

## Application Pack for Executive Principal

Dear Applicant

An exciting opportunity has arisen to join an established, successful and growing Multi Academy Trust. Trustees are looking to appoint an Executive Principal to lead the Southampton Hub to strengthen and enhance the already substantial and successful Inspire Team.

Established in 2014, Inspire Learning Partnership is a growing group of 4 primary academies, a nursery and one associate school currently operating within the New Forest and Southampton. Our vision is to relentlessly pursue excellence across our family of schools, where ethical, inspired and empowered leaders place children at the heart of everything; using their expertise and innovation to enable all to succeed.

We are a truly collaborative, values led Trust, thriving on the positive relationships and willing involvement of like-minded professionals. We are looking to recruit an individual to champion school improvement, with the insight to identify and

promote best practice, and the courage to challenge our schools to improve even further, by leading partnership working across not only the Southampton Hub but also the Trust's academies and within the wider system leaders' network.

This newly created role is an exciting opportunity for an exceptional and inspirational primary school improvement professional who has the aspiration, integrity and ability to help support the ongoing improvements across the Trust's academies.

We are looking for an Executive Principal who shares our values and who has the drive and resilience to achieve our strategic vision. They will be committed to implementing educational excellence in our Southampton Hub, supported by the CEO, the Trust Strategic Leadership Team and a committed Board. I hope you share our sense of excitement at the opportunities that lie ahead to further build and grow our successes.

Thank you for your interest in the position of Executive Principal for the Southampton Hub at Inspire Learning Partnership.

This is an exciting and very rewarding role and we look forward to receiving your application.

Yours faithfully

**Claire Lowe**  
Chief Executive Officer

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## Advertisement

### Executive Principal

Job title: **Executive Principal**

Required: **April 2022**

Location: **Southampton**

Salary Range: **Leadership Spine L23-29 £72496 – £83970**

Hours: **Permanent / Full Time**

#### Job Purpose

Are you looking for the next step in your career? Do you have a passion for transforming lives and building futures of children?

Inspire Learning Partnership are seeking to appoint a strategic, proactive and highly motivated Executive Principal to join our team from April 2021, or sooner if possible, to lead our Southampton Hub.

At this key time in the Trust's development, we require an ambitious and determined individual to provide strategic leadership and hold overall accountability for standards and quality within our Southampton academies.

If you would like a conversation about this post then please call Julie Broomfield, Executive Assistant at Inspire Learning Partnership on 02380893132 or email [hr@ilpartnership.org](mailto:hr@ilpartnership.org)

Inspire Learning Partnership is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory enhanced DBS disclosure.

For further information and to apply for this position, please visit our website at [www.ilpartnership.org](http://www.ilpartnership.org)

Closing date: **Monday 17th January 2022 at 0800**

Shortlisting : **Monday 17th January 2022**

Interviews: **Monday 24th January 2022 and Wednesday 26th January 2022**

*Inspire Learning Partnership is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service certificate and checks of the relevant barred list / prohibition lists.*



## Mission, Vision and Values

Inspire Learning Partnership is committed to  
**Transforming Lives and Building Futures** of all.

- We are compelled by a strong moral purpose to support and develop all children and staff within a family of schools to ensure that children make rapid progress and achieve success.
- We offer environments of the highest quality to empower learners and create endless possibilities in ways which we meet the needs of all.
- We provide an innovative and secure infrastructure to free staff to focus on teaching and learning and to give the flexibility to ensure rapid response to addressing needs.
- Staff take responsibility for their own learning and engage in professional development and evidence-informed practice to improve the educational experience for all children.

### Vision

To develop excellence across our family of schools, where ethical, inspired and empowered leaders place children at the heart of everything; using their expertise and innovation to support all to succeed.

### Our Values

**Innovation** - Risk taking to harness creativity.

**Nurture** - Growing within a framework of core and support.

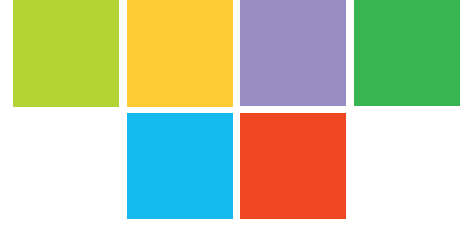
**Success** - Achieving our personal best.

**Passion** - Compelling enthusiasm for learning.

**Integrity** - Demonstrating a strong moral purpose through trust, tolerance and respect.

**Responsibility** - Accepting accountability for ourselves and our actions.

**Excellence** - Aspiring to achieve the extraordinary.



## Job Description

### Executive Principal

Post: **Executive Principal - Southampton Hub** (with potential to be flexible as the Trust grows)

Salary: **Leadership Spine**

Location: **Southampton**

Hours: **Full Time**

Responsible to: **CEO**

#### Job purpose including main duties and responsibilities:

In addition to the Conditions of Employment for Headteachers laid down in the most recent version of the School Teachers' Pay and Conditions Document:

To provide strategic leadership and hold overall accountability for direction, standards achieved and the quality of education in the Southampton Hub in order to:

- provide the leadership which enables the Southampton Hub to provide high quality education for all its pupils through the effective and efficient use of resources and people.
- build system-wide leadership capacity at all levels through actively developing strategic governance in line with the ILP model, staffing structures and roles and responsibilities.

#### Ethics and Professional Conduct

As a senior leader in our Trust the Executive Principal is expected to demonstrate consistently high standards of principled and professional conduct. They should always uphold and demonstrate The Principles of Public Life (The Nolan Principles).

The Executive Principal is responsible for upholding public trust in our Southampton Schools and the Trust, and should maintain high standards of ethics and behaviour. The Executive Principal should serve in the best interests of the Trust's pupils, conducting themselves in a manner compatible with their influential position in society.

#### Key accountabilities:

##### 1. Creating the future of the Academies

- a. embed the ILP vision and values across the Academies referring back to the Trust strategic pathway;
- b. work with academy councillors to create a strategic vision for the Southampton Hub which is consistent with the ILP vision;
- c. motivate others to create a shared learning culture and positive climate through distribution of leadership through teams and individuals;
- d. translate the vision into agreed objectives and operational plans;
- e. develop Academy structures to maximise and deploy both resources and expertise to raise achievement across the academies in the Southampton Hub.
- f. ensure effective succession planning at all levels across the Academies in Southampton;
- g. maximise and sustain opportunities for cross-academy and cross-leadership working to maximise strengths and develop further joint working; including looking to the wider Trust academies.

##### 2. Quality of Education - Leading teaching and learning and standards across the Southampton Hub

- a. Tackle educational inequality, upholding and securing ambitious educational and behavioural standards for all pupils; robustly tackling underperformance at all levels.
- b. Champion and support the most disadvantaged and those with additional and special educational needs and disabilities within a safe and secure environment to ensure they consistently have the very best educational opportunities.



## Job Description

- c. Enable the Trust to establish and sustain a broad, rich and coherent curriculum entitlement for all pupils, supported by effective curricular leadership and delivered through high quality teaching in all the academies in the Southampton Hub.
- d. Ensure that there is high quality, expert teaching in all Southampton academies built on an evidence-informed understanding of effective teaching and how pupils learn.
- e. Ensure that priority areas for improvement are identified and all staff work rigorously to address them.
- f. Enable the Academies in the Southampton Hub to engage with appropriate evidence-based strategies for improvement ensuring their precise implementation, their impact rigorously evaluated and those that are successful are developed across the Trust.

### 3. Developing self and working with others

- a. Ensure the development of, and maintain effective strategies and procedures for staff induction, professional development and performance review;
- b. Promote and maintain a culture of high expectations for self and others;
- c. Ensure effective planning, allocation, support and evaluation of work of teams and individuals;
- d. Regularly review their own practice, set personal targets and take responsibility for their own development.

### 4. Managing the organisation

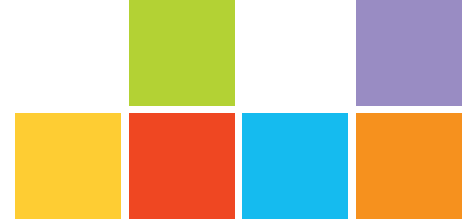
- a. Ensure the ongoing development of an organisational structure for the Hub which reflects ILP's values and enables effective and efficient operations;
- b. Create a robust efficient and effective local governance model for the Southampton Hub focussed on Safeguarding, Standards and Stakeholders that feeds directly to the Trust Board Education Standards Committee.
- c. Ensure evidence-based improvement plans and policies to promote continuous improvement;
- d. Effectively strategically manage the human, financial and physical resources of the Academies;
- e. Recruit, retain and deploy staff appropriately.

### 5. Accountability and Governance

- a. Promote a culture of accountability that is recognised and accepted as an essential element of improvement at all levels and across all aspects of the Southampton Hub.
- b. Understand the role of relevant regulatory bodies and ensure the local boards and the Southampton hub academies respond to their requirements Understand and welcome the role of effective Trust governance, upholding the obligation to give account to the Education Standards Committee.
- c. Present a coherent and accurate account of the performance of all Southampton academies as appropriate in a form appropriate to a range of audiences.
- d. consistent with the ILP vision, enable everyone to work collaboratively within the Southampton Academies and across the wider Trust;
- e. Ensure that Principals and all staff recognise that they are accountable for the success of the academies and Inspire Learning Partnership.
- f. Ensure that parents and pupils are well informed about the curriculum, attainment and progress, and about the contribution that they can make to achieve the Academies targets for improvement.
- g. Monitor safeguarding policies and procedures as appropriate.
- h. Provide advice and support to Principals liaising with the local authority and working with other agencies as necessary in order to ensure child protection concerns are dealt with promptly and effectively.

### 6. System Leadership and civic responsibility

- a. Promote and enable ways in which the Southampton academies and their local boards engage meaningfully with their communities and are responsive and accountable to them.
- b. In line with the Trust's civic role, work with civic partners and stakeholders in the Southampton hub local area to contribute to the Public Good, ensuring the value of the child and coherent public service for children and families.
- c. Foster and engage in the collective leadership of the sector building a strong local system for Southampton to address disadvantage and improve the quality of education for all pupils.
- d. Give public assurance of high standards of probity.



## Person Specification

Job Title: <b>Executive Principal</b>		
Establishment or team Southampton Hub of Inspire Learning Partnership		
Requirements	Essential (E) or Desirable (D)	To be identified by: Application Form (AF) Interview (I) Reference (R)
<b>Qualifications</b>		
Qualified Teacher Status with a successful NQT year completed.	E	AF
Degree or equivalent.	E	AF
National Professional Qualification of Headship.	D	AF
Evidence of continuing professional development.	E	AF
<b>Experience</b>		
Significant experience as a Headteacher/Principal (at least 4 years) with a sustained record of school improvement.	E	AF/I/R
Experience of Executive Headship and/or supporting another Headteacher.	D	AF/I/R
Experience of developing partnership and learning between academies/schools.	E	AF/I/R
Experience of the effective management of funding and resources.	E	AF/I
Evidence of successfully leading and sustaining educational initiatives.	E	AF/I
Evidence of effective appointment and personnel management.	E	AF/I/R
Experience in more than one school as a Headteacher/Principal.	D	
<b>Knowledge and understanding of</b>		
The mission vision and values of ILP Academy Trust and the role of the ILP vision and values in achieving the Trusts' aims.	E	AF/I
Statutory education frameworks, including Trust governance.	E	AF/I
Ways to build, communicate and implement a shared vision across a number of academies.	E	AF/I/R
Leading change, creativity and innovation.	E	AF/I/R
New technologies, their use and creative impact.	E	AF/I
Strategies for communication, both within and beyond the academies.	E	AF/I
Models of teaching and learning.	E	AF/I
Models of attendance and behaviour management.	E	AF/I
Strategies for combatting the effects of disadvantage.	E	AF/I
Strategies for ensuring inclusion, diversity and access.	E	AF/I
Child protection and safeguarding procedures.	E	AF/I
Curriculum design and management across a number of academies.	E	AF/I
The self-evaluation process and its role in driving continuous improvement.	E	AF/I/R
Strategies to promote individual, team and organisational development.	E	AF/I



## Person Specification

Building and sustaining a learning community across a number of academies/schools.	E	AF/I
The impact of change on organisation and individuals.	E	AF/I
Strategic financial planning, budgetary management and principles of best value.	E	AF/I
Legal issues relating to managing an academy, including equal opportunities, race relations, disability, human rights and employment legislation.	E	AF/I
The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of academy life, including challenging poor performance.	E	AF/I
Models of academy, home, community and business partnerships.	E	AF/I
The work of civic partners other agencies and opportunities for collaborations.	E	AF/I
<b>Leadership Skills</b>		
Ability to develop and maintain a clear vision and lead others to plan and deliver it.	E	AF/I/R
Ability to articulate this vision to diverse audiences.	E	AF/I/R
Ability to establish successful relationships at all levels and have good communication skills both verbal and written.	E	AF/I/R
Commitment, drive and the ability to achieve the highest standards and best practice across all aspects of the academy.	E	AF/I/R
Ability to cultivate a team ethic (ILP Pathway).	E	AF/I/R
Ability to lead, co-ordinate and delegate.	E	AF/I
<b>Other (including special requirements)</b>		
Commitment to Health and Safety.	E	I



## Person Specification / How to Apply

### 10 personal qualities needed for leadership roles in the ILP

1. To demonstrate **passion** and commitment to secure excellent outcomes for all children.
2. To demonstrate eternal optimism and resilience through **innovative**, courageous and committed leadership.
3. To show recognition of the **responsibility** to inspire and lead others with **innovative** practice and high expectations.
4. The **integrity** to lead others, demonstrating an unwavering commitment to pursue **excellent** outcomes for all children.
5. A high level of **emotional intelligence** in order to develop good relationships and **nurture** staff in maintaining the highest standards.
6. To model **excellence** through effective modelling of time management.
7. A secure **emotional intelligence** to ensure stressful or pressurised situations are met calmly and confidently.
8. The **integrity** to pause and reflect before making important decisions.
9. To be proactive in contributing to the **success** of the school by responding positively to and delivering constructive feedback.
10. To recognise the **responsibility** to lead and inspire others through delegation and altruistic collaboration.

### How to apply

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