



SUMMIT
LEARNING TRUST

Secondary
Principal
Application Pack



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Welcome

Our Summit Learning Trust family is currently made up of three secondary schools, five primary schools and a sixth form college educating around 8000 learners. All of our academies are located in the Birmingham and Solihull areas which allows us to work closely together for the benefit of all our children, young people and the communities we serve.

We are relentless in our ambition for all our children and young people to make exceptional levels of academic progress and achieve strong portfolios of qualifications. Across Summit, our focus is on developing responsible, knowledgeable, highly skilled, global citizens who will have a positive impact on our communities now and in future years. We are developing our already established links with higher education establishments, local employers and charitable organisations to ensure that all our young people can benefit from these positive partnerships within our wider communities.

Our Trust is committed to providing vibrant learning communities in our schools and college, where our children and young people are happy, safe and supported to work hard. We are all acutely aware of our core purpose of educating all learners through exceptional teaching and learning, underpinned by high levels of care and support and we challenge our children and young people to do their best, every lesson, every day. We strive for all our learners to have as many life choices available to them as possible.

Being part of the Summit Learning Trust family means that all our academies benefit from a wide range of expertise, support and challenge. Leaders, teachers and support colleagues work with each other across our academies to develop and share excellent practice and provide support where needed. Our academies benefit from highly trained, expert, hardworking and dedicated staff teams who are all committed to providing an outstanding education and the highest levels of care for all our learners. Whilst other schools and colleges struggle to recruit and retain high quality, specialist teachers and support colleagues, we are proud that we attract a high calibre of professionals due to our happy, warm, and hard-working environments and the growing reputation of Summit Learning Trust as a great place to learn and work in.

We pride ourselves on working in partnership with parents, carers, families and other providers and hope that our website provides you with an insight into our trust.

Vince Green
Chief Executive Officer



Vision

"Scaling new heights, for our children, young people and communities."

Mission

Deliver exceptional education to children and young people in the West Midlands, enabling them all to have successful, happy lives and make a positive impact on their communities.

Values

Success through Endeavour:

We work hard and develop resilience to ensure that we are able to collectively and positively overcome any barriers that we face.

Ambition through Challenge:

We are relentlessly ambitious for all our learners and colleagues and challenge them to do their best, every lesson, every day.

Strength through Diversity:











We are truly inclusive, embrace each other's differences and backgrounds and respect each other's views and beliefs.

#ScalingNewHeights



Our Family of Academies



-  **Cockshut Hill School | Secondary**
-  **Erdington Hall Primary School**
-  **Kinton Green Primary School**
-  **Lyndon School | Secondary**
-  **Ninestiles an Academy | Secondary**
-  **Pegasus Primary School**
-  **Solihull Sixth Form College**
-  **South Birmingham SCITT**
-  **Summit Learning Trust**
-  **The Oaklands Primary School**
-  **Yarnfield Primary School**

#ScalingNewHeights

About the Role

PRINCIPAL

Start date: September 2025

Contract: Full time, permanent

Salary range L37 – L41

(starting salary point is dependent upon experience)

We are seeking an ambitious and inspirational Principal to take Cockshut Hill School to the next level of its transformative journey from its last Ofsted 'Good' judgement. The school requires a leader who will develop excellence in teaching and learning to ensure our learners can achieve their full potential.

Cockshut Hill School is a warm and friendly academy where everyone is valued. The school is part of the Summit Learning Trust which comprises of five primary schools, three secondary schools and a sixth form. When becoming a leader in our Summit family, we can promise an investment in you and your future, an attractive benefits package and excellent professional development from our Professional Learning Institute. We are an inclusive trust with high expectations for learners and colleagues and are fully committed to providing the very best educational outcomes and experiences for all our children and young people.

We encourage applicants who are:

- Passionate about promoting excellence in teaching and learning
- Seeking an exciting and challenging position where you will be supported well by our Trust and its Education Improvement Team
- Child-centred, placing their wellbeing at the heart of your vision and ethos
- Able to maintain high standards and achievement
- Calm and focused with a resolution-focused approach
- Able to motivate, support and inspire learners, members of staff and our wider community
- Keen to make a significant contribution to the realisation of a shared Trust vision

We are seeking to appoint an effective, strong and inspirational leader who can:

- Further develop and embed excellent standards of teaching and learning
- Embed high expectations and raise the achievement for all learners
- Commit to continuous school improvement
- Establish a culture where everyone is valued and encouraged to succeed
- Demonstrate a strong track record of school improvement
- Enthuse colleagues, keen to improve and provide excellent teaching for all learners
- The opportunity to work with a highly skilled and effective team of senior leaders within our Trust

The successful candidate can expect:

- Dedicated colleagues, keen to improve and provide excellent teaching for all learners who are driven to improve the life chances of children at Cockshut Hill School
- The opportunity to work with a highly skilled and effective team of senior leaders within our Trust
- Protection, support and challenge from our trustees, governors and executive team
- A highly skilled and motivated team of Principals and a supportive and knowledgeable Trust leadership team

If you have the drive and vision to lead Cockshut Hill School on the next stage of its journey, we would like to hear from you.

For an informal discussion about Cockshut Hill School or to arrange a visit please contact Rebecca Hill at rebecca.hill@summitlearningtrust.org.uk who can arrange a conversation with our Chief Executive Officer.

Closing date: 12 noon , Monday 13th January 2025
Interviews: Week beginning 20th January 2025

Completed applications should be returned to: recruitment@summitlearningtrust.org.uk

For further information about all our vacancies please visit our trust website:
<https://summitlearningtrust.org.uk/careers-vacancies/>

We welcome applications regardless of age, gender, ethnicity or religion. Summit Learning Trust is committed to safeguarding and promoting the welfare of children and young people in our academies. All appointments will be subject to an enhanced Disclosure and Barring Service check.

About Cockshut Hill

VISION AND VALUES

- Happy and healthy students and staff.
 - Positive professional relationships at all levels.
 - The highest quality provision for all students with the finest quality staff.
 - Students develop as professional, articulate and employable citizens.
 - Students have positive and inspiring experiences during their time at the school.
 - Students achieve their academic potential; staff achieve their professional potential.
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- SMART
 - ORGANISED
 - AMBITIOUS
 - RESPECTFUL

Our culture is what you see and feel as you walk around our school. It brings together the vision, values and our mission statement which are the norms and habits of how all members of our school act around our school; it's just 'The Cockshut Hill Way'.

We have developed an ambitious curriculum to:

- Help learners maximise their potential and achieve
- Provide collaborative and independent learning experiences that promote curiosity, creativity and develop cultural capital
- Help learners become confident, ambitious and articulate communicators, who use subject language effectively
- Enable learners to make links and transfer skills and knowledge to all aspects of learning
- Encourage learners to contribute positively to life in modern Britain and take pride in their achievements

At Cockshut Hill School we value the diversity of backgrounds of all learners, families and wider school community. Our curriculum takes a global approach to learning by introducing themes from the perspective of other people in other countries.



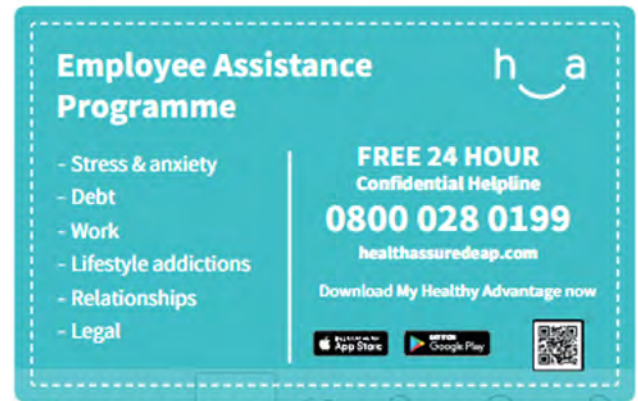


Our Benefits

We offer a range of wellbeing and work-life balance benefits to recognise and reward the essential contributions our colleagues make to our success and growth.

Employee Assistance Programme (EAP)

Health Assured are an independent professional provider that you or your family (partner and children 18 – 24 in education) can contact as and when you need to access support on a wide range of personal or professional issues. Meaning that you can get the support you need as quickly as possible in a confidential way. This support may be advice from a counsellor or legal professional, a series of phone or face to face counselling sessions or support via their well-resourced website which includes a live web chat facility or through their mobile app. No matter when you need the support a resource will be available to you.



As well as the 24-hour helpline, the Health e-hub app can be downloaded from your app store.

Wellbeing Advocates

We have dedicated wellbeing advocates within each of our academies, as well as a number of Mental Health First Aiders. Our Wellbeing Advocates, through each of the academies wellbeing committee, help implement and support the wellbeing strategy and staff engagement through raising awareness of wellbeing activities, promoting healthy lifestyles and positive mental health.

Lifestyle Benefits and Discounts

We have teamed up with Pluxee to provide you with access to a comprehensive employee benefits platform that allows you to access over 6000 discount vouchers to use on the high street and online, discounted gym membership, a cycle to work scheme and healthcare cash plans.

Gym Discounts

Discount is available on memberships at over 3700 locations including major gym chains, leisure centres, health clubs, golf centres, yoga studios, bootcamps and more!

Cycle to work scheme

Save money on cycling to work (or pleasure) with our Cycle scheme. You can apply for bikes and safety equipment up to £1,000. You pay nothing upfront and the payments are taken tax efficiently from your salary. For further information and for details as to how to apply, visit www.sltemployeebenefits.co.uk

Flu Jab Vouchers

We offer free flu jab vouchers each autumn from BUPA redeemable at designated pharmacies. If you require a voucher, please contact your HR Assistant.

Specsavers Eyecare voucher scheme




All colleagues who regularly use display screen equipment can obtain an eyecare voucher by contacting hr.enquiries@summitlearningtrust.org.uk. The vouchers entitles you to a full eye examination at any Specsavers store up to the value of £25 and a contribution towards a pair of glasses.

Health Protection

Health cash plans enables you can manage the cost of everyday healthcare. This insurance provides helps towards everyday healthcare costs such as dental check-ups and treatment, eye tests and glasses or therapy fees. You will also have access to a qualified GP via telephone or webcam consultation 24/7, 365 days per year. The monthly premium starts from £5.29.

Be proactive. Be healthy.

With our **health cash plan** you can claim money back on a range of healthcare costs, including:

-  Dental treatments
-  Optical services
-  Therapies, including physiotherapy

Budget for everyday healthcare by spreading the cost

Add your family to your cover*

Enjoy a quick and easy claims process

For further information or to sign up today, visit:
https://online.bhsf.co.uk/apply/summit_learning_trust_efh

Job Description

Job title	Principal of Cockshut Hill School
Reporting to	Deputy Chief Executive Officer
Responsible for	Senior leaders and staff in academy
Salary Scale	L37 - L41 (starting salary is dependent upon experience)

Vision and purpose

The role of Principal is crucial to the sustained improvement and further enhanced of academies in our Trust, against the Summit Academy Designations, learner outcomes and Ofsted grades. The Principal is responsible and accountable for delivering excellent standards of teaching and learning in their academy, for ensuring that all pupils and staff are safe and happy and for maintaining strong professional links with our Summit Learning Trust central teams. Principals will at all times adhere to and promote the agreed Summit Leadership Principles and Behaviours.

The Principal will ensure that the academy's values align to those of our Trust, and will champion and promote our Trust work across all academies. In addition, the Principal will develop and build a strong individual academy ethos rooted in the context and community of the academy.

Main duties and responsibilities:

- Ensure that safeguarding is a priority in all aspects of the school and for the whole school community. Carry out and adhere routinely to all appropriate safeguarding procedures and processes in terms of recruitment, record keeping and staff members and learner behaviours
- Be responsible for ensuring the highest standard of teaching and learning and consequent achievement and progress at the school
- Promote and champion equality and British values in all aspects of the school's work
- Ensure the smooth running and operation of the school on a day to day basis
- Using regular, precise and rigorous self-evaluation, devise and implement a clear strategic plan for school improvement in line with our Trust values
- Ensure the implementation of accurate and regular assessment of learner progress by teachers and the analysis of this data by faculty/subject leaders
- Regularly review learner achievement and progress information across all year groups, and for all groups of learners to ensure your keen understanding of the quality of teaching and learning across the school
- Promote and champion the importance of strong progress and achievement by disadvantaged learners and those learners with special educational needs and/or disabilities
- Encourage, support and coach senior leaders, whilst holding them robustly to account
- Provide a role model of consistency, integrity, drive and purpose for all staff members and learners
- Forge productive and outward-facing links with external organisations and providers to enhance provision in the school and our Trust

- Liaise closely with other schools in the Trust to share and benefit from expertise
- Demonstrate commitment for school to school support across our Trust
- Ensure the welfare and motivation of all staff members in the school
- Ensure positive relationships with parents, carers and the school community, councillors, Trustees, governors and community leaders
- Deliver, as required, high quality presentations to Trustees and senior Trust leaders to inform about progress at the school
- Take the lead in an identified aspect of improvement across our Trust

Whilst every effort has been made to explain the main duties and responsibilities of the post it may not identify every individual task that is required.

This job description is current at the time of appointment but you may be directed to undertake other duties as required to ensure the smooth running of the school and following consultation with you, the job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good degree level or equivalent • QTS • NPQH • Evidence of other professional study 	<ul style="list-style-type: none"> • Evidence of post-graduate study or research • Ofsted training
Relevant experience	<ul style="list-style-type: none"> • Effective leadership of a secondary school with a proven track record of positive impact on standards • Senior leadership in 2 or more secondary schools in a range of circumstances, with particular knowledge and understanding of schools in urban settings • Have realised a vision into reality through strategic planning and implementation • Have direct experience of significant, validated school improvement work with strong impact on standards • Have worked effectively with governing boards and supported governors to understand and exercise their roles effectively • Evidence of positive work with parents and carers to build a strong local school community • Experience of dealing effectively with poor performance and to use appraisal as a tool for improvement • Experience, as a leader, of at least 2 Ofsted inspections 	<ul style="list-style-type: none"> • Experience of supporting school to school improvement in an Academy Trust or federation of schools
Professional knowledge, skills and competences	<ul style="list-style-type: none"> • Sound knowledge and understanding of all safeguarding requirements, and a commitment to upholding the highest standards of safety for learners and staff members • Able to plan and think strategically, including in terms of financial planning, to ensure equitable and effective deployment of budgets and resources • Strong knowledge and understanding of system leadership • Able to analyse and evaluate standards across the school with precision and accuracy 	<ul style="list-style-type: none"> • Experience of inspecting for Ofsted

	<ul style="list-style-type: none"> • Keen knowledge and understanding of data and assessment systems • Politically and financially astute with clear principles that align to the school and our Trust values • Able to secure excellent teaching through an analytical understanding of how our children and young people learn and cognitive load theory, and core features of successful pedagogy • Able to create a culture in which all staff members are motivated and supported to develop their own skills and subject knowledge, and to support each other • Ability to hold all staff members to account for their professional conduct and practice • Experience of effective quality assurance approaches, including staff members performance management and staff members development • Successful experience of managing human resources/staffing issues • Strong knowledge and understanding of ICT applications and management systems 	
<p>Personal qualities</p>	<ul style="list-style-type: none"> • Ability to inspire and influence others – within and beyond school- to believe in the fundamental importance of education and to promote the value of education • Full adherence to the 9 Nolan principles of public life • Clear commitment to staff members welfare and to reducing staff members workload • Discretion, tact and integrity • Proven ability to lead by example with integrity, creativity, resilience and clarity, drawing on your own scholarship, expertise and skills and those around you • Creates highly effective relationships with colleagues and other professionals to improve outcomes for learners • Innovative and outward thinking, creative in finding solutions 	

	<ul style="list-style-type: none"> • Resilient; able to challenge others rigorously and to withstand challenge yourself • Empathetic and emotionally literate • Inspires respect • Decisive with sound judgment • Self-motivating and enthusiastic 	
<p>Special Requirements</p>	<ul style="list-style-type: none"> • Enhanced DBS clearance • Compliance with all School and our Trust policies • Safeguarding and promoting the welfare and success of all • The implementation of equal opportunities practice • Promoting the stated aims and policies 	





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