



Tollbar Academy



Principal Applicant Pack

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Letter of Introduction

Dear Applicant,

Post of Principal at Tollbar Academy

Thank you for expressing an interest in the post of Principal at Tollbar Academy. The Academy is a large 11-18 school, with almost 2000 students on roll. The Academy has an impressive, long-established reputation for excellence, and has gained national recognition for its consistently strong educational outcomes.

Tollbar Academy has been rated 'Outstanding' in the last two inspections by OFSTED, and the Trust is now seeking a Principal of equally outstanding skills and abilities to move the Academy forward.

Tollbar Family of Academies Board members are proud of the fact that the Academy has been regularly approached by the DfE and Local Education Authorities to assist other schools in the local area. As a progression from this school improvement work, our directors founded Tollbar Multi Academy Trust, with Tollbar Academy being the flagship and hub for our academies. The Trust (which consists of four secondary and three primary academies) operates across North East Lincolnshire and Lincolnshire, with over 650 staff and 5000 students administered from offices on site at the Academy.

Our ethos is one of an uncompromising drive to achieve the highest standards of outcomes and behaviour. The new Principal must ensure that Tollbar Academy always maintains its outstanding attributes.

The local area is one of natural beauty, from the beaches of Cleethorpes to the Lincolnshire Wolds, yet the area has some of the lowest housing costs in the country. Although Tollbar Academy is in a village of just under 6000 people, we draw from neighbouring villages (across county borders) and from southern wards in Grimsby.

The Trust has a refreshed strategic direction and vision under our newly appointed CEO. There is a tremendous opportunity for the successful applicant to work with the Chief Executive and other leaders to develop this vision in new and exciting ways at our largest academy.

We are seeking an inspirational and dynamic Principal who will have a proven record of success. The person we appoint will have the ability to lead over 200 staff, combined with the skills and personality to project and promote the Academy and Trust to our parent body and the wider community.

If you think you are the person we seek, please do apply and we look forward to hearing from you. For an informal discussion regarding the role, please contact Kirstine Revell, PA to the CEO and Trust Chair, (RevellK@tollbarmat.org) who will arrange a mutually convenient time.



Philip Bond
Chair of TFA Trust



Martin Brown
Chief Executive

About the Academy

RATED

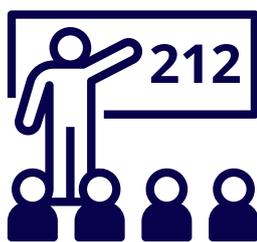


**BY OFSTED
SINCE 2008**

OUTSTANDING

PROGRESS
8

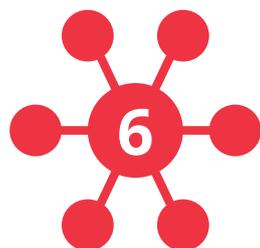
OUTCOMES
+0.24 (2019)
+0.32 (2018)
+0.25 (2017)



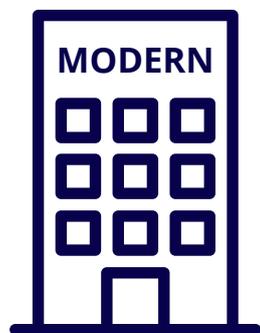
**MEMBERS OF
STAFF ON SITE,**
including a team of

**147
TEACHERS**

**HIGHLY
EFFECTIVE
PASTORAL
SYSTEM**
incorporating

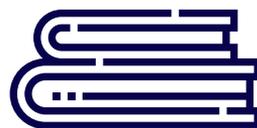


Academy Houses
**LED BY
ASSISTANT
PRINCIPALS**



**WELL-EQUIPPED
SITE**
*maintained to an
EXCELLENT
STANDARD
by the Trust's
central Facilities
Management
TEAM*

**1956
STUDENTS**



on roll

174
in the Sixth Form

ABOVE AVERAGE

ATTAINMENT
8

OUTCOMES
50.5 (2019)
51.8 (2018)
49.3 (2017)

**LARGE
SUPPORTIVE**



**SENIOR
LEADERSHIP
TEAM**

*comprised of 4
Vice Principals & 12
Assistant Principals*



ensuring
**ROBUST
FINANCIAL
POSITION**
for the Academy



**DEDICATED
TRUST
SERVICES**
*for Human Resources,
Finance, ICT,
Maintenance
& Logistics*



About the Academy

"All groups of students make rapid progress; standards are well above the national average. Ensuring success for every student is at the heart of the academy's work."

- Ofsted, 2013



"Students behave extremely well in and out of the classroom. They feel safe and show high levels of respect for themselves, staff and each other."

- Ofsted, 2013

"Subject and pastoral leaders are skilled and relentless in their drive to further improve outcomes for students."

- Ofsted, 2013



"The academy draws on expertise within its own family of academies when needed. Leaders are remarkably entrepreneurial, resourceful and proactive. They have had a significant and deep-rooted impact on the quality of educational provision in the locality."

- Ofsted, 2013

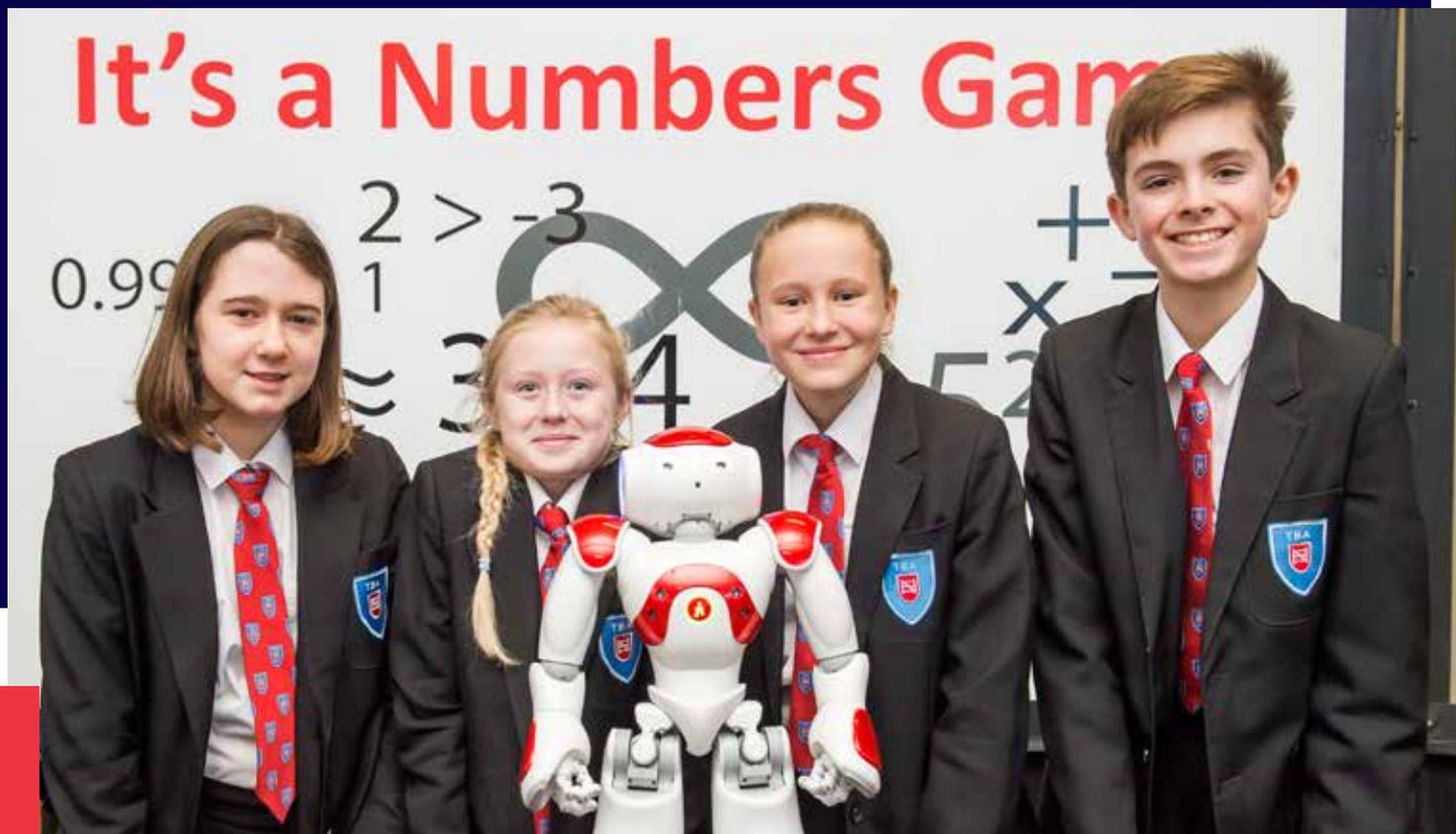
About the Academy

Tollbar Academy boasts an impressive track record of outstanding academic outcomes, and these have secured the school's place as a top performing school not just in the local area, but also nationally.

The overall performance of the Academy is consistently above both the local authority average and the national average, and Tollbar Academy has, on many occasions, topped the GCSE performance tables within the local area.

Prior to the interruption to GCSE examinations caused by the global pandemic, the Academy achieved Progress 8 outcomes of +0.24 (2019), +0.32 (2018) and +0.25 (2017). Attainment 8 outcomes were equally impressive, at 50.5 (2019), 51.8 (2018) and 49.3 (2017).

In 2019, the Academy was also declared the number one school in North East Lincolnshire by the Real School's Guide, which takes account of a wide variety of measures in order to rank a school's overall effectiveness.



Job Description:

Principal

Reporting to: CEO and Chair of Governing Body

Purpose of the post: To provide dynamic and inspirational leadership to Tollbar Academy, with a focus on securing its continued success and further building upon its reputation as a beacon of educational excellence within the local community and beyond.

The Principal will:

- Provide highly effective leadership to the staff and students of the Academy, serving as an exemplary role model to students and an ambassador for the Trust within the wider community.
- Take responsibility for the Academy's ethos and strategic direction, working in consultation with the governing board, Tollbar Multi Academy Trust and other relevant stakeholders.
- Promote a culture of aspiration, innovation and respect, founded upon the Trust's vision of Excelling, Creating and Caring.
- Ensure that the Academy provides a safe environment in which all young people can thrive, and in which there is an active safeguarding culture.
- Identify areas for school improvement, develop strategies to address these weaknesses, and monitor progress to ensure effective implementation of these improvement strategies.
- Oversee the policies, procedures and systems that enable the effective operation of the Academy.
- Ensure financial resources are allocated appropriately and efficiently for the benefit of the Academy.
- Ensure that the Academy is compliant at all times with its statutory duties and responsibilities.

Purpose of the post: The job description below is reflective of the DfE Headteacher Standards 2020, and outlines the main responsibilities of the role.

School Culture:

- strengthen and sustain the Academy's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where students experience a positive and enriching school life
- foster a culture of aspiration and excellence amongst all stakeholders
- uphold ambitious educational standards which prepare students from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism, where creativity and innovation are championed

Teaching:

- ensure high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how students learn
- 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 assessment in order to maximise progress and attainment of all learners

Job Description:

Principal

Curriculum and Assessment

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all students are taught to read through the provision of evidence-informed approaches to reading
- ensure valid, reliable and proportionate approaches are used when assessing students' knowledge and understanding of the curriculum

Behaviour

- promote high expectations of behaviour for all students, built upon relationships, rules and routines, which are understood clearly by all staff and students
- ensure high standards of student behaviour and courteous conduct in accordance with the Academy's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen

Additional and Special Educational Needs and Disabilities:

- ensure the Academy holds ambitious expectations for all students with additional and special educational needs and disabilities
- ensure the culture and practices of the Academy enable all students to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of students, providing support and adaptation where appropriate
- ensure the Academy fulfils its statutory duties with regard to the SEND code of practice

Professional Development:

- adopt a pro-active approach to identifying professional development needs across the Academy
- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the Academy, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

Job Description:

Principal

Organisational Management:

- ensure the protection and safety of students and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the Academy to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

Continuous School Improvement:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the Academy's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

Working in Partnership:

- work in accordance with the ethos and values of Tollbar Multi Academy Trust, collaborating effectively with colleagues from across the Trust
- forge constructive relationships beyond the Academy, working in partnership with parents, carers and the local community
- demonstrate commitment to working successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all students

Governance and Accountability:

- understand and welcome the role of effective governance, upholding your obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

Person Specification:

Principal

Education and Qualifications	Essential	Desirable
Degree and Qualified Teacher Status	X	
Evidence of relevant CPD	X	
NPQH		X
Masters Degree or PHD		X

Experience	Essential	Desirable
Successful track record of excellence in strategic leadership	X	
Experience of leading a high performing school or significant experience at a strategic level of a high performing school		X
Evidence of achieving the highest standards of attainment and progress across all groups of students	X	
Evidence of building a culture of aspiration, high performance and accountability	X	
Experience of initiating, shaping and leading change, through the successful implementation of strategies to improve all aspects of educational provision	X	
Evidence of promoting collaborative working across a network of schools, such as a MAT setting, developing strong partnerships with colleagues and furthering the organisation's development		X
Evidence of innovative practice resulting in wider school improvement	X	

Experience	Essential	Desirable
Comprehensive knowledge of national policy, legislative and financial frameworks and school governance	X	
Deep understanding of the varied factors and influences which have an impact on school strategy and operational delivery	X	
Knowledge and understanding of current curriculum developments and their implications, including awareness of all statutory requirements	X	
Ability to analyse and interpret relevant comparative data, establish benchmarks and set targets for improvement	X	
Ability to promote positive behaviour for learning and ensure that effective programmes for student behaviour, guidance, support and welfare are in place	X	
An outstanding classroom practitioner with awareness of effective teaching methods and how to drive improvements in teaching and learning	X	
Strong organisational, administrative and time management skills	X	
An ability to strategically deploy financial resources through effective management of school funds	X	
An understanding of the structure and operation of a Multi Academy Trust		X

Person Specification: Principal

Beliefs, Attitudes and Personal Qualities	Essential	Desirable
The ambition, drive and determination to develop the Academy beyond outstanding	X	
Exceptional leadership skills, including the capacity to motivate, inspire and develop effective teams in all strata of the Academy	X	
An unwavering commitment to upholding the highest standards of professionalism, and the dedication, resilience and adaptability to navigate the challenges of the role	X	
The intellect, energy, and imagination to create a climate of innovation that is at the forefront of educational practice	X	
The ability to remain calm and methodical under pressure, prioritising effectively and consistently making informed decisions	X	
Commitment to promoting pedagogical awareness and the use of evidence-based research to raise educational standards	X	
An excellent communicator, capable of inspiring and engaging all stakeholder groups including students, parents/carers, staff, governors and the wider community	X	
The capacity to be critically reflective and evaluative in order to identify accurately strengths and priorities for development	X	
Highly competent presentation, public speaking and written communication skills	X	
Commitment to providing a safe and positive environment for all learners, in which safeguarding is prioritised at all levels	X	
The desire to embrace, uphold and promote the core purpose, commitment and values of Tollbar Multi Academy Trust	X	
Consistently uphold the Nolan Principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership	X	



The Local Area

Living in North East Lincolnshire and its environs provides the opportunity to enjoy an unrivalled quality of life, with its proximity to the coast and the beautiful countryside of the Lincolnshire Wolds. Benefitting from some of the lowest house prices in the country, residents can choose from an abundance of picturesque villages, thriving market towns or vibrant coastal communities.

The flourishing cities of Lincoln, Hull, Sheffield and York are easily accessible, and offer a multitude of recreational and cultural attractions. For travel further afield, Humberside International Airport is situated locally.

North East Lincolnshire and the Humber Bank area also have an array of successful employment sectors, from manufacturing to pharmaceuticals, and the area is also at the heart of the renewable energy revolution.



Advert

PRINCIPAL

**Salary - Headteacher Group 8: L28 - L43 (£81,942 - £117,197)
£100,000+ salary available to suitably experienced candidate**

Tollbar Multi-Academy Trust is seeking to recruit an exceptional individual to lead its flagship school, Tollbar Academy. This person will be a dynamic and inspirational leader, possessing the intellect, experience and vision to drive further improvement and innovation at this already outstanding academy.

With a well-established reputation for excellence within the local community and beyond, Tollbar Academy's success is underpinned by dedicated staff, outstanding facilities and a philosophy of continual improvement. This position provides a remarkable opportunity for an ambitious and energetic leader to work as part of a supportive Trust in order to shape the direction of travel for the Academy and build upon its impressive achievements.

Judged outstanding by OFSTED since 2008, our uncompromising ambition for students is shared by all stakeholders. The Academy has a proven track record of high attainment, with students consistently performing well above national expectations. With a thriving school community of approximately 2000 students across years 7-13, the new Principal will have a significant impact upon the lives and opportunities experienced by the young people of North East Lincolnshire.

The successful candidate will have extensive experience of successful school leadership at a senior level, and will likely be a serving headteacher or highly accomplished deputy headteacher. The Trust places great emphasis on its core principles – excelling, creating and caring – and the new Principal will seek to promote these values relentlessly through their inspirational leadership.

We are committed to safeguarding and promoting the welfare of children. As part of this process, all successful applicants are required to apply for an enhanced DBS disclosure.



The Application Process

- I. Please read carefully all of the information about this post included within this application pack.
- II. To arrange an informal conversation regarding the post, please contact Kirstine Revell, PA to the CEO on 01472 502254.
- III. Complete the Tollbar MAT application form (accessible via TES or on our website) in as much detail as possible.
- IV. Please also complete a covering letter, addressed to the Chair of Directors, which covers the following points:
 - Why you are interested in this role and your vision for the Academy.
 - The personal qualities and experience that you will bring to the role.
 - The contribution you can make to the continued success of the Trust.
- V. Please e-mail your application form and covering letter to Kirstine Revell, on RevellK@tollbarmat.org
- VI. Candidates who would like to arrange a visit to the Academy can do so by contacting Kirstine Revell on 01472 502254. Site visits can be arranged for either the week commencing 4th May or week commencing 10th May, and will be conducted in accordance with Covid-19 safety requirements.

Application Deadline - all applications should be submitted by 12:00pm on Monday 24th May.

Shortlisting and Interviews:

- I. Shortlisting for this post will take place on Friday 28th May.
- II. Candidates shortlisted for interview will be notified by Friday 4th June.
- III. Interviews will take place on 15th, 16th and 17th June.
- IV. Please note, there will be a further selection process following the first day of the interview.
- V. If you require any specific arrangements to be in place for your interview, please notify us of this in advance so that appropriate arrangements can be made.

Feedback:

As we always receive significant interest in our advertised posts, we are unfortunately unable to provide individual feedback on applications.



Tollbar MAT
Family of Academies





TBA



**Tollbar
Academy**

Station Road, New Waltham, Grimsby,
North East Lincolnshire, DN36 4RZ

Tel: 01472 500 505

Email: enquiries@tollbaracademy.co.uk

Web: www.tollbaracademy.co.uk



Tollbar MAT
Family of Academies

Tollbar Academy is part of the Tollbar Multi-Academy Trust