



Application pack

Position: Principal

A thriving and oversubscribed 14-19 school with over 200 students in the Sixth Form is looking for a charismatic Principal to continue its compelling journey. You will lead a progressive staff body who are excited by innovation and fully buy into our ethos; helping young people build the skills they need for tomorrow's economy. It's Logic.

Together we make a difference.

For a confidential discussion about this post with Victoria Eadie, CEO of Tudor Park Education Trust, please contact Penny Davies via email on - p.davies@tudorparkeducation.org



ABOUT YOU

- Ambitious and charismatic. This is a great beginning to Headship.
- An experience of leading in the Sixth Form. Over two thirds of the school is at post-16.
- You share our passion and believe our students deserve the best.
- An acute understanding of KS4 and KS5 curriculum and how to develop it.
- Passionate about constantly driving improvement with flair and imagination.
- Prepared to lead from the front with strong communication and team building skills.
- Committed to working in challenging communities and to making a difference.
- You love your job.

We encourage you to visit the school for a tour and let us answer any questions you may have.

OUR OFFER

- A later start to the school day allows for CPD and planning to happen before the start of the teaching day. An early finish on a Friday with a culture of not taking your work home supports a healthy work-life balance.
- A talented middle leadership committed to improving teaching and learning in their departments.
- Support from our Trust and Schools to ensure you have the tools to deliver success.
We work better when we are working together.
- All staff benefit from a range of wellbeing activities, free parking and great transport links on a big green field site with excellent sporting facilities.
- Strong networks established with Teach First and London West Alliance SCITT give opportunities to be involved in wider aspects of education.
- Never a dull moment; we never standstill, every day offers new challenges and opportunities.

LOGIC STUDIO SCHOOL

Logic is a 14-19 provision with specialisms in Business and Computing and a PAN of 300. We are significantly oversubscribed after a successful OFSTED visit last year. We aim to link the education that students receive with the careers available in the local economy and beyond. We want to harvest genuine knowledge, understanding and wisdom and acknowledge that a diet limited to exam-based content is not healthy for our pupils. We understand how changes in technology will transform the nature of employment and are passionate about developing digital skills in our community. Jobs of the future will require far more creativity, imagination, problem-solving, teamwork, empathy, entrepreneurship and similar skills that can and must all be taught now. We focus on outstanding progression routes into university, employment or further training, with a rigorous but industry relevant curriculum, connections with our employer partners and a small school approach.

TUDOR PARK EDUCATION TRUST

We are future focused and passionate about education. Together we give opportunity and bring success in two different schools with their own distinct characters, sharing a common purpose of delivering excellence in our community.

We work in a consortium with Springwest and Reach Academy Feltham to ensure the highest quality post 16 provision. We strongly believe in the benefits of working together and have good relationships with other Hounslow schools through Hounslow Education Partnership.

We serve a community with high levels of deprivation. It is very important to us that our students are cared for and happy. We give them the security and confidence they so desperately need to believe in their own success. Our schools are rich in opportunity and we always look to innovate. It is a complex but compelling place to work, to learn and to lead. You will make a difference every day.

As Principal you will be part of the Executive Board of the Trust working closely with the CEO, the Principal of Springwest and the Director of Teaching and Learning. We work as a strategic team and meet termly with the Directors who sit on the Executive Board.

JOB DESCRIPTION

Job descriptions are too often fluffy and generic documents which don't accurately reflect the role.

At Logic we much prefer a straightforward approach to recruitment. The most exciting part of this job is the unpredictability, the highs (and lows!), the need to roll up your sleeves and get things done.

This position presents a unique opportunity to influence the design of a learning environment, curriculum and organisation. You will ensure that Logic Studio School offers the highest quality education with the most successful outcomes. You will be innovative. You will be inspirational.

Below should hopefully give a much clearer idea of the rhythm of the year, although every day is different. The most important part of the job is ensuring everyone else can do theirs effectively and with a smile.

AUTUMN



- Celebrate the KS5 and the KS4 results. Make sure all Logic Leavers have their destinations sorted.
- Finalise and on-roll the new cohorts at Yr 10 and 12.
- Enjoy the final days of peace!



- Induction days for staff, students and returning information for Yr 11 and 13
- Timetable sorting - you won't believe how many changes Yr 12 make.
- Building relationships with new students and parents. Don't ever minimise the importance of this.
- How have Yr 11 and 13 returned? Time is ticking...



- Performance management meetings
- Census day - spend the time in the detail. You will be delighted you did when the funding, learning aims and retention figures are all correct.
- Put marketing hat on and think about curriculum for next year at KS4 and 5.
- First governor meeting - Principal's report needed



- Keep the energy up, the gloss of a 'new school' has worn off (for teachers and staff!)
- Meet with the executive board and update current strategy for Trust schools.
- Launch the new prospectus and outline application timeframes for Y12
- Start interviewing for new year 10 students. Meet properly with every family, we want the rights bums, on the right seats, for the right reasons.



- Mocks for Y11 and 13. What is the data looking like? Don't panic or over celebrate. Keep everyone focused and knowing their next steps.
- Report time.
- Keep everyone smiling as deadlines and workloads ramps up. Do you need that extra meeting?
- And breathe.

SPRING



- What is staffing looking like for next academic year? Test the temperature of everyone, nasty surprises too often means rushed recruitment.
- This term is all about getting operations right. Everyone needs to be working effectively.
- Schedule attendance meetings. This term is where the bugs start flourishing and students make weaker choices. Pre-empt them.
- Interview time for Yr12. Get to know them...take the time, we want to be their first choice.



- Staff recruitment. Bad field? Don't recruit. We have the highest expectations.
- Launch the Yr11 revision programme. Bring the parents on board - they want to help!



- Final mocks. Final panic. Get a grip, lead your staff with confidence and don't knee jerk. It never ends well.
- Offer letters go out to all Yr 10 and Yr 12. Make sure you know where you are with them - how many will convert into Logic students next year?



- Easter revision programme
- External examinations begin to start.

SUMMER



- Keep everyone going, smile and trust that the staff have done their job.
- If students come out saying 'I smashed it' - absolutely panic.
- Start development planning for next year. SDP, SEF and department action plans.



- Timetable, timetable, timetable. Make best guess decisions on number of groups and subjects to run in Year 12.
- Employer engagement drive - work placements at Career Ready begin.
- Summer conferences - SLT, HEP, use the time to think properly



- Touch base with all new applicants for next year.
- Say thank you to the team - they are what makes Logic great.

PERSON SPECIFICATION

Outlined below are the Essential (**E**) and Desirable (**D**) attributes a successful candidate will demonstrate.

Qualifications		
1	QTS	E
2	Degree	E
3	Evidence of recent professional development	D
Leadership and Management		
4	Presence and the ability to provide strong visible leadership	E
5	The ability to set high and clear expectations, hold others to account for their performance and contributions they make to the school community	E
6	Excellent interpersonal skills and the ability to relate to people with understanding, humour and tact, to communicate effectively with a range of audiences and to listen to others' points of view	E
7	Able to see the 'big picture' and translate this in to reality	E
8	Accurate interpretation and effective use of comparative data in raising whole school standards	E
Successful Experience		
9	Successful Senior Leadership experience, including at Sixth Form	E
10	Highly successful experience of leading and managing whole school developments in a number of areas including Teaching and Learning	E
11	Experience of working with governors	E
12	Experience of leading training, mentoring, coaching, and performance management	E
13	Experience of supporting community or external agencies involvement in school	D
14	Supporting the producing and implementing of strategic improvement plans and policies	E
Knowledge & Understanding		
15	To have knowledge of a range of leadership and management styles	E
16	National policies and developments in secondary education, current educational issues, and the statutory and OFSTED frameworks within a school operates to meet students' needs	E
17	What constitutes excellent classroom practice and a clear understanding of how to improve the quality of effective teaching and learning	E
18	What constitutes excellent pastoral care and support for individual students	E
19	The process of self-evaluation to support the principal in ensuring that governors are aware of areas of strength and development	E

SAFEGUARDING CHILDREN AND SAFER RECRUITMENT

- The school is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share this commitment.
- Uphold the school's policy in respect of child protection and safeguarding matters.
- Have commitment to the school's equality policies.
- Ensure any extra-curricular activities will be free from partisan, political and religious view. Where political issues are discussed, a balanced view is always presented.

HEALTH AND SAFETY

The law requires employees to:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work.
- Co-operate with their employers on health and safety matters.
- Do their work in accordance with training and instructions.
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.