



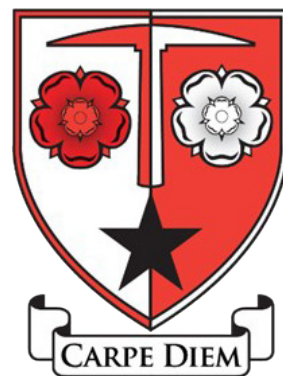
AUDENSHAW SCHOOL

Principal

Candidate Pack

Building Exceptional Young Men





Letter from our Chair

Dear Candidate

Thank you for your interest in the post of Principal at Audenshaw School. I hope you find the information provided useful and informative.

Following the promotion of the current postholder, we are seeking a new Principal who can build on the success of the school and take it forward on the next step of its journey.

The school first opened in 1932, and our core values reflect our respect for tradition and our forward thinking ethos. We are proud of what our boys achieve, both academically and in sports, arts and the wider community.

Results have been on a significant upward trend since 2016. In 2019, P8 was +0.41, which when contextualised for boys is one of the highest achieving non-selective schools in the region and in the top 4% nationally. English and maths are lead departments with progress in the top 5% and P8 was consistently above national in all areas for all ability profiles and groups. Headline attainment in English and maths at 9-4 increased by 11% to 88% in 2019 and for 9-5 increased by 8% to 63%. When contextualised for prior attainment this was in the top 2% nationally. Every single subject in the curriculum achieved higher results than national comparatives both for attainment and progress in 2019.

You will be an inspirational leader with a proven track record of school improvement. You will be able to build strong relationships with the school community in order to deliver the best outcomes for all our students whatever their circumstances.

As Principal of Audenshaw School you will be the focal point and interface of the wider school community. Working with parents, LA, local and national community representatives, RSC, DfE, etc. you will continue the work, already underway, to seek out new challenges and initiatives that will further broaden the impact and reputation of the Trust.

If you share our vision and values, we would very much welcome your application for the post of Principal of Audenshaw School.

Yours sincerely

Terry Hall
Chair of Board of Trustees

Our Mission

Our school aims to provide a quality education in a caring community based on values of respect, responsibility and resilience and a relentless pursuit of excellence in all that we do.

Our Vision

Our School will be recognised as a fully inclusive, aspirational, high achieving centre of excellence, firmly rooted in the local community.

We will create, develop and maintain a challenging and stimulating personalised learning environment where no student is overlooked or left behind and where teaching and learning is high quality, inspirational and innovative.

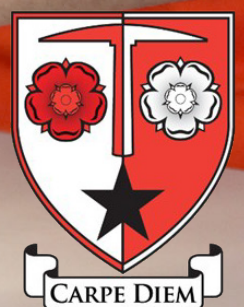
We will consistently have high academic standards and expectations for every individual and continue to place considerable value on sport and healthy living and developing strong links with the community.

All members of our school community will be valued and every success will be celebrated.

Our School will maintain a safe, secure and caring environment in which to work and learn.

Our Values

- Respect
- Responsibility
- Resilience





Job Description



Post Title:	Principal
Post Purpose:	<p>To lead in achieving the School's vision and modelling and supporting the School's values. Leadership and management of the school in all aspects of school improvement.</p> <p>Formulating the vision, aims and priorities of the school, establishing the policies through which they shall be achieved. To manage staff and resources to achieve the vision, aims and priorities and monitoring progress towards their achievement.</p>
Reporting to:	Board of Trustees
Line Management:	Vice Principals and Business Services Managers
Liaising with:	Senior Leadership Team, Curriculum Leaders, Trustees, Staff and Parents/Carers.

Responsibilities:

Core Purpose

- Effectively manage teaching and learning.
- Promote excellence, equality and high expectations for all students and staff.
- Provide vision, leadership and direction.
- Evaluate the school's performance and identify priorities for continuous improvement.
- Effectively deploy resources to achieve the school's aims.
- Carry out day to day management, organisation and administration.
- Secure the commitment of the wider community.
- Create a safe and productive learning environment that is engaging and fulfilling for all students.
- Strengthen parental engagement.

- Work effectively with external stakeholders such as the Department for Education, Local Authority, Regional Schools Commissioner etc.

Key Responsibilities

Strategic direction and shaping the future

- Identify priorities and targets and ensure that through a process of self-evaluation we are meeting our objectives.
- Work with key stakeholders to maintain a shared vision and create future strategic plans which will inspire and motivate students, staff, parents/carers and the wider community.
- Ensure that strategic planning takes account of diversity, values and experience of the school and local community

Job Description *continued*

Leadership

- Provide inspiration and strong leadership to the staff team to ensure that the school continues to deliver the highest standards of learning.
- Ensure the school's vision is clearly articulated, understood and acted upon effectively by all.
- Lead by example and embody the school's vision for the students, staff, Trustees and parents/carers of the school.
- Keep staff, parents/carers, Trustees and the local community informed of progress and key developments.

Learning and Teaching

- Continue to raise the quality of teaching and learning within a high expectation learning culture.
- Maintain a consistent and continuous school wide focus on student achievement using data, benchmarks and feedback to monitor progress in every child's learning.
- Create a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning.
- Assess, monitor and evaluate the quality of teaching standards and the delivery of the curriculum across the board in order to build on success and identify and act on areas for improvement.
- Demonstrate and articulate high expectations and set challenging targets for the whole school community.
- Maintain and develop our curriculum and enrichment activities.
- Self-evaluate to ensure that the school continues to develop a holistic approach to developing its students.
- Ensure that parents/carers are appropriately engaged and included in their children's development.

Staff Management and Development

- Develop effective relationship and communications which underpin a professional learning community enabling everyone in the school to achieve.
- Create an organisational structure which reflects the school's values and enable management systems, structures and processes to work effectively in line with key priorities.
- Ensure effective planning, allocation, support and evaluation of work, ensuring clear delegation of tasks and devolution of responsibilities.
- Provide opportunities for growth and continuing professional development of the staff by creating an inspiring, professional work environment and modelling behaviour consistent with the school's values and aspirations.
- Ensure that staff receive regular performance reviews and have individual professional development plans to address skills gaps.
- Recruit and retain a high-quality leadership and staff team and deploy staff effectively in order to improve the quality of education.
- Ensure that staff wellbeing is emphasised as part of recruitment and retention.

Organisation – Managing Systems and Resources

- Provide effective organisation and leadership of the school and seek ways of improving organisational structures and functions based on rigorous self-evaluation.
- Use and integrate a range of technologies effectively and efficiently to manage the school.
- Manage and organise estates efficiently and effectively to ensure that all school buildings meet the needs of the curriculum and health and safety regulations.



Job Description *continued*

- In consultation with Board of Trustees, agree and set appropriate priorities for expenditure, allocate funds and ensure systems are in place for the effective administration and control of school budgets in partnership with the Chief Finance Officer.
- Manage the School's financial and human resources effectively and efficiently to achieve the School's educational goals and priorities.

Accountability

- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Create and develop an organisation in which all staff recognise that they are accountable for the success of the school.
- Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including parents/carers and the local community.
- Ensure that parents/carers and students are well informed about the school's direction, priorities, curriculum and student's attainment and progress.

Community

- Create and maintain effective partnerships with parents/carers to support and improve student's achievements and personal development.
- Build on existing links with other schools/academies so that we can ensure that our students are fully ready to manage and experience as soon a transition as possible.
- Continue to develop a school culture that takes account of the richness and diversity with the school community.
- Actively promote the school as a centre of excellence for education and families in the local community.

The School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for job applicants, or continued employment for any employees, in accordance with our responsibilities under the Equality Act 2010.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.



Person Specification

	Essential	Desirable
Professional Qualifications		
• Qualified Teacher status		✓
• Achievement of a certificated/nationally recognised leadership qualification	✓	
• Achievement of graduate level qualification	✓	
Experience and Knowledge		
• Display a confidence in tracking, identifying and implementing relevant legislative change, major curriculum innovations and current themes in education	✓	
• A current knowledge and understanding of key stages three and four	✓	
• The ability to provide guidelines and models of high-quality teaching	✓	
• Knowledge of how the needs of all students can be met through high-quality teaching	✓	
• Demonstrate experience of successful line management and staff development	✓	
• A proven track record of the effective implementation of a range of behaviour management strategies	✓	
• Ability to develop strategies that encourage parents/carers to support their children's learning	✓	
• An understanding of, and enthusiasm about, the potential of new technology as an educational and managerial tool		✓
Professional attributes and skills		
• An inspirational and empathetic leader who can build an excellent team	✓	
• A demonstrated ability to meet all National Standards of Excellence for Headteachers in relation to this appointment	✓	
• Knowledge of the strategic financial planning, budgetary management and application of principles of best value in an academy	✓	
• Effective verbal and written communication and interpersonal skills	✓	
• Development of effective CPD programmes	✓	
• Ability to build effective working relationships	✓	
• Experience of having created, driven, and delivered change programmes through effective leadership	✓	
• A proven track record of raising student achievement across a wide range of abilities and cultural contexts	✓	
• Experience of managing large data sets and ability to use them to improve the academy's and individual performance	✓	
• Ability to put an academy's vision into practice and to do so working effectively with the whole academy community	✓	
Professional development		
• Evidence of regular, recent and appropriate professional development for the role of Principal	✓	
• Completion of approved 'safer recruitment' training or a commitment to do so before taking up post	✓	
• Successful and substantial leadership as a Deputy Headteacher/Principal in a secondary phase establishment	✓	
• Ability to create and maintain a culture where professionals continuously challenge themselves, are focused on their own professional development and always seeking to improve the quality of teaching and learning	✓	
Personal Qualities		
• Commitment to uphold the 7 principles of public life (The Nolan Principles) at all times	✓	
• Ability to lead with a clarity of purpose and a fundamental belief in the inherent capacity of all children to achieve	✓	
• Vision to successfully lead a high-calibre team working in a high-achieving academy	✓	
• Ability to work with challenging circumstances in pro-active ways, set high standards, and stimulate a sense of personal and collective achievement and pride	✓	
• Ability to build relationships and networks with external people and organisations and work in partnership with local community networks and other professional and business partners		✓
• Commitment to maintaining confidentiality at all times	✓	
• Commitment of safeguarding and equality ensuring that personal beliefs are not expressed in ways that exploit the position	✓	



How to apply:

If you wish to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at **Academicis: Ross Laird:** rlaird@academicis.co.uk – 01223 907979/07901 585959.

Please complete the application form and supporting statement within, where you should set out the relevant experience, skills and competencies that you will bring to the role – this should be no more than 3 sides of A4.

Please email your application to: **Ross Laird at Academicis: rlaird@academicis.co.uk**

Closing date: **Wednesday 15th September 2021**

Shortlisting date: **Friday 17th September 2021**

Interview dates: **Wednesday 22nd and Thursday 23rd September 2021**

Audenshaw School

Hazel Street
Audenshaw
Manchester
M34 5NB



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