



PART OF THE BOHUNT
EDUCATION TRUST

Headteacher Candidate Pack

enjoy respect achieve



Helping Schools / Trusts appoint the best Senior Leaders

Welcome Letter

Dear Applicant

Vacancy for the Position of Headteacher at Bohunt Farnborough

We are delighted that you are considering joining Bohunt Education Trust (BET) in the role of Headteacher at Bohunt School, Farnborough—a pivotal opportunity to join the trust at an exciting time as we celebrate 10 years of delivering exceptional education. As part of BET, you will be joining a trust driven by a powerful vision: that the highest expectations, an ethos of ‘enjoy, respect, achieve’, unparalleled opportunities, and highly effective teaching combine to develop students who are true ‘game-changers’.

Bohunt School, Farnborough, formerly Fernhill School, joined BET in January 2024, and has already embarked on a transformative journey. This has been a period of rapid improvement, focused on establishing a culture of disruption-free learning, expanding student opportunities, and improving the curriculum, with support from our partnership service team of Trust Subject Directors. The school has recently posted its best-ever GCSE results, and is now one of the most rapidly improving schools in Hampshire. As Headteacher, you will lead Bohunt Farnborough at this critical moment, continuing to embed our ethos and vision, and driving forward its next phase of success.

We are seeking an energetic and passionate leader who understands the transformative power of education. We are keen to meet people who share our vision for education and who understand the power and value membership of a MAT brings. We believe collaboration has immense power and we have achieved a powerful and effective balance between alignment and autonomy. Although, if you do not naturally work collaboratively or value genuine shared endeavour, then this might not be the right opportunity for you. We often describe our trust as ‘one school: nine campuses’. It has been affirming to hear numerous Ofsted inspectors repeat back at numerous Team Meetings, ‘The School is the Trust, The Trust is the School.’

As the prospective Headteacher of Bohunt Farnborough, you will be joining a welcoming and nurturing school community, and a staff team deeply committed to serving its children. You will also be leading a relatively new and exceptionally ambitious senior team, hungry to drive the school onto its next phase of improvement. Above all, you will be the ‘lead learner’ in a secondary school with fantastic students, all of whom deserve the same chance to succeed in life, both academically and more broadly.

For a confidential conversation or to arrange a visit to the school, please contact our retained consultant Ross Laird, rlaird@academicis.co.uk or 07901 585959 or 01223 907979.

Yours sincerely

(Dr) Raymond J Morton
Chair of the Bohunt Education Trust

Neil Strowger
Trust Leader



About BET

At BET, we provide innovative, high-quality education for children aged four to 18. We are a multi-academy trust (MAT) of non-fee paying schools, working together with shared values and vision to ensure consistency and excellence for all our students. Driven, ambitious game-changers, we set the highest expectations, and nurture students' individual talents and interests to help them achieve their full potential.

OUR VISION

The highest expectations, an ethos of 'enjoy, respect, achieve', unparalleled opportunity and highly effective teaching combine to develop students who are 'game-changers'. We aim to give all students an outstanding education and develop skills in the classroom and beyond – to help our young people flourish throughout their school career, and on into later life.

BET is ambitious. We aim to transform how education is delivered in schools across the country and beyond by sharing the best practice we have pioneered in our own schools. We are keen to share this vision with other primary and secondary schools at every stage in their development.

OUR APPROACH

BET's approach to teaching and learning is innovative and immersive – a rich blend of the latest education thinking, technology and practice both in and outside the classroom. We set the highest expectations for ourselves and our students, and this is reflected in our results and Ofsted progress.

Across all our schools, we have introduced a range of game-changing teaching methods, including language immersion in Mandarin, cross-cultural projects with Sweden, China and Germany, and an integrated Science, Technology, Engineering and Maths (STEM) curriculum developed in partnership with business and industry.

BET Leadership Framework

Ethos	BET Leaders...	Which means BET Leaders...	Which means BET Leaders do not...
<p>We believe as a trust, we are stronger together</p>	<p>Collaborate with generosity Are solution-focused Contribute visionary direction</p>	<ul style="list-style-type: none"> • Share openly • Actively seek opportunities to collaborate • Offer positive, constructive approaches to challenges • Come prepared and use initiative • Communicate the 'why' of all we do Actively promote and model the vision and ethos of the Trust 	<ul style="list-style-type: none"> • See school as distinct from Trust • Work in silos • Have a fixed mindset • Lack initiative • Undermine the ethos • Have too many priorities or lack clarity
<p>We believe that children and adults should enjoy learning and life in school</p>	<p>Inspire and sustain the culture Exhibit curiosity Have fierce ambition for the children we serve</p>	<ul style="list-style-type: none"> • Enable others to grow and succeed • Show up every day and work to make everyone else want to show up every day • Are always learning • Ask brave questions • Seek challenge • Have unconditional positive expectations (every child; same chance) 	<ul style="list-style-type: none"> • Contribute to or generate a culture of negativity • Act as a passenger • Claim ignorance • Ask questions in a way that would damage our ethos • Accept mediocrity • Act with complacency
<p>We believe that respect, of self and others, and doing the right thing, are fundamental to schools and in bettering society</p>	<p>Act with integrity Communicate with clarity Exemplify relational practice, championing inclusivity and embracing difference</p>	<ul style="list-style-type: none"> • Are consistently driven by our moral purpose • Authentically model our ethos • Listen more than we speak • Communicate intentionally, being considerate of purpose and audience • Value and actively seek the views of others • Model compassion and cognitive empathy 	<ul style="list-style-type: none"> • Act inconsistently or dishonestly • Put self-interest above the interests of those we serve • Cause confusion • Undermine our brand or identity • Make the professional personal • Treat others with disrespect or accept intolerance
<p>We believe every child should have the same chance to achieve; so that they have a life of choice and opportunity</p>	<p>Have absolute conviction that outcomes change children's lives Work innovatively and strategically Welcome accountability and candour</p>	<ul style="list-style-type: none"> • Demonstrate a resolute and unrelenting focus on academic progress and achievement • Are passionate advocates for all children and the possible • Plan, do and review • Seek to understand and simplify • Embrace responsibility as leaders • Accept feedback and act on it 	<ul style="list-style-type: none"> • Make excuses for children • Blame poor performance on context or disposition • Prevent others from achieving shared goals and objectives • Lead reactively and hope for the best • Abdicate responsibility as leaders • Avoid difficult conversations



Job Description

JOB TITLE:	Headteacher	SALARY:	£96,715 to £109,316
LOCATION:	Farnborough	START DATE:	January 2025 - a later start date may be negotiable
ACCOUNTABLE TO:	Chief Executive Officer		



JOB DESCRIPTION CONTINUED

JOB PURPOSE

To provide highly effective leadership for the whole school community, by demonstrating:

- Excellence in the learning and teaching process.
- Strength in strategic direction and development.
- Positive leadership and management of staff.
- Effective deployment of resources.
- Commitment to every child as a learner.

MAIN ACCOUNTABILITIES

(the list below is neither exhaustive nor exclusive)

1. The learning and teaching process, to

- Establish provision of optimal learning in all its forms, to ensure that students enjoy an optimal learning experience and environment.
- Develop sustained excellence in teaching, in order to facilitate the above, by investing in the professional development of all staff.
- Remove barriers to learning and progress.
- Actively promote the personal development and wellbeing of all students.

2. Strategic direction and development, to

- Establish a high expectation and aspirational culture within the school
- Promote a 'can do' ethos and vibrant future vision for the school.
- Keep curriculum provision and its impact on student outcomes under constant review.
- Look outwards to establish effective relationships with other schools, the wider community and business networks.
- Ensure the provision of rich and diverse co-curricular opportunities.
- Create a culture of innovation



JOB DESCRIPTION CONTINUED

3. Positive leadership and management of staff, to

- Establish a tangible 'team' culture within staff including the nurture and development of staff new to the academy
- Identify and nurture talent without regard to years of teaching experience
- 'Walk the talk' in systematically promoting good practice and addressing weaknesses.

4. Effective deployment of resources, to

- Assume responsibility for the optimal management of all available resources.
- Contribute to the strategic discussion regarding current facilities and potential future developments.

5. Promote and preserve the ethos of Bohunt Education Trust (BET), to

- Subscribe to and support the working and objectives of the BET.
- Ensure there is open accountability to students, staff, parents and carers.
- Ensure the professional development and personal accountability of all staff through the Performance Management system and in keeping with Trust policy and procedures.
- Curate and develop BET artefacts of culture.





Person Specification

Key to evidence column: A = Application Form I = Interview

CRITERIA	ESSENTIAL	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	Successfully completed NPQH qualification		Y	A
	Masters level degree		Y	A
Knowledge and Experience	Evidence of impact of leadership at Whole School level	Y		A
	Demonstrate successful teaching experience across a range of settings	Y		A/I
	An excellent understanding of educational practice	Y		I
	Experience of adapting successful teaching practice in response to local and national demands of new initiatives		Y	I
	Practical experience of developing successful bids for grants/additional funding		Y	I
	Understanding of, and commitment to, removing barriers to learning		Y	I
	Committed to leading and establishing a vision of excellence that sets high standards for every student	Y		A/I
	Comprehensive knowledge of the safeguarding of children Evidence of improving students' outcomes	Y		I
Personal skills/qualities	Evidence of improving students' outcomes	Y		I
	Proven leadership ability in a school setting	Y		A/I
	Ability to develop teams at all levels and to delegate effectively	Y		I
	The ability to promote by personal example the positive behaviour of students within the school community and beyond	Y		A/I
	An effective communicator both within the school and the wider community, with the ability to develop key strategic partnerships	Y		I
	The ability to challenge, influence and motivate others to attain high goals	Y		I
	An ability to motivate and inspire students, through personal engagement		Y	I
	A commitment to continuously raising standards of the school	Y		I
Engage the school community in the systematic and rigorous self-evaluation of the work of the school	Y		I	
Excited by the possibilities that working within a multi-academy trust offers			Y	

Bohunt Education Trust is committed to safeguarding and promoting welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. The post is subject to an enhanced DBS check and satisfactory references.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships



How to apply:

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Ross Laird:
rlaird@academicis.co.uk or 01223 907979 / 07901 585959

Please email your application to:
Ross Laird: rlaird@academicis.co.uk

Closing date: Monday 21st October 2024

Shortlisting date: Monday 21st October 2024

Interviews: Thursday 24th and Friday 25th October 2024

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