

Hamp Academy

JOB DESCRIPTION AND PERSON SPECIFICATION

HEADTEACHER

The Hamp Academy culture reflects that of our sponsor.

The success of Hamp Academy will be underpinned by two fundamental tenets:

Students come first: First and foremost, the role of the Academy is to enable students to achieve their potential, and it is this assumption that drives the culture and activity of the Academy. It also drives the Academy's recruitment and personnel strategies. It is assumed that anyone who joins or forms part of the Academy shares this philosophy.

All staff employed at the Academy are team players: Whilst every member of staff has a specific role to fulfil, their ability to do this successfully will depend to a large degree on their ability to cooperate with others, to lead by example if they are operating in a management capacity, and to support colleagues in whatever way is appropriate, and in their turn to seek support when this is necessary to enable them to fulfil their role. The extent to which individuals can work with others is seen as a critical determinant in their appointment to the Academy. In all appointments we make it clear that we are looking for energy, passion, innovation and cooperation, as well as behaviour that will promote a positive image for the Academy in its wider community.

Personal Profile

The success of the Academy rests on a very strongly felt and shared set of values which determine its strategic direction. It is absolutely crucial that the post holder shares our values of student centredness, equality of opportunity and parity of esteem for staff and students. S/he must enjoy working within the team philosophy. This post is not about building empires. It is about espousing and promoting corporateness. Like any other post in the Academy, it is about valuing people, working in partnership with others and supporting individual progression and achievement.

Crucially the post holder must have a commitment to comprehensive education and training. S/he will believe passionately in the entitlement of individuals of all ages to learning and therefore engage constructively with all partners schools both within the Trust and within the wider communities of Bridgwater and Somerset.

S/he will need considerable levels of energy and stamina. This is not a 9 to 5 job, nor is it a job for someone looking for a restful haven. This is a post for someone who has high ambitions professionally.

As a manager and leader, the successful candidate will have a key role in motivating others. It is essential that s/he has exceptional leadership, communication and interpersonal skills.

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Core purpose

The post is a key strategic role within the School and the Trust Leadership Group which forms the most senior team across the Bridgwater College Trust. This team is responsible for securing the key strategic objectives of the Academy.

The post holder is required to:

- Support the CEO in shaping, securing and translating the vision for the Academy into agreed objectives which are acted upon effectively by all.
- Lead the staff team in all aspects of school improvement.
- Execute exemplary leadership and management skills at all times to establish a highly effective Academy.
- Contribute to the strategic development of the Academy to ensure the Academy continually aspires to the highest standards.
- Motivate and work with others to promote a positive culture that promotes personal excellence, equality and high expectations of all members of the Academy.
- Provide a productive learning environment which is engaging and fulfilling for all the young people.
- Act at all times in accordance with the agreed Values and Ethos of the Academy.
- Engage critically and effectively in evaluating the work of the Academy and forming strategic plans for further development.

Key accountabilities of the post

- To work extensively with the CEO to secure the key objectives of the Academy.
- To ensure that all students make great progress in their learning regardless of their starting point.
- To ensure and be responsible for the operational smooth day to day running of the Academy.
- To hold colleagues to account for their performance and that of their teams.
- To evaluate the performance of the Academy effectively and plan for future developments to secure rapid improvements in student outcomes.
- Demonstrates an absolute commitment to the safeguarding and well-being of children

Other Requirements

- Will produce a termly report for the board of trustees reporting on key areas of the role and progress towards securing agreed objectives.
- Line manage staff as required.
- Attend meetings with Board of Trustees and/or committees as required.
- Any other task deemed reasonable by the CEO.

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QUALIFICATIONS		
Essential	Desirable	Where Identified?
<p>Graduate</p> <p>Qualified Teacher Status</p> <p>Substantial continued professional development in relevant management areas</p>	<p>Additional relevant qualifications</p> <p>NPQH (achieved or in progress)</p> <p>Master's degree or higher professional qualification.</p>	<p>Application</p>
EXPERIENCE		
Essential	Desirable	Where Identified?
<p>Experience in senior leadership role ideally in more than one school.</p> <p>Evidence of raising achievement and standards.</p> <p>Excellent classroom teaching skills.</p> <p>Ability to use data to set targets and track student progress.</p> <p>Successful leadership of diverse teams.</p> <p>Significant whole school responsibility.</p> <p>Successful experience of visioning, planning and implementing change.</p> <p>Demonstrates knowledge and experience of how to safeguarding children and young</p> <p>ICT skills to manage the requirements of the post with confidence.</p> <p>Excellent knowledge and understanding of ECM priorities.</p>	<p>Leadership of professional development of staff.</p> <p>Effective line management of support staff.</p> <p>Experience of promoting school activities within a community.</p> <p>Awareness of the way in which developing technologies can impact upon teaching, learning, leadership and management</p>	<p>Application</p> <p>Selection process</p> <p>References</p>

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<p>Excellent knowledge and understanding of diversity and equality requirements.</p> <p>A clear vision and understanding of current educational developments.</p> <p>Success in fostering parental support for students' learning, attendance and behaviour.</p> <p>Experience of developing intrinsic student motivation.</p>		
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