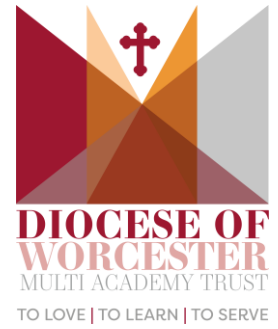




Headteacher Application Pack



The Pinvin Federation of Schools Pinvin CE First School and St Nicholas CE Middle School

Required for September 2023

(Or earlier by agreement)

Salary: Leadership Group Pay Range L15-21

We warmly invite all those who are interested in this post, to contact the school directly to arrange a visit.

Tel: 01386 554196

Email: office@pinvinfed.co.uk

Website: www.pinvinschool.co.uk

BE HAPPY, GROW AND FLOURISH

The Pinvin Federation of Schools is part of The Diocese of Worcester Multi Academy Trust, which is a charitable company limited by guarantee and registered in England and Wales with registered number 10390487.

Its registered office is at Field House, 29, Sansome Walk, Worcester, WR1 1NU

The Pinvin Federation

The Pinvin Federation of Schools, formed in 2014, has enabled both schools to collaborate and share best practice in unique and exciting ways. Staff are rightly proud of our Federation's secure, caring environment, based on a strong Christian Vision, where everyone is valued and respected as part of an excellent learning community. The schools are fully inclusive and welcoming to those of all backgrounds and faiths; all individuals are respected, supported and nurtured. Both schools share the same site and the same Governing Body – known as the Local Academy Board (LAB).

In February 2017, the two schools joined the Diocese of Worcester Multi Academy Trust (DoWMAT) and now benefit from this dynamic collaborative network of 15 academies and the extensive school joint working and improvement support the Trust offers. Recent Ofsted visits have deemed St. Nicholas CE Middle School to be Requires Improvement (June 2021) and Pinvin CE First School to be a good school (March 2020).

As Church of England academies, our Christian Vision is deeply rooted in a strong Christian tradition and it is our aim to develop happy, young people with enquiring minds, a spirit of curiosity, respect for themselves, others and the environment, so that they will have the skills, resilience and adaptability to thrive in a rapidly changing world.

The theological underpinning of our Vision comes from the words of Jesus: "I have come that they may have life and have it to the full." John 10:10, and Proverbs 18:15 "Wise men and women are always learning, always listening for fresh insights."

Our vision and values are promoted in all aspects of school life; they underpin our teaching and learning and help us provide an environment which supports pupils to develop into confident, happy citizens. All members of our school community are expected to act in accordance with these values and to promote an ethos where care and respect is shown to everyone. In this way, we fulfil the vision of the Diocese of Worcester Multi Academy Trust - by enabling all to flourish both as individuals and in community with each other; living life in all its fullness (John 10:10).

All staff remain committed to ensuring our pupils have the opportunity to excel, achieve their very best and fulfil their ambitions. A key driver in achieving this, is our partnerships with parents, our local church, our partner DoWMAT academies, the wider Diocese, and other schools in the local pyramid. We value the support our parents and stakeholders provide and are fully appreciative of the role they play in enriching our children's experiences.

The schools have recently experienced some changes in staffing and are looking to recruit a Headteacher with the skills and experience to take the schools forward into a new period of development. Ideally, we are looking for someone who;

- ✓ Can clearly articulate a compelling vision of educational excellence
- ✓ Is passionately committed to developing the distinctive Church of England ethos
- ✓ Inspires, leads and motivates all staff and pupils to give of their best
- ✓ Is committed to the Trust's vision of inclusive education
- ✓ Can build excellent relationships with all stakeholders and partners
- ✓ Is committed to leading the development of collaboration with neighbouring schools and wider Trust academies

In return, we offer you:

- ✓ The opportunity to be part of a successful extended leadership team across the Trust

- ✓ CPD, professional support and career development in a highly successful and growing organisation
- ✓ High levels of support as you work to improve outcomes for children

About the Schools

St Nicholas C E Middle School is currently a three-form entry school for pupils in Years 5, 6 and 7. Currently, there are 211 pupils on roll.

The school serves a rural area to the north of Pershore and children transfer to St Nicholas from seven designated feeder First Schools but also attracts children from other first schools outside the Pershore Pyramid. There is close liaison between St Nicholas and its feeder schools with the headteachers meeting regularly to plan transfers, curriculum sharing and other wider curriculum opportunities. Staff join together for cluster CPD opportunities.

Our school has something to offer every child with a focus on ensuring that our creative curriculum meets the needs of all our children. We have a talented, caring, enthusiastic staff team who are dedicated and passionate about children's learning. We have a range of specialist facilities and resources and a modern foreign language specialist teacher. There is a wide range of out-of-school activities, and the school is particularly proud of the sports and charitable work inspired and originated by the children.

Most of the children transfer to Pershore High School and there is close collaboration to make this transition as smooth as possible for all the pupils.

Our focus over recent months has been to review our curriculum provision, strengthen our leadership capacity and develop exciting teaching and learning opportunities for all our pupils. We are looking forward to continuing this work with our new Headteacher from September 2023.

Pinvin CE First School is a one form entry school for pupils in Years, R,1, 2, 3 and 4. Currently, there are 116 pupils on roll.

The school serves the village of Pinvin to the north of Pershore but also attracts pupils from both Pershore and the surrounding rural area. The school has recently opened a new Pre-school class following the closure of the Village Pre-school and this is proving to be very popular.

The sense of community can be felt throughout the school. We operate within a happy and vibrant ethos where children work co-operatively, are enthusiastic about their learning, and are motivated to achieve their best. The quality of education we provide is shaped by a deep understanding of the needs of our pupils. All staff firmly believe in ensuring the children receive a well-rounded curriculum, nurturing a culture of high expectations and a consistent demand for excellence.

One of the benefits of the Federation has been the opportunities our Pinvin CE First School pupils have to access the Middle School buildings, facilities, and the skills of the subject specialist staff. This has supported the provision of a rich and exciting curriculum for all our pupils.

Currently the Pershore Pyramid is undergoing a Change of Age process which will ultimately see these two schools becoming one primary school. This is a process that will take several years to complete and so the new Headteacher will need to be experienced and prepared to manage a period of change, in order to bring this to a successful conclusion.

Letter from the Chair of the Local Academy Board

Thank you for your interest in the post of Headteacher for our two schools. We hope you will find the enclosed information pack useful and look forward to receiving your application. Please also look at our brand-new website which we have just relaunched: www.pinvinschool.co.uk We would encourage you to visit our schools as we firmly believe this is the best way for you to meet our staff and find out first-hand what we can offer. I would also be delighted to meet or talk to you about our schools.

It is my privilege to be Chair of Governors and both myself and our Local Academy Board are incredibly proud of our schools. We work closely with the schools and the leadership team and have an intense desire and commitment to ensuring the best educational outcomes for our children from Pre-school through to Year 7 and onwards; maintaining a supportive, caring and safe environment for learning whilst preserving the ethos of each individual school. We are also proud of our strong links with the church and with the Diocese. The vicar of our local church and Pershore Abbey is an active member of the Local Academy Board, and the schools and children greatly benefit from this important relationship. Our Christian values are an integral part of the schools' ethos; empowering all of our children to be happy, grow and flourish.

The schools play an important role in our immediate community but, because we attract children from a wider area, we also have important connections with parents, children and stakeholders from other communities. In recent years, we have worked hard to increase our profile and enhance our engagement through newsletters, social media and other communication channels and this remains an important priority.

In 2017, we decided to join the Diocese of Worcester Multi Academy Trust (DoWMAT) and have since benefited from being part of an increasingly strong partnership of diverse academies throughout Worcestershire, all determined to work collaboratively and share good practice. This ensures we keep up to date and never feel isolated in an increasingly challenging educational landscape. I know our new Headteacher will be welcomed into this group and will appreciate the additional strength and support being part of such a partnership brings.

In September 2022, we opened an onsite pre-school which is already proving extremely popular. We have also launched our new vision underpinned by 6 core values: Respect, Community, Joy, Hope, Peace, and Wisdom. Our vision and values are at the heart of what we want to achieve and are shaping our journey of further strengthening the quality of education, joy of learning, pupil experience and behaviours building on the excellent work that has already been done.

Regards,
Trevor Knight
Chair of the Pinvin Federation of Schools

Message from the Chief Executive Officer of the Diocese of Worcester Multi Academy Trust (DoWMAT)

Thank you for your interest in the post of Headteacher for the Pinvin Federation of Schools; Pinvin C of E First School and St Nicholas C of E Middle School.

This role provides an exciting opportunity for an inspirational system leader to work with the staff at the Federation to rapidly improve outcomes for all children across two schools. We are looking to appoint an

outstanding leader who naturally inspires others and is passionate about teaching and learning. The successful candidate will be a highly effective and knowledgeable practitioner with a proven track record in leading teaching and learning, and in securing excellent outcomes for pupils. It is important that the successful candidate is able to gain the trust and confidence of all stakeholders and champion the mission of both schools. Applicants should be driven by a commitment to create the best possible educational opportunities for all children.

The Pershore pyramid is currently undergoing a period of change following a successful application by three of the area's first schools to become primaries. This has resulted in a drop in the demand for places in our middle school classes and will ultimately result in an amalgamation of the two schools – plus a further change to become a primary school feeding into Pershore High School. Our new Headteacher will, therefore, need to be confident in managing change, engaging stakeholders and supporting staff to ensure the success of the school moving forward.

The Pinvin Federation of Schools joined the Diocese of Worcester Multi-Academy Trust (DoWMAT) in April 2017. From January 2023, the DoWMAT will serve 16 academies within the Diocese of Worcester, which encompasses the Local Authorities of Worcester and Dudley. All are deeply committed to implementing a collaborative approach to developing and securing excellent educational provision for all our pupils.

There is potential within this post for the new Headteacher to become a system leader, working and sharing expertise across a range of DoWMAT academies. As such, it should be of interest to candidates looking to extend their career and professional development into an exciting, new, collaborative direction.

It is important that the successful candidate fully understands the Vision and Values of the Trust (included in Appendix 1 of this Pack) and is able to support Pinvin C of E First School and St. Nicholas C of E Middle School as DoWMAT schools.

I would recommend, as part of your considerations for this post, that you contact our DoWMAT offices so we can explain our offer to each DoWMAT academy. We also have a website with information about our services which we would recommend you take a look at;

www.dowmat.education

I know our Headteachers would also be happy to have a conversation with interested candidates regarding what it means to be part of our DoWMAT family, should you wish to contact any of them.

May I take this opportunity to encourage you to apply and to wish you all the best for a successful application.

Regards,
Claire Davies
CEO DoWMAT

The Recruitment Process and Key Dates

Thank you for requesting an application pack for the position of Executive Headteacher of our two schools.

In the pack, you will find an application form and a job description, along with essential and desirable qualities for the position. More information about the schools, including the latest Ofsted reports, can be found on our websites at www.pinvinfed.co.uk

Please ensure that your application form and covering letter endeavour to evidence all the aspects of the Executive Headteacher's role as outlined in the person specification.

If you require any further information, please contact us via email or telephone through the Federation school office. A table of the key dates is shown below:

Item	Date	Notes
Closing date for applications	12pm Thursday 2 nd February	Applications received after this date and time will not be accepted.
Shortlisting for interview	Friday 3 rd February	We will notify successful candidates chosen for interview. Unsuccessful candidates will also be notified.
Interview & Assessment Days	Week Beginning 13 th February	
Panel decision	By Friday 17 th February	Subject to references and ratification

Please return your completed application form and covering letter to the Trust through My New Term or by email to:

Vicky Rudge
PA to CEO and Admin Assistant DoWMAT
vicky.rudge@dowmat.education

Visits to the Schools are warmly welcomed and encouraged. To arrange a visit please contact the Federation school office via email at office@pinvinfed.co.uk or by phone 01386 554196.

Job Description

Position: Headteacher

Post Holder:

Responsible to: The CEO of the Diocese of Worcester Multi Academy Trust (DoWMAT) and the Local Academy Board for the Pinvin Federation of Schools; St. Nicholas CE Middle School and Pinvin CE First School

Responsible for: The strategic direction of St. Nicholas CE Middle School and Pinvin CE First School

Scale: L15-21

Employment duties: To be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of teachers' duties set out in that document.

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions as they relate to Head Teachers.

DUTIES AND RESPONSIBILITIES:

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document, which should be read in conjunction with this document. This job description is based on the National Standards for Headteachers.

MAIN PURPOSE OF THE ROLE:

The Headteacher will have overall responsibility for the organisation, management and conduct of Federation, providing:

- Professional leadership and strategic direction to ensure the achievement of the highest possible standards in all areas of the school's work, to ensure its improvement and success.
- High-quality education and standards that will satisfy the vision and aims of the Federation.
- Management of the school's resources.
- The cultivation of an environment that secures and promotes the achievement of both pupils and staff.
- Full support for the distinctively Christian character of the Federation and DoWMAT.

KEY PRIORITIES:

- Work closely with the CEO of DoWMAT, the Local Academy Board and others to ensure that the Christian vision and values of the school are clearly articulated, shared, understood and acted upon by all.
- Support the DoWMAT vision of 'To Love, To Learn, To Serve' so that all stakeholders are enabled to live life in all its fullness (John 10:10).
- To maintain and continue to develop a learning environment which sets high expectations and delivers significantly with consistently improving pupil outcomes.

- To embed a culture of achievement and strong progress in all year groups and thereby work towards creating excellent provision across the schools.
- To work constructively in partnership with the Local Academy Board to develop its effectiveness to ensure it carries out its strategic and statutory functions to the highest possible standard.
- To maintain the profile of the Pinvin Federation of Schools by working collaboratively with the DoWMAT and its academies, other local primary schools, high schools, and other stakeholders.
- To lead the schools through the many changes ahead, namely adapting to being one school and transitioning to an excellent Primary School with strong links with Pershore High School.
- To work co-operatively with all leaders across the DoWMAT, adding value to and contributing to the success of the MAT by sharing own skills and empowering staff to take their place within the collaborative structure.

QUALITIES AND KNOWLEDGE:

- Hold and articulate clear values and moral purpose, focused on providing a world class education for the pupils we serve.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
- Work with political and financial astuteness, within a clear set of principles centred on the schools' vision and the DoWMAT policies / procedures, ably translating local and national policy into the schools' context.
- Communicate compellingly the schools' vision and drive the strategic leadership, empowering all pupils and staff to excel.

PUPILS AND STAFF:

- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.

SYSTEMS AND PROCESSES:

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and following DoWMAT policy.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.

- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Welcome strong governance and actively support the Local Academy Board to understand its role and deliver its functions effectively – in particular, its functions with regard to the roles of guardian of the vision and values, and of critical friend for school improvement - and hold the Headteacher to account for pupil, staff and financial performance.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the Federation's sustainability.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

THE SELF-IMPROVING SYSTEM

- Create outward-facing schools which work with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well-evidenced research to frame self-regulating and self-improving schools.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.
- Contribute to the development of the DoWMAT by sharing effective practice, working in partnership with other schools and promoting innovative initiatives.

SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN:

- To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people.
- Ensure the implementation of effective procedures for the safeguarding and protection of children and young people across the school and to follow the Child Protection/ Safeguarding procedures adopted by the school and DoWMAT.

OTHER DUTIES:

- To contribute to the positive team atmosphere and public image of the Federation.
- To act professionally and with integrity at all times.
- To assist with the general care and welfare of all pupils striving to maintain a happy safe environment at all times.
- To adhere to and maintain school routines and codes of conduct, including confidentiality.
- To support the aims and ethos of the school at all times.
- To maintain personal and professional development to meet the changing demands of the job, participating in appropriate training activities.
- To undertake other such duties and training as may be reasonably required and which are consistent with the general level of responsibility of this job.
- To undertake Health and Safety duties commensurate with the post and / or as detailed in the Trust / School Health and Safety Policy.

GENERAL:

- The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the schools.
- The job description is not a comprehensive definition of the post and you may be required to undertake such other tasks appropriate to the level of appointment as the DoWMAT CEO may reasonably require. It may be reviewed annually or earlier if necessary and may be subject to modification or amendment at any time after consultation. You may discuss your job description with the CEO at any arranged time.
- DoWMAT is committed to safeguarding and promoting the welfare of children and, as such, requires all staff and volunteers to share this commitment.
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the DoWMAT Equality Policy and Code of Conduct. All employees are expected to be committed to these.
- DoWMAT academies are a non-smoking environments.

DoWMAT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment. Any offer of employment will be subject to the receipt of a satisfactory DBS Enhanced Disclosure, two positive references, medical clearance and evidence of appropriate qualifications.

PRINCIPAL CONTACTS

Local Academy Board members, pupils, parents / carers, senior leaders, classroom teachers, teaching / support assistants, EWO, clerical assistants, other professional groups, contractors, suppliers, DoWMAT Central Team, CEO, DoWMAT SIAs

NOTES: The Leadership of the Academy Trust reserve the right to alter the content of this job description, after consultation, to reflect changes to the job without altering the level or responsibility. The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all people and is consistent with the DoWMAT Equality Policy.

Signed (issued by): _____ Date: _____

Signed (received by): _____ Date: _____

Person Specification

The DoWMAT Board of Directors and the Local Academy Board for the Pinvin Federation of Schools; St. Nicholas CE Middle School and Pinvin CE First School are looking for an inspirational leader who can enable our pupils to achieve of their very best and to create an environment where staff are fulfilled and motivated to prepare the children for the future. The right person will have the flair and skill to release the potential of the Federation, to build on the commitment of all stakeholders to further the culture of continuous improvement, and to set and deliver high standards of behaviour and attainment.

The successful candidate will have proven success at building and leading high-performing teams and motivating pupils and staff. He or she will have an innovative and inspirational approach, along with a clear commitment to inclusive education in the community.

Essential Qualifications, Skills and Qualities	Desirable
<p>Training and Qualifications</p> <ul style="list-style-type: none"> ▪ QTS ▪ Good Honours Degree ▪ Relevant or recent development that prepares the applicant for this post ▪ Be willing to undertake further training where relevant 	<p>Higher Degree or equivalent</p> <p>National Professional Qualification for Headteachers, or working towards this</p>
<p>Experience of teaching and school leadership</p> <ul style="list-style-type: none"> ▪ A record of highly successful teaching and achievement with the ability to demonstrate outstanding practice to others ▪ Significant experience of managing staff and leading whole school initiatives ▪ A commitment to learning and teaching and a track record of delivering strategies which raise standards for all students ▪ Evidence of the use of monitoring and evaluation strategies that raise the quality of teaching and learning, and pupil outcomes ▪ Experience of whole school leadership with evidence of having made a major impact on standards 	
<p>Vision and Strategy</p> <ul style="list-style-type: none"> ▪ Able to clearly communicate their strategic vision; and to motivate and inspire staff and children in the constant pursuit of excellence ▪ A commitment to sustaining the distinctive Christian character and embedding the Christian Values of the Federation ▪ Able to support the ethos and aims of DoWMAT ▪ A commitment to Equal Opportunities in its widest sense and a clear understanding of the differing barriers to achievement for different groups 	
<p>Strategic Leadership and Management</p> <ul style="list-style-type: none"> ▪ Strong evidence of strategic planning and delivery 	

<ul style="list-style-type: none"> ▪ Evidence of leading by example in order to promote the Federation’s vision and values for the students, staff, governors and parents ▪ The ability to build a constructive and candid relationship with governors ▪ Use of effective performance management processes, the ability to identify and acknowledge excellence, and the resolve to challenge inadequate performance at all levels ▪ Experience of successful leadership and of building teams and a commitment to staff development at all levels ▪ Experience of managing HR issues and pupil behaviour processes and procedures 	
<p>Accountability and Financial Management</p> <ul style="list-style-type: none"> ▪ Awareness of managing and overseeing budgets and an understanding of the responsibilities of the Headteacher 	
<p>Skills and Knowledge</p> <ul style="list-style-type: none"> ▪ Possess an in-depth understanding of national education priorities and trends, including an up-to-date knowledge of Ofsted requirements ▪ Have an analytical and evidence-based approach with a clear understanding of data, and of how to use data appropriately ▪ Be systematic and thorough, paying attention to detail at all operational levels of the school environment 	
<p>Communication</p> <ul style="list-style-type: none"> ▪ Have excellent written communication skills, and the ability to think creatively, anticipate and solve problems ▪ Be an engaging oral communicator who can adapt to a wide range of audiences ▪ Be a good listener with the ability to value and be receptive to the ideas and concerns of others ▪ Be a responsive communicator who understands the benefits of the use of a variety of media (including social media) to communicate the vision, ethos and operational aspects of the Federation 	
<p>Pupils</p> <ul style="list-style-type: none"> ▪ Ability to develop a philosophy of high aspiration and expectation for every pupil ▪ The ability to command the respect of pupils by demonstrating a firm but fair approach and a highly visible presence in the school ▪ The ability to maintain and build up high standards of pupil behaviour ▪ An understanding of the need to develop a strong pastoral system that protects and safeguards pupils, and encourages them to enjoy school and achieve their potential 	

<p>The Wider Community</p> <ul style="list-style-type: none"> ▪ Evidence of partnership working both within schools, with other schools and with external individuals and organisations, including governors ▪ Experience of successfully establishing links with parents, businesses, the local authority, and other key stakeholders including other schools, parents and the wider local community 	
<p>Personal Attributes</p> <p>The candidate must have:</p> <ul style="list-style-type: none"> ▪ Professionalism, loyalty and integrity, valuing diversity and the unique place and contribution of every individual in the learning community ▪ Management skills and ability to maximise available resources to support and coach staff ▪ The ability to work independently and as part of a team ▪ The ability to maintain successful working relationships with other colleagues ▪ The ability to motivate and inspire all members of the school community ▪ A passion for delivering high-quality education for pupils and their families ▪ A commitment to their own professional development ▪ Good judgement; and be able to assess and balance risks and opportunities ▪ High levels of drive, optimism, resilience and integrity, and a good sense of humour ▪ Excellent time management skills <p>The candidate must be:</p> <ul style="list-style-type: none"> ▪ Adaptable to changing circumstances and new ideas and be able to make decisions based on sound judgement ▪ Self-aware, energetic, enthusiastic, reliable, approachable, highly visible (with personal impact and presence) ▪ Self-motivated with a high level of organisational skills and the ability to prioritise workloads effectively, making professional management and organisational decisions based on informed judgements ▪ Confident with effective leadership skills: decisive, analytical, motivating, inspirational and empowering ▪ Committed to equality, diversity and inclusion ▪ Able to recognise and use the skills and abilities of staff and governors to optimise the schools' success ▪ Emotionally resilient; able to remain calm in difficult situations and handle change, ambiguity and knock-backs 	

Appendix 1: DoWMAT Vision and Values

‘To Love, To Learn, To Serve’ sums up DoWMAT’s vision for those who come together to create the MAT, enabling all to flourish both as individuals and in community with each other; living life in all its fullness (John 10:10).

To Love

The New Testament sums up the entire law as a call to “love your neighbour as yourself” (Galatians 5:14). The Bible teaches that we are only able to love because God first loved us (1 John 4:10). This love is expected to characterise the way in which the DoWMAT operates, makes decisions, builds relationships, and carries out its day-to-day business: each person putting the needs of others before their own, with a commitment to the flourishing of all. The exposition of love in 1 Corinthians 13 reminds us that love is patient, kind, forgiving, generous, humble, trusting, respectful, hopeful, resilient and enduring. Those who learn and work in the DoWMAT, and all who come into contact with it, can expect to experience that love in the way that they are treated.



Therefore, we:

- treat everyone with love and respect in the same way that we, ourselves, would like to be treated
- recognise that everyone is a child of God and has talents which are to be nurtured
- welcome people who are different from us and treat them with dignity and respect at all times

To Learn



The DoWMAT is a Christian learning community that is committed to enabling all to live a life of freedom and transformation as a result of the hope and wisdom that learning brings. Learning is at the heart of the Church of England’s vision for and commitment to education. Growing in wisdom is celebrated in the Bible and all are exhorted to listen, to seek guidance, to acquire knowledge and to learn discretion (Proverbs 1: 1-6), largely through human relationships and interactions. Jesus’ teaching, as summed up in the Beatitudes (Matthew 5:3-10), describes human beings who are learning to live a life that is characterised by humility, compassion, mercy, righteousness and peace. The learning that takes place within the DoWMAT is expected to be recognisably rooted in these godly characteristics and focused upon enabling the holistic development of people who are made in the image of God.

Therefore, we:

- are committed to enabling a lifelong love of learning through growing and celebrating together
- will ensure that our curriculum, resources and professional development enable all to flourish
- prioritise spiritual development and growth for all

To Serve

Service and servant leadership, was a striking feature of the way in which Jesus lived his life. The example he gave to his disciples in washing their feet (John 13:1-17) provides us with a role model for the way in which we should seek to live in community with others. Putting the needs of others before our own, supporting people in their growth and development as holistic human beings, enabling people’s gifts and talents to come to the fore as a result of our service to them are all defining characteristics of the way in which the DoWMAT operates. In serving others and meeting their needs through generosity of spirit, we manifest God’s grace and love for others (1 Peter 4:8-11).



Therefore, we:

- consider others at all times rather than always putting ‘me’ first
- ensure that everyone is safe and has their needs understood and met
- live and work in a way that is deeply Christian and which serves the common good

These core values underpin all aspects of our Trust as we strive to make a positive difference to the lives of all DoWMAT pupils whilst they are at school and in later life. Through these values, we can be sure our community is one of hope; a place of transformation and trust, where all are treated with respect and dignity.

**OUTSTANDING PROFESSIONALS: COLLABORATIVE PARTNERSHIPS: STRONG SYSTEMS:
CONFIDENT LEARNERS**