

**SAPIENTIA**  
EDUCATION TRUST

**SAPIENTIA EDUCATION TRUST  
FAKENHAM ACADEMY  
CANDIDATE RECRUITMENT PACK**



**Deputy Headteacher**

**Closing date – Monday 12<sup>th</sup> April 2021**

**Interviews to be held – w/c 19<sup>th</sup> April 2021**

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# Introduction- Letter from Headteacher and our Trust CEO

Dear applicant,

Thank you for your interest in this exciting position.

You will be joining Fakenham Academy at a crucial time, as we look to further improve standards from the Ofsted 'good' judgment secured in January 2019. We joined Sapientia Education Trust last Summer and fully embrace the vision of delivering a world-class education, locally. The position has arisen through the retirement of the current post holder.

Fakenham Academy is a great school to work in. We have motivated students, hard working staff and great facilities, the school is set in beautiful North Norfolk.

We are highly ambitious for the school and this is a key appointment to help shape and define the future. This position would be ideal preparation for future Headship.

The exact duties will be negotiated with the successful candidate. We are looking for the right person to complement the team, with drive, enthusiasm and evidence of significant impact at either middle or senior leadership level. You will have students at the core of your educational philosophy, be research informed and have a strong commitment to professional development, both your own and that of colleagues.

We will provide you with access to trust wide professional learning and networks across our trust – to support the delivery of a world-class education.

If you would like an informal conversation about the role please contact Jade on 01953 609000, ex 3497 or [jade.obrien@se-trust.org](mailto:jade.obrien@se-trust.org) and we will arrange a conversation with either Richard Evans, Headteacher or Zoe Fisher, Director of Education.

We hope this excites you – if it does, please apply!

Best wishes

Jonathan Taylor – CEO

Richard Evans – Headteacher

## Background Information

### Fakenham Academy & Fakenham Sixth Form



Fakenham Academy Norfolk & Fakenham Sixth Form is a community school with 608 students in the main school and 181 in the sixth form. At our last Ofsted in January 2019 we were deemed 'Good' in all areas. We serve a large rural area in the heart of North Norfolk. Fakenham itself is a small but busy market town with a population of some 8,000, ten miles from a beautiful coastline and midway between Norwich and King's Lynn. It has good road links and house prices in the town or surrounding villages are above the national average.

We are proud of our academic achievements, and our incredibly broad and varied curriculum both in the main school and in our sixth form. In 2019, the A Level pass rate was 100%, with 72% at grades A\*-C, and 39% of students achieving grades A\*-B. Our P8 figure for GCSE results in 2019 was +0.07 with 57% of students achieving basics in English/Maths, which puts us above the national average for students' progress. The last five years have seen a continued trend in improving GCSE and Level 3 results.

In 2017 the Academy site had over £1 million invested in its facilities with a new Sixth Form Centre, 18 refurbished classrooms, a new Library and extensive external work. There is a Multi Use Games Area as well as exclusive access to a large modern Sports Hall. The school playing fields are large and very well maintained.

This is an exciting time as we look to further improve standards and the benefits from having joining Sapientia Education Trust.



# Sapientia Education Trust

Sapientia Education Trust was established by Wymondham College in 2016 with the purpose of bringing like-minded schools together to work in partnership to deliver the highest standards of education to young people in Norfolk and Suffolk. The term 'Sapientia' comes from the motto of Wymondham College and means wisdom. Our vision is to provide a world class education locally, enabling every pupil to flourish.

We are committed to delivering high academic standards in our schools, combined with a view of education that is child-centred and holistic. Our schools have a strong commitment to personal development and extra-curricular activities are strongly promoted.

Our work is cross phase and involves a strong commitment to staff development and ongoing professional learning for all staff in our schools. We believe that collaboration and partnership work helps raise standards and we work with a range of schools within and beyond the Trust.

The Trust provides a range of services to support our schools. This includes established HR, Finance, Health and Safety and Estate teams. In addition, we have a central education team providing specialist support to help raise standards further.

Our philosophy is to work to support school leaders, so that more of their time can be spent on the core business of delivering a world class education, locally.

We also run an extensive Professional learning programme.

## **Our member Schools:**

Framingham Earl High School  
Old Buckenham High School  
Stradbroke High School  
Wymondham College  
Attleborough High School (June 2020)  
Fakenham High School (June 2020)

Burston Primary School  
Ghost Hill Infant and Nursery School  
Great Hockham Nursery and Primary School  
Old Buckenham Primary School  
Rockland St Mary Primary School  
Seething and Mundham Primary School  
Surlingham Primary School  
Tivetshall Primary School  
White House Farm Primary School  
Wymondham College Prep School



## Job Description

Sapientia Education Trust is a growing multi-academy trust and seeks to appoint an inspiring Deputy Headteacher to join Fakenham Academy.

Fakenham Academy is a local school with high ambitions and a key drive for continuous improvement. We believe that education is the key to transforming life chances, and that by creating an outstanding learning environment where all students are happy and taught well, we will enhance their prospects to become productive, successful citizens of the future.

Our core standards include high expectations of everyone in our learning community; good discipline consistently applied; reliably good quality teaching; a commitment from parents to work in partnership with the academy and respectful, positive relationships between everyone in our learning community. For us it is about educating the whole child through a diverse and broad curriculum and making sure they are prepared to enter today's modern world, as well-rounded capable young men and women.

Our latest Ofsted inspection recognised the high-level standard we work hard to deliver resulting in being rated a "good" school in all aspects.

### THE POST

The Deputy Headteacher will play a crucial role in the strategic and operational leadership of the school. The exact duties will be negotiated with the successful candidate but are likely to include a key role in raising standards and achievement and/or ensuring the highest quality of support for staff and pupils, including vulnerable students.

The Deputy Headteacher will become a member of the safeguarding team.

Each member of the SLT is expected to work collaboratively with other members and ensure that students' best interests are at the heart of all decisions made and implemented.



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# Person Specification

## Personal Qualities:

Fakenham Academy expects its leaders to have the following personal qualities:

- Be an innovative, independent thinker with the capacity for strategic thinking
- Be creative and proactive in finding solutions
- Be flexible and adaptive to changing needs and priorities
- Be resilient, calm and tenacious under pressure
- Be insightful and analytical with good problem-solving skills
- Have excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students, parents and the wider community
- Be a self-reflective practitioner who always seeks to improve
- See the 'big picture' in relation to whole school priorities & improvement
- Able to reason their educational philosophy, in tune with the school ethos
- Be willing to contribute to the extra-curricular life of the school
- Possess a sense of humour
- Have the ability to inspire and enthuse staff and students
- Be highly self-motivated, able to energise and motivate others
- Be insightful and understanding of national, international and research developments relevant to teaching and learning.

## Professional Competence:

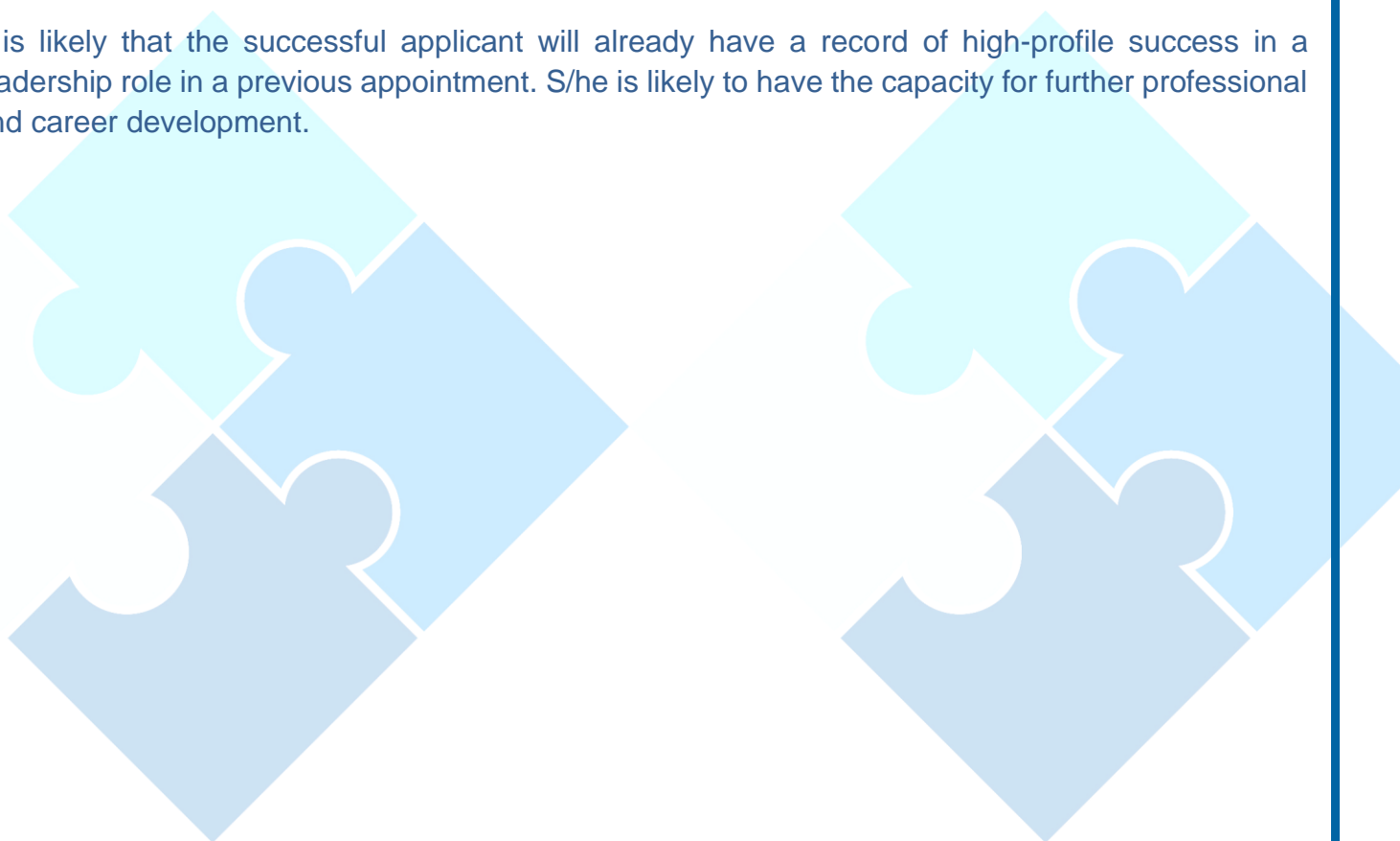
Fakenham Academy expects its leaders to have the following professional competences:

- Be an Outstanding Teacher, with evidence of impact on student outcomes with a proven track record of total commitment to helping every student achieve their very best and make progress
- Have excellent understanding of what constitutes excellence in teaching and learning
- Have a keen understanding of data and be able to analyse patterns in performance over time
- Be a positive role model for students and staff on a day-to-day basis
- Collaborate effectively with staff, parents/carers and students
- Liaise and work with partner schools, HEIs, Examination Boards and other relevant external agencies in the pursuit of continued improvement
- Excite and engage visitors about the College at Open Evenings and all other events
- Have very high expectations of the learning of all students at all times
- Work with across all key stages to ensure embedded transition from Key Stage 1 to 5

In addition, the person appointed will:

- Contribute to the wider Sapientia Education Trust vision and uphold our values
- Have substantial leadership experience, with a minimum of 3 years as a middle leader/TLR post holder and evidence of whole school impact
- Have excellent leadership, interpersonal and communication skills, be able to work with colleagues from different disciplines and partners from the wider community for the benefit of students
- Have a collegiate approach, positive attitude, and a lively sense of humour
- Have the ability to think, plan and judge carefully and imaginatively

It is likely that the successful applicant will already have a record of high-profile success in a leadership role in a previous appointment. S/he is likely to have the capacity for further professional and career development.





## Terms and Conditions

This post is offered on a full-time, permanent basis, with an office base at Fakenham Academy.

### Remuneration

Competitive - on the leadership spine, appropriate to the seniority of the role and the skills and experience of the post holder.

The Trust provides a SODEXO benefits package to all staff and EAP through Validium.

### Pre-employment checks

All applicants must be prepared to undergo several compliance checks to confirm their suitability to work with children and young people in line with “Keeping children safe in education”.

The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.



## Interview process

Dates	Interview process
Monday 12 <sup>th</sup> April 2021	Closing date for application
W/C Monday 12 <sup>th</sup> April 2021	Candidates will be shortlisted References will be requested
W/c Monday 19 <sup>th</sup> April 2021	Assessment interview day will include: <ul style="list-style-type: none"><li>- A tour of Fakenham Academy &amp; Fakenham Sixth Form</li><li>- An informal meeting with the Headteacher and SLT</li><li>- A desktop exercise and presentation based around school improvement planning</li><li>- Lunch will be provided</li><li>- A formal interview with the Fakenham student council</li><li>- A formal panel interview and presentation</li></ul>

## How to apply



To apply please visit our vacancies page on our website [www.se-trust.org](http://www.se-trust.org) and complete the application form, along with a supporting letter of no more than 900 words, detailing how your experience to date and educational vision equips you for the post.

**The closing date for applications is: Monday 12<sup>th</sup> April 2021**

**Interviews will be held on: W/C Monday 19<sup>th</sup> April 2021**

If you would like an informal conversation about the role please contact Jade on 01953 609000, ex 3497 or [jade.obrien@se-trust.org](mailto:jade.obrien@se-trust.org) and we will arrange a conversation with either Richard Evans, Headteacher or Zoe Fisher, Director of Education.

**Applications are considered on receipt; therefore, early applications are encouraged. We reserve the right to interview before the application closing date, should we receive a sufficient number of applications.**

*The Trust is committed to safeguarding and promoting the welfare of children; therefore all applicants must be prepared to undergo several checks to confirm their suitability to work with children and young people. The Trust welcomes applications from all sectors of the community. In accordance with the Department of Education's "Keeping Children Safe in Education", references will be sought on all short-listed candidates before interview. Sapientia Education Trust is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment*