



Kenton Schools Academy Trust

Appointment of Executive Principal

Salary: Negotiable | Required: ASAP

Closing date; 12 Noon on Thursday 27th January 2022



About the Role

This is an exciting opportunity for an experienced Head Teacher or Principal of a good or outstanding school who wants to take the next career step toward becoming a Chief Executive Officer (CEO).

As an experienced and inspiring leader, the Executive Principal will play a critical role in continuing to build the Trust in its next phase of development. The Executive Principal will lead school improvement across the two secondary schools currently in the Trust. This model of Executive Leadership is proving to be successful in building leadership capacity within multi-academy trusts. The Trust is morally driven and highly ambitious to make the right decisions in the interest of our students. We are determined not to progress the status quo with our current two academies and would expect the appointee to be instrumental in planning our future landscape.

You will want to have a relentless focus on ensuring that our students receive the very best experience in teaching and learning in every classroom, so that each one of them can achieve the outcomes their potential predicts is possible

You will lead at an executive level to enhance the work of Principals in raising outcomes through improvements to the quality of teaching and learning. You will have the drive and determination to successfully collaborate in creating a culture of high expectations that raise standards.

You will work closely with the Chief Executive and be a member of the Trust's Executive Team.

The role will enable you to further build the financial and business skills required to run a successful academy trust, as well as the interpersonal, negotiation and influencing skills needed to positively engage all Trust and academy stakeholders.

You will be accountable to the Chief Executive and to the Trust Board for school improvement.

Accountable to:

The Chief Executive of Kenton Schools Academy Trust

Responsible for:

Academy Principals

Salary:

Negotiable

For a confidential discussion about the role please contact Ian Kershaw, CEO via tracy.carson@kenton.newcastle.sch.uk.



Job Description

Executive Principal

Accountable to:

The Chief Executive of Kenton Schools Academy Trust

Responsible for:

Academy Principals

Salary:

Negotiable

Performance outcomes

- To provide strategic direction and leadership to the academies of the Trust.
- To be accountable for ensuring that accurate analyses of performance in the academies are presented to the Trust Board.
- To ensure areas for development are identified and addressed through rigorous and robust Academy Improvement Plans.
- To promote the highest possible standards of achievement and well-being for pupils.
- To exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the academies' sustainability.
- To ensure that resources, human, financial and material, are used efficiently to achieve maximum value for money.
- To be accountable for performance outcomes in the Trust academies, in line with agreed Improvement Plans and the Trust Business Plan.

Teaching and Learning:

- To promote and secure consistently high quality teaching, effective learning, high standards of achievement, good behaviour and discipline within a rigorous safeguarding culture.
- To demand ambitious standards for all pupils, overcoming barriers and promoting equality, and instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- To monitor and evaluate the quality of teaching and standards of learning and achievement of all pupils, including those with special educational needs.
- To ensure the effective use of data to raise standards.
- To ensure the maintenance of effective

partnerships with parents to support and improve pupils' achievements and personal development.

- To ensure a range of community based learning experiences.

Leading and Managing the Organisation

- To establish rigorous, fair and transparent systems and measures for managing the performance of all staff, ensuring that areas for development are identified and addressed and that excellent practice is acknowledged and celebrated.
- To ensure that the organisational values are consistently applied to drive improvement processes.
- To set high expectations and stretching targets for the each academy.
- To undertake the performance management of the Principals of each academy.
- With the Principals of academies and the Board of Governors, participate in the selection, appointment and induction of the teaching and support staff as appropriate to ensure that appointees have the potential to achieve the aims of the Trust.
- To monitor the leadership, management and organisation of the curriculum and its assessment in order for areas for improvement to be identified.
- To monitor effectively the attainment and progress of all pupils.
- To monitor and evaluate the effective deployment and management of all teaching and support staff.
- To ensure that all staff are enabled to carry out their respective roles to the highest standard, through high quality, professional learning/development.
- To monitor workload working with Principals to ensure staff across the Trust are supported to achieve a health work/life balance, including development and implementation of wellbeing initiatives.
- To ensure that academy documentation, including the SEFs, Academy Development Plans, information for staff, Information for parents and pupils, including those on the website are produced in a timely manner.

- To secure the commitment of staff, pupils, parents and the wider community to the vision and direction of the Trust.
- To promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.
- To ensure that safeguarding and protecting children is a core priority to each academy's work within a vigilant culture and to ensure that all trust staff adhere to Trust policies and other guidance on the safeguarding and promotion of well being of children and young people. Take appropriate action where required.

Accountability

- To ensure that Principals and all staff recognise that they are accountable for the success of the academy and the Trust.
- To present a coherent and accurate account of the performance of academies in suitable forms to a range of audiences.
- Promotion of the organisation.
- To develop and maintain effective networks with key stakeholders and local professional leaders, where appropriate.
- To ensure the organisation is presented in an appropriate and professional manner to all its stakeholders and the media and maximises opportunities.
- Working with Trustees and Governing Bodies.
- To maintain appropriate working relationships with the Trustees and Governing Bodies.
- To ensure appropriate presentation and reporting to the Trustees and Governing Bodies on the progress of school improvement.



Person Specification

Essential Knowledge Skills and Experience

- Significant experience as a Principal with a sustained record of school Improvement.
- Knowledge of ways to build, communicate and implement a shared vision across a number of academies and ability to deliver this.
- Understanding of strategic planning processes in building school improvement.
- Excellent interpersonal skills with the personal and professional credibility to engage and influence at a senior level, including the ability to effectively represent the Trust in the media where appropriate.
- Ability to deal with contentious situations and manage conflict effectively and sensitively.
- Ability to challenge, give feedback and present views to achieve positive outcomes.
- Possessing a strong, positive educational vision consistent with that of the Trust.
- Personally resilient, self-aware and willing to learn and to adapt.
- Highly organised and flexible.
- Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:
 - Motivation and commitment to work with children and young people.
 - Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
 - Emotional resilience in working with challenging behaviours.
 - Attitude to use of authority and maintaining student discipline.
- No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

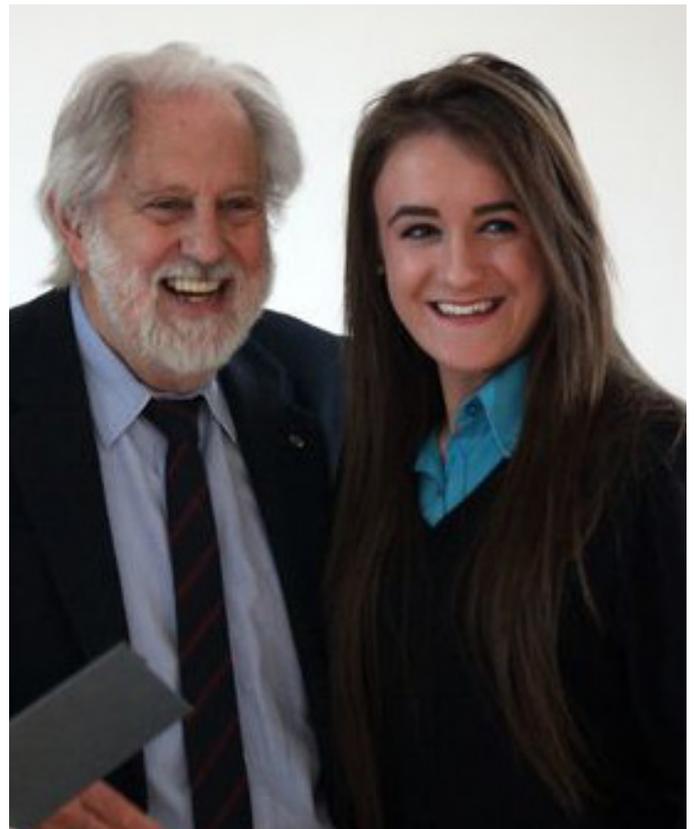
Assessment/Selection Methods

Candidates will be assessed during an assessment centre interview process comprising several activities which may include panel interviews, written tasks and a presentation.

Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

- Enhanced Certificate of Disclosure from the Disclosure and Barring Service.
- Additional overseas checks if applicant has lived outside the UK.
- Children's Barred List check.
- DfE Prohibition List and GTCE List Check.
- Section 128 of the Education and Skills Act 2008 prohibition from management check.
- Medical clearance.
- Proof of qualifications.
- A minimum of two references from current and previous employers which will be taken up following an offer of appointment.



About the Trust

Who We Are

The Kenton Schools Academy Trust, formed in 2014, is a growing, passionate Trust in the North East of England. Our eyes are firmly fixed on providing the best education possible for young people in our city, our region and nationally.

Every day we have the opportunity to work with students from a range of different and diverse backgrounds, and to provide a dynamic approach to learning. Our academies share the expertise and experience of the professionals employed by the trust. To support education, the Trust provides first-class, in-house finance, human resources and IT technical support services.

Our Trustees

Kenton Schools Academy Trust Board comprises three members and nine Trustees. Our Trustees come from a variety of different education and business backgrounds, driving the strategic vision of the Trust and our schools.

The Trust Board meets at least once per term, supported by two sub-committees which meet at least termly, focussing on Standards and Finance and General Purposes. Each of our academies has a Local Governing Board that focuses on holding the leadership to account for the quality of provision and outcomes; these LGBs meet twice per term.

Our Vision

The Trust's main objectives are encompassed in its vision statement, which is:

Through the provision of high quality inclusive education, the Trust will support and enable all our learners to believe in themselves, to succeed in life and aspire to be all that they can be.

In achieving this we will keep children and young adults at the centre of everything we do.

To fulfil our mission we will:

1. Ensure the highest quality education that we can provide for them in every phase of our learners' education.
2. Provide outstanding leadership in our schools and across the Trust to deliver our vision.
3. Support our communities to ensure parents and carers have the confidence to make us their chosen provider.

Our Values

Our values are clear. We believe:

- That the Trust is stronger together and that collaboration is always more effective than competition.
- That inclusivity is a pillar of our learning community – no groups or individuals will be left behind and we are committed to being a support for all.
- That morality, honesty and integrity are at the heart of all we do together.
- In the pursuit of excellence for all and that all learners can achieve.
- In inspiring all our learners to question, research, care, engage and thrive.
- That community investment will deliver dividends for all learners.

Whilst the Trust is clear about accountabilities and responsibilities (see the scheme of delegation for more detailed information), the operating environment across the Trust is one of discussion and shared values, leading to agreed conclusions and action. We are proud that all parts of the governance structure of Kenton Schools Academy Trust work in a spirit of collaboration and common understanding in the interests of all of our students.

About our Schools

Formed in 2014, our Trust currently incorporates two secondary schools in the west end of Newcastle: Kenton School, a well-established, very large 11-19 comprehensive academy, and Studio West, an innovative 11-19 studio school. The Trust has overcome a number of challenges over the last few years: our leadership teams and our academies' passionate staff have worked tirelessly in revitalising our finances and developing our curricula to the point where, in Ofsted terms, from a starting point of two RI judgements in 2016, one academy is now 'good' and the other is, we believe, well on its way to achieving a 'good' judgement. This view was also supported by the November 2021 Ofsted Section 8 Monitoring Visit which confirmed that 'Leaders and those responsible for governance are taking effective action in order for the school to become a good school.

Studio West

Studio West School opened in September 2014, initially taking 120 students from Year 9 and Year 12, becoming the country's first 13-19 studio school. Following a successful first year, the school was given approval to recruit from Year 7 upwards and admission in Year 9 and the sixth form was paused. There are currently over 400 students on roll in Years 7 to 10 (although the PAN is 90) and the sixth form will re-open for Year 12 students in September 2022.

The school ethos of "learning that connects" focuses on ensuring that all learning constantly connects with the outside world and on vocational learning across a wide range of careers. Studio West serves a particularly challenging catchment area, with 70% of its students entitled to the Pupil Premium; nonetheless, it is one of the most successful studio schools in the country. Owing to the change in age range, the school has had no examination results at KS4 in 2020 or 2021, or in KS5 in 2021, but value added outcomes were previously extremely good. Its destinations data for students at 16+ and 18+ are outstanding.

Studio West was judged by Ofsted to be good in every category at its last inspection in May 2019; as a result of all the above, the school is substantially oversubscribed for first-choice parental applications in Year 7.

Kenton School

Kenton School's motto sums up its values: "all different, all equal". With around 1800 students from a variety of backgrounds across Newcastle upon Tyne, about half of whom are entitled to the pupil premium, the school aims to recognise each of its students as an individual with their own talents, ambitions and needs. The academy has worked tirelessly over the years to break down barriers to learning to ensure all children achieve their potential. Outcomes at Key stage 4 were mixed in 2019 but have improved since, albeit modestly (in the absence of comparative national data); post-16 outcomes are good - the sixth form is growing steadily and currently comprises 143 students in Year 12 and 119 in Year 13.

Student attendance has been a challenge for us for several years and remains so, although attendance since the academy re-opened after lockdown is above the national average; the academy is recognised throughout the city as a beacon of inclusivity and pastoral care, which was reflected in the extremely positive feedback we received from our community during the Covid-19 lockdown; leadership and management are good. The academy currently has a PAN of 341 and has been full in Year 7 for the last two years.

The academy's last Section 5 Ofsted inspection in 2019 judged its overall effectiveness to require improvement, although the sixth form was judged 'good'. In the Section 8 Monitoring Visit, the inspector concluded that leaders had 'taken significant action to improve leadership, behaviour and the quality of education' and that the team had 'strengthened processes to improve attendance.

About the North East

Based in the west of the City, Kenton School and Studio West both have excellent transport links, both less than a 5-minute drive from the A1. Newcastle is a vibrant and inspiring City brimming with history and culture. Once a major shipbuilding hub, it is now a centre for business, education, arts and sciences.

With attractions such as Newcastle Castle, which sits on a hill offering fantastic views across the river, and the Millennium and Tyne Bridges connecting Newcastle and Gateshead, the City offers something for everyone. Be it the Discovery Museum covering interactive local maritime history and science displays, the Great Northern Museum housing natural history and archaeology collections, or the cosmopolitan Quayside offering a fantastic range of bars and restaurants. Shopping in the centre of Newcastle offers a choice of shops unrivalled in the North East region.

Newcastle has a number of theatres, including the iconic Theatre Royal which hosts touring national productions as well as ballet and opera seasons with strong regional companies. Just over the river in Gateshead are the Sage Music Centre and the Baltic Centre for Contemporary Art, both internationally recognised facilities.

With two universities; the University of Northumbria and the University of Newcastle, the City also offers fantastic further education opportunities for those of our students who aspire to stay in the North East.



Additional Information for Applicants

Closing Date

12 Noon on Thursday 27th January 2022

Terms and Conditions of Employment

The conditions of service applicable to this post are the Conditions of Service for School Teachers in England and Wales (the Burgundy Book) and the School Teachers Pay and Conditions document as they relate to Headteachers, as amended/ supplemented by local decisions made by Kenton School Academy Trust.

Salary

Negotiable

Staff Benefits

In addition to a flexible approach to work, we offer the following staff benefits:

- Bike to Work Scheme (salary sacrifice) through Bike2Work
- Childcare Vouchers (salary sacrifice) through Kiddivouchers

Start Date

Easter 2022 or ASAP

Pension Scheme

The postholder will be automatically enrolled into the Teachers Pensions Scheme. Further information can be found at www.teacherspensions.co.uk

Equal Opportunities

The school is opposed to any form of unfair discrimination and is publicly committed to be an equal opportunity employer.

Safeguarding

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.

A Disclosure and Barring Service (DBS) will be required prior to appointment.

Kenton Schools Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.





Kenton Schools Academy Trust

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