



Part of the SHINE Multi Academy Trust

Application Pack

for the post of

Headteacher

at

John Hunt Academy

CONTENTS

- Job Advert
- Letter from Chief Executive Officer (CEO) and Chair of SHINE
- About John Hunt Academy
- About SHINE Multi Academy Trust

'Raising Aspiration within a take care ethos, whilst celebrating uniqueness and allowing all to SHINE'

JOB ADVERT (Role required from September 2025)

Job Title	Headteacher
Salary/Wage	L18 – L22
School/Academy Name	John Hunt Academy
Work Pattern	Full Time (Full Time and Part Time Applications for Co-Headship)
Contract Type	Permanent
Closing Date	Sunday 24 th November 2024

The Board of Trustees of SHINE are seeking to appoint a highly motivated, ambitious and inspirational Headteacher to lead this forward-thinking academy. John Hunt is a unique school, which is value driven through its clear maxim of 'Take Care' This is also a core value of SHINE Multi Academy Trust which currently comprises of six diverse primaries. The Trust works together in close partnership to embrace and shape the future of primary education for all our children.

We are looking for a candidate(s) with a proven track record of improving and maintaining high standards of achievement. The successful applicant will be someone of outstanding ability, vision and potential, who would welcome the opportunity to prove themselves in the context of a large diverse primary school. This person will also be committed to being part of the leadership of a primary multi-academy trust and the broader learning and experience this offers. With this in mind, the successful candidate will have access to relevant continued professional development, as well as the chance to work with other highly capable and motivated leaders – both within John Hunt and throughout SHINE.

If you think you are the right calibre to rise to the challenges and opportunities we can offer, and would like further information about John Hunt and the role, together with an application form, please contact Lauren Cartwright on 07376800653 or email hrdirector@shine-mat.com. The information and application form can also be downloaded from the SHINE website www.shine-mat.com. A visit to the school is considered essential in understanding the unique nature of this establishment, and therefore the particular requirements of this role.

Completed applications should be sent for the attention of the CEO of SHINE Multi Academy Trust, via the hrdirector@shine-mat.com email address.

Closing date: Sunday 24th November 2024

Interviews to take place on: 10th & 11th December 2024

SHINE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an enhanced DBS disclosure and references.



SHINE Multi Academy Trust
Whitemoor Academy (Primary & Nursery)
Bracknell Crescent
Whitemoor
Nottingham
NG8 5FF

Dear Applicant,

Thank you for showing an interest in John Hunt Academy, one of the six academies currently within our Trust.

John Hunt is one of the largest schools within SHINE Multi Academy Trust. It is a larger than average primary school located in Balderton, Newark, Nottinghamshire.

John Hunt is classed as a good school by Ofsted.

Whilst we recognise that academic success is essential, it is through a rich, opportunity led, curriculum that John Hunt's achievement has been sustained for so many years. By unlocking each pupil's individual potential, we truly allow them to 'Shine.' All Headteachers within SHINE are passionate in their belief that a first-class primary education must go well beyond the excellent teaching of English and Maths.

SHINE was formed when the CEO was approached by the Department for Education in 2016 and asked to consider setting up a multi-academy trust based on a track record of rapid school improvement. As a Trust we hold fast to our core values in the way we operate at all levels and is proving that its collaborative working practices are bringing about a change of culture and expectation, as well as an improvement in academic achievement, at our sponsored academies within the Trust.

The Headteacher's role does not contain a teaching commitment, although expert knowledge of teaching and learning are expected. The post will be supported by appropriate mentoring and challenge to assist the new Headteacher(s) during the initial transition stages of the appointment. In addition, there will be wide support from the CEO and other senior leaders across the Trust and Central Team.

We look forward to receiving your application by the closing date, and meeting you when you visit us.

Yours sincerely

Sam Clulow

Sam Clulow (Chair of the SHINE Multi Academy Trust Board)





John Hunt Academy is a larger than average primary school located in Balderton, Newark, Nottinghamshire. We currently have 391 pupils on roll, including a popular Foundation Unit.

The school was opened in 1903 and has grown steadily, with an additional three buildings being added during the 1960's and 70's. We are fortunate to have extensive grounds, with a large playing field and many mature trees adding to the aesthetics of the school environment. The school was named after John Hunt, who was an English Missionary.

In February 2021 the school made the decision to join the SHINE Multi Academy Trust, which was identified as a Trust with the same ethos as John Hunt – to provide pupils with firm foundations whilst developing their uniqueness and allowing them to shine. The Trust's curriculum framework centers on three essential elements: Provision, Enhancement and Enrichment, which is at the heart of everything we do at John Hunt.

The proportion of SEND and disadvantaged pupils is in line with the national average. The proportion of pupils who speak English as an additional language and have other ethnicities is well below the national average.

John Hunt Academy is a friendly, welcoming, family orientated school. Liaison with parents and carers is strong, with several events during the academic year, when parent/carers are welcomed into the school.

Everyone works together to raise standards and improve outcomes for all pupils. John Hunt instils in its pupils a positive attitude towards a lifelong love of learning throughout the curriculum.

The behaviour of the pupils is good. Their conduct around school and in the classroom is calm and orderly. The John Hunt Way, the school's code of behaviour, is well understood and respected by the pupils, who appreciate the guidance and structure that it gives them.

The dedicated staff at John Hunt work hard, support one another and are receptive to new ideas and concepts. They have an active interest in ensuring every pupil is provided with the best education and bring a sense of humour to school life. In short, a fantastic team to be part of.

We would love you to visit John Hunt to see all of this for yourself and to meet the wonderful team.

About SHINE Multi Academy Trust

SHINE was formed in July 2016 as a direct consequence of our CEO being approached by the Department for Education to consider forming a multi academy trust (MAT), based on a track record of rapid school improvement and sustained success at Whitemoor, and all schools previously under her leadership.

Currently SHINE comprises of six schools, located in three different geographical areas: Whitemoor Academy and Scotholme Primary in Nottingham City; Ranskill Primary, Langold Dyscarr Community Academy and John Hunt Academy in Nottinghamshire; and Ironville and Codnor Park Primary in Derbyshire.

SHINE is an approved Academy Sponsor and has supported **Ironville** on its journey from an OFSTED category to becoming a 'good' academy. Our second sponsored academy, Langold received a 'Good' from Ofsted in September 2023.

We work together with a foundation of: shared principles and ethos, high standards and courageous leadership. All these are developed through its member academies being equal partners and shaping the development and future of the MAT.

What makes SHINE distinctive from other MATs?

Our vision for school improvement is firmly grounded in our mission statement:

'Raising aspiration through a take care ethos, whilst celebrating uniqueness and allowing all to SHINE'

We are also proud to be a Trust which values, supports and challenges all academies regardless of context, size or circumstance.

We have three maxims which encompass our ethos and are the values we want our pupils, teachers and leaders to exemplify:

'Raising aspiration and achievement through a rich, opportunity based, curriculum.'

- 1.) We believe that the three elements of Provision, Enhancement and Enrichment when combined together proportionally create a unique and high-quality education, which enables every pupil to achieve academically and to SHINE individually.

Provision

We believe that through consistent high-quality provision all our pupils will leave our academies having acquired the best knowledge and basic skills possible. Strengthening, maintaining or further developing this provision element in all our academies is central to our work in providing our pupils with a strong foundation.

Enhancement

We believe that all pupils should have access to a broad, engaging and challenging curriculum which enables them to learn and grow, in a broader sense, as unique individuals.

Enrichment

We believe that all pupils should have access to many powerful learning experiences and opportunities that motivate and inspire them. We will source the high-quality, specialist support required to turn interests into talents, enabling our pupils to SHINE.

All academies within SHINE, regardless of context, size or circumstance, commit to the above three elements as the basis of their curriculum framework. However, whilst all three elements will always be present, the emphasis may vary depending on the current needs.

- 2.) Celebrating uniqueness - Through personalised support for every academy, respecting diversity.
- 3.) TAKING CARE (Keeping Safe) - Of our pupils, staff and local communities.

How do schools work together?

To ensure that school improvement work is bespoke, each academy completes the SHINE Self-Assessment Tool upon joining the MAT and subsequently each year, identifying strengths and areas for improvement.





This forms the starting point for discussion and action planning for the coming year, giving SHINE an insight into areas where each academy will be a giver and a receiver going forward.

Quality Assurance

The CEO and School Improvement Lead conduct termly visits to each academy to discuss strengths and improvement areas. Discussions with each Headteacher lead to quality assurance reports which are shared with local governors and the Board of Trustees. This is part of a raft of quality assurance activities undertaken by the Trust (see School Improvement Cycle on the Trust website).

Collaborative Working

Partnership working is driven through a yearly Collaborative Plan which details the following:

-  Actions individual to each academy
-  Actions where members of the SHINE Team will support
-  Actions where school to school support will take place
-  Actions which will have a whole MAT focus

The CEO and School Improvement Lead coordinate collaborative school improvement work across the Trust. Impact is assessed regularly through the various SHINE working groups and at regular meetings for headteachers, which provide a valuable forum for sharing good practice, supporting and challenging each other as well as working together on areas benefitting from consistent working practices. This group of like-minded and talented leaders relish working together and gain much from sharing expertise as well as supporting each other in times of difficulty and challenge.

SHINE considers the diverse nature of the make-up of the academies in our first cluster as a real strength.