



Believe
Achieve
Succeed

HEADTEACHER

Monkwearmouth
Academy



TYNE COAST
ACADEMY TRUST

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Welcome from the CEO of Tyne Coast Academy Trust

Dear Applicant,

Thank you for your interest in the role of Headteacher at our school, Monkwearmouth Academy. We are looking for a talented, inspirational leader to join us at Tyne Coast Academy Trust, who is at the stage in their career where they would relish the opportunity to shape the future of our school.

At Monkwearmouth Academy we put our young people at the heart of everything we do, providing a dynamic and nurturing experience for all students. The school has been on a rapid improvement journey, which was recognised during the most recent Ofsted which found the school to be 'Good' in all areas. Through quality teaching and learning, we have the highest of aspirations for every member of the school community.

This is certainly an exciting time to join Monkwearmouth Academy and Tyne Coast Academy Trust. There is a commitment to ensure that our 'Believe, Achieve, Succeed' motto becomes a way of life for all learners, so that this exceptional community has a school to be proud of. Education at Monkwearmouth Academy is actively inclusive, with all students encouraged to achieve. We aim to continue to improve educational outcomes and inspire all young minds with a lifelong love of learning and fulfilment.

Our schools are rooted firmly at the centre of our communities. Being the CEO of Tyne Coast Academy Trust is a privilege but also a great responsibility, one that I can assure you I do not take lightly. The communities our Academies serve deserve the best and it is our passion to strive to provide exactly that.

At the heart of Monkwearmouth Academy is its talented and dedicated staff. They are our most precious asset, providing exemplary teaching, care, guidance, and support in a learning environment characterised by high standards of behaviour and mutual respect. As Headteacher you would be seen as the lead professional amongst this staff team and must model these key attributes as you strive to secure ongoing success.

If you are ready to make a lasting impact and be the inspirational leader that our school and community so richly deserve, we look forward to receiving your application.

Yours sincerely,

**Mike Collier BA, MA,
NPQH**
Chief Executive Officer



About Tyne Coast Academy Trust - Our Family of Schools

Tyne Coast Academy Trust is a family of 5 academies – 3 secondaries, one of which is a UTC, and 2 primaries. Our family of schools, based across the North East, work together to achieve our mission to meet the needs and aspirations of all of our students, enabling them to meet the challenges of the future. Our schools are Ridgeway Primary Academy, Walker Riverside Academy, North East Futures UTC, Monkwearmouth Academy, and Redby Academy.

To further support our schools, we currently work closely with one of the highest performing trusts in the country to help accelerate further the trajectory of improvement. The Gorse Academies Trust (TGAT) provides support, challenge, and expertise and already significant improvements are evident.

The Trust has a strong board and a very experienced and supportive executive team. The vision of the trust is to be an outstanding MAT, providing the best education, training, and outcomes. We pride ourselves on having strong values as an employer and our trust's strategic aims are to:

- Deliver the highest quality of education for all students;
- Work effectively to improve standards across all schools, leading to improving outcomes for all;
- Develop strong, inclusive and challenging governance that works in partnership with the communities we serve, employers and other agencies;
- Be financially sound and use resources effectively; to provide outstanding value for money and create high-quality learning environments; and
- Ensure all staff – teaching and non-teaching – are skilled, committed and have access to high quality professional development.

We can offer a MAT environment that values Headteacher professionalism and delegates to them the responsibilities for their children and young people's education and pastoral care whilst also providing a collaborative and developmental relationship with other leaders across our family of schools and central team.

We are committed to investing in our staff and you will receive a supportive induction programme and have access to high quality CPD. You will also receive strong, consistent support from dedicated staff, loyal parents and students, together with a committed central trust team, governors and trustees. You will also collaborate with Trust Headteachers and the central team, and impact on how the Trust develops over the coming years. You will be a key part of a strategically developed growth plan to increase the size of the MAT which will provide excellent career development opportunities.

In our Academies, all children are equal and all are different. We challenge them all to become the best version of themselves they can. As much as success in the subjects they study, developing the character traits they need as young adults are fundamentally important to us. Modern society requires our young people to have respect, kindness, tolerance, organisation and resilience. These character traits are central to the development of the whole child and this is our passion. When we develop young people with character who achieve the best grades they can, then we can say they are life ready. In TCAT schools, we challenge our staff to go the extra mile to ensure our students' school days are happy, successful and memorable for all the right reasons.

Monkwearmouth Academy

Monkwearmouth Academy is a vibrant, Ofsted rated 'Good' school (November 2023) in Sunderland with over 800 students aged 11-16 on roll. We have an ambition to become one of the top performing schools in Sunderland and the Academy is on a strong trajectory to achieve this.

Following the most recent Ofsted inspection where we were judged Good in all areas, we continue to strive to become a school where every child achieves their full potential and that our community are proud of. The school became part of Tyne Coast Academy Trust (TCAT) in September 2019. Since then, the Trust has invested over £6m in its building, learning environment and IT infrastructure. Attainment is rising with all headline measures improving again in 2024 and attendance has recovered well since the pandemic.

At the heart of everything that we do sit the principles of ensuring that our students are safe and cared for; we strive for excellence and quality through high standards and expectations each day. We treat every child with the same consideration, commitment, and kindness that we would want for our own children and by embracing their varied experiences and needs, offer a broad and balanced curriculum. Key to this, is the partnership that we build between home, school and the community which allows our children to flourish intellectually, socially, physically, morally, and spiritually.

As an academy we are committed to giving every child the opportunity to BELIEVE in their own abilities, ACHIEVE the highest standards and SUCCEED in life. There is a commitment to ensure that this 'Believe, Achieve, Succeed' motto becomes a way of life for all learners and to ensure this exceptional community has a school to be proud of.



About the Role

To be the next Headteacher of Monkwearmouth Academy, you'll already be an experienced and passionate leader with an excellent track record. You'll have a good understanding of what makes a truly great school and how to take an improved, popular, and 'Good' school on the path to 'Outstanding' in all areas.

You will be dedicated to achieving excellence and raising standards of achievement for all. You'll need to demonstrate the ability to engage, inspire and prioritise excellent relationships with the students, staff, and community we are so proud to serve. As Headteacher, you will place students first in every decision you make. You will need to be a tenacious and highly empathetic leader, with relentlessly high expectations, a passion for our school community, and innovation, resourcefulness, and creativity in abundance.

Collaboration and a strong moral purpose will be core to your leadership approach- you will be given the autonomy to lead and shape the school for the future and every opportunity to work collaboratively with leaders across the TCAT network. Our new Headteacher must possess a breadth of experience to enable us to get the very best out of every child. You will be committed to sourcing exceptional opportunities for our wonderful students.

You are likely to be a talented Headteacher looking for a new challenge, but you could also be an experienced Deputy Headteacher looking for your first Headteacher post. The ideal candidate for the Headteacher role at Monkwearmouth Academy will already be an enthusiastic and resilient leader, with an excellent track record and the unique ability to inspire and motivate both students and colleagues to learn and succeed. Your role will be to make Monkwearmouth Academy one of the very best schools in the North East.



Job Description

Job Title: Headteacher – Monkwearmouth Academy

Pay Scale: L26 - L32 £92,052 - £106,626 per annum (starting salary dependent upon experience with the potential for a higher salary for an exceptional candidate)

This job description may be amended at any appropriate time following consultation between the Headteacher and CEO of Tyne Coast Academy Trust. It will be reviewed annually, and performance management objectives agreed.

Job Purpose:

- Provide strategic leadership of the academy, promoting the vision to build success and provide high quality education.
- Establish and sustain the academy's ethos and strategic direction in partnership with the strategic leadership team of the trust, Local Governing Body, Academy Trust and in consultation with the school community.
- To align with the vision and values of Tyne Coast Academy Trust.
- Welcome strong governance, working with the Local Governing Body to ensure growth and improvement in all areas of the school's work.
- Manage the curriculum and its assessment to ensure a high quality, innovative, effective and efficient curriculum offer. Putting students at the heart of everything that we do.
- Develop and ensure the effective implementation and evaluation of clear evidence informed improvement plans and policies for the academy which are realistic, timely, appropriately sequenced and suited to the context of the academy and lead to sustained school improvement over time.
- Secure and sustain effective teaching and learning across the academy.
- As budget holder, work with the academy trust finance team to ensure the academy's financial and human resources are well managed to ensure effectiveness and efficiency in line with achieving educational goals.
- To have overall responsibility for the school site and its accommodation ensuring health and safety requirements are met at all times.
- To have overall responsibility for leading all areas of safeguarding and promoting the welfare of children and young people.
- The Headteacher shall carry out the duties of a Headteacher as set out in the School Teacher's Pay and Conditions Document.

Key Result Areas:

- Share, communicate and contribute to the academy's vision, mission and values and develop the academy's offer to drive the culture and performance to achieve excellence.
- Ensure that the academy's curriculum is delivered in the most cost-effective manner under the terms of the prevailing funding methodology and guidance.
- Lead innovation and new development across the curriculum to ensure that it is broad, structured and coherent setting out the knowledge, skills and values that will be taught to enable the academy to meet the current and future demands of all our students.
- Ensure valid, reliable and proportionate approaches are used when assessing student's knowledge and understanding of the curriculum.
- Establish and sustain high quality expert teaching across all subjects which is based on evidence informed understanding of teaching and how students learn.
- Accountable for continuous improvements in progress and achievement rates for students.
- Ensure the academy offer, especially for KS4 children, meets their specific needs leading to constantly improving outcomes for all groups of students including those with additional and special educational needs.
- Establish and sustain high expectations of behaviour for all students built on relationships, rules and routines which are understood clearly by all staff and students.
- Contribute to strategies, plans and opportunities across Tyne Coast Academy Trust.
- Lead the wider leadership team, securing rapid improvement in all areas of the school.
- Provide leadership which will inspire, motivate, challenge and support all staff employed by the school ensuring a culture of high staff professionalism.
- Establish, set and share high expectations of all staff and students in all aspects of the school.
- Accountable for budget management as the budget holder, driving efficiencies while maintaining a wide curriculum offer and ensuring probity in the use of public funds.
- Improve and develop the performance culture of the academy.
- Ensure monitoring systems have impact and support the continuing improvement of all aspects of the quality of education in the academy.
- Create strong relationships with feeder and local schools. Form a seamless transition offer leading to strong progress as soon as children join the academy.
- Work in association with the wider leadership team, trust leaders and governors to build and sustain constructive relationships beyond the academy working in partnership with parents, carers and the local community.
- Line manage appropriate staff through academy appraisal tools to ensure high expectations and academic standards are achieved.

- Ensure the protection and safety of all students and staff through effective approaches to safeguarding and promoting the welfare of all children.
- The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibility entailed.
- Ensure compliance with academy requirements, policies, systems and procedures throughout the academy, ensuring that accurate and up-to-date records and documentation are kept and held and available for internal and external audit, review and to inform report writing.
- To carry out additional responsibilities as requested by Senior trust staff.

Variation in the role:

Given the dynamic nature of the role and structure of Monkwearmouth Academy and Tyne Coast Academy Trust, it must be accepted that, as work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the member of staff.

Equality and Diversity:

Tyne Coast Academy Trust is committed to equality and diversity for all members of society. The trust will take action to discharge this responsibility but many of the actions will rely on individual staff members at the academy embracing their responsibilities with such a commitment and ensuring a positive and collaborative approach to Equality and Diversity. This will require staff to support the academy trust's initiatives on Equality and Diversity which will include embracing development and training designed to enhance practices and the experiences of staff, students and visitors to the trust with an all inclusive approach that celebrates differences. Failure to embrace these commitments may lead to formal action.

If you as a member of staff identify how you or the academy trust can improve its practice on Equality and Diversity, please contact the Chief Operating Officer.

Health and Safety:

All members of staff have a duty to maintain safe and clean conditions in their work area and co-operate with the academy trust on matters of Health and Safety. This will include assisting with undertaking risk assessments and carrying out appropriate actions as required. Staff are required to refer to the academy and safety policies in respect to their specific duties and responsibilities.

Learning and Development:

All staff are required to participate fully in the academy trust Learning & Development programmes and have a responsibility to identify their own professional development needs in conjunction with their line manager.

Commitment to Safeguarding Vulnerable Groups:

The academy trust is committed to safeguarding and the prevent duty. Ensuring safeguarding arrangements to protect children, young people and vulnerable groups meet all statutory and other government requirements, promote their welfare and prevent radicalisation and extremism. The academy trust expects all staff and volunteers to share this commitment.

Skills	<ul style="list-style-type: none"> • E • E • E • E • E • E • E • E 	<ul style="list-style-type: none"> • Ability to provide leadership and management in a school wide setting • Ability to set appropriate targets for school improvement and to establish, monitor and evaluate an action plan in relation to those targets • High order communication and interpersonal skills with the ability to communicate a vision and inspire others • Ability to accurately assess the quality of teaching and learning across the whole school • Successful record of developing colleagues through effective professional development linked to appraisal • Ability to develop and implement the school vision and values, and promote inclusivity and diversity within a framework of British Values • To work to high professional standards, strategically and operationally, leading by example and holding all staff to account for their professional conduct and practice • To be able to lead and manage change in all areas of the school's work 	<ul style="list-style-type: none"> • A/I/R • A/I/R • A/I/R • A/I/R • A/I/R • A/I/R • A/I/R • A/I/R
Personal Attributes	<ul style="list-style-type: none"> • E • E • E • E • E 	<ul style="list-style-type: none"> • An ability to lead and manage others • A commitment to demand and achieve ambitious standards for students through setting challenging goals and targets • A commitment to work with Tyne Coast Academy Trust, Trustees and the Local Governing Body to set school strategy and enable effective governance • A commitment to maintaining confidentiality at all times • A commitment to leading the safeguarding of all students and promoting the welfare of children and young people 	<ul style="list-style-type: none"> • A/I/R • A/I/R • A/I/R • A/I/R • A/I/R

Other Requirements

Application forms should be clear and concise, should be complete in full and should include a personal statement to address the criteria as identified in the personal specification. Your covering letter should be no more than one side of A4.



How to apply

Potential candidates are invited to contact Lindsay Teare, by emailing Lindsay.winter@mwa.tynecoast.academy to arrange a suitable time to discuss the post with our Chief Executive, Mike Collier and/or to arrange a visit to the academy.

The deadline for applications is **12 noon on Monday 3 February 2025**. Please return your completed application form to Dayna Hancock, HR Administration Assistant by emailing dayna.hancock@tynecoast.academy **Interviews will take place week commencing 17 February 2025**.

Monkwearmouth Academy and Tyne Coast Academy Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks including an enhanced DBS with barred list check.

In accordance with Keeping Children Safe in Education 2024, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the interview process.

We are proud to be a Disability Confident employer and guarantee an interview to anyone who discloses a disability where their application meets the minimum criteria for the post.

Application packs and further information can be found on the Tyne Coast Academy Trust website <https://www.tynecoast.academy/join-our-mat/recruitment> or by contacting Dayna Hancock, HR Administration Assistant at dayna.hancock@tynecoast.academy

