



INFORMATION FOR CANDIDATES

Stantonbury School
(Secondary School)

Executive Principal

Leadership Scale Points L34-40



Stantonbury School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

Welcome from Dr Jamie Clarke

Chief Executive Officer, Tove Learning Trust



A very warm welcome to Tove Learning Trust. On behalf of the Board, I would like to thank you for your interest in the exciting role of Executive Principal. I hope that after reading this information and conducting your own research, you will feel inspired to take your interest further.

This crucial role has become available due to the promotion of Jim Parker to Deputy CEO of Tove Learning Trust. All our executive principals are former highly successful headteachers, ensuring a wealth of experience and expertise within our leadership.

Tove Learning Trust is a growing and dynamic multi-academy trust committed to transforming the educational landscape for our pupils. We currently oversee ten secondary schools and five primary schools, including two alternative provisions at both primary and secondary levels. Many of our schools serve deprived communities that have historically struggled with generations of underachievement. However, under Tove Learning Trust's leadership, every school inspected has received no less than a 'good' rating for Leadership and Management—a clear testament to our sustainable approach to school improvement.

At the heart of Tove Learning Trust is our unwavering commitment to improving educational outcomes for all pupils, regardless of background. We believe in strong leadership, continuous professional development, and evidence-based interventions to drive positive change. Our lean executive team ensures that every action contributes meaningfully to our mission, making a tangible difference where it matters most.

The Executive Principal is accountable for ensuring the educational success of the named schools within the overall framework of the TLT approach to school improvement and its quality standards, as well as the individual academies' strategic plans. They are responsible for providing support and challenge to each academy's Principal/Associate Principal and Local Governing Body across all aspects of their work. They should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for all schools they lead. The Executive Principal will have line management responsibilities for the Principal/Associate Principal working closely with the Local Governing Body and the CEO or their delegate.

Initially, the person appointed will be the Executive Principal at Stantonbury School. We are very pleased with the progress the school has made since joining the trust. You will have the support of a loyal and hardworking senior team at the school under the strong leadership of the Associate Principal.

The successful candidate will:

- To be responsible for the long term strategic direction of named schools leading to exemplary educational experiences for pupils
- Coordinate the strategy of the named schools as they grow, develop and improve
- Determine the consistency of the educational practice
- Liaise with the CEO (or their delegate), local governing body and trustees where appropriate
- Set the proposed budget for each named school
- Act as a coach, mentor, line manager and be the coach to the principal/associate principals in the named schools
- Ensure appropriate CPD is in place for the senior leaders in the named schools including the sharing of best practice between colleagues in the Trust.

We are seeking an inspirational and energetic leader who can build on our successes and take Stantonbury School and Tove Learning Trust to the next level. The successful candidate will:

- Have a proven track record of school improvement and leadership at a senior level.
- Be committed to raising educational standards and closing achievement gaps.
- Possess the ability to inspire, challenge, and support school leaders to achieve excellence.
- Have a strategic mindset and the ability to drive sustainable, impactful change.

If you feel you have the skills, expertise, and passion to take us forward, we would love to hear from you. This is a fantastic opportunity to make a significant difference in the lives of children, ensuring they leave school prepared for a successful future.

We wish you the best of luck with your application.

Dr. Jamie Clarke

Chief Executive Officer, Tove Learning Trust

An introduction to Stantonbury School

Stantonbury School joined Tove Learning Trust in September 2021 and has undergone a period of significant change and rapid improvement. There has been a strong focus on delivering sustainable improvement and the school is now ready for the next stage of its development.

Stantonbury is a large school of 1500 pupils serving a diverse and dynamic community in the north of the rapidly growing city of Milton Keynes. The pupils who attend Stantonbury School are wonderful young people who are keen to learn. Pupils are encouraged to fulfil their potential and live by the school values of respect, responsibility and resilience so that they are ready for life beyond school. To support this mission we have over 200 adults in the school working with pupils and striving to ensure that a positive impact is being made. Building positive relationships between the school, pupils and their families has been a key driver of change and this remains an important lever for furthering aspiration and galvanising support.

The new Executive Principal will work with the school's leadership team and TLT executive team link to drive further improvements so that every pupil achieves in line with expectations and enjoys the same opportunities as other pupils locally and nationally. This is a great opportunity for a suitably experienced headteacher to make a real difference to the amazing community that Stantonbury serves.



| | | |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| VALUES | RESPECT <ul style="list-style-type: none">• Be kind• Value differences• Treat others as you would wish to be treated | |
| | RESPONSIBILITY <ul style="list-style-type: none">• Be prepared• Strive to achieve• Own your actions | |
| | RESILIENCE <ul style="list-style-type: none">• Stay positive• Try your best• Bounce back | |

Welcome to Tove Learning Trust

Tove Learning Trust (TLT) was founded in 2016 at Sponne School in Towcester, Northamptonshire. Since its establishment, the trust has seen remarkable growth, positively transforming the education of thousands of students. Over the past nine years, TLT has expanded its reach to encompass 15 schools, including nine secondary schools, four primary schools, and alternative provisions. These are spread across two regional hubs in Northamptonshire and Milton Keynes, as well as the West Midlands.

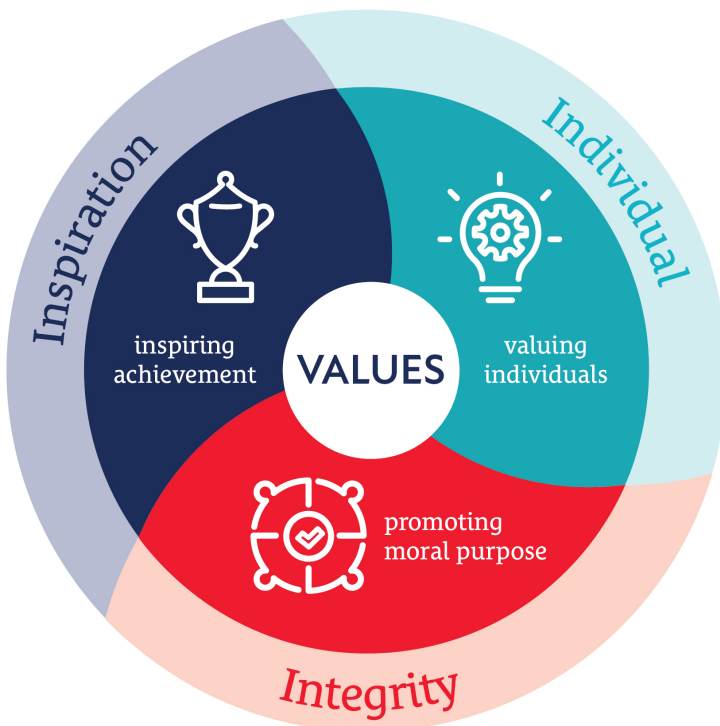
As a family of academies, the Tove Learning Trust is dedicated to inspiring education that leads to outstanding outcomes. We strive to ensure every student achieves their full potential by fostering stimulating environments where children can grow, develop, and flourish.

Collaboration lies at the heart of our philosophy, with our schools and teaching staff sharing best practices to strengthen their expertise, deliver exceptional teaching, and enrich pupil outcomes. This approach is supported by our small, focused central team and a committed Board of Trustees, all working towards the common goal of excellence.

We value the unique differences and identities of every pupil, viewing these attributes as strengths to build upon. Each school within our trust proudly upholds its individuality, values, and ethos, which we nurture and safeguard, ensuring their core beliefs remain unchanged.

Our vision is to create academies that are vibrant communities of learning, where students are empowered to thrive and succeed.

Our outcomes in the vast majority of our schools exceed national expectations and many of our schools are rated good (overall or for quality of education and leadership and management) or better by OFSTED.



Aim

Our aim is to make each school a safe environment for our students, equipping them with the confidence they need to be successful, resilient and respectful members of society.

Purpose

Tove Learning Trust has a clear moral purpose. We are here to serve pupils and to help them in their future life chances through really strong educational and wider life experiences.

Vision

To ensure that all students in the trust schools are provided with inspiring educational experiences that lead to outstanding outcomes.

Why work for Tove Learning Trust?

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the trust, you will transform pupils' lives.

We offer rewarding career opportunities for both new and existing employees and are proud of our links with the Grand Union Teacher Training Partnership and our strategic partnership with a regional Teaching School hub. This offers first-class training and development opportunities within the MAT, including an outstanding induction year for all early career teachers. Our support network benefits all of our schools, pupils and employees.

Come and join the Tove Learning Trust family and become part of our exciting journey.



**EMPLOY
OVER
1,700
STAFF**



**EDUCATE
OVER
12,200
PUPILS**

Employee Benefits:

- ✓ **Teacher & support staff pension schemes**
- ✓ **Continuous Professional development (CPD)**
- ✓ **Training School Alliance**
- ✓ **Networking opportunities**
- ✓ **Specsavers eyecare voucher**
- ✓ **Flu vaccine**
- ✓ **Employee Assistance Programme (EAP)**
- ✓ **Medicash - Health Cash Plan:**
 - 24/7 GP Appointments & prescription services
 - Dental treatment
 - Optical care
 - Physiotherapy
 - Skinvision - skin health tracker
 - A range of essential healthcare expenses
 - Exclusive discounts on shopping & travel

TOVE LEARNING TRUST SCHOOLS

Northamptonshire and Milton Keynes

- CE Academy
- Elizabeth Woodville School
- Huxlow Academy
- Knowles Primary School
- Lord Grey Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Stantonbury School
- Water Hall Primary School
- Whitefriars Primary School
- Wootton Primary School

West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

Inspiring education that leads to outstanding outcomes

Executive Principal - Stantonbury School

Job Advert

JOB CONTEXT

Are you an ambitious and visionary leader passionate about driving educational excellence? Tove Learning Trust is seeking an outstanding Executive Principal to shape the future of our large and growing multi-academy trust.

ABOUT US

Tove Learning Trust is a dynamic and expanding trust dedicated to transforming education. With ten secondary schools, five primary schools, including two alternative provisions, we are committed to ensuring that all pupils, regardless of background, receive an exceptional education. Many of our schools serve historically underachieving communities, yet every school inspected has achieved at least a good rating for Leadership and Management—an achievement that reflects our sustainable and impactful approach to school improvement.

THE ROLE

As Executive Principal, you will:

- To be responsible for the long term strategic direction of named schools leading to exemplary educational experiences for pupils
- Coordinate the strategy of the named schools as they grow, develop and improve
- Determine the consistency of the educational practice
- Liaise with the CEO (or their delegate), local governing body and trustees where appropriate
- Set the proposed budget for each named school
- Act as a coach, mentor, line manager and be the coach to the headteacher/associate headteachers in the named schools
- Ensure appropriate CPD is in place for the senior leaders in the named schools including the sharing of best practice between colleagues in the Trust.

WHO WE ARE LOOKING FOR

- We are searching for an inspirational and dynamic leader with:
- A proven track record of school improvement and senior leadership experience.
- A deep commitment to raising educational standards and closing achievement gaps.
- The ability to inspire, challenge, and develop school leaders.
- A strategic mindset with the expertise to drive sustainable change.

WHY JOIN US?

- Be part of a forward-thinking, impact-driven trust.
- Work within a leadership team of experienced and successful former headteachers.
- Shape the future of education for thousands of children.
- Access a broad network of professional growth opportunities.

Training and development opportunities will be offered. All staff are encouraged to study further, and the trust will actively support staff to obtain relevant further qualifications where possible.

Candidates must be eligible to live and work in the UK and hold a current driver's licence.



Executive Principal - Stantonbury School

Job Description



Job Context

The Executive Principal (Principal is equivalent to Headteacher) is a lead professional and significant role model within their wide sphere of influence both in Tove Learning Trust (TLT) and beyond. They will proactively promote and demonstrate TLT's vision and values respecting cultural diversity within contemporary Britain. The values and ambitions they display will help determine the achievement of the school and its pupils, as well as ensuring high expectations and aspirations are promoted for all – staff, pupils, governors and communities.

The Executive Principal is accountable for ensuring the educational success of the school within the overall framework of the TLT approach to school improvement and its quality standards, as well as the school's strategic plans. They are responsible for providing support and challenge to the Associate Principal and Local Governing Body across all aspects of their work. They should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for the school they lead. The Executive Principal will have line management responsibilities for the Associate Principal, working closely with the Local Governing Body and the CEO or their delegate.

Key Responsibilities

- To be responsible for the long term strategic direction of the school leading to exemplary educational experiences for pupils
- Coordinate the strategy of the school as it grows, develops and improves
- Determine the consistency of the educational practice
- Liaise with the CEO (or their delegate), local governing body and trustees where appropriate
- Set the proposed budget for the school
- Act as a coach, mentor, line manager and be the coach to the Associate Principal in the school
- Ensure appropriate CPD is in place for the senior leaders in the school, including the sharing of best practice between colleagues in the Trust

Executive Principal - Stantonbury School

Job Description continued

Strategic Leadership

- Leading by example, provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the school and of TLT
- Demonstrate commitment to the TLT Quality Standards and their implementation
- Gain commitment to the need for improvement, creating an environment of high expectations, creativity and aspiration
- Work with the Associate Principal and the Local Governing Body, and under the guidance of the CEO, develop the shared vision and strategic plan for the school, which is responsive to the communities they serve. At the core of this should be the educational and personal development of the pupils in line with the ethos and values of TLT
- Ensure strategic plans identify targets for ensuring that pupils achieve high standards and make progress, increasing teachers' effectiveness and securing strong school improvement
- Critically evaluate the school's performance and ensure performance targets are achieved including those in vulnerable groups
- Provide the appropriate level of challenge and support for leaders that leads to strong outcomes for all pupils
- Work with political and financial astuteness to plan for the future needs and further development of the school
- Establish collaborative and open relationships with all stakeholders and particularly the Local Governing Body
- In conjunction with the Associate Principal, secure the commitment of parents and the wider community to the vision and direction of the school and the Trust
- Ensure regular, open communication with the CEO and TLT Trustees to enable the Board to meet its responsibilities.

High quality Learning and Teaching

- Ensure the school engages the learner through creating effective, interesting and relevant teaching and learning with well-qualified and creative teachers and support staff
- Ensure curriculum intent is established in all curriculum areas and that this is challenging, progressive and well sequenced. This must enable pupils to know and remember more routinely
- Secure and sustain effective, high quality teaching and learning by ensuring the Associate Principal has in place sound strategies for monitoring and evaluating the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for rapid improvement of all pupils including those in vulnerable groups
- Ensure that robust assessment data analysis is used to set challenging targets
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment
- Ensure that a high quality educational experience is available for all pupils (whole-person as well as academic)
- Promote excellence in spiritual, moral, social and cultural education and development for all children
- Ensure that effective and appropriate pastoral support is available to pupils in the school
- Develop an inclusive and supportive approach so that the school is a place where all children and the wider school community feel welcome
- Secure approaches to behaviour that are based on the best restorative practices.

Executive Principal - Stantonbury School

Job Description continued

Systems and process

- Ensure TLT and the school's priorities are consistently and effectively implemented and the impact monitored for pupil attendance, progression and achievement
- Secure robust school self-evaluation and quality assurance procedures
- Working with the Associate Principal and Local Governing Body, advise TLT Trustees on the formulation of the annual budget in order that the school secures its objectives
- Ensure regular monitoring of the budget and the oversight of the use of resources in order to ensure that the school meets its objectives
- Manage financial and other resources and risk effectively in accordance with Trust procedures
- Work with the Associate Principal and TLT colleagues to recruit and retain staff of the highest quality
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance in accordance with Trust Cultivating Excellence and capability policies and procedures
- Ensure that the school Associate Principal has clearly defined responsibilities and accountabilities in place for all staff
- Oversee the implementation of TLT policies and procedures ensuring consistent application and monitoring for impact
- Ensure agreed reporting mechanisms are effectively in place for the school Local Governing Body and TLT Board
- Work with TLT colleagues, the Associate Principal and School Business Manager to maximise the level of external funding that is attracted to support the school's development.

The self-improving school system

- Treat everyone within the school fairly and equitably demonstrating our core values such as respect, forgiveness, justice and humility
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs and identified through the cultivating excellence process
- Maximise CPD and sharing of best practice opportunities to support senior leaders in their leadership development
- Develop leadership capacity at all levels, through coaching and other appropriate means
- Support the school to establish strong middle leadership roles within a distributed leadership structure
- Ensure staff across TLT schools and academies have opportunities for career development and develop processes to grow our own talent
- Keep abreast of educational developments and best leadership practice in order to introduce appropriate innovation
- Develop strong, positive relationships with colleagues in TLT, and contribute to collaborative work across schools and academies and support other staff in participating in Trust work
- Participate in Trust wide activities in order to share best practice, contribute to the development of Trust strategies and policies and promote the school and the Trust in a local and national context
- Provide advisory support to other TLT schools and academies as required.

Executive Principal - Stantonbury School

Job Description continued

In addition you will:

- Support the delivery of the Trust's improvement strategy
- Ensure lines of communication are clear with the school and appropriate members of TLT
- Always follow the Trust's policies and procedures.
- As required by the Chief Executive Officer, represent the Trust at meetings with Ofsted, Local Authorities and other colleagues and organisations
- Demonstrate a positive commitment to equality and diversity
- Contribute to building the Trust service culture and team ethos
- Contribute to the development of the Trust Strategic Plan
- Support the implementation of procedures which manage complaints
- Any other duties commensurate with the role.



Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties and responsibilities.

Executive Principal - Stantonbury School

Person Specification

The post-holder will already have been a successful senior leader with a proven track record of raising standards.

| EDUCATION AND QUALIFICATIONS | ESSENTIAL | DESIRABLE |
|-----------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| Qualified teacher status | ✓ | |
| Degree | ✓ | |
| Professional development in preparation for an executive school leadership role | | ✓ |
| EXPERIENCE | | |
| Leadership and management experience at a headteacher or similar level | ✓ | |
| Be employed by TLT and based at Stantonbury School, Milton Keynes | ✓ | |
| Working with, and developing strong relationships with, external stakeholders | ✓ | |
| Line-management experience, leading colleagues towards successful outcomes and professional development | ✓ | |
| Financial experience, including resource and budget management and effective financial monitoring | ✓ | |
| Leading successful school improvement | ✓ | |
| SKILLS AND KNOWLEDGE | | |
| Understanding of strategic planning, tools and techniques | ✓ | |
| Understanding of curriculum and assessment design, development and delivery | ✓ | |
| Data analysis skills, and the ability to use data to set targets and identify weaknesses | ✓ | |
| Understanding of high-quality teaching, and the ability to model this for others and support others to improve | ✓ | |
| Financial management, planning and monitoring | ✓ | |
| Effective communication and interpersonal skills | ✓ | |
| Ability to communicate a vision and inspire others | ✓ | |
| Ability to build effective working relationships | ✓ | |
| Understanding of child protection and safeguarding issues | ✓ | |
| PERSONAL QUALITIES | | |
| A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the trust | ✓ | |
| Enthusiasm and commitment to leadership, and promoting a collaborative and supportive working environment | ✓ | |
| Solution focused ability to solving problems | ✓ | |
| Ability to work under pressure and prioritise effectively | ✓ | |
| Commitment to maintaining confidentiality when required | ✓ | |
| Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position | ✓ | |

How To Apply/ Recruitment Process

HOW TO APPLY/RECRUITMENT PROCESS

If you have the passion, expertise, and vision to take Tove Learning Trust to the next level, we want to hear from you. This is your opportunity to make a tangible difference in the lives of children and communities.

To apply, please forward a completed application form together with a supporting statement (no more than two sides of A4) outlining your suitability for the role and how you satisfy the Person Specification.

For candidates invited to interview, these responses will be explored further, together with the other elements of the person specification.

Please send your completed application by email to hr@tovelearning.org.uk

All applications will be acknowledged.

THE RECRUITMENT PROCESS

We will treat all enquiries, formal and informal, in confidence.

Should you have any queries or would like an informal, confidential conversation, then please contact Jim Parker, Deputy CEO, on 07850 855209 or email him at jparker@tovelearning.org.uk

CLOSING DATE
FOR APPLICATIONS

Wednesday
23rd April 2025

SHORTLISTING

Thursday
24th April 2025

INTERVIEWS

Tuesday
29th April 2025

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References will be taken up for all shortlisted candidates prior to interview. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.



Stantonbury School, Purbeck, Stantonbury, Milton Keynes, MK14 6BN
www.stantonbury-tove.org.uk  stantonbury

www.tovelearning.org.uk  ToveLearningTrust  ToveLearningTrust

Registered company no: 07525820