

HEADTEACHER

Candidate Pack



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WELCOME LETTER

Dear Applicant,

Thank you for your interest in applying for the position of Headteacher at Aegir Specialist School and becoming a part of the INSPIRE CCT community.

Aegir is a fantastic establishment, in a vibrant region, catering for our amazing students, striving to prepare them for life in an enabling environment, with an incredibly supportive staff and Senior Leadership Team.

We are looking for an exceptional individual to lead our well-respected school. An inspirational, driven and engaging leader who is passionate about our students and the school community.

The new Headteacher will have demonstrated an in-depth leadership experience in SEN whose vision will build on the strength of our current provision and implement strategic improvement priorities, where the students are always at the forefront of decisions.

Perhaps you are an experienced senior leader ready to make the step up into Headship, or you are an existing Headteacher seeking a challenge in new surroundings? Whichever you are, it is essential you possess a deep understanding and experience of the SEND landscape with a strong desire to play a significant role in the education and wellbeing of our students.

Most importantly, are you someone with passion, dedication and strategic vision, who would relish the opportunities and challenges presented by the educational landscape and support the Trustees and staff on the next exciting phase of the journey?

If this exciting role is of interest to you and you would like a confidential conversation or to arrange a school visit, please contact our retained consultant Ross Laird on 07901 585959 or via email at rlaird@academicis.co.uk.



ABOUT INSPIRE CONNECTED COMMUNITIES TRUST



INSPIRE MAT was formed in 2015 and currently consists of 4 academies from Lincolnshire in the East Midlands, alongside a current application to move one of our residential settings into a children's home. Many of our students have special educational needs and/or disabilities or are disadvantaged. Therefore, inclusion and equity are a driving force, within our trust, with our vision, for INSPIRE to be a learning community of excellence, including SEND.

Our vision is to be a Trust that:

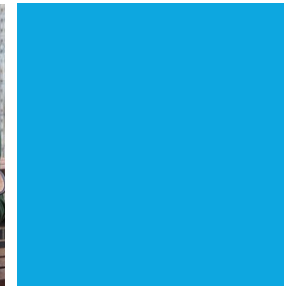
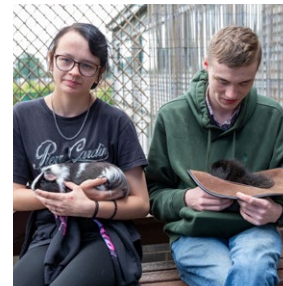
Champion's innovation and excellence through the provision of inspirational, lifelong learning.

Our culture is based on a coaching ethos and recognises that people are our most valuable resource. We hold a strong history of and have current practices that invest in our staff team, across the trust, in all roles, providing high quality specialist training, opportunities to collaborate and develop their careers. We focus on people personally as that impacts on who they are professionally, which ultimately impacts on our students.

We greatly value each school's unique identity, which reflect the diverse needs of its community and students. It is important to us that our students feel they belong to their school and setting community. Strength in leadership, including governance is essential, ensuring a strong understanding of their local context and community. Being part of a family of schools in a trust brings the added benefits of support and collaboration. We know that sharing ideas, working together in a culture of supportive challenge, is the best ways for our schools to continue to improve for the benefit of all.

As a trust we are driven by our core values of Connection, Communication, Community, embedded in our culture. Our organisational culture is built on collaboration, where we work together to secure positive outcomes for children and young people and empower our communities to thrive. Central to our ethos is coaching, as we are dedicated to supporting each individual in unlocking their full potential. We embrace innovation, encouraging new ideas and solutions that drive continuous improvement. Positive relationships, strong connections, and a commitment to clear,

effective and purposeful communication are the foundations of our work. We recognise the strength in our differences and value diverse perspectives, understanding that they enrich our collective efforts. Aligned with our core purpose, we maintain high aspirations and foster an environment where everyone has the opportunity to grow, contribute and make a lasting impact on children and young people's lives, ensuring long-term success and positive outcomes for all.



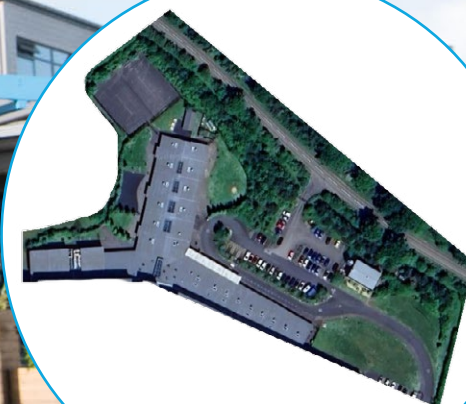


ABOUT OUR SCHOOL

Aegir Specialist School offers high quality education for students aged 11 to 19 with a diverse range of learning difficulties, including autism, social emotional and mental health needs, severe and complex. We also offer a team of experienced and passionate staff, who are outward looking in their commitment to working relentlessly to provide the best possible educational environment for all learners, enabling students to reach their full potential. Our team are dedicated to nurturing the potential of every student who walks through our doors.

The school is co-located with a secondary mainstream provision, with which we have very strong links.

At Aegir, our ARC values – **Aspiration, Respect, and Connection** – form the cornerstone of everything we do. We believe in setting high aspirations for our learners, celebrating their achievements at every level. We foster a culture of mutual respect and understanding within our school community. Through meaningful connections with our students, families, and staff, we create a supportive environment where every individual is valued and empowered to succeed.



ABOUT OUR SCHOOL

School Structure

Defining our cohort and community in current numbers, as of December 2024 we have:

- 141 commissioned places moving to 165 Sept 25
- 59% of our students are eligible for free school meals
- 45% Pupil Premium Grant
- 58 headcount school workforce:
- 5 SLT staff including the Headteacher
- 13.4 teachers FTE (Full Time Equivalent)
- 28.47 learning support assistants FTE
- 7.62 other staff (site, admin, etc) FTE
- HR, Finance, Premises support from the trust central team
- School Improvement support from the trust Director of Education

As part of the ongoing SEND development programme across Lincolnshire, working in collaboration with the County Council, the school is due to undergo some remodelling works to extend the current cohort numbers to 165 by Sept 2024.

School Governance

The Headteacher works in close partnership with the school leadership team and our growing, experienced and motivated Local Committee, on all matters pertaining to the school's impact on students. This includes delivering a culture which places an imperative on upholding safeguarding in all facets of school life including contextual safeguarding.

The Headteacher meets regularly with the Director of Education and reports to the local committee at least three times a year, providing a report with relevant updates on operational activity, as well as the quality of teaching and learning at the school.

The local committee and trust team are a supportive partner to the Headteacher and always seek to provide supportive challenge, alongside meaningful professional development opportunities to the Headteacher. In line with our commitment to all Staff, the Headteacher will receive a fully planned induction, coaching, support to access ongoing training and mentorship and other professional development opportunities.





HEADTEACHER JOB DESCRIPTION & PERSON SPECIFICATION

Salary: L18-L25

Contract type: Full Time, Permanent Contract

Reporting to: Director of Education

Main purpose

The role of the Headteacher is to provide strategic leadership and professional management for the school. This will secure success and improvement for the school; ensure high quality education and personalised learning for all its students and high standards and achievement in all areas of the school's work. The governors will expect the Headteacher to lead by personal example in demonstrating a full and professional commitment to excellence in education.

HEADTEACHER JOB DESCRIPTION & PERSON SPECIFICATION continued

A - Application, I - Interview, R - Reference



JOB DESCRIPTION	PERSON SPECIFICATION
<p>Shaping the Future Direction</p> <p>Critical to the role of the Headteacher at our school is working with all stakeholders to further develop a shared strategic vision and plan which inspires and motivates students, staff and all other members of the school community and leads to raised standards of achievement. The Headteacher will hold legal responsibility for the school being the registered person with the Dfe and be responsible for leading the school team for the ongoing awareness, preparation and purpose of Ofsted inspections and ensure the school fulfils its statutory duties regarding the SEND Code of Practice.</p>	<ul style="list-style-type: none"> • Able to build a coherent vision of excellence for the school and has the ability to work steadily towards this goal. Drive and energy to lead a school at the forefront of special education including the development of innovative services. (A,I) • Proven experience of raising standards of achievement in a setting / SEN setting and the Ability to challenge the norm and develop services within regional and national contexts. (A,I) • An inspirational leader, able to motivate and empower all staff and students, with evidence of the strong organisational and intellectual qualities required to set an example of leadership to others (A,I,R) • Proven commitment to uphold the 7 principles of public life (the Nolan principles) at all times (A,I,R) • Able to make difficult decisions and follow them through. (A,I) • A determination to raise standards across the school and ability to do so effectively. (A,I) • Has excellent oral and written communication skills and excellent listening skills. (A,I) • Proven commitment to maintaining confidentiality at all times (A,I,R) • Has experience of strategy formation and implementation at leadership level in an appropriate setting. (A,I,R)
<p>Leading Teaching and Learning</p> <p>To ensure a broad, balanced, progressive curriculum is provided which enables the holistic development of students and sets high expectations so that students can know more, remember more and achieve their maximum potential. To lead and challenge a team of practitioners to ensure that excellent teaching and learning is provided, ensuring a culture of staff professionalism, and all experience a positive and enriching school life. The Headteacher will utilise and further develop current strategic partnerships and collaborations whilst also establishing and developing new ones.</p>	<ul style="list-style-type: none"> • Experience of establishing and developing a range of successful strategic partnerships (A,I) • Successful teaching experience, ideally in a range of environments, of which a significant period has been with students with a range of special educational needs including moderate learning difficulties and associated complex needs. • Evidence of successful leadership and management experience at headship or deputy headship level in an appropriate school or similar setting, for a minimum of 3 years. (A,I) • A thorough knowledge of the current major curriculum issues, as well as of recent educational developments and import legislative changes, together with an understanding of their significance for the management and leadership of the school. (A,I) • Has in-depth knowledge of excellence in SEN teaching practice, including appropriate teaching and learning styles. (A,I) • Substantial experience of monitoring and evaluation, target setting, school improvement planning and curriculum leadership. (A,I) • Can make decisions based upon analysis, interpretation and understanding of relevant data, information and re-search, from both within and outside the school. (I) • Understands school self-evaluation and its link with school improvement and OFSTED inspection processes. (A,I) • Able to lead, manage and develop a culture of high expectations and appropriate challenge led by personal example. (A,I) • Is able to design and deliver a broad and balanced curriculum, which includes innovative approaches to enrich the cultural experiences of all students. (A,I) • Is committed to personalised learning approaches, in order to ensure success for every child. (A,I) • Has an in-depth knowledge and experience of ensuring teaching is underpinned by subject expertise and research, through establishing curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities. Evidence of contributions to re-search and/or publications about special needs education. (A,I) • Has experience of monitoring practice to ensure that devolved responsibilities are being carried out in order to improve the quality of teaching and learning across the school. (A,I)

HEADTEACHER JOB DESCRIPTION & PERSON SPECIFICATION continued



JOB DESCRIPTION	PERSON SPECIFICATION
<p>Developing Self and Working with Others</p> <p>To work with and through others, including our trust team, governors, students, staff, parents and other members of the community to build a professional learning environment, which enables all to achieve.</p>	<ul style="list-style-type: none"> • Is a qualified teacher. (Degree / QTS) (A) • Is able to demonstrate evidence of own continuing professional development, including leadership development (NPQH), an understanding of Leadership skills in practice and is committed to learning, listening and reflecting. (A,I,R) • Treats people fairly, equitably and with dignity to create and maintain a positive school ethos. (I,R) • Able to promote team and individual working to motivate staff to achieve excellent outcomes for students, as appropriate to fulfil school objectives. (A,I) • Able to establish trust and excellent working relationships with others, can deal sensitively with people and resolve conflicts and can demonstrate balanced and fair judgement, offering challenge and support. (I,R) • Experience of developing individuals and teams, coaching, mentoring, in order to achieve personal and shared goals in the drive for school improvement. (A,I,R) • Able to balance work and personal life and is considerate of the well-being of others (I,R)
<p>Managing and Leading the Organisation</p> <p>To provide effective organization, leadership and management for the school, and to lead and seek ways of improving organisational structures and functions. Ensure that the school, the people and resources within it are organized, lead and managed through effective approaches to safeguarding. As part of duty of care, provide an efficient, effective and safe learning environment, managing available resources and ensuring value for money through effective performance management.</p>	<ul style="list-style-type: none"> • Able to plan strategically and operationally, allocate resources effectively and evaluate impact (A,I) • Experience of working on and reviewing the performance of staff through rigorous appraisal and performance management systems. (A,I) • Manage financial and human resources effectively and efficiently (A,I,R) • Able to create and promote a positive and inclusive school ethos, with due attention to workload and wellbeing (A,I) • Able to identify successes and failures, positively embrace change to secure continuous school improvement, ensuring rigorous approaches to identifying, managing and mitigating risk (A,I) • Prepared to provide challenge to established ways of working in order to move the school forward. (A,I) • Has experience of leading or participating in the implementation of school or national initiatives, to enable preparation for students from all backgrounds for their next phase of education and life (A,I,R) • Evidence of the experience required to introduce and manage major organisational change, together with the requisite skills to deliver this effectively, whilst minimising disruption and maintaining confidence and standards. • Experience of securing external funding for projects. (A,I,R) • Able to demonstrate commercial acumen and understands the principles of best value. (A,I)
<p>Securing Accountability</p> <p>The Headteacher will have a professional responsibility to the whole school community. The Headteacher is also legally and contractually accountable to the CEO and trust board, the governors for the school, its environment and all its work. Additionally, the Headteacher is responsible for ensuring collective responsibility in order that all members of the school community accept they are accountable for the contribution they make to school outcomes.</p>	<ul style="list-style-type: none"> • Ability to undertake robust school self-evaluation and use the outcomes to improve pupil's achievements (A,I) • Experience of establishing clear policies and practice throughout the school and implementing procedures to monitor and evaluate their impact. (A,I) • Experience of presenting a clear account of the school's performance to all members of the school community e.g. Governors, parents, staff and others to enable them to fulfil their responsibilities. (A,I,R) • Experience of ensuring that staff understand their professional responsibilities and are held to account (A,I,R) • Use of a range of evidence including performance data and external evaluations to improve aspects of school life including challenging poor performance (A,I) • Understands the need to maintain a safe and healthy environment for all users of the school, ensuring effective and efficient operations within the required regulatory frameworks and meets all statutory duties (A,I) • Understands the Headteacher's responsibilities for safeguarding and equalities. (A,I)

HEADTEACHER JOB DESCRIPTION & PERSON SPECIFICATION continued



	JOB DESCRIPTION	PERSON SPECIFICATION
Strengthening Community through Collaboration and Connection	To engage with the internal and external school community, thus modelling the principles of equity and entitlement. To encourage and engage in collaboration with other schools and organisations in order to bring positive benefits to the school and share its expertise more widely. To ensure the school seeks creative ways to support collaborate wider	<ul style="list-style-type: none"> • Experience of networking, working collaboratively and establishing and maintaining relationships, with other schools, professionals and education providers, agencies, the wider community, multi-faith communities and businesses and involving them in enriching the learning experience of students. (A,I,R) • Ability to engage in a partnership with parents and carers, to enhance pupil's enjoyment, wellbeing, achievement and personal development. (A,I) • Evidence of a track record of working on an inter-agency basis with health and social services and other statutory and voluntary agencies to meet the needs of students with learning difficulties.

Other areas of responsibility

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Notes:

This job description may be amended at any time in consultation with the postholder.

HOW TO APPLY

If you would like to discover more about this exciting opportunity, need any further information or 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: 20th January 2025

Shortlisting: 22nd January 2025

Interview dates: 28th January 2025

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