



Principal Candidate Brochure



STJOHN'S
MARLBOROUGH
AN INTERNATIONAL
A C A D E M Y



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Welcome Message from the CEO Designate

Dear Applicant,

Thank you for your interest in the position of Principal of St John's. The vacancy arises as a result of my appointment as CEO from September 2018, following the retirement of Dr Patrick Hazlewood, founder of Excalibur Academy Trust. I have thoroughly enjoyed my time at the helm, and can recommend St John's as a dynamic, forward-looking and happy academy where everyone is encouraged to push themselves and aspire to achieve more than they thought possible. This really is an exciting opportunity for the right leader to make their mark in a supportive, creative and successful environment.

As you will no doubt have seen from our website, St John's is the flagship school of Excalibur Academies Trust, leads a Teaching School Alliance, and is judged as outstanding by Ofsted in every category. For some, this may be a daunting prospect – where do you go from outstanding? But of course, like every restless organisation, we still feel there is much to do to ensure every child's educational experience is as rich, character-building and high-quality as possible, so there is a real challenge for the new Principal to effect improvement. The successful applicant will have full autonomy over the day to day running of St John's, including budget management and staffing., and will benefit from the support and challenge of the Trust.

Part of the advantage of leading a school which is part of a multi academy trust is working collaboratively with other leaders across a range of schools, including primary and secondary, rural and urban, large and small. As Principal of St John's, not only will you be leading a student body of almost 1700 and a staff of 200, you will also be contributing to the leadership of a Trust which serves 4000 students through 550 staff, meaning that opportunities for professional development are as wide and varied as you could wish. We all come into teaching to make a difference, so the larger the number of young lives we can influence, the more rewarding the job.

I believe this is an incredible opportunity, and I know the successful applicant will love leading St John's; if you have the vision, ambition, strategic and interpersonal skills, underpinned by a track record of raising standards, this could be what you are looking for. Visits to the academy are welcomed, and I would be more than happy to discuss the role in further detail. I wish you well in your application.

Nicky Edmondson

CEO Designate



St John's Marlborough — An Outstanding Academy

Situated above the historic market town of Marlborough, St John's is an internationally renowned 11-18 co-educational academy of c. 1700 students. The well designed buildings are integrated into a landscape that is classed as an area of outstanding natural beauty.

An academy where everyone is valued for who they are and for what they may become, St John's is concerned for the individual child.

We have a reputation for being a caring school which sets very high standards in a disciplined environment.

We are proud to stand for quality of teaching and learning. In May 2014 our OFSTED inspection found St John's to be outstanding in all areas.

We place a high emphasis on developing a proper sense of values - respect for others, a responsible attitude towards the community, care for the environment and a pride in oneself and one's appearance. Preparation for global citizenship, independent thinking, high self-esteem and confidence are all hallmarks of the St John's student.





Our Vision and Values

Our Mission

To develop highly capable, confident and independent learners who are well prepared to meet the opportunities and challenges presented by a global community, by delivering a coherent, seamless approach to teaching and learning from early years to adulthood.

Our Values

We are attentive to the fostering and maintaining of a happy environment for all, from pupils, to parents and members of staff, where resilience is encouraged, creativity applauded and success warmly celebrated.

Our decision making and subsequent actions are governed by high standards of ethical practice, with integrity, global citizenship, moral leadership, openness and trust acting as the key hallmarks.

We seek to cultivate an international outlook and culture of respect for all that embraces equality, tolerance, understanding, listening and awareness.

Our Vision and Culture

Through astute and purposeful leadership, Excalibur Academies Trust is totally committed to delivering the highest standards of teaching and learning for pupils aged between 3 to 19 years. Our vision will be realised, where possible, through the strong regional clusters of primary academies allied to a local secondary academy, who through collaborative partnership will deliver an educational experience of outstanding quality for all children within the reach of the academies. The foundation stone of our culture is our community of schools, where knowledge sharing, collaboration, partnership and contribution and teamship form the core pillars.

We carefully cultivate an environment that is international in its outlook, and which encourages independent learners whose individual potential can be realised. With the delivery of educational excellence as the prime commitment to our pupils, we also pay close attention to ensuring the morals, standards of ethical behaviour, good values and respect for one another are firmly embedded in the ethos of all our partner schools.





Excalibur Academies Trust Schools

Excalibur Academies Trust opened in September 2012 as a multi academy trust, comprising St John's Marlborough and Easton Royal Academy. We have grown steadily since that time:

- Burbage Primary School joined as a sponsored academy on 1 April 2013;
- Fairfield High School, Bristol joined on 1 February 2015;
- Ogbourne CofE Primary School and Oare CofE Primary School joined on 1 April 2015;
- John O'Gaunt School, Hungerford joined on 1 October 2016 as a sponsored secondary academy;
- St Katharine's CofE Primary School, joined the Trust on 1 September 2017.
- Great Bedwyn Primary joined in April 2018, and Lambourne CofE Primary joins in September 2018.

The Trust intends to continue to expand, with more schools situated along the M4 corridor joining in the future. Our growth plan is to build clusters of primary schools around each secondary.





Excalibur Teaching School Alliance

Excalibur Teaching School Alliance (ETSA) brings together primary and secondary schools from across the region to work on the following key areas:

- School-led Initial Teacher Training (ITT)
- Professional Qualifications
- School-to-School Support
- Research & Development
- Continued Professional Development (CPD)

Excalibur TSA is based at and led by St John's, an outstanding academy, situated in the beautiful market town of Marlborough. Our alliance shares expertise from across a partnership of primary and secondary schools situated in Bristol, Reading, Berkshire and across Wiltshire. Fairfield High School in Bristol acts as a hub for ETSA.

School-led Teacher Training

The Teaching School is collaborating with Bath Spa University and Bristol University to develop and deliver cutting-edge primary and secondary School Direct ITT programmes.

Excalibur TSA has two ITT Training hubs; one Wiltshire-based hub at St John's in Marlborough and the other hub in Bristol, at Fairfield High School.

We are able to offer School Direct secondary and primary training places, starting in September each year. Primary training places are offered through our Marlborough hub; secondary places at either Marlborough or Bristol.

School-to-School Support (S2SS)

Excalibur TSA is committed to school improvement through a system which draws on the wealth of expertise available through its partnership schools, both primary and secondary. Through our S2SS team we have access to National Leaders of Education and Governance, experienced Head Teachers, Specialist Leaders of Education, Excalibur Leaders of Education, as well as a wide range of other outstanding lead practitioners who have expertise in all areas. Excalibur TSA has received funding for a SSIF Round 1 project aimed at improving pupils' mastery of basic phonic knowledge, to develop speed and fluency, so that the children become confident and mature readers. We are currently supporting 52 schools across a number of local authorities, with plans to grow.

CPD

We aim to offer a wide range of high quality professional development opportunities for teachers, teaching assistants and support staff, delivered by outstanding teachers, specialist leaders and consultants.

Research & Development

Each year Excalibur TSA promotes school-based research projects within its partner schools. The results of these findings are shared across the alliance and beyond. The aim of our bursaries is to support and encourage the undertaking and sharing of school-based research in Excalibur TSA partner schools. This academic year we are supporting over 25 projects.

For more information on the Teaching School, please visit: <http://www.excaliburtsa.org.uk/>



Principal: Person Specification



Person Specification

Essential:

Appointable candidates are required to have attributes in this column

Desirable:

The attributes in this column may be used to rank appointable candidates

Essential	Desirable
Qualifications and Professional Development	
Qualified teacher status, Degree, National Professional Qualification for Headship	Higher degree or other post-graduate qualification
Evidence of Continuous Professional Development	Professional Development Qualifications
Employment Experience	
Senior leadership experience in education and proven ability to lead a team—substantial experience of a full range of 11-18 education	Prior experience of a diversity of educational institutions, including schools with thriving Sixth Forms
Successful personal leadership in raising of student outcomes	
Innovation in curriculum development, teaching and learning, monitoring and evaluation strategies and translation into effective operational outputs.	Personal record as an outstanding teacher
Knowledge and experience of managing school resources: financial, human and facilities	Particular success with implementing best value and value for money principles
Clear grasp of financial/accounting principles and large complex budgets	
Productive partnership working with other schools and organisations	
Personal qualities	
Highest standards of integrity and a positive role model for students and staff	Range of external interests
Strong leader, underpinned by skills in motivating effective team working whilst being open to challenge	
Committed to comprehensive and inclusive education; energetic and passionate in the pursuit of the vision, challenges and opportunities. Committed to close home/school partnerships as key to effective education	
Excellent oral and written communication and presentation skills, underpinned by strong analytical skills.	
Effective relationship builder with a variety of internal and external stakeholders	
continued on next page	



Person Specification

Essential	Desirable
Personal qualities continued	
Professionalism at all times and an ability to remain calm under pressure; reliability, good task prioritisation and time management	
Good strategic thinker, informed and shaped by operational experience	
Resilience, dedication and energy whilst valuing a successful work life balance for self and colleagues	
A lifelong learner who understands the value of creative and innovative thinking and of taking appropriate risks as a means to improvement	
Outgoing personality, sense of humour	
Professional Knowledge and skills	
An inspiring and convincing educational vision and an ability to lead with a 'can-do' attitude to generate high expectations, enthusiasm and commitment	Publication of educational ideas
Expert knowledge and understanding of current curriculum development, educational policies and practices relating to education and training of children and young people aged 11-18	Comparative study of curricula and pedagogies
Experiential knowledge of detailed data collection and analysis and its application in setting challenging individual targets, intervention planning and curriculum delivery within the classroom	Familiarity with the Academies Financial Handbook
Experiential knowledge and understanding of the recruitment, development and performance management of teaching and support staff	Advanced specialist training undertaken
Expertise in the design and use of technology to enhance pupil learning and help prepare students to become global citizens	Comparative study of aspects educational systems
Judgement, knowledge and skills to ensure a positive ethos within which to manage and coach individuals at all levels to outperform against their targets and objectives while also decisively challenging underperformance	Knowledge and understanding of current curriculum development, educational policies and practices relating to education and training of children aged 4-11
Clear understanding of and commitment to the role of an Academy within the local community	
An understanding of the needs of employers locally and in a broader context	
Expert knowledge and understanding of the objective evaluation of whole school effectiveness	
Knowledge of the statutory requirements and relevant legislation relating to school leadership and management including equal opportunities employment, health and safety, data protection and child protection and safeguarding	



Excalibur
Academies

Principal: Job Description



Job Description

Core Purpose

- The Principal provides professional leadership and management of the academy within the overall vision of the Excalibur Trust, focusing firmly on achievement, attainment, behaviour and wellbeing of students, quality of teaching, learning and management.

The Principal will:

- Provide a positive and happy learning experience, which empowers students to become highly capable, adaptable, resilient, confident and independent learners, well prepared to meet the challenges in the global community.
- Encourage students to take personal responsibility for their actions and challenge them to achieve maximum performance.
- Provide a creative and integrated curriculum that offers a rich quality of academic and vocational options to meet the needs of every student.
- Promote all-through education from age 3 – 19 delivered in partnership with primary schools.
- Promote a strong family ethos that is based on Christian values and a robust moral code that emphasises respect for others, personal pride, determination, and outstanding personal integrity.
- Ensure the effective application of child protection and safeguarding practice.
- Recruit, skilfully manage, motivate and support staff in the quest to be consistently outstanding.
- Provide astute guidance to the Local Governing Body on the strategic direction of St John's and contribute to the development of the strategic educational direction and goals of Excalibur Trust.
- Oversee the finances of the academy with the objective of delivering a balanced budget.

Leading Teaching and Learning

- Further develop a creative, integrated and broad curriculum which develops students as independent learners and prepares them for their role within the wider global community.
- Cultivate a culture of challenge, support and high expectation with a focus on outstanding achievement, where data is deployed to effectively monitor and maximise the progress of individuals and groups of students.
- Monitor and continuously evaluate teaching and relationships with students to ensure the consistent delivery of teaching excellence.
- Implement an effective student assessment framework which involves students in their learning and which contributes directly to their achievement.



Job Description

Leading Teaching and Learning - Continued

- Maintain and deepen links with primary schools in Excalibur, Marlborough Area Partnership and the Marlborough cluster to ensure a coherent approach to learning from 3 – 19, leading to higher standards of attainment.
- Review and adapt as appropriate strategies to secure high standards of behaviour and attendance, whilst also providing for the spiritual, moral, social, emotional and cultural wellbeing of students.
- Furnish students at all stages of their school life with well considered individual guidance to enable them to make appropriate curriculum and career choices.
- Observe advances and developments in information technology, and introduce the relevant technologies to enhance student learning, equipping them with the skills and competence relevant to the workplace and wider life.

Working with Staff

- Motivate and work with all members of staff to share and maintain a culture that is focused on delivering outstanding levels of achievement.
- Deploy effective strategies and procedures for the recruitment, induction, and development of staff, ensuring that their professional development is closely aligned to the achievement of strategic goals.
- In a climate of high expectation, applaud, recognise and encourage outstanding performance and take appropriate and timely action where performance is unsatisfactory.
- Orchestrate a programme for performance management with all staff that is designed to lead to outstanding practice.
- Leading by example, promote across the staffing complement the importance of well-being and a healthy balance between work and other life.

Managing the Academy

- Oversee the astute management of the academy's financial resources, embracing cost management protocols, and revenue generation activities, in order to deliver a balanced budget.
- Manage to good effect the academy's human resources and via a process of regular reviews, ensure all available resources are properly deployed and management tasks delegated appropriately, to allow the Academy to achieve its goals and priorities.
- Further develop and nurture the school environment, meeting the needs of the curriculum and diligently observing health and safety requirements.
- Ensure that policies and practices take account of national, local and Trust circumstances, policies and initiatives.



Job Description

Strategic Planning

- Work with the Local Governing Body and other relevant parties to develop the strategic direction of the academy, within the overall vision of the Excalibur Trust.
- Ensure that the vision and strategic direction of the academy is clearly understood and acted upon by all, through the development and implementation of the Improvement Plan and Annual Performance Plan.
- In a culture of openness, seek and take into account the views of parents, carers, students, and the wider community in helping develop the strategic direction of the Academy.

Securing Accountability

- Work with the CEO, Local Governing Body and with the Trust Board and other committees of the Trust Board as required, providing them with intelligent information, objective advice and wise guidance to assist them to meet their responsibilities.
- Fulfil commitments arising from contractual accountability to the Local Governing Body and Trust Board.
- Develop and regularly present an accurate and comprehensible account of the academy's performance to a range of interested parties that includes staff, parents, carers, students and the wider community.
- Maintain an ethos where everyone takes ownership of their responsibilities, where there is a willingness to be held accountable for actions and where success is widely celebrated.

Relationships with The Wider Community

- Build strong relationships with parents, the alumni, community leaders, businesses, higher education institutions and other organisations locally, nationally and internationally, to help enrich the experience of students during their school years and maximise their opportunities beyond school.
- Create and foster effective partnerships with parents and carers to support and improve students' achievements and wellbeing.
- Co-operate with the relevant agencies to protect students.
- Determine and implement a programme of community education and other activities to embed the Academy in the heart of the local community.
- Contribute with the Excalibur CEO and other Excalibur Principals to the development of education within the Trust, nationally and internationally by sharing effective practice, working in partnership with other schools and promoting innovation.



If you would like further information or a confidential conversation, please contact Gina Hurry at Academicis on:

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E: ghurry@academicis.co.uk

**All applications are to be sent to
Gina Hurry no later than
12 noon 11th June 2018**

**Interview Days - Thursday 14th & Friday
15th June 2018**



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We reserve the right to research applicants on social media platforms and the internet, and the Local Academy Committee may take this information into consideration during the recruitment process.