



**IMPACT**  
Multi Academy Trust

**HEADTEACHER  
RECRUITMENT PACK  
FOR  
HAYES SCHOOL**



# WELCOME TO IMPACT MULTI ACADEMY TRUST

Dear Candidate

Thank you for your interest in our role of Headteacher at Hayes School.

I feel lucky to be the Chief Executive of such a fantastic trust that includes this outstanding school.

The successful Headteacher will work alongside me, their fellow Headteachers across the Trust, our central team, governors, trustees and the leadership team in their school to continue to provide an exceptional education and to seek new opportunities for collaboration and excellence across all our Trust schools.

We are an exciting, inclusive and ambitious trust to both study in and work for, with a staff of hugely committed professionals dedicated to achieving the best outcomes for all their pupils, particularly those who are disadvantaged.

We pride ourselves on providing our pupils with an outstanding and inclusive education that reaches beyond academic outcomes. We strive to ensure we support pupils to be the best they can possibly be in all areas of their life. We are hugely proud of the exceptional provision that is offered to all our pupils and staff and we are determined to build on this for the benefit of everyone in our community.

You will be joining our Trust at an exciting time, as an additional Secondary school will be joining us from April 2025. We currently consist of four secondary and three primary schools, all in the London Borough of Bromley, grounded in our values of Ambition, Inclusion, Collaboration and Trust.

Our strong central team is committed to providing excellent services to all our schools and delivering on our motto 'Inspire, Respect, Flourish'.

We are excited about the opportunities that have come from being able to collaborate across a bigger Trust, whilst still maintaining excellent relationships with our local authority and the wider family of local schools and colleges.

Whilst we are delighted with our achievements so far, as a trust, we are committed to continuous improvement and therefore we are looking for an inspirational leader to join the team who can help our school become even better. You will be joining our fantastic team of Headteachers, who work together and support each-other.

If this sounds like a trust you would like to work for, we would welcome an application. We would be very keen for you to visit the school. You will see a school where pupils excel and feel safe, happy and motivated to participate in everything we have to offer.

We are looking for a confident, motivated leader who is keen to inspire and value our exceptional staff and further develop work that is consistently underpinned by our key values.

I look forward to receiving your application in due course.



A handwritten signature in black ink, appearing to read 'S. Lewis', positioned below the circular portrait.

**Sarah Lewis CEO**

# AN INTRODUCTION TO OUR TRUST

We believe that being a Trust with both primary and secondary schools is an enormous asset, since it enables us to share our expertise and knowledge, learning from each other to improve the education of children from ages 4 to 18. We have high aspirations for our students that attend Impact Multi Academy Trust schools. We also have high expectations about what they will receive from, and contribute to, their Education.

We believe strongly in educating the whole child. We offer our students the highest quality academic education, delivered within a broad, balanced and rich curriculum; alongside which our schools offer a wide range of high quality extra-curricular opportunities, with music and sport a particular strength.

Our Trust as it is today was formed in September 2022 and currently comprises seven schools.



## CLARE HOUSE PRIMARY SCHOOL

Overbury Avenue, Beckenham, BR3 6PY

020 8658 4633

[www.clarehouseprimaryschool.co.uk](http://www.clarehouseprimaryschool.co.uk)



## HAWES DOWN PRIMARY SCHOOL

The Mead, West Wickham, BR4 0BA

020 8777 4175

[www.hdps.org.uk](http://www.hdps.org.uk)



## HAYES SCHOOL

West Common Road, Hayes, BR2 7DB

020 8462 2767

[www.hayes.bromley.sch.uk](http://www.hayes.bromley.sch.uk)



## LANGLEY PARK PRIMARY SCHOOL

Hawksbrook Lane, South Eden Park Road, Beckenham, BR3 3BE

020 8639 5300

[www.langleyparkprimary.org.uk](http://www.langleyparkprimary.org.uk)



## LANGLEY PARK SCHOOL FOR BOYS

Hawksbrook Lane, South Eden Park Road, Beckenham, BR3 3BE

020 8639 4700

[www.lpsb.org.uk](http://www.lpsb.org.uk)



## LANGLEY PARK SCHOOL FOR GIRLS

Hawksbrook Lane, South Eden Park Road, Beckenham, BR3 3BE

020 8639 5200

[www.lpgs.bromley.sch.uk](http://www.lpgs.bromley.sch.uk)



## RAVENS WOOD SCHOOL

Oakley Road, Bromley, BR2 8HP

01689 856 050

[www.ravenswood.bromley.sch.uk](http://www.ravenswood.bromley.sch.uk)

Ravens Wood School



Hayes School is a high achieving, oversubscribed and well-disciplined 11-18 co-educational school with excellent accommodation and facilities set in very attractive grounds. We provide an outstanding education for our students as well as exciting opportunities for professional and career development for staff.

Our 1700 students have a desire to succeed and to learn displaying excellent attitudes and behaviour. Relationships between students and staff are very good and staff enjoy opportunities to lead and participate in a wide range of extra-curricular activities and trips. (There are over 80 clubs and over 100 trips take place every year)

**In September 2022, Hayes School was judged Outstanding by Ofsted:**

“It is clear that Hayes School provides all pupils with an exceptional experience.”

“Pupils behave extremely well. They are polite, respectful of others and have excellent professional relationships with their peers and teachers”.

“Leaders and teachers have developed a consistent approach to their work in the classroom”.

“A great deal of emphasis is given to ensuring that teachers are experts in their subjects”.

“Staff were especially positive about the way their wellbeing and workload is considered by leaders”.

Attainment and progress are high and above local and national averages. In 2024, students achieved considerable academic success in GCSE, A level, vocational and L1/2 qualifications. 81% of GCSE students achieved at least a Grade 4 in English and Maths, nearly 1 in 4 grades were Grade 7-9 and students made excellent progress across a range of subjects/courses. Our Year 13 students achieved considerable success with 57% and 84% of all grades at A\*-B and A\*-C respectively, and an average grade of B- across both our A Level and vocational courses.

Our Sixth Form of 500 students is heavily oversubscribed and successful. “The Sixth Form curriculum meets the needs of all students and includes a range of academic and vocational qualifications (Ofsted 2022).”

However, Hayes is not complacent. We have a relentless commitment to improvement. We judge everything we do by the standard “would this be good enough for my child?” All staff go the extra mile to provide challenge, support and opportunities for every child.





## Our students

Our students are a delight to work with. They are kind, caring and supportive of each other. We have “uncompromising aspirations” for all and encourage our young people to aim high and to live our motto “Excellence through Endeavour.” Hayes students want to do well and recognise that they need to work hard to achieve their own personal ambitions. The “Hayes Way” enables all students to demonstrate the behaviours for learning we expect and supports us in sustaining an environment where all are respected and can be safe, happy and successful.

We recognise our responsibility to prepare students for life beyond school and place equal emphasis on the development of skills and attributes as we do success in public examinations. ‘The Hayes Learner’ promotes reflective, creative, communicative, independent and collaborative students and at their heart, we expect our students to be kind, respectful, responsible, tolerant and proud. We have a well-developed pastoral system and staff genuinely care about our students as individuals. We encourage students to participate in school life and to lead our school. There are countless opportunities to volunteer, mentor other students and participate in extra-curricular clubs, activities and educational trips and visits.

## Our staff

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. Our newly launched Teacher Professional Growth programme supports teacher professional development within ‘teaching and learning communities’ as we model our commitment to life-long learning to the students we teach. In this respect, we balance the needs of the school with those of the individual. Teaching and leadership development programmes are delivered in-house and there are opportunities to mentor and support trainee and early career teachers, or to participate in coaching programmes.

We are committed to working in partnership with other schools, both within and outside our Trust. We encourage and support further learning and research and there are opportunities for specialist career progression and to work with and support other schools through networks and partnerships.

Staff regularly go the extra mile at Hayes to support students and to give their time to the broad extra-curricular programme, which includes sports, music, drama and a host of trips, exchanges, clubs and other activities.

We are a friendly team of teachers and associate (support) staff and look forward to welcoming you to our school.



# JOB DESCRIPTION

## MAIN DUTIES AND RESPONSIBILITIES

The Headteacher of Hayes School will work with their Governing Body, the Trust Board, the Headteachers across the Trust, the central team, the local authority and the wider community, to provide professional leadership, vision and direction for the school. The Headteacher will establish a culture that promotes excellence, equality and high expectations for all.

The Headteacher will carry out their professional duties as described in the School Teachers Pay and Conditions Document.

In particular, the Headteacher will meet the requirements of the Headteachers' Standards and carry out the responsibilities set out below:

### **1. Strategic Leadership:**

- Develop the vision for their school, linked to the vision of the Trust, by engaging with students, parents and community stakeholders to generate enthusiasm and support for the school;
- Ensure the agreed vision and strategic direction is understood and acted upon by all stakeholders;
- Develop and implement a Strategic Plan for the further development of their school;
- Develop models of education that raise student achievement and aspiration and provide first class opportunities for students;
- Work with trustees, governors, staff, students and families to implement the Trust and School's vision and strategic direction and to inspire success;
- Develop a model of student involvement that ensures the effective student engagement in, and contribution to, the success of the school;
- Challenge, motivate and empower staff and students to attain ambitious outcomes;
- Encourage innovation to support new ways of working and learning;
- Ensure school and Trust-wide priorities are consistently and effectively implemented;
- Champion trust-wide collaboration whenever appropriate.

### **2. Raising aspiration, achievement and attainment and securing progression:**

- Create and reinforce the ethic of hard work, commitment to learning and personal integrity;
- Develop all aspects of learning and links to support and enrich the learning of students, including first class extra-curricular opportunities including sport, music and the arts;
- Ensure that there is an effective system of pastoral care and Information, Advice and Guidance that maximises personalisation to support every student to reach their potential;
- Use assessment data to set and meet challenging targets for individual students, for departments and the school as a whole;
- Challenge practice to ensure a stimulating learning environment;
- Develop an inclusive and supportive approach so that the school is a place where all young people feel welcome and have their needs met;
- Ensure high academic outcomes for all students.



# JOB DESCRIPTION CONTINUED.

## ***3. Leading Learning and Teaching:***

- Agree a curriculum policy and statement with governors in line with our Trust curriculum principles which meets statutory and pupil requirements.
- Establish a broad and balanced core curriculum, including literacy and numeracy, which builds upon KS2 and prepares all pupils for education and training beyond the age of 18;
- Ensure the school holds ambitious expectations for all pupils with additional and special education needs and disabilities (SEND) and those that are disadvantaged.
- Work in partnership with the other secondary schools in the Trust to ensure an attractive and innovative Sixth Form curriculum, including both vocational and A-Level opportunities, that prepares all pupils for post-18 education or employment;
- Work with the other secondary schools in the Trust to develop the Trust's post 16 offer in a collaborative way that ensures the broadest and highest quality offer possible to all our students, whilst ensuring value for money in delivery of that offer;
- Establish creative, responsive and effective learning in all curriculum areas;
- Develop a personalised curriculum model that ensures the maximisation of opportunity and the stretching of all students to meet their individual need;
- Ensure that the school fulfils its statutory duties with regard to the SEND code of practice.
- Maximise the successful utilisation of new technologies to enhance student success and broaden aspiration and opportunity;
- Create a culture of challenge, support and high expectations;
- Use student performance data to guide to inform discussions with parents/carers as required.

## ***4. Developing Self and Working with Others:***

- Foster a culture in which everyone within the school feels able to make a constructive contribution to the life and work of the school;
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance;
- Ensure a high standard of professional development for all staff and for self;
- Work with all staff to build effective teams;
- Work closely with local primary and secondary schools, higher and further education establishments and other Academies to generate a strong sense of mutual support in realising the school's vision.

## ***5. Leading and Managing the Organisation:***

- Lead by example and be personally visible and committed to the values of the school and the Trust;
- Establish and lead a dynamic and innovative senior leadership team;
- Establish and develop a leadership profile within the wider community to deliver the school vision;
- Effectively deploy the required level of staff to realise the school's vision;
- Ensure high quality recruitment practice and a strong focus on staff wellbeing and reducing unnecessary work, to support high levels of staff retention;



# JOB DESCRIPTION CONTINUED.

- Implement the Trust's performance management policies for all staff;
- Ensure the School environment is of a high standard;
- Ensure effective use of financial, technological and other resources;
- Ensure the School meets all legal, safeguarding and health and safety requirements.

## **6. Securing Accountability:**

- Work with trustees and governors to enable them to meet their responsibilities;
- Ensure all staff have clearly defined responsibilities and accountabilities;
- Create robust managerial and accounting procedures that ensure the school can operate successfully as a business;
- Secure robust school self-evaluation and quality assurance procedures;
- Establish mechanisms for reporting to all key stakeholders at agreed intervals.

## **7. Leading in the Community Through Collaboration:**

- Create and maintain an effective partnership with parents/carers;
- Strengthen the school's positive image in the wider community;
- Develop the school's wider curriculum opportunities;
- Actively promote equality and diversity across the school;
- Work collaboratively with the local authority and other local education providers to support the provision of excellent education outcomes and inclusion across the local area;
- Work in partnership with other schools in the Trust to build strong partnerships with the business community to enable an enterprise culture to run throughout the school.

## **8. Other:**

- Any other duties as directed by the Trust.





# PERSON SPECIFICATION

We are looking for a person of exceptional calibre to lead this school. The ideal candidate will be a creative, innovative and inspirational leader. They will collaborate positively with all other stakeholders in the delivery of the school and trust's strategic aims. They will be an enthusiastic, life-long learner who is deeply committed to empowering young people.

<b>Qualifications and Experience</b>
Qualified Teacher status
NPQH (either completed or near completion) or equivalent and a record of recent continuing professional development.
A proven track record of recent, highly successful, whole school senior leadership experience developed either as a Head or as a Deputy Head within a large, high-performing secondary school.
Strong academic and intellectual credentials.
Demonstrable experience of leading and managing staff, including building effective teams, delegating and building capacity in staff.
Evidence of leading and implementing change.
Clear evidence of a significant positive personal contribution to a school in the pursuit of new thinking on teaching and learning, excellence or change.
Evidence of involvement in school activity inside and outside the classroom.
<b>Skills and Knowledge</b>
Strong strategic abilities coupled with a proven ability to translate these into clear, coherent plans.
Sound knowledge and understanding of the wider educational agenda at national level, including current national policies, educational issues, trends and possible changes.
Evidence of personal contribution to the improvement of academic attainment
Proven experience of engaging and building relationships with a wide range of stakeholders, both internal and external.
First-class communication and interpersonal skills with high levels of emotional intelligence, resilience and self-awareness.
Evidence of sound and reasoned judgement.
Visionary leadership skills with the ability to win the hearts and minds of colleagues, motivating and empowering all staff to deliver an exciting and compelling vision for Hayes.
Evidence of bringing about improvement by holding others to account.
A strong appreciation of the financial and business aspects of school leadership and the importance of the Trust offer.
<b>Leadership Style and Personal Attributes</b>
Able to operate effectively as a high-profile and visible role model within the school, setting high standards which encourage excellence, and winning the trust, confidence and respect of the whole school community
High levels of personal integrity and an open, transparent leadership style which is informed by a deeply held set of personal values.
Enthusiastic and inspirational.
A strong team player as well as leader.
The presence and stature to engage and communicate convincingly with stakeholders at all levels, locally, nationally and internationally, playing an active role in the wider community.
Evidence of a readiness to embrace genuine collaboration with other institutions.
A deep commitment to the values and ethos of Impact Multi Academy Trust.

# HOW TO APPLY

Interested candidates are more than welcome to visit the school and have a guided tour, at either of the following times:

2pm Thursday 13 February 2025 and 10am Monday 24 February 2025

Please contact Jo Demetris (Impact Trust HR manager) [jdemetris@imat.uk](mailto:jdemetris@imat.uk) to arrange a visit.

## **The deadline for applications is Midday Wednesday 26th February 2025**

Candidates should complete their application form electronically and submit via email to Jo Demetris [jdemetris@imat.uk](mailto:jdemetris@imat.uk)

Please do not submit a separate CV or letter.

Our process is:

Receipt of applications will be acknowledged by email within 48 hours. Please contact Jo Demetris by phone on 020 8639 4900 if you have not received an acknowledgement.

Shortlisted candidates will be invited to the first stage of the selection process which is on **Thursday 6th March 2025**. Those selected for the final stage will also be invited to attend on **Friday 7th March 2025**.