



HEADTEACHER VACANCY



Leadership Range: L20 -26
Contract type: Full time

Start date: September 2019
Contract term: Permanent

Robin Hood Academy has a strong and rich history of being at the cutting edge of education through the use of innovative practices such as teaching Mandarin, 3D printing, robotics, coaching and other exciting learning opportunities. Robin Hood Academy has many strengths and, like every school in the country, has key areas to develop further. It is the desire to constantly improve, refine our practices and further develop the learning experiences for our children that lie at the heart of the culture and ethos of the school. The Trust wish to recruit a Headteacher with a passion and drive to create the next chapter in the history of the school and help it on its journey towards providing a truly outstanding learning experience for all of our pupils.

The successful candidate will:

- Have a proven track record in school leadership and making a difference.
- Have a passion for pedagogy and be as focused on the foundations of learning as on innovation.
- Be an excellent communicator and have outstanding emotional intelligence.
- Have strong team ethic and moral purpose.
- Have a strong vision for education and high aspirations for pupils and staff.
- Believe in and demonstrate the value of visible leadership throughout the school and community.
- Be willing to contribute their skillset to the wider Multi Academy Trust and work with our team of Headteachers to improve outcomes for all Trust pupils.

Robin Hood Academy is part of Robin Hood Multi Academy Trust which consists of Cedars Academy, Yenton Primary (joining March 2019) and Ulverley Primary (joining March 2019). The Trust is built on the principles of working collaboratively across each school to create unique learning experiences for children that they wouldn't get in any other organisation. The Trust believes that each school's vision and ethos is unique to their own setting and community. With this in mind, space is provided for leaders to lead their schools whilst also offering the support of a team of highly skilled professionals from the MAT to enable the sharing of best practice. We believe that, with the collaborative leadership across our schools, we can create something truly special. To gain an understanding of the vision for the Trust please visit www.robinhoodMAT.co.uk and watch our vision.

For more information about the post we strongly encourage prospective candidates to contact our Executive Headteacher, Steve Taylor (via the school office), for an informal chat and a tour of the school.

Closing date: 18th March 2019 (No later than 12pm) **Interview date:** Week beginning 1st April 2019
For more information and an application pack please contact enquiry@robinhoodschool.co.uk or phone 0121 464 2187.

The MAT is committed to safeguarding and promoting the welfare of children and expect all staff and to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including: an enhanced DBS; Prohibition check; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work. All applicants will be required to provide two suitable references.

15th February 2019

Dear Applicant,

Thank you for your interest in our Headteacher vacancy. We are delighted that you have taken the time to download this application pack and find out more about not only Robin Hood Academy but also Robin Hood Multi Academy Trust. If you haven't done so then I would urge you to visit both www.robinhoodMAT.co.uk and www.robinhoodprimary.com to gain a greater understanding of both the school and MAT. I would also urge you to have an informal chat with Steve Taylor, our Executive Headteacher, and also visit the school. It is important to us that we recruit a like minded and passionate leader and so it is essential that you take the time to get an understanding about what we stand for.

Robin Hood Academy has, for many years, had a reputation for innovation and doing things differently within education. This means that we have a staff that, due to constant innovation, are open to change and will quickly buy in to the vision set about by the leadership team. We want our next leader to have a strong vision and drive for the school but we are not expecting them to be a clone of previous leaders and are excited to think about the next journey for the school. In our opinion the next step in the development of Robin Hood Academy will be as much about reinforcing the foundations as it will be about innovation.

Included in this pack is the job description, person specification for the job and also our MAT leadership competencies along with other information that we hope you will find useful. If, when looking through these documents and visiting the school, you feel that you would fit into leading within our Trust and driving Robin Hood Academy forward, then we would urge you to submit an application.

Yours sincerely,

Martin Collard
Chair of Robin Hood Multi Academy Trust

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www.robinhoodMAT.co.uk



Headteacher Person Specification

Area	Essential	Desirable	Evidence
QUALIFICATIONS & TRAINING	<ul style="list-style-type: none"> • Qualified Teacher Status • Honours graduate or equivalent • Evidence of commitment to continual professional development including recent participation in a range of relevant In-service training 	<ul style="list-style-type: none"> • National Professional Qualification for Headship or equivalent 	<ul style="list-style-type: none"> • Application form • Interview
PHILOSOPHY	<ul style="list-style-type: none"> • Clear understanding of excellent pedagogy leading to high outcomes for all • Clear understanding of how to effect change and improvement in a large school • Clear, exciting and dynamic vision for education • Ability to initiate and support research and debate on effective learning inspiring innovation • An understanding of how Multi Academy Trusts operate 		<ul style="list-style-type: none"> • Application form • Interview

Area	Essential	Desirable	Evidence
LEADERSHIP & MANAGEMENT (INC TEACHING AND LEARNING)	<ul style="list-style-type: none"> • Can show a wider understanding of educational issues based on experience • Can use innovative ways to solve complex problems and explain their solutions simply to others • Understanding of the importance of maintaining professional standards • Successful experience of senior leadership at head or deputy head level, including staff and budget management • Knowledge and understanding of all key stages. • Active involvement in school self-evaluation and improvement planning with proven impact • Has a clear understanding of what makes effective teaching and learning 	<ul style="list-style-type: none"> • Experience of working within Multi Academy Trusts • Experience of Ofsted inspection of own school at senior leadership level • Experience of managing change and participating with school leaders and stakeholders to achieve this • Led significant and successful curriculum development • Experience of working across a range of schools. • Experience of working in areas of high deprivation. 	<ul style="list-style-type: none"> • Application form • Interview

Area	Essential	Desirable	Evidence
PERSONAL SKILLS & ABILITIES	<ul style="list-style-type: none"> • Can explain convincingly how they react when faced with continual challenge • Can demonstrate that they can understand other points of view and can achieve buy in by articulating a compelling vision • Ability to look ahead and recognise opportunities for change • Empathy with children and young people of all ages • High quality teaching skills • Ability to inspire and motivate all in the school community • Maintain good relationships through good interpersonal skills • Analyse data, develop strategic plans to achieve desired outcomes • Reflective and proactive about own self development • High level of emotional intelligence • Stamina, energy and resilience 	<ul style="list-style-type: none"> • Experience of working in other fields outside of education • Evidence of networking at a local and national level 	<ul style="list-style-type: none"> • Application form • Interview • Presentation/Task

Area	Essential	Desirable	Evidence
SAFEGUARDING	<ul style="list-style-type: none"> • Clear commitment to and understanding of child protection matters, safeguarding legislation and practice • Clean DBS 	<ul style="list-style-type: none"> • DSL training 	<ul style="list-style-type: none"> • Application form • Interview

