



St Newlyn East
Learning Academy

Kernow Learning



Recruitment Pack

Welcome

Thank you for your interest in considering joining Kernow Learning. We are a family of nineteen schools across Cornwall which closely work together in a collaborative way to share, learn from and support each other for the benefit of all.

Our aim is to provide both rigorous and effective school improvement and financial stability to ensure all of our schools continue to provide the very best education in the communities that they serve. Our vision is summed up in... 'Building Excellent Schools Together.' This vision signals our collaborative, partnership approach and involves every employee of our Trust and extends to our children, and their families.

Our inspiring team of leaders at strategic, school improvement and governance levels are what sets this Trust apart from the rest, in addition to excellent training and progression opportunities.

This information pack contains information about St Newlyn East Learning Academy and how to apply to join the Senior Leadership Team as Headteacher of this school.

Jennie walker
CEO

A white handwritten signature, likely of Jennie Walker, is written over the blue background.



Our Values

Respect
Collaboration
Inclusivity
Community
Wellbeing

Equality Integrity
Happiness
Teamwork

What it means to be part of Kernow Learning

To work collaboratively to develop and improve teaching, learning and social and emotional development. Our primary concern is to develop independent and confident citizens of the future.

To reinforce a culture of excellent behaviour and commitment to learning through building positive relationships between pupil and staff and parents. In each area of our schools, we ensure that all pupils, and their families, are well known to the school so no child will go unnoticed.

We recognise our place in our local and wider communities. We encourage academies to embrace their position in the heart of their community to ensure they respond to the needs of stakeholders within the locality.

To have a commitment to training and professional development. We hold regular joint staff training days and have a rigorous programme of induction for all new staff. We expect all members of staff to be active learners.

We set exceptionally high expectations for our pupils and do whatever it takes to achieve these. We set equally high expectations of our staff and have a rigorous performance management process in place to ensure that everyone.

All staff have a responsibility to be positive and supportive of each other. Our commitment is for positivity to resonate throughout our schools, creating a climate for educational success.



“ The Trust’s school improvement plan is dynamic and is personalised to the needs of the academy. There is school to school support where everyone is a giver and receiver which has really helped to share expertise and strength leading to improvement.

Headteacher

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“ The regular leadership meetings, cross Trust and wider school links for moderation and training are really effective.

Headteacher

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About St Newlyn East Learning Academy

We are excited to announce this fantastic opportunity for an inspirational Headteacher based at St Newlyn East Learning Academy, a 2FE primary school near Newquay. This role is permanent and is an excellent opportunity to develop your career within our Trust.

At St Newlyn East Learning Academy, it is our intent to prepare children for the rest of their schooling by creating inquisitive, focused and independent young learners, however we also want to begin to prepare them for the rest of their lives by creating kind, nurtured and well-rounded citizens.

"We aim to ensure all of our pupils feel happy, secure and valued, enabling them to make a worthwhile contribution as young people within their community. Our school provides a gateway for children to discover, explore and learn in a caring environment. Childhood is a magical, wonderful time and our pupils follow a varied and active curriculum designed to give them the opportunity to build confidence and learn everything they will need for their future."

Kaye Pitcher - Executive Head Teacher

The school has an enormous, wild and versatile outdoor space where the possibilities for learning are endless and natural wildlife is abundant.

There is a separate charity - St Newlyn East Pre-School - within the school site which also provides wraparound care for pupils of the school.

St Newlyn East Learning Academy has its own local governance through a Local Advisory Board (LAB).



We are seeking a leader with previous experience in primary school leadership and school improvement at Headteacher level, or Deputy / Assistant Headteacher level. The candidate will have considerable knowledge and practical experience of such areas as: performance management, assessment and data analysis, monitoring of teaching and learning through lesson observations, work scrutiny, pupil conferencing and leading staff training. Experience of school to school support work would be advantageous.

This is a Good school (Ofsted 2019). The salary will be subject to negotiation within the Group 2 range appropriate to the post holder's experience and skills.

We can offer:

- A competitive salary
- The opportunity for training alongside inspirational staff– a chance to work with and learn from the best
- An exciting opportunity to lead a school in which you can really make a difference, with friendly children, dedicated staff and supportive colleagues

If you think you are the right person for this role, please call in the first instance for a conversation with our CEO, Jennie Walker, on 07885 102717.

Application forms are available from the Kernow Learning website - www.kernowlearning.co.uk

We look forward to hearing from you.

Please send completed applications to the HR Manager, at the address below

Closing date:

9.00am, Monday 5th October
2020

Kernow Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to checks including an enhanced Disclosure and Barring Service check.

Job Description:

Headteacher based at St Newlyn East Learning Academy Group 2 ISR range (L8 – L21)

Responsible to: Trust CEO / DCEOs /Mid Hub Lead, Trustees and Members

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document 2019, the Education Act 2002, the required Teacher's Standards 2013, the National Standards of Excellence for Headteachers 2014 and other current educational legislation and the Academy's articles of government.

This job description may be amended at any time following discussion between the academy members and Headteacher, and will be reviewed annually.

Job Purpose:

- To work closely with the CEO, DCEOs, Mid Hub Lead, Trustees and Local Advisory Board members (Governors) to provide vision, leadership and management for St Newlyn East Learning Academy so as to secure sustained success and high quality education for all of our pupils
- To be responsible for the day to day leadership and management of St Newlyn East Learning Academy
- To help provide an environment in which staff and pupils are enabled to achieve their full potential
- To promote the aims of the school through implementation of the policies of the members, directors and governors

Key Areas will include:

- Day to day running of the school
- Assessment of FS, KS1, KS2 and data analysis
- Training and coaching
- Ensuring leadership and management of provision to enable effective teaching and learning
- First point of contact for parents
- Pupil Premium children
- Interventions
- Curriculum
- Overview of teaching and learning
- Monitoring and support of teaching and learning
- FS-EYFS induction
- Transition curriculum

Job Description:

Headteacher based at St Newlyn East Learning Academy Group 2 ISR range (L8 – L21)

Duties and key responsibilities:

To be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of teachers' duties set out in that document.

Strategic Direction and Development of the Academy:

- Work closely with the Trustees and Governors, CEO, Deputy CEOs, Mid Hub Lead and other stakeholders to ensure that the vision and strategic plan are effective and pertinent to the academy
- Demonstrate the vision and values in everyday work and practice
- Motivate and work with others to create a shared culture and positive climate
- Fully support the CEO, Deputy CEOs, Trustees and Governors and staff to develop a safe, secure and inspirational environment for pupils
- Develop further links with the local community, local schools and with parents to ensure St Newlyn East Learning Academy can celebrate its successes
- Ensure that those involved in the school are committed to its aims and support them in meeting objectives that secure the educational success of the school
- Ensure that the management, finances, organisation and administration of the school effectively support its vision and aims
- Ensure that policies and practices take account of national, local and school data including inspection and research findings and the outcomes of school self-review
- Monitor, evaluate and review the effects of the school's policies, priorities and targets and take action if necessary
- Be open to change in the future development of the school

Leading teaching and learning:

- Ensure a consistent and continuous academy-wide focus on pupils' achievement, using data and appropriate benchmarks to monitor progress in every child's learning
- Implement an effective assessment framework
- Monitor, evaluate and review classroom practice and promote improvement strategies
- Challenge underperformance at all levels and ensure effective corrective action and follow-up
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning
- Demonstrate and articulate high expectations and set challenging targets for the whole academy community
- Implement strategies that secure high standards of behaviour and attendance

Accountability

- Use a range of evidence, including national data and the academy's own performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance
- Work closely with the trustees and governors (providing information, objective advice and support) to enable it to meet its responsibilities
- Reflect on personal contribution to academy achievements and take account of feedback from others

Efficient and effective deployment of staff and resources:

- Help to build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities
- Help to develop and maintain effective strategies and procedures for staff induction, professional development and performance review
- Acknowledge the responsibilities and celebrate the achievements of individuals and team
- Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory
- Regularly review own practice, set personal targets, and take responsibility for own personal development
- Manage own workload and that of others to allow an appropriate work/life balance
- Manage and organise the academy environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations
- Be responsible for promoting and safeguarding the welfare of children and staff
- Use a range of technologies effectively and efficiently to manage the academy
- Promote a positive ethos and a safe environment in which the highest achievements are expected from all members of the academy community
- Promote good order, discipline and high morale throughout the school community
- Create and maintain good working relationships among all members of the academy community through effective communication

Strengthening Community:

- Help to build an academy culture and curriculum that takes account of the richness of the academy's communities
- Ensure learning experiences for pupils are linked into and integrated with the wider community
- Provide a range of community-based learning experiences
- Collaborate with other agencies in protecting children and providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families
- Create a wholly inclusive environment
- Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment
- Promote British values throughout the life of the school
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development
- Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives
- Co-operate and work with relevant agencies

Job description prepared by: CEO/Trustees

Date: September 2020

HEADTEACHER – PERSON SPECIFICATION

Prepared by: Kernow Learning Trust

Date: September 2020

Attributes	Essential	Desirable	How identified
Relevant experience	<p>Recent and relevant Headship experience</p> <p>Successful teaching and national curriculum management experience</p> <p>Experience of management of human and financial resources at a senior level</p>	<p>Experience of working with a Requires Improvement school</p> <p>Experience of supporting other schools</p> <p>Experience of dealing with issues faced within a socially deprived community</p>	<p>Letter of Application</p> <p>Interview</p>
Qualifications and Training	<p>Qualified primary teacher who has taken part in up to date Literacy and Numeracy training</p> <p>NPQH</p> <p>Evidence of relevant further professional development.</p> <p>Knowledge of the SEN Code of Practice</p>	<p>English, Mathematics or Science specialism.</p> <p>Experience of working with Special Educational Needs</p>	<p>Letter of Application</p>
Professional knowledge and understanding	<p>Understanding of how children learn through purposeful play, exploration and investigation</p> <p>Knowledge of national education strategy, the wider context for schools and the contribution of education to promoting and sustaining a fair and equitable society</p> <p>Up-to-date knowledge of the new Primary Curriculum and a vision of future education</p> <p>Understanding of values development within the broader curriculum, to support the school, community, local community and pupils as citizens of the world</p> <p>Knowledge of the best practice and procedures for safeguarding children and young people</p> <p>Ability to manage change at all levels</p> <p>Experience of whole school data analysis</p> <p>Understanding of the target setting process.</p> <p>Confidence in use of ICT</p>	<p>Co-ordination of several curriculum areas including Literacy or Numeracy</p> <p>Experience of assertive discipline behaviour programmes</p> <p>Ability to monitor and evaluate the work of colleagues in at least one subject area</p>	<p>Letter of Application</p> <p>Interview</p>

	<p>Experience of leading training</p> <p>Experience and knowledge of monitoring and evaluating teaching and learning through performance management and use of school self-evaluation in order to raise achievement</p> <p>Experience of leading Performance Management</p> <p>Experience of day-to-day management of a school</p> <p>Previous responsibility for administration of assessment at KS1 and/or KS2</p> <p>Experience of Primary School Leadership at a senior level</p>		
Skills	<p>Able to:</p> <ul style="list-style-type: none"> • plan strategically with a clear sense of priorities • develop and manage a team, empowering the individuals within • communicate effectively to a range of audiences • motivate, challenge and influence others to attain higher goals • think creatively to anticipate and solve problems • deal sensitively with people and resolve conflicts 		<p>Letter of Application</p> <p>Presentation</p>
Professional Qualities	<p>Excellent interpersonal skills/public relations</p> <p>Committed, dynamic and passionate leader with knowledge/experience of positive management</p> <p>Proven ability to motivate, lead and interact with staff, pupils and parents/carers</p> <p>Energy/sense of fun/dynamic personality</p> <p>Resilience, perseverance and optimism in the face of difficulties and challenges</p> <p>Ability to promote the school to the parents and the whole community</p> <p>An enthusiasm for involvement with pupils, staff, governors and the community</p>	<p>Experience in leading parents' meetings</p> <p>Involvement in community projects</p>	<p>Interview</p> <p>References</p>
Personal	<ul style="list-style-type: none"> • Integrity • Leadership skills • Adaptability • Vision • Energy • Tenacity 		

	<ul style="list-style-type: none"> • Concern for the development of the whole child • Effective personal management • Personal impact and presence • Resilience • Perceptiveness and support 		
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