



Associate Principal

DATES: Apply by **noon on Friday, May 14, 2021**
SALARY: **L23-26 (£72 496 - £78 025)**
LOCATION: Nishkam High School – Birmingham
REPORTING TO: Principal
TO COMMENCE: **Autumn Term 2021**
CONTRACT TYPE: Full-time

Nishkam High School

The Associate Principal is expected to provide the senior leadership and management necessary to ensure that Nishkam High School maintains its outstanding status and continues to secure improvement by marginal gains wherever possible. The post holder will report to the school Principal and will create the capacity for the Principal to be able to serve in the broader Trust role of Deputy Chief Executive Officer.

This is an excellent opportunity for significant career development at a senior level. It is ideal for an existing Vice Principal (Deputy Headteacher), providing a 'bridge' between that role and sole responsibility for a school. That transition will be supported by an existing Principal who has been in post for over six years and has implemented the Trust's 'faith inspired, virtues led' vision. The impact of that vision is reflected in a Section 5, Ofsted 'outstanding' judgement, a Section 48 'outstanding' judgement and the performance data shown, below.

At the core of Nishkam education is the triple pursuit of:

- * nurturing a strong 'faith inspired, virtues led' approach to life and education
- * creating a community that supports children throughout their lives and
- * excellence for all

The Role

The strategical and operational thinking plus the emotional intelligence to help sustain:

	Progress 8	Attainment 8
2017	+0.98	55.1
2018	+0.74	54.8
2019	+0.99	56.1

The successful candidate will be expected to role model the 'Nolan Principles' as well as the Nishkam virtues. The key aspects of the role are:

- to help evolve the school culture,
- ensure that the quality of teaching across the school remains of the highest standard,
- review both curriculum and assessment to ensure that they reflect current evidence informed practice,
- behaviour,
- nurture those pupils with additional and special educational needs and disabilities,
- ensure that all staff have access to high quality professional development,
- organisational management,
- continuous school improvement,
- working in partnership and
- governance and accountability.
- But don't worry, you will not be doing it alone!

This is a key role within the school and the successful candidate will also be expected to also work closely with the Trust Directors and contribute to driving the Standards agenda forward in all Nishkam schools. A flexible, innovative and energetic approach is, therefore, an essential requirement, as is a commitment to being a team player

Ideally, you will be:

- an existing member of a Leadership team
- an excellent teacher
- able to inspire staff and pupils in their love of learning through effective leadership, coaching and role modelling
- an efficient 'starter/finisher'
- a good communicator who can reach a range of stakeholders
- enthusiastic about contributing to the wider life of the school
- fluent in school improvement and able to drive that forward with measurable impact

We will offer you

- a professional, talented, hardworking and supportive team of staff
- two hours of CPD each week
- a collaborative leadership team with a growth mindset
- wonderful students
- an inspirational learning environment
- an all through model of education where your voice can be heard across phases
- an intelligent approach to teaching, curriculum, assessment and work/life balance
- a fundamental belief in the value of teachers
- a fundamental belief in children and the privilege it is to be able to serve them

The School

Nishkam High School opened in September 2012. The video footage on YouTube showing the 'Building of Nishkam High School' is getting a little old now but still remains an essential starting point for any interested candidate. The 'new' DfE built school opened in April 2014 and a visit to our truly inspirational building is highly recommended. Please contact the Principal's PA, Mrs S Burroughs, on **0121 348 7660** to visit on either **Tuesday May 4 at 4.00pm or Friday May 7 at 7.30am.**

OFSTED visited one day after the new school building was opened. Read the details of their 'Outstanding' judgement in all areas at:

<http://www.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/138586>

The Trust

You will be working with a pioneering group, Nishkam School Trust, which is a flagship DfE Free School Trust, and the first multi-faith academy trust in the UK. Three of our schools are currently Ofsted 'Outstanding' and one is 'Good'.

To apply:

- You need to complete an application form, attached to this advert or available from our website.
- Applications to be sent to recruitment.nhsb@nishkamschools.org by **noon on Friday, May 14, 2021.** Successful applicants will be contacted by **Tuesday May 18, 2021.**
- Interviews will be held on **Tuesday May 25 and/or Friday May 28, 2021.**

Nishkam School Trust (NST) are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure and Barring Service Check.