

28<sup>th</sup> March 2024

Dear Potential Candidate

If you have read the advert and taken the extra step of reading this letter, then I hope you are interested in becoming our next Assistant Principal and thank you for your interest in this exciting role. Adverts will often say that a role can make a difference, with this job you really can!

Budmouth is one of the largest schools in Dorset and is consistently oversubscribed. As the largest provider of A' Level courses in Weymouth and Portland, we have the added benefit of having a large 6<sup>th</sup> Form. We joined the Aspirations Academies Trust in September 2019 and the pace of change has been fast. Behaviour, attendance, personal development, extra-curricular provision, well-being and the sixth form are now significant areas of strength. To be successful as an Assistant Principal here you will need to be comfortable working at pace, insisting on high standards and challenging others to do the same. The school is currently in the planning and design stage for a rebuild which will see a brand-new school built here by 2028. This really is an exciting time to join us.

We will offer any interested candidates the chance to tour the school at any time. I also wish to say a bit more about this role and tell you about the Senior Leadership Team that you would be joining. It is one that works collegiately, but which challenges each other. When it comes to being highly successful at the Assistant Principal level, not only do you have to be right for the post, but the post has to be right for you.

Whilst there may be some flexibility, this new post holder will be expected to play a very significant role in improving the outcomes for all students at Budmouth Academy especially those who are disadvantaged through improving the quality of education.

You will have experienced success at leading a whole school area of improvement in your current school. Not only must your own teaching and learning and personal behaviour management skills be exceptional, you will also have a proven track record in working with parents and colleagues successfully to ensure high standards. You will have a keen understanding of the different teaching strategies that lead to good outcomes at KS4 in a particular. You must also have high level communication skills and be able to demonstrate resilience and genuine and substantial impact in your current role. You will not be afraid of hard work and difficult conversations. The rewards for this post are high, but so are our expectations. If you still think this post could be for you then please ensure the following:

1. Your completed application is received by 26<sup>th</sup> April 2024
2. In your statement section (you may attach a 2 page A4 letter if you prefer) please address the following points:
  - How do your skills and experience make you suitable for this post?
  - What positive impact has your leadership had on other people in your current role?
  - How do you see your own career developing over the next five years?

#### **Our current large and friendly Senior Leadership team comprises:**

Associate Principal, Phil Midworth joined Budmouth in April 2021, having worked as a headteacher locally, in the Alternative Provision sector. Phil has played an integral role in helping us to develop new behaviour systems and structures and he currently leads on attendance, safeguarding, behaviour and is our day to day operations lead. He leads the school in my absence.

Pete Hudson joined Budmouth in 1997 and went on to become an Advanced Skills Teacher. Pete became curriculum Vice Principal in April 2019 and oversees our curriculum and data, as well as being the Director of Key Stage 4, managing our raising achievement strategy for Year 10 and Year 11 students. Our curriculum is broad and ambitious.

Sally Emms, who joined us in 2023 is the Vice Principal for inclusion and leads our SEND department as SENCO, and also has leadership responsibility for our SEMH Student Support Centre and our highly successful Autism Base.

At Assistant Principal level we have:

- Matt Williamson – Director of STEM
- Pete Pring: Head of Turing School.
- Lesley Carter: Head of Shelley School.
- Jayne Guppy: Head of Attenborough School.
- Sophie Ives: Head of Hawking School.

The final part of our senior team here is made up by Charlotte Reed, our Director of Business and Support Services. Charlotte is an invaluable member of the team, supported both by a highly effective HR/Finance and admin team, plus a network of experts and support staff within the Aspiration Trust

I joined Budmouth, initially in January 2020 as Vice-Principal. In September 2022, I took up the opportunity to become the substantive Principal at Budmouth and have really enjoyed bringing together a new Leadership Team many of whom are now ready to go to the next level. During this period the Academy's external and internal monitoring suggested that significant parts of the provision at the school is 'good' or better.

Becoming a member of the Aspirations Academies Trust (September 2019) has been an important step for Budmouth and our staff, students, parents and wider community have been brilliant in getting behind our fresh start. This was essential in our response to the COVID 19 pandemic and minimising the impact this had on education here in Weymouth. We are making extremely good progress and rigorous (external and internal) monitoring of our work ensures that we focus on the next steps and continual improvement. Our regional CEO, currently David Herbert also works closely with all of the staff here, having been Principal here for the first few years as a new academy. The AAT Trust are very supportive of Budmouth and we work closely with them. AAT have a Learning Institute that provides nationally recognised qualifications and training, CPD and they offer significant professional development opportunities for all staff. The national lead for Student Leadership and Engagement is also based here at Budmouth, for example, and he supports the SLT here in developing key aspects of student leadership, participation and purpose.

Budmouth really is a great place to work in a stunning location along the Jurassic Coast. We have very talented teachers and hardworking Support Staff. The majority of our students work hard and aspire to be the best they can be whether it is entry into higher education or into local apprenticeship opportunities. We are a 'Google' school and our uses of G-Suite and Google Classroom to enhance learning is fast becoming an area of real strength. All 6th Form students are issued a personal Chromebook at the start of their courses.

I hope that when you have completed your research you will feel motivated to apply. I know how much work goes into the application process and so I would like to thank you in advance for your time and effort.

If there is any further information that you would like, then please do not hesitate to contact Mr Phil Midworth via email [pmidworth@budmouth-aspirations.org](mailto:pmidworth@budmouth-aspirations.org) or by phone on 01305 830504.

We look forward to hearing from you.

Kind regards,

Mike Hoffmann

Principal