

WE ARE RECRUITING

Head of School

- Join our dedicated team.
- Lead our transition to a brand new building.
- Make a difference to the lives of children.
- Be inspired everyday!

Scale: L21 – L25

Start: September 2022



Head of School Recruitment Pack

Contents

- Advert
- Our vision, mission and values
- Chair of Governor Letter to Applicants
- Executive Principal Message
- An Introduction to Wellspring Academy Trust
- Safeguarding
- Next Steps



Special Provision Partnership



Please read this pack in conjunction with the job description and person specification.

Advert



Post Title: Head of School - Joseph Norton Academy

Scale: L21 – L25

Start: September 2022

Do you share our vision of an education system where every child can thrive?

Are you an exceptional leader who wants to make a real difference to the lives of children?

We are currently looking for a Head of School who is:

- An experienced leader, innovator and practitioner with the ability to establish and sustain expert teaching that meets the needs of pupils with SEMH difficulties.
- Passionate about the curriculum and able to ensure all children access a structured and personalised entitlement in line with our vision and values.
- Able to lead the school on a day-to-day basis with support and guidance from the Executive Team.

We need a leader who is highly motivated, with resilience and focus to join us on our journey. Only the very best will do as our children deserve only the best. If you are a confident leader, if you are dedicated to improving the life chances of children and have the ability to help both staff and pupils shine, please get in touch!

Our Vision

A highly successful special school, recognised as a Centre of Excellence for pupils with SEMH needs.

Our Mission

Working together with pupils, families and professionals, we are determined to shape pupils who are:

- *Confident individuals – who lead safe, healthy and fulfilling lives*
- *Successful learners – who enjoy school, make great progress and achieve relevant qualifications*
- *Responsible citizens – who are ready and able to make a productive contribution to society*

Our Values



A core value is a central belief that is clearly understood and shared by every member of the school community. At Joseph Norton Academy, we have four core values: respect, perseverance, cooperation and responsibility.

By respect we mean that we:

- Value all members of our community
- Value ourselves
- Are polite, caring and helpful
- Are tolerant of people with different views and beliefs
- Follow the rules including those of British Law

By perseverance we mean that we:

- Work hard and do our best
- Set challenging targets for ourselves
- Finish the things that we start
- Never give up - even when things are really tough
- Overcome barriers and are not distracted by others

By cooperation we mean that we:

- Support each other to do our best
- Listen to and considers the views of others
- Accept and follow the advice and guidance of staff
- Work together to resolve problems

By responsibility we mean that we:

- Are accountable for our actions and choices
- Practice self-control
- Have the courage to admit when we've done something wrong
- Attend well, arrive on time and take an active role in the development of ourselves and our school

Chair of Governors Letter to Applicants



Dear Applicant,

Thank you for your interest in the post of Head of School at Joseph Norton Academy. I am very pleased that you are considering applying to lead our unique school and leading the transition to our new building.

Our new Head should be a strong, compassionate and supportive leader who is passionate and knowledgeable about the pursuit of teaching and learning in special schools and has a love of working with all children.

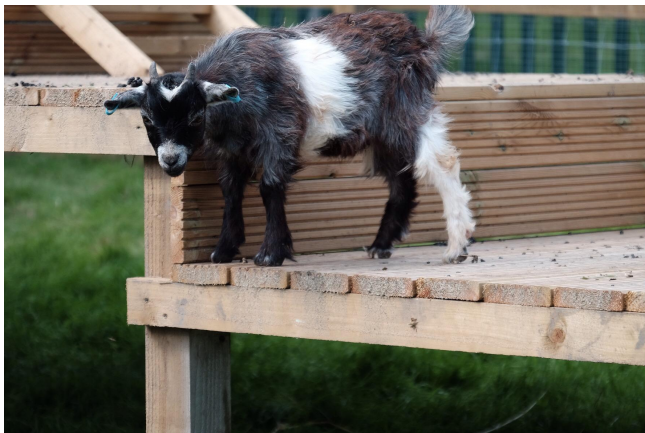
The person specification provides a more comprehensive list of the qualities we are looking for, but in essence we wish to appoint somebody with the wisdom, experience and confidence to take the school forward; someone who builds on what is currently excellent and ensures we continue to improve by embracing the opportunities and challenges that are offered in the future.

I look to meeting you at interview.

Yours faithfully,

Julian Kennett
Chair of Governors

Executive Principal Message



Hello!

It is an exciting time to join the Barnsley and Kirklees Special Provision Partnership as the Head of School at Joseph Norton. We're a bold, new partnership, formed through the collaboration of Joseph Norton Academy, Springwell Learning Community, and Greenacre School. Through our collaboration we are able to provide unique opportunities for our children, our staff and the communities we serve.

Joseph Norton is a fabulous place to work. We are part of an inclusive Trust. We have a supportive Governing Body. The staff are utterly committed and our children are brilliant!

The successful candidate will be joining the school at a time of significant change and will work with the executive team to transition the school to a new building on a new site over the next few years. You can find more information about this change by clicking [here](#).

To be successful you will require a clear understanding of the needs of pupils with social, emotional and mental health needs and the strategies and qualities required to support them. You will need experience of school improvement and the stamina to see things through.

Please get in touch for an informal conversation about the role prior to submitting your application.

Sarah Wilson
Executive Principal

At Wellspring Academy Trust we believe that every school is unique, because it has a unique history, it serves a unique community context and is full of unique individuals.

We value and celebrate the unique identities of our academies. We encourage them to innovate, create and develop their uniqueness because we want others to learn from them. Excellence is about diversity, not conformity.

We do not believe that one size fits all.

Our culture is: Open. Transparent. Outward-facing. Generous. Supportive. Collegial. Collaborative. Inclusive. Progressive. Plural. Courageous. Curious. Caring. Confident. Ethical. Respectful.

If you want to work with, and – more importantly – contribute to a culture like this, we might be a fit.

For further information, please visit our website.



Safeguarding

Our Special Provision Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We ensure that all our recruitment and selection practices reflect this commitment.



Special Provision Partnership



Next Steps



For more information about the role, please speak to Sarah Wilson, Executive Principal. To make an appointment, please call Sarah Elliot on 01226 291133.

To apply, please download and complete a Wellspring application form and submit, via email, alongside a letter of application. This letter should outline why you feel your experience makes you a strong applicant for this exciting opportunity.

Please note that candidates are expected to demonstrate all the essential criteria and have a strong communication skills.

Deadline for applications: 8.00am Friday 4th March 2022

Email for submission: recruitment@josephnorton.co.uk



Panel interviews, stakeholder interviews and associated tasks will be held on