

Co-Headteacher Candidate Pack Part-time 0.6



Contents

Welcome from the Chair of Governors	page 3
Chief Executive Insight	page 5
Life at Larkmead	page 7
About Cambrian Learning Trust	page 9
Application and selection process	page 12
Job description and Person Spec	page 14



Welcome from the Chair of Governors

Larkmead has achieved the Good Ofsted grading in three successive inspections, most recently in March 2024. Some key points from the inspection include:

- This school is a very happy and inclusive place because, as one parent said, pupils 'are at the heart of what Larkmead does'.
- The school is aspirational for all pupils academically.
- The school's caring ethos ensures it maintains its high expectations, both academically and personally, while also continuing to provide strong support to pupils.
- A wide range of extra-curricular activities bring the community together through shared interests and spaces.
- Staff manage behaviour very effectively, through clear expectations and positive relationships with pupils.
- Sixth-form students are excellent role models.
- Careers provision is impressive. Pupils are very well prepared for their next steps.
- As with all areas of the school's work, staff ensure that all personal development and careers activities are fully inclusive.
- Staff value the access they have to high-quality and collaborative professional development.

Over the last six years the school has benefitted from substantial refurbishment across many areas of the site, with support and investment by Cambrian Learning Trust. These facilities are also enjoyed by the wider public through extensive lettings for dance, sport, music and other activities.



As an outward-looking school Larkmead benefits from membership of the OX14 Partnership and Abingdon Partnership, increasing opportunities for pupils. There are around fifty lunchtime and afterschool clubs each week, and a growing focus on pupil leadership.

The LGC is an integral part of the school, supporting and challenging the work of leaders while connecting with all staff and with pupils. This partnership has supported the school's continued development and is consistent with the open and ambitious nature of the school's leadership.

If this opportunity excites and inspires you, please do arrange a visit to find out more about the school, its ethos, values and priorities for the future.

James Bufford

Chair of Governors
Larkmead School



Chief Executive Insight

Thank you for your interest in applying for the job share (0.6) post of Headteacher of Larkmead Secondary School.

We are looking for a highly experienced leader with expert knowledge and proven impact for embedding effective behaviour and inclusion systems whilst developing a positive culture within the school to continue to raise outcomes for all learners. The successful candidate will benefit from working with an attached School Improvement Partner along with the full support of the Trust. We are looking for someone who can work effectively with parents, staff and students whilst having a clear vision for meeting the needs of the most vulnerable students in the school.

The successful person will be one half of a job share working alongside an experienced Headteacher, sharing the leadership responsibilities between them.



Larkmead is a 6FE school with a growing sixth form situated in Abingdon, Oxfordshire. It has many new facilities and these will be added to over the coming years. The school feeds from local primary schools that are also part of the Trust. The school had Ofsted in 2024 that judged the school to still be Good. We are now looking for a committed professional who has the imagination, innovation and focus to continue the school improvement journey and move the school closer to Strong.

As part of Cambrian Learning Trust, the schools are partners in an innovative and elective Multi Academy Trust (MAT), which provides the opportunity to leverage expertise and resources of all the schools in the MAT, alongside the central Trust staff and the Trust Improvement Team, which bring significant benefits for both children and staff.

This is achieved whilst maintaining the ethos, values, and character of each school within its local context and maintaining an excellent local reputation. Moreover, the strong partnership of Headteachers within the MAT creates a very supportive environment where their continuing professional development needs are actively considered and met. Professional development for all our staff is a key component of the Trust and we are very proud that we have a Centre for Professional Excellence to help deliver this.

Our new Headteacher at Larkmead will have strong leadership skills, will be comfortable managing competing agendas and stakeholder groups in a dynamic environment and be one who will ensure that every leader and every student can be their best person. We are looking for someone who is highly strategic, understands effective behaviour management systems, strong safeguarding provision, effective line management and can bring about rapid improvements for all learnings so they reach their full potential.

If this opportunity excites and inspires you, please do arrange a visit to find out more about us and have the opportunity to meet myself.

We look forward to hearing from you.

Richard Evans
CEO
Cambrian Learning trust



Life at Larkmead

Larkmead is an ambitious, happy and successful school that nurtures character through our ethos of “**one community, individual minds, creating futures.**”

‘One community’ means that we value each member of the Larkmead family. Our caring and supportive culture develops students and staff, with a focus on mutual respect, well-being and the power of working together. Our excellent pastoral care supports and encourages every student through compassion, security and confidence. Our positive and effective behaviour for learning enables all students to succeed and make good progress.

‘Individual minds’ encourages personality, flair and diversity, the spark in our students and staff that makes Larkmead such a thriving and exciting school. Our students learn new skills and develop new passions through curiosity, challenge and celebration in a school where they can be themselves and flourish.

‘Creating futures’ means inspiring ambition, resilience and ingenuity. High expectations provide the springboard for personal success every day, in examinations and on into the future. Careers education at Larkmead is award-winning and exemplary, just one strand of ensuring that students are well-equipped and confident. A Larkmead education is for life, giving each of our young people the opportunities, passion and confidence to head out into the world, ready for the exciting challenges ahead.

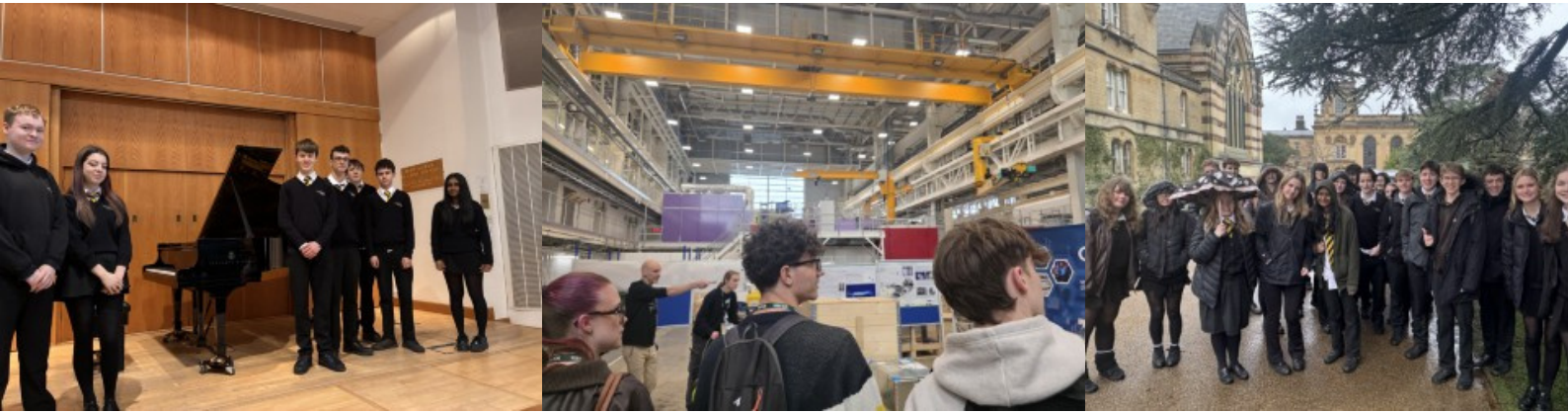


The Larkmead Promise sets out our vision, ethos and ambitions for students and staff:

- At Larkmead we will work together to help you to achieve your ambitions, hopes and dreams. Larkmead is a very special school and community, with wonderful students and staff. We believe that everyone can achieve great things.
- At Larkmead there is a whole world of exciting new knowledge and skills to learn, opportunities to embrace and challenges to meet.
- Larkmead staff really get to know you so that they can support and encourage you to achieve your very best.
- At Larkmead you will develop your character, the qualities that make you a good person, a good friend, and will set you up for the future.
- At Larkmead, everyone matters and makes a difference.
- At Larkmead you will develop your self-confidence and do yourself proud.
- Larkmead is a happy, caring community with high expectations and ambitions for everyone.
- Larkmead is packed with wonderful opportunities and specialist facilities.
- At Larkmead you'll enjoy a wealth of enriching experiences.
- Larkmead's vibrant Sixth Form is an inspiring pathway to success.

At Larkmead you will know that you are part of something special and that you are special too. You will be able to push for personal excellence as you make your ambition your special mission. You will enjoy the sense of pride that comes with knowing you have achieved your best. You'll know that you are an important member of one community, where you can be yourself as an individual, and where you are creating a very bright future.

We are a diverse community and greatly value the contribution that colleagues from different backgrounds and with different experiences bring to our school. Larkmead is full in all year groups and oversubscribed, reflecting the faith our community has in the school, its track record, ethos and values.



Our ethos of 'one community, individual minds, creating futures' applies to Larkmead staff as well as Larkmead students. Colleagues at Larkmead can be proud to be part of something special, making a real difference to the lives and life chances of our students. It is a rewarding place to work as part of a mutually supportive team where everyone matters and makes a difference. Our thoughtful approach to wellbeing means that staff have the support and challenge to succeed and advance.

Personal, professional and career development is fundamental to being part of Larkmead. Continuous professional development is at the heart of our work at school. Our culture of research and reflection, supported by practical strategies and collaboration across teams, is backed up by access to a wide range of training and resources to suit your professional progress and growth in the classroom, as a leader or in whatever role you fulfil at Larkmead. Larkmead staff engage with the National College, and many colleagues are pursuing National Professional Qualifications and delivering training for a range of organisations.

Larkmead is proud to be part of the Cambrian Learning Trust, a network of schools nurturing opportunities and career development. Collaboration is an important benefit of working at Larkmead, with students and staff benefitting from our work with the OX14 Partnership of three state and three independent school, the Abingdon Partnership of primary and secondary schools as well as links with universities, employers and other organisations.

About Cambrian Learning Trust

CAMBRIAN
Nurturing Growth - Inspiring Minds



The name 'Cambrian' refers to one of the oldest bedrocks spanning the globe, formed during the influential geologic Cambrian era. Its most notable features align perfectly with our Trust's ethos and approach:

- A strong and solid foundation for building lifelong learning and success
- A catalyst for the advancement of innovation and creativity in schools
- An ideal environment in which diversity is cultivated, embraced and celebrated

In keeping with these attributes, our strapline 'Nurturing Growth – Inspiring Minds' perfectly encapsulates what the Cambrian Learning Trust stands for. We are driven to nurture all learners - the children and young people in our care, our staff, and the adults in our school communities so that they can achieve their very best, whilst providing inspiration, motivation and challenge.

All our schools (three secondary- with sixth forms, one all-through and fourteen primaries) are based in and around Faringdon, Wantage and Abingdon in South Oxfordshire; 8 of our schools are church schools, and all but one of our primaries has a pre-school setting.

A significant strength and benefit is that all our schools are situated within a small area, with the majority being just a short 10 or 15 minute drive from each other. The proximity of our schools enables extensive collaboration, sharing of expertise and creative solutions.

The Trust promotes school autonomy and independent thinking. All our Headteachers have the responsibility and authority to lead their schools, driven by local context and need. Each school has its own Local Governing Committee whose remit is to challenge and support school leaders in achieving the best possible outcomes.

Schools interview and select their own staff, supported by an experienced central HR team. They also design their own curriculum, whilst working collaboratively with one another and benefiting from being part of a larger Trust that supports them to operate as successfully as possible.



The Cambrian Learning Trust is proud to have a united and successful team working across schools in a mutually supportive way to ensure that every child or young person, no matter what their circumstances, will succeed in every aspect of school life and beyond. Our schools balance academic achievement with an extensive enrichment offer, ensuring a wealth of opportunity and experience for all children as part of their education.

Our schools can access a pool of resources provided by the Cambrian Learning Trust. Our talented and experienced central team offers wide-ranging School Improvement expertise, as well as assistance with all aspects of operations. This ensures our schools are supported, effective and forward-looking whilst being compliant in all aspects.



Looking ahead, we are strengthening and extending our 'hub model', whilst facilitating all our primary schools to feed into a Cambrian Trust secondary school wherever possible.

We are exploring and looking to create Beacons of Excellence in the areas of Inclusion and SEND, whilst continuously improving outcomes for all our learners and enlarging our curriculum enrichment offer.

For our employees, the Trust's development and training programme also continues to expand, offering both internal and external CPD opportunities so that we can attract and retain the best possible workforce, and ensure we have the most talented team of people working with our children.



Cambrian Vision and Values

Vision "To be a Beacon of Excellence"

Values

Integrity
Kindness
Ambition
Unity

Mission

‘Nurturing growth and inspiring minds’, we serve to build firm foundations for excellence, empowering all to shine, whilst instilling the values of integrity and kindness. United in our ambitious vision, we are committed to inspiring learners who achieve highly and are equipped to contribute positively to society. By nurturing strong relationships, we create an inclusive community in which every individual is valued, supported, and encouraged to grow in mind, body, soul and spirit.

To find out more about our Trust visit the website at <https://cambrianlearningtrust.org/> where you will find out information about our governance structure, Trust Board minutes, the annual reports and financial statements and much more.

Please also follow us on social media for up-to-date news.



Application and Selection Process

Informal Discussions

If you would like to visit the school or discuss any aspect of this Candidate Pack or application process then please contact Cambrian Learning Trust Recruitment on 01367 240375 or by emailing recruitment@cambrianlt.org

Visits are actively encouraged.

Should you wish to informally discuss the role, then please contact Richard Evans on 01367 240375 or email: revans@cambrianlt.org



Application and Letter of Interest

In addition to completing the online application form which can be found on MyNewTerm, please provide us with a covering letter of no more than two pages which demonstrates your alignment with the vision, ethos and values of Larkmead.

Your application should also demonstrate your fit with the Person Specification.

The deadline for applications is by 9am on Monday 28th September 2026. Late applications will not be considered.

Selection Procedure

The appointment and interview process will require successful candidates to attend an interview on Thursday 1st October 2026

Safer Recruitment

Cambrian Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism. We expect all staff and volunteers to share in this commitment. All post holders in regulated activity are subject to appropriate vetting procedures and a satisfactory Disclosure and Barring Service (DBS) Enhanced Check. Shortlisted candidates will be subject to online searches for publicly available information.

Cambrian Learning Trust is an equal opportunities employer, and we welcome applications from a range of backgrounds to represent diversity in line with our schools' community.

In line with DfE Keeping Children Safe in Education (September 2024) to safeguard children within our schools, we are required to carry out a number of checks on all staff, whether they are permanent, temporary, casual, voluntary, school-based supply or agency based supply, and maintain a central record documenting that checks have been carried out.

Cambrian Learning Trust is an equal opportunities employer, and we welcome applications from a range of backgrounds to represent diversity in line with our schools' community.

At Interview

All applicants will be required to bring proof of identification which verifies their name, in addition to original documentation of qualifications. A valid passport, Birth Certificate or driving licence* (proof of ID) which includes name and DOB can be used.

Appointments are subject to receipt of satisfactory references.

References will be sought from the previous employer and any gaps in employment history will be followed up. All interview panels will have at least one member who has completed Safer Recruitment training.

Job Description

Larkmead School is seeking to appoint a Co-Headteacher for 0.6 FTE.

While the role is designated as 0.6 Headteacher responsibilities, this model is very much a partnership, with the successful candidate working as operational Headteacher alongside strategic responsibilities and leadership.

Co-Headship at Larkmead creates increased higher-level leadership and the capacity to focus on strategic school improvement. This includes:

- Driving deep and sustained development through internal school improvement, working closely with Senior and Middle leaders to ensure support, challenge and progress across the school
- Strategic focus, planning, implementation and review capacity created by two Headteachers
- Greater capacity to improve leadership across Larkmead through coaching and targeted support
- Capacity to engage with research and to visit high performing schools to ensure that Larkmead learns from and emulates the very best
- Strengthening our partnerships with other Cambrian Learning Trust schools, with Larkmead playing a leading role in secondary effectiveness across the Trust
- Further developing other partnerships, including OX14 Partnership, primary schools who may join CLT, community groups and local employers to support opportunities for our students and embed Larkmead's central role in our Abingdon community

Job title: Co-Headteacher

Reports to: CEO

Responsible for: SLT

Hours: STPCD

Department: Larkmead

Grade L29 - L35

Job type: permanent



Specific responsibilities of the Co-Headship role at Larkmead.

The division of responsibilities is as follows:

Out-going Co-Headteacher (0.6)	Incumbent (0.6)
A. School vision & values B. SDP, SEF, Ofsted readiness C. Internal School Improvement coordination D. Financial strategy E. Curriculum design with Co-HT F. Oversight of Attendance & Engagement G. Oversight of Achievement H. Oversight of Inclusion I. Leadership and governance development J. Site and environment development planning Community engagement, publicity and marketing	A. School vision & values B. SDP, SEF and Ofsted readiness C. Operational school leadership D. Financial strategy E. Curriculum design with Co-HT F. Oversight of Behaviour G. Oversight of Teaching & Learning H. Oversight of Sixth Form I. Staff recruitment and well-being strategy

Main purpose and scope

The role of Headteacher is to provide outstanding professional leadership and management of Larkmead School. As the lead professional within the school, the Headteacher will:

- Build on the secure foundation to achieve even higher standards in all areas of the school's activities, ensuring each individual student achieves their full potential.
- Lead and manage the school in an inspirational manner that delivers the agreed vision and ambitions for all members of our community.

Duties and key responsibilities

The Co-Headteacher will:

- Share the strategic vision with both the governors of Larkmead School and the Cambrian Learning Trust
- Provide clear vision, leadership and direction to the whole school community.
- Effectively manage teaching and learning to further raise outcomes for all, including particularly the more disadvantaged pupils.

- Promote excellence, inclusion, equality and high expectations across the school community.
- Ensure a continuing safe and productive learning environment that is engaging, stimulating and fulfilling for all students.
- Deploy resources imaginatively and efficiently to achieve the School's aims whilst demonstrating sound personnel and financial management.
- Evaluate school performance and identify priorities for continuous improvement.
- Be responsible for day-to-day management, organisation and administration.
- Communicate effectively with, and secure the continued commitment of, the wider community, having understanding of the demographics of the school.

General responsibilities

This job description, based on the National Standards of Excellence for Headteachers (2015), amended to suit Larkmead School's context, sets out in four domains a set of developmental, challenging and aspirational standards. The LGC of Larkmead School will use these standards with the Headteacher in developing strategic targets for the school context and for the setting of performance development objectives.

Qualities and knowledge

1. Hold and articulate clear values and moral purpose for the leadership and management of Larkmead School, focused on providing a world-class education for our students of all abilities and backgrounds.
2. Model optimistic personal behaviour, positive relationships and attitudes towards students and towards parents and carers, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on your own knowledge, expertise and skills, and that of those around you.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and ensure continuous professional development that reflects the diverse needs of our school community.
5. Promote the interests of our school, translating opportunities arising from local and national policy into the school's context.
6. Communicate compellingly with our school's vision and provide strategic leadership, empowering all students and staff to excel.

Students and staff

1. Demand ambitious standards for all students, overcoming disadvantages and advancing equality of opportunities, instilling a strong sense of accountability in our staff for the impact of their work on student outcomes.
2. Secure and maintain excellence in teaching, through an understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being.
3. Create an ethos within which all staff are motivated and supported to develop their skills and subject knowledge, to support each other.
4. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning and creating a learning culture for all.
5. Hold all staff to account for their professional conduct and practice within a developmental, ambitious culture.

Systems and processes

1. Provide a safe, calm and well-ordered environment for all students and staff, with a strong focus on safeguarding and the development of exemplary behaviour in school and in the wider community.
2. Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
3. Establish, implement and maintain rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome strong governance and actively support the Local Governing Committee to understand its role and deliver its functions ever more effectively, in particular its functions to set school strategy and hold the Headteacher to account for student, staff and financial performance.
5. Exercise strategic, curriculum-led financial planning, to ensure the equitable deployment of budgets and resources, in the best interests of our students' achievements and the school's sustainability.
6. Distribute leadership throughout the organisation, developing teams of staff, with distinct roles and responsibilities, who hold each other to account.
7. Have an understanding and awareness of how a large secondary school operates within a local multi academy trust.
8. Understand the national policy framework and the complementary rules and functions of government and national bodies

The Self-improving School System

1. Develop further the capacity of Larkmead School to work with the Cambrian Learning Trust and other schools and organisations in a climate of mutual challenge to champion best practice and secure excellent achievement for all students.
2. Develop and maintain effective relationships with other services to improve academic and social outcomes for all our students.
3. Use the findings of evidenced based research to identify effective practice to inform continuing professional development, which contributes to the improvement of our school for the benefit of all students.
4. Maintain Larkmead School as a centre of good practice for initial and continuing teacher and support staff education through high quality training and sustained professional development for all staff.
5. Model innovative approaches to school improvement, leadership and governance.
6. Inspire and influence others, within and beyond our school, to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Further responsibilities

1. The Headteacher will be expected to model excellent teaching and may teach a small part of the timetabled curriculum
2. The Headteacher will be expected to ensure inclusion, diversity and access.
3. Larkmead School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The person appointed as Headteacher of Larkmead School will be required to support and deliver to this commitment.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the current position and, in consultation with the employee, can be reviewed in the future, as appropriate. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Headteachers.

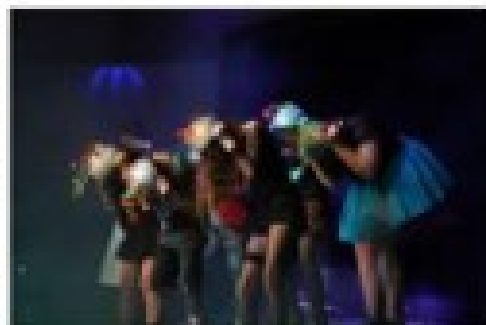
Senior Leadership at Larkmead School

The core purpose of a member of the Senior Leadership Team is to provide professional leadership and management on a whole school level and in particular in relation to their areas of responsibility. Successful leadership at Larkmead involves modelling and demonstrating key professional attributes and actions, including:

- Courage, conviction and creativity to achieve the best outcomes for all
- Positive, enthusiastic outlook, creating and embracing opportunities and solutions
- Drive for improvement, sharing good practice and research with a focus on development
- Address underperformance through support and challenge, constructive conversations and coaching
- Visible and proactive presence around school, engaging with students and staff to support positive behaviour
- Effective communication and listening skills, influencing and inspiring individuals, teams and groups
- Respect, compassion, fairness and empathy towards others
- Advocacy for social justice, equality, diversity and inclusion for students and staff
- Integrity and consistency in relation to your own and the school's practice
- Mutual support in the face of challenges, promoting the well-being and mental health of yourself and others
- Mentoring and developing teams, supporting career progression and succession planning
- Collaborative partnership working, within and beyond the school
- Leading learning as a reflective practitioner committed to continued professional development

Senior leaders have collective and specific responsibility in relation to achieving:

- Our School Development Plan priorities
- The Larkmead Promise
- Ready, Respectful, Safe and our shared expectations for students
- Larkmead Leaders programme
- Cambrian Learning Trust values and objectives



One community, individual minds, creating futures

 "one community; individual minds; creating futures"		Essential	Desirable	Application	Interview
Person specification for Co-Headteacher					
Professional Qualifications					
1	Honours degree or equivalent	☐		☐	
2	Qualified teacher status	☐		☐	
3	National Professional Qualification of Headship (NPQH) or equivalent		☐	☐	
4	Evidence of continuous professional development in preparation for leadership/headship	☐		☐	☐
Experience					
5	Substantial and significant recent experience in a secondary school as Head of School or Headteacher.	☐		☐	☐
6	Clear and demonstrable understanding of the current educational landscape	☐		☐	☐
7	A proven track record of successful classroom practice	☐		☐	☐
8	Committed to safeguarding and promoting the welfare of pupils	☐		☐	☐
9	Experience of a key role in a successful OFSTED inspection	☐		☐	☐
10	Successful track record of Financial and Resource Management	☐		☐	☐
11	Managing change		☐	☐	☐
Skills, Knowledge and Understanding					
14	Ability to communicate and embed outstanding teaching and learning	☐			☐
15	Knowledge and understanding of the statutory educational framework, current education issues, relevant policies, legislation and codes of practice	☐		☐	☐
16	Clear understanding and knowledge of the role of governance in a MAT		☐		☐
17	Motivating teams. Ability and commitment to working flexibly and collaboratively as part of a team, whilst taking a leading role when required	☐		☐	☐
18	Developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving	☐		☐	☐
19	Understanding of the importance of working collaboratively with all stakeholders in the Trust, including the wider community and other local schools	☐		☐	☐
20	An understanding of and commitment to promoting the wellbeing of employees	☐			☐
21	Create a climate of open communication where people feel able to express opinion and know their views will be respected.	☐		☐	☐
22	Willingness to play a senior role in the multi-academy trust, contributing to school improvement at other schools within the Trust as well as at own school.	☐		☐	☐
23	Ability to create, inspire and promote a culture of high achievement for all	☐		☐	☐
Other					
26	Commitment to working collaboratively as part of the multi academy trust and to <u>take responsibilities</u> and opportunities that arise from being part of the Trust	☐			☐
27	Willingness to work flexible hours, including evenings, weekends and a proportion of the school holidays when necessary	☐			☐
28	Current driving licence and access to a vehicle	☐			☐
Personal Qualities					
29	Highly effective and credible leader, with strong leadership skills including influencing, negotiation and advocacy skills	☐			☐
30	An open and approachable interpersonal style with excellent relationship management skills that inspire respect and support	☐			☐
31	Demonstrate enthusiasm for, and commitment to, the role; along with resilience, integrity and a passion for education.	☐		☐	☐

Skills, Knowledge and Understanding

Ability to communicate and embed outstanding teaching and learning	✓	✓	✓
Knowledge and understanding of the statutory educational framework, current education issues, relevant policies, legislation and codes of practice	✓	✓	✓
Clear understanding and knowledge of the role of governance in a MAT	✓	✓	✓
Ability to motivate teams and commitment to working flexibly and collaboratively as part of a team, whilst taking a leading role when required	✓	✓	✓
Developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving	✓	✓	✓
Understanding of the importance of working collaboratively with all stakeholders in the Trust, including the wider community and other local schools	✓	✓	✓
An understanding of and commitment to promoting the wellbeing of employees	✓	✓	✓
Creating a climate of open communication where people feel able to express opinion and know their views will be respected	✓	✓	✓
Willingness to play a senior role in the multi-academy trust, contributing to school improvement at other schools within the Trust	✓	✓	✓
Ability to create, inspire and promote a culture of high achievement for all	✓	✓	✓

Other

Commitment to working collaboratively as part of the multi academy trust and to take on responsibilities and opportunities that arise from being part of the Trust	✓	✓
Willingness to work flexible hours, including evenings, weekends and a proportion of the school holidays when necessary	✓	✓
Current driving licence and access to a vehicle	✓	✓

Personal Qualities

Highly effective and credible leader, with strong leadership skills including influencing, negotiation and advocacy skills	✓	✓
An open and approachable interpersonal style with excellent relationship management skills that inspire respect and support	✓	✓
An enthusiasm for and commitment to, the role; along with resilience, integrity and a passion for education.	✓	✓