

Every child, every chance, every day.

Every child deserves the best possible start in life



Recruitment Pack

**Principal
Rosedale Primary School**



Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

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A message from the CEO

Dear Applicant,

Thank you for taking an interest in developing your career with Exceed Learning Partnership. We are a Multi-Academy Trust currently serving 8 primary academies in Doncaster with ambitions to grow over the forthcoming year.

As a trust we are passionate about improving the life chances of the children and families we are serve. When any of us choose to work in education, I think we do so for three major reasons; we want to make a difference and inspire others; we want to pass on our enthusiasm for learning to the next generation; and we believe that a good education is the greatest means of helping establish a fairer society where everyone has the opportunity to make the most of their lives.

When we created Exceed Learning Partnership in April 2017, we did so in order to improve the life chances of pupils in and around Doncaster, particularly the most disadvantaged pupils. Having grown out of Edlington, the academies within the Trust have demonstrated that with the right provision, support and highest aspirations, all pupils can and will succeed. This is our

ultimately goal within our Trust – making sure all our academies are exceptional places of learning where everyone thrives.

In our Trust we believe that colleagues need the freedom to develop and perform to the highest standards, dovetailed with leadership and support that comes from an organisation that is passionate about removing any barriers to outstanding teaching and learning.

In our Trust we are delighted to welcome colleagues who share in our vision to help our academies to thrive. We support our staff in their learning, with the latest research and innovation, as well as contribute to their growth by sharing our experiences. All of us within Exceed Learning Partnership continue to grow our expertise so that we can make a difference to the lives of our pupils.

We look forward to meeting with you and warmly welcome you to visit our Trust and all our academies to find out more about the role and the difference you can make!



Beryce Nixon

Chief Executive Officer
and National Leader
of Education

Our Ethos



Children within our Trust will always be our main priority, with personalised learning as our starting point, making the challenges of 'Helping Children Achieve More' a reality.



Every child will have the opportunities to expand their horizons, and build the confidence, talents, interests, skills and qualifications to succeed as they make their way towards a fulfilling and prosperous adulthood.



The amount of time children spend in education is finite. We have a responsibility to ensure every moment a child is in an Exceed Learning Partnership School, must be spent productively. Once wasted, it is gone forever and cannot be given back.

Every Child | Every Chance | Every Day



Our Vision

To equip young people with the knowledge, skills and mind-set to thrive and then take on the world!

We will achieve our vision by:

Every child developing:

- a greater understanding of themselves as a learner
- recognise what their strengths are
- how they can share their strengths with others
- understand what steps they need to undertake for their continual learning journey

Pupils will be encouraged and inspired to believe in themselves, build dreams and aspirations and strive to achieve these.

At Exceed Learning Partnership we believe in social justice through exceptional schools, creating and sustaining the best schools in which to learn and work by pursuing social justice for all.

Every child will be given the same opportunity to succeed, whatever his or her prior attainment. A key feature of the Exceed Learning Partnership will be a learning curriculum which builds the characteristics of Learning across all schools within the trust. This will focus on our learning philosophy skills:

Resilience, Motivation, Collaboration, Creativity, Investigation, Teamwork and Evaluation.



Our Values

Inspire

Embodied in the Trust motto, "Every Child, Every Chance, Every Day", all members of our organisation aim for excellence in their individual professional roles, in our innovative, evidenced-based practice and in our pupils so that we can all fulfil our potential in whatever we aspire to do or be!

Include

At Exceed Learning partnership we are concerned with achieving equitable, diverse and quality education for all pupils. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.

Integrity

We respect the individuality of our academies and their communities and always act with integrity. By allowing high levels of autonomy wherever possible, we are able to nurture personalised learning approaches and focus on developing holistic people.

Exceed

Excellence and enjoyment should be an entitlement for all children and adults working in our Trust. We are developing cutting-edge, research-informed and highly engaging pedagogies that ensure high levels of progress and rapid development of staff; leading to the highest levels of achievement for all!

Our Aims and Strategic Objectives



SO1. Outstanding Professionals

- To develop winning teams of Governors, leaders, staff and other stakeholders who are forward thinking, highly skilled, open, hardworking and determined to enable success for others



SO2. Innovative Systems Enabling Creative Schools

- To create innovative and sustainable schools that are creative, vibrant, safe, compliant, financially healthy, well resourced and exceptionally well governed and led



SO3. Strong Partnerships and Communities

- To work closely with our local communities and parents to secure the best outcomes and opportunities for our learners.
- To develop a network of partnerships across all our academies, our local area and across the country which are powerful in supporting the development of all.



SO4. Exceptional Learners

- To develop learners who are highly successful with attributes, skills and qualifications for a fulfilling life.
- To ensure all our learners have a high quality school experience and enjoy an abundance of opportunities.

People Vision



We create exceptional, inclusive and enjoyable places to work

We are passionate about our purpose and inspire each other to deliver high performance

We act with integrity and our Values drive our behaviours and decision-making

We strive to exceed in all we do and learn from every opportunity

...to deliver on our motto



Every Child.
Every Chance.
Every Day.





A Message for the Candidate

Dear Applicant,

Thank you for your interest in the position of Principal at Rosedale Primary School.

We are seeking an enthusiastic, forward thinking and dynamic individual to join our trust and drive Rosedale Primary School forward.

Rosedale Primary are a friendly and inclusive school that sits at the heart of the community. We value every individual and aim to provide a stimulating and exciting learning environment and curriculum that allows every child to reach their full potential.

Rosedale is a one-form entry school with 190 pupils aged from 3 to 11.

We foster a positive climate and strive for all staff at Rosedale to develop and pursue a successful career. In order to achieve this, we put the maximum amount of effort into creating the very best professional development opportunities.

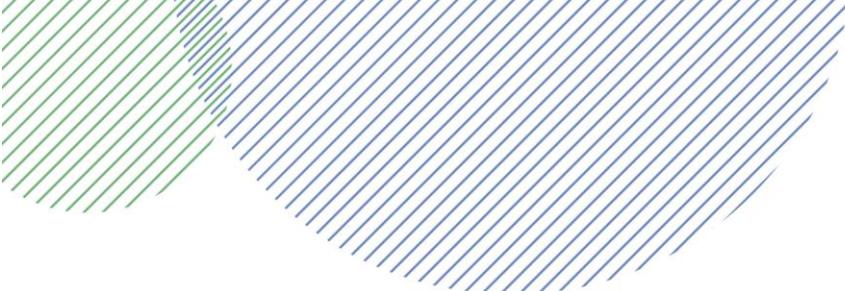
This is an exciting opportunity for the successful applicant to use their skills and individuality to support our school through its continuing journey of improvement.

We encourage interested applicants to contact us if they have any questions or queries about the role and look forward to receiving your application.

Yours sincerely

John Blount

Chair of Directors



Job Description

Job Title:	Principal
Grade:	Leadership Scale 15 - 21 (£59,581 - £69,031 – Pay award pending)
Location:	Rosedale Primary School
Responsible to:	CEO, Deputy CEO/COO, Director of Primary Education, Trust Directors, School Governors
Responsible for:	To play a major role under the direction of the Director of Primary Education & Governing Body in formulating the aims and objectives of the school, establishing the policies through which they shall be achieved, managing staff and resources to achieve the aims and objectives of the school and monitor progress towards their achievement. The Principal will provide professional leadership and management for the school and establish a culture that promotes excellence, equality and high expectations and aspirations for both pupils and staff.

Main purpose of the job:

To work with the CEO, Director of Primary Education, Local Governing Body and other school leaders to ensure the very best education for the students, through achieving the school and Trust aims and objectives. In particular, to develop and manage curriculum, teaching and learning policies and lead all provision of the school in line with its designation.

Key duties and responsibilities

Accountable to the Director of Primary Education for:

- sustaining the aims and objectives of the school and establishing the policies through which they will be achieved; managing staff and resources to that end; and monitoring progress towards their achievement;
- working to maximise students' progress towards their full potential;
- liaising with key stakeholders to support school improvement.
- provide professional leadership and management for the school and establish a culture that promotes excellence, equality and high expectations and aspirations for both pupils and staff
- ensuring the educational success of their school within the framework of their individual school's strategic plans

Job Specification

Strategic direction and development of the school:

To work with the CEO, Director of Primary Education, Local Governing Body and the wider Trust to develop a strategic view for the school in its community and analyse and plan for the future needs and further development of the school in a local, national and international context.

- To develop overall aims and objectives for the school and policies for their implementation;
- To maintain a positive ethos and support the delivery of the school educational vision and direction which promotes effective teaching, successful learning and achievement by pupils and sustained improvement in their spiritual, moral, cultural, emotional and physical development, and prepares them for the opportunities, responsibilities and experiences of adult life;
- To secure the commitment of parents and the wider community to the vision and direction of the school;
- To develop and implement a strategic plan, underpinned by sound financial planning, which identifies priorities and targets for ensuring that pupils achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement;
- Promote the Trusts vision, values and ethos to pupils, staff, governors, parents and the wider community
- To ensure that all those involved in the school are committed to its aims, motivated to achieve them and involved in meeting short, medium- and long-term objectives and targets which secure the educational success of the school;
- To ensure that the management, organisation and administration of the school support its vision and aims;
- Provide effective organisation and management for the school and seek ways of improving organisational structures and functions based on rigorous self-evaluation
- To ensure that policies and practices take account of national, local and school data, inspection and research findings; and
- To monitor, evaluate and review the effects of policies, priorities and targets of the school in practice and take action if necessary as required by the CEO/Director of Primary Education
- Create a shared learning culture and positive climate through distribution of leadership through teams and individuals, working across the Trust as appropriate.
- Develop a partnership ethos with other Principals within the Trust, which enables everyone to work collaboratively
- Create an inspiring professional environment consistent with the Trust's and school's values and aspirations

Job Specification

Teaching and Learning

To work with the CEO, Director of Primary Education, Local Governing Body and the wider Trust to secure and sustain effective teaching and learning throughout the school and to monitor and evaluate the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for improvement.

- To ensure that all pupils receive a good quality education through a programme designed to promote good learning in a safe and healthy school environment;
- To ensure a consistent and continuous school-wide focus on pupil's achievement, using data and benchmarks to monitor every pupils' learning and progress;
- To establish creative, responsive and effective approaches to learning and teaching;
- To ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning;
- To be able to demonstrate and articulate high expectations and set stretching targets for the whole community;
- To be able to implement strategies which secure high standards of behaviour and attendance;
- To be able to determine, organise and implement a diverse flexible curriculum and implement an effective assessment framework;
- To be able to take a strategic role in the development of the new and emerging technologies to enhance and extend the learning experience of pupils
- To monitor, evaluate and review classroom practice and promote improvement strategies to ensure that underperformance is challenged at all levels and ensure effective support and intervention; and
- To ensure holistic, child centered support is in place which empowers children and their families and enables the development of healthy, socially inclusive behaviours.
- Ensure all staff are involved in working together, as part of a team, to develop areas of provision that impact positively on learning and teaching across the school
- Create and maintain an effective partnership with parents to support and improve pupils' achievements and personal development
- Promote equality and inclusion in aspects of school life

Efficient and Effective Deployment of People and Resources

To deploy people and resources efficiently and effectively to meet specific objectives in line with the school's strategic plan and financial context:

- To work with senior colleagues to deploy and develop all staff effectively in order to improve the quality of education provided;

Job Specification

- Work closely with Trust CFO and school Business Manager to ensure budgets are appropriately set and managed
- Oversee that financial and human resources are managed effectively to ensure educational goals and priorities are met
- Oversee and evaluate the subject/development/area budget allocation to ensure the budget is spent in line with the subject/area learning priorities and best value principles
- Establish and review staffing structures to ensure they remain efficient
- Ensure policies in terms of compliance, finance, HR and IT are implemented and adhered to by all school staff
- To advise the CEO, DCEO/COO and - where required - Governors and implement decisions in relation to staffing;
- To manage and organise accommodation efficiently and effectively, to ensure that it meets the needs of the curriculum and health and safety regulations;
- To make arrangements, if so required, for the security and effective supervision school buildings, contents and grounds, ensuring that any lack of maintenance is reported to the maintaining authority;
- To undertake responsibilities as defined in the Trust Health and Safety Policy and/or such Health and Safety Policy as the CEO, DCEO/COO may have determined;
- To ensure that appropriate risk assessments are undertaken before sanctioning and participation in any potentially hazardous activity;
- To manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money; and
- To ensure that staff are encouraged to attend INSET which increases their knowledge and understanding of cultural diversity and racism and how racism can be combated in a classroom setting.

Leading and managing people

To lead, motivate, support, challenge and develop other people in order to secure improvement:

- To maximise the contribution of staff to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed between staff and pupils;
- To plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with their conditions of service, ensuring a reasonable balance for teachers and other members of staff, in work carried out in school and work carried out elsewhere;
- To implement and sustain effective systems for the management of staff performance, incorporating appraisal and targets for teachers (including targets relating to pupils' achievement);
- To ensure that all staff receive regular appraisal and performance management as per the Trust's policies and procedures;
- Provide regular feedback for colleagues in a way which recognises good practice and supports their progress against professional and performance appraisal objectives resulting in a tangible impact on the learning of pupils
- To ensure that trainees and newly qualified teachers are appropriately trained, monitored, supported and assessed in relation to the standards for Qualified Teacher Status and the Teacher Standards; and
- To maintain an ethos of relationship based practice across the school which values the contribution that enjoyment can make to achievement.
- Plan, organise and deliver staff meetings, where necessary bringing in outside speakers, keep abreast of performance and the latest developments in the areas and disseminate effectively to other members of staff



Person specification

Description	Shortlisting
Professional Qualifications	
1. Qualified Teacher Status	Essential
2. First Degree or Equivalent	E
3. Evidence of further professional development	E
Knowledge & Understanding	
4. Substantial primary teaching experience, demonstrating personal enthusiasm for teaching and learning, with the ability to model effective teaching and learning to a high standard	E
5. Experience of whole-school curriculum management leading to school improvement	E
7. A strong commitment to inclusion with high expectations for all learners	E
8. Highly successful experience of leading and managing whole school developments in a number of areas regarding teaching & learning and raising standards of attainment and achievement across the school	E
9. Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement	E
10. Excellent understanding and use of assessment, including target setting and tracking and how it can be used to plan curricular interventions to accelerate pupil progress	E
11. Understanding of effective techniques and policies for behavior management	E
12. Knowledge and experience of up to date developments in IT and E-Learning for teaching and management purposes	E
13. A good understanding of the requirements of transition between key stages	E
Evidence of significant development of a curriculum area or aspect of school provision	E
14. A good understanding of the features of high-quality pedagogy and practice for children with learning difficulties and disabilities. Experience of planning and implementing personalised plans for pupils with special educational needs.	E
Leadership and Management	
15. Senior leadership and management experience	E
16. An effective leadership and management style that encourages participation innovation and develops colleague's confidence	E
17. A good understanding of whole school issues	E
18. Experience of organisational development, planning and implementing change and experience of leading change, creativity and innovation	E
19. Knowledge and application of strategic financial planning, budget management and principles of best value	E
20. Understands the relationship between managing performance, professional development and school improvement	E
21. Commitment and current relevant knowledge of school improvement processes	E
22. The ability to create a united, committed and highly effective staff team	E
23. Commitment to continuous improvement of self and others	E
24. The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community	E
25. Ability to set & meet challenging targets, for pupils and the school, and to enable others to do this	E
26. Ability to analyse, prioritise and meet deadlines	E

Person specification

27. Experience of conducting staff induction, mentoring and performance management	E
28. Experience of whole school self-review and evaluation	E
29. Knowledge of the role of Governors	E
30. Able to demonstrate leadership qualities and people management skills	E
31. Knowledge and experience of using a range of performance management systems to effectively manage and motivate staff	E
32. The ability to lead, coach and motivate staff within a performance management framework providing professional development and effectively challenging and managing any underperformance	E
33. An ability to identify leadership potential in others. To be able to foster and develop this through the creation of creative pathways so that the school benefits from their development	E
34. Commercial awareness, knowledge of school budgets, financial regulations and procedures	E
35. Able to motivate, promote good relationships and effectively communicate with all stakeholders	E
36. Experience of having led whole school initiatives	E
37. Commitment to supporting community/external agencies involvement in school	E
38. Commitment to safeguarding and promoting the welfare of children	E
Personal Qualities	
39. Creative, enthusiastic and proactive, keen to embrace new ideas and challenges	E
39. Displays the ability to think creatively to anticipate and solve problems	E
40. Excellent interpersonal and communication skills with the ability to develop effective working relationships	E
41. The ability to inspire and motivate others	E
42. Approachable, caring and empathetic	E
43. Works well as part of a team	E
44. Flexible, listens and is prepared to seek advice and support	E
45. Strong organisational and time-management skills and the ability to delegate to others	E
46. The ability to work well under pressure and manage conflicting demands	E
47. Ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop	E
48. Optimism and resilience in the face of challenges	E
49. Demonstrates a concern for the pastoral & spiritual welfare of all in the school	E
50. Committed to continuing professional development for self and others	E
51. Committed to active parental involvement	E
52. Able to deal sensitively with people and resolve conflict	E
53. Commitment to making learning fun	E
54. The flexibility to meet the full range of job requirements	E
56. Demonstrate a firm commitment to the concept of Multi Academy Trust and desire to see the Trust flourish and expand in a sustainable manner	E
57. A confident and forensic use of data to inform and diagnose weaknesses that need addressing and ability to effectively action a plan to raise performance	E

How to apply

Prior to applying:

If you are unclear about any aspect of the application process or you would like any additional information about Exceed Learning Partnership or the role, then please contact:

Mrs Beryce Nixon CEO: CEO@exceedlearningpartnership.com

Informal Communication and visits to the Trust and Academies/Schools are strongly advised

If you think you have the qualities and want to be part of a high-performing team, dedicated to providing the best possible educational opportunities for the young people of Doncaster, then please send your completed application form to:

Email: pa@exceedlearningpartnership.com

Post: Exceed Learning Partnership, Edlington Lane, Edlington, Doncaster, DN12 1PL

Appointment Process

Informal meetings can be organised with the CEO prior to applying by contacting Janine Tuke (PA to CEO) on pa@exceedlearningpartnership.com or by telephoning the Trust office on: **01709 805175**

Closing date for applications: Monday 28th November 2022 – 12pm

Short-listing: Wednesday 30th November 2022

Interview process to be held over two days:

Day 1: 8th December 2022 – Successful Candidates will be invited to Day 2

Day 2: 9th December 2022

Should you decide to apply, please confirm your availability for these dates when submitting your application.

References will only be taken up for shortlisted candidates who will be notified beforehand. Please contact each of your named referees to inform them that, if you are shortlisted, we will request a reference prior to the interview.

Please note that providing false information as part of your application may lead to a withdrawal of any conditional offer of employment, or disciplinary procedures potentially leading to dismissal without notice if you have already

The Exceed Learning Partnership



Willow
Primary
School



Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

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