from the opportunities afforded to a mixed phase trust. Our schools are very well supported by the directorate teams of finance, IT, HR, and premises, as well as our knowledgeable Trustees. This enables us to give a level of technical support to our primary schools which would not be possible in a smaller trust. Primary headteachers meet regularly which enables the headteachers to develop primary practice and support each other.

The new Meridian Trust now includes 14 primary schools, 12 secondary schools and 3 special schools. Our ideal candidate will therefore be a natural team player, willing to contribute to the wider Trust aims and objectives. A commitment to collaboration will be at the heart of our educational improvement philosophy.

This position would suit someone who is interested in leading the development of teaching and learning to a high standard with innovative practice, likes to follow up on or initiate creative ideas, and wants to participate in developing a primary curriculum which is fit for the next generation. We are looking for someone with clear vision and a thorough understanding of the processes of school

leadership including self-evaluation, school development planning, efficient and effective deployment of resources, target setting and accountability to the School Academy Council (AC) and Trustees to ensure that the school continues to thrive and develops further.

The Headteacher will also contribute to our wider Meridian Trust aims and objectives. A commitment to collaboration is at the heart of our educational improvement philosophy.

improvement and raising standards; ensuring equality of opportunity for all; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for day-to-day management, organisation and administration.

A Meridian Trust Headteacher must have a clear appreciation of the values that shape our schools. This will be particularly demonstrable through their personal qualities.

Our team is driven by a strong moral purpose. "The Pursuit of Excellence" must underpin their approach and philosophy.

In summary, as you will experience from the outset on visiting Great Ouse Primary Academy, the children are at the heart of everything we do, and we believe that it is our duty to provide our children with the best possible opportunities. We are very fortunate to have a talented and hard-working staff who have high expectations of themselves and of the children. Our children achieve well and make good progress whatever their academic ability –



we are an inclusive school, and we have a strong SEND provision. Being situated in the heart of Bedford, we thrive on the support from our local community and our children benefit from this. Great Ouse Primary Academy is a welcoming, caring, and happy school and we are looking for a headteacher to join our team and be part of our wonderful school community.

Visits to our school are warmly welcomed and our website will also provide you with more information about our school. I look forward to receiving your application for this fantastic opportunity within school leadership. If you would like to arrange a visit or need more information on the application process, please contact our HR Officer Jenny Morton, email: jmorton@meridiantrust.co.uk

The closing date for applications is by midday on Sunday 21st May 2023. Your application should also contain a letter of application/supporting statement of no more than two sides of A4 (or approximate equivalence within the application form), outlining why you feel that you are the best fit for the requirements of this post. Preferably, your application should be completed via TES, however, your application can also be sent electronically to jmorton@meridiantrust.co.uk or by post to the school address on the front page of this booklet.

I look forward to hearing from you.

Your faithfully

Shelley Flynn

Executive Principal – Meridian Trust



Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of the Trust website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

Benefits:

Working with us brings with it a range of attractive benefits, including;

- Generous employer contributions to Local Government or Teacher Pension Scheme
- Free on-site parking
- Eyecare vouchers
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support to staff
- Cycle to work scheme
- Discounts on Dell and Microsoft IT
- Reduced staff membership to the facilities at Academy Leisure, Sawtry
- Free tea and coffee making facilities
- Generous sick pay and annual leave



How to apply

To apply please complete the online form on the TES. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

Closing Date: Sunday 21st May at Midnight

Interviews: Friday 26th May 2023

Applying:

For any questions about the application process please contact:

Jenny Morton, HR Officer
jmorton@meridiantrust.co.uk

Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.

We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.

Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students



Job Description– The responsibilities of this role are aligned to our core values

<p>Achievement for all</p> <p>The Headteacher will be expected to:</p>	<ul style="list-style-type: none"> • Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning • Ensure that learning is at the centre of strategic planning and resource management • Establish creative, responsive and effective approaches to learning and teaching • Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning • Demonstrate and articulate high expectations and sets stretching targets for the whole school community • Implement strategies which secure high standards of behaviour and attendance • Determine, organise and implement a diverse, flexible curriculum and implements an effective assessment framework • Take a strategic role in the development of new and emerging technologies • Monitor, evaluate and review classroom practice and promotes improvement strategies • Challenge underperformance at all levels and ensure effective corrective action and follow-up • Ensure the school fully contributes to Trust wide developments and implements Trust policies through school based procedures
<p>Values people</p> <p>The Headteacher will be expected to:</p>	<ul style="list-style-type: none"> • Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture • Build a collaborative learning culture within the school and actively engage with other partners to build effective learning communities • Effectively implement school and Trust strategies and procedures for staff induction, professional development and performance review • Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities • Acknowledge the responsibilities and celebrate the achievements of individuals and teams • Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory • Regularly review own practice, set personal targets and take responsibility for own personal development • Manage own workload and that of others to allow an appropriate work/home balance
<p>High quality learning environment</p> <p>The Headteacher will be expected to:</p>	<ul style="list-style-type: none"> • Produce and implement clear, evidence-based improvement plans for the development of the school and its facilities • Ensure that Trust policies are effectively implemented practices take account of national and local circumstances, policies and initiatives • Alongside the Executive Principal, manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities • With the Executive Principal recruit, retain and deploy staff appropriately and manages their workload to achieve the vision and goals of the school • Implement successful performance management processes with all staff • Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations • Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money • Use and integrate a range of technologies effectively and efficiently to manage the school



<p>The pursuit of excellence</p> <p>The Headteacher will be expected to:</p>	<ul style="list-style-type: none"> • 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 • Demonstrate the vision and values in everyday work and practice • Motivate and work with others to create a shared culture and positive climate • Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence • Ensure that strategic planning takes account of the diversity, values and experience of the school and community • Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes • Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation • Present a coherent and accurate account of the school's performance to a range of audiences including Academy Council /Trustees, parents and carers • Contribute significantly to Trust executive committees and ensure school colleagues similarly commit to collaborative working
<p>Extends the boundaries of learning</p> <p>The Headteacher will be expected to:</p>	<ul style="list-style-type: none"> • Build a school culture and curriculum which takes account of the richness and diversity of the school's communities • Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment • Ensure learning experiences for pupils are linked into and integrated with the wider community • Ensure a range of community-based learning experiences • Collaborate with other agencies in providing for wellbeing of pupils and their families • Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development • Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community • Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives • Co-operate and work with relevant agencies to protect children

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

All staff will be subject to an enhanced check with the Disclosure & Barring Service.



Person Specification

Candidates' suitability for the post will be assessed against requirements and expectations as set out in the National Standards for Headteachers. The Executive Principal and Local Governing Body will, during the formal interview stage, explore issues relating to safeguarding and promoting the welfare of children. Before making an application, candidates are asked to match their qualifications, skills, abilities and experience against the criteria listed below.

Person Specification – Headteacher		Assessment Key: A = Application Form I = Interview RE = Reference AS = Assessment		
Qualifications & Training		Essential	Desirable	Assessment
1	Qualified Teacher Status	✓		A
2	Good Honours Degree or equivalent (II,i or above)	✓		A
3	NPQH Award for all candidates where this is their 1st substantive post as Headteacher since 1st April 2009 (or undertaking course / ready to apply)	✓		A
4	Evidence of continuing professional development		✓	A/I
5	Evidence of leading professional development activity		✓	A/I
Safeguarding & Legislation		Essential	Desirable	Assessment
6	Operational awareness and understanding of legislative framework	✓		A/I
7	Evidence of strong understanding of child protection issues within a school environment	✓		A/I
8	Evidence of Safeguarding, Recruitment and Selection Training		✓	A/I
Knowledge, Skills & Experience		Essential	Desirable	Assessment
9	Evidence as an outstanding leader in a senior leadership role	✓		A/I/RE



10	Evidence of recent Senior Leadership experience in a school with a sixth form		✓	A/I/RE
11	Evidence of successful strategic leadership and management	✓		A/I/RE
12	Evidence of delivering 'Outstanding' results or above national expected rates of progress	✓		A/I/RE
13	Evidence of raising standards of teaching and learning	✓		A/I/RE
14	Evidence of both curricular and pastoral responsibilities	✓		A/I/RE
15	Evidence of managing successful change and innovation	✓		A/I/RE
16	Evidence of successful school financial management		✓	A/I/RE/AS
17	Excellent classroom practitioner	✓		A/I/RE/AS
18	Experience of working in schools in different contexts	✓		A/I/RE
19	Ability to foster and promote good relationships with all stakeholders	✓		A/I/RE
Personal Qualities		Essential	Desirable	Assessment
20	Clear thinker and optimistic and resilient person	✓		I/RE/AS
21	Excellent interpersonal and communication skills	✓		I/RE/AS
22	Think creatively and collegiately to solve problems and identify opportunities	✓		I/RE/AS
23	Clear, fully inclusive, educational philosophy	✓		A/I/RE
24	Commitment to continual improvement and challenging norms	✓		A/I/AS

