



**STOUR VALE
ACADEMY
TRUST**



HEADTEACHER

CANDIDATE INFORMATION PACK

Welcome

Dear Candidate

Thank you for responding to our advert for the position of Headteacher at Oldbury Academy.

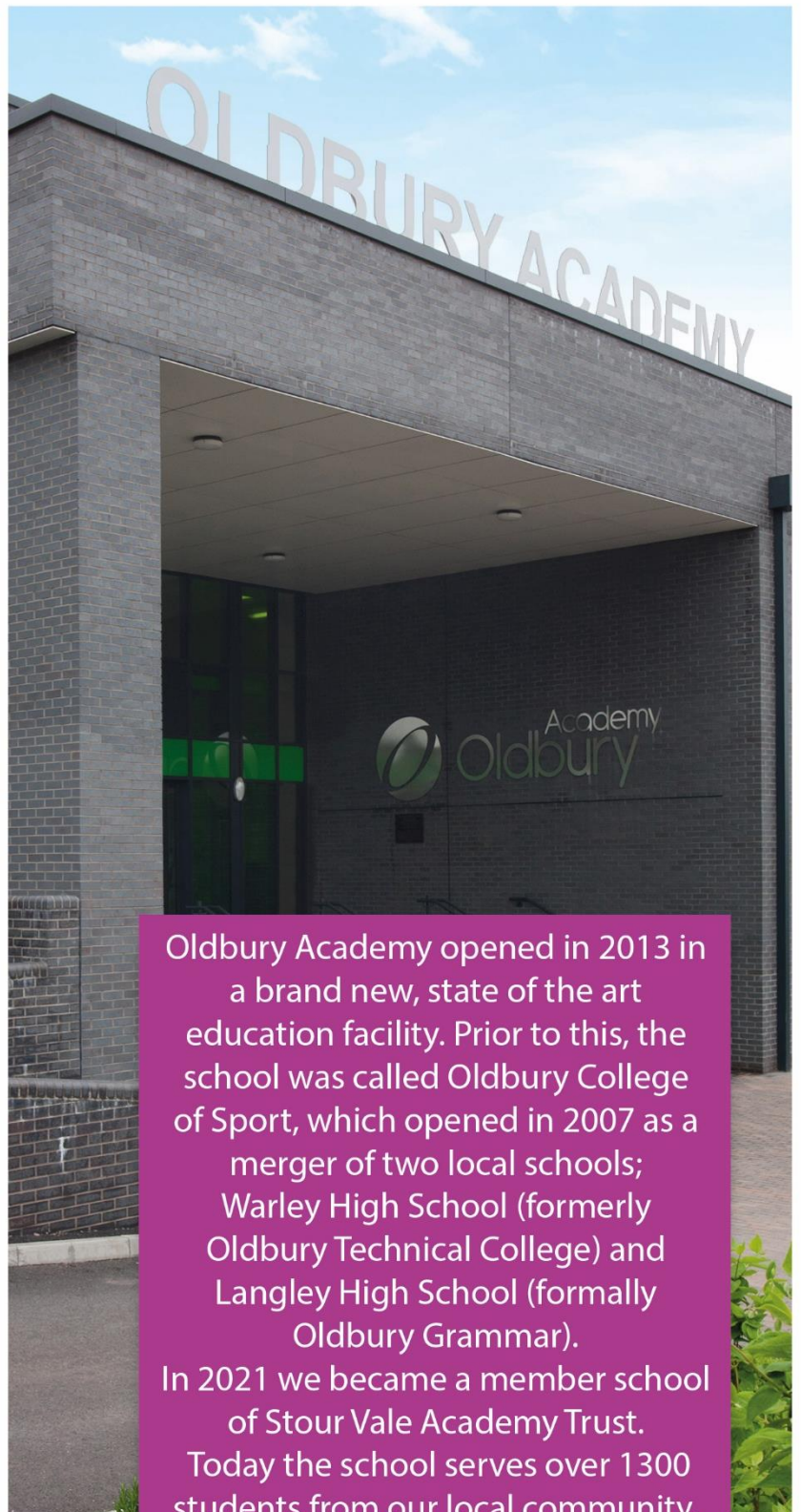
This is just a brief note to introduce myself and to let you know that should you be successful in your application, you will be supported by an excellent team of Governors who are wholeheartedly committed to ensuring your success.

You will have undoubtedly read the person specification and competencies in the application pack, but I want to add that, above all else, we are seeking an inspirational, dedicated and visionary leader to guide our school through the next chapter of its long and successful history.

Please take your time to read through the application pack, and if you have any questions, please do not hesitate to get in touch.

Dr Nick Griggs
Chair of Governors

Email:
nicolas.griggs@oldburyacademy.org.uk



Oldbury Academy opened in 2013 in a brand new, state of the art education facility. Prior to this, the school was called Oldbury College of Sport, which opened in 2007 as a merger of two local schools; Warley High School (formerly Oldbury Technical College) and Langley High School (formally Oldbury Grammar).

In 2021 we became a member school of Stour Vale Academy Trust. Today the school serves over 1300 students from our local community.

Headteacher

Full-time and Permanent

Leadership Scale L31 to L37, £98,616 to £114,239

Stour Vale Academy Trust are seeking to appoint a dynamic and inspirational Headteacher who can lead Oldbury Academy on the next stage of its exciting journey.

This is an exciting opportunity for an ambitious leader. The post has become available following the promotion of the current headteacher to Executive Leader within the Trust.

Closing Date: Monday 8th January 2024 at 3:00pm

Shortlisting: Wednesday 10th January 2024

Interviews will take place on Thursday 18th January 2024 and Friday 19th January 2024

Stour Vale is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out pre-appointment checks including DBS and will disqualify any applicant where we consider the outcomes to be unsatisfactory. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.

We are equally committed to ensuring that no applicant will be disadvantaged or discriminated against because of their protected characteristics under the Equality Act 2010.

For an informal conversation to discuss the role, please contact:

Philip Shackleton (current headteacher)
Head Teacher
Oldbury Academy
Stour Vale Academy Trust
0121 533 3750

Or

Rachel Salter
Chief Executive Officer
Stour Vale Academy Trust
0121 585 5385

ABOUT OLDBURY ACADEMY

Oldbury Academy is a large secondary school in Sandwell who provide excellent all round education for our pupils. Our success is built upon high quality teaching and learning and an excellent pastoral system to support students.



The comments in our most recent OFSTED report in December 2021 highlight the commitment we have to our pupils and wider school community in providing an excellent educational experience.

Oldbury Academy was graded 'GOOD' in all areas.

OFSTED 2021:

The school is well led. The headteacher is committed to making sure pupils receive the best education possible. Able senior and middle leaders support him with this aim.

Pupils study an ambitious curriculum.

Teachers carefully plan what pupils should learn in lessons.

Teachers share high expectations of behaviour.

They expect pupils to focus on their work understand the school's values and what is expected of them. They respond positively to these expectation.

The school is an orderly environment. This helps pupils to concentrate on their work.

Pupil's behaviour in lessons and around the school site creates a calm atmosphere.

Bullying is not tolerated.

Pupils' work is frequently checked and there are high expectations of written work. Pupils value this.

Leaders and teachers understand how to safeguard pupils. There is a team of safeguarding leaders who work together well.

Oldbury Academy offers a wonderful professional opportunity to work alongside an excellent team of staff. We are fully committed to ensuring that our school is a place of learning where people are happy, health and successful.

Pastoral care for pupils is strong and relationships between staff and students reflect this. We have high expectations of ourselves and our students. Our vision 'CARE' underpins all that we do at Oldbury Academy.

- Celebrate together
- Achievement for all
- Respecting each other
- Expectations to succeed



ABOUT STOUR VALE ACADEMY TRUST

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently nine member schools, four primary, one junior and four secondaries, with a further primary school and an infant school due to join early 2024.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.



OUR VISION AND VALUES

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

OUR VALUES

INTEGRITY

By always acting with integrity we will deploy our resources appropriately to provide the very best education and care for pupils. This approach will enable us to recruit and retain the best staff who share our values.

We recognise our responsibility to support and challenge member schools to have a positive impact on the lives of children and young people, our communities and the wider educational system.

RESPECT

We are committed to treating everyone with respect and promoting equality.

Stour Vale member schools are safe and inclusive schools. We value and celebrate the diversity of pupils, colleagues and the communities we serve. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

COLLABORATION

Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people.

We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

EXCELLENCE

We are committed to constantly pursuing excellence and improving all aspects of our work as a trust.

Excellence in teaching and learning, curriculum and character development is our primary focus. This will be achieved by realising our ambition to provide top-level professional learning for all colleagues, developing leadership in every role and providing exceptional back-office services such as HR and finance.

STOUR VALE ACADEMY TRUST

SVAT.ORG.UK

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that **Stour Vale** member schools will *create the difference together*.



Headteacher

Job Description

Core Purpose

In line with the values, ethos and strategic direction of Stour Vale Academy Trust. The Headteacher will:

- Ensure high quality education and care for all pupils leading to academic achievement, character development and an embedded culture of safeguarding.
- Provide strategic leadership for the school which ensures continuous improvement.
- Be responsible for the professional leadership of the school, role modelling integrity and collaboration.
- Establish a culture where excellence and leadership potential flourish, resulting in high quality teaching and learning and strong succession planning.
- Be responsible for the management and operational leadership of the school in the best interests of the pupils.
- As a Trust Headteacher, recognise your role in contributing to the success of all of the pupils within the Trust.

In Stour Vale Academy Trust each Headteacher reports to the Local Governing Body on all matters which are delegated to it in the scheme of delegation and is accountable to the Chief Executive for the overall performance of the school, including outcomes for pupils and financial planning.

Legal Requirements

The Headteacher's professional duties must be carried out in accordance with and subject to:

- The Stour Vale Academy Trust Scheme of Delegation
- The provisions of all applicable legislation
- The School Teachers' Pay and Conditions Document
- The Funding Agreement of the School and the Academies Financial Handbook

Main Duties and Responsibilities

- Hold, articulate and role model clear values and moral purpose for the school.
- Develop and communicate a clear vision for the school.
- Welcome effective governance, actively supporting the Local Governing Body to fulfil its roles and responsibilities.
- Role model positive, professional relationships with pupils, parents, school and trust staff, governors and directors, other professionals, and the wider community.

- Through thorough monitoring and evaluation ensure accurate self-evaluation which leads to continuous and effective improvement.
- Have overall responsibility and accountability for safeguarding and promoting the welfare of pupils. This includes securing compliance with all applicable statutory guidance.
- Provide a safe, calm and well-ordered environment for all pupils and staff.
- Promote the safety and wellbeing of pupils and staff.
- Ensure good order and high standards of behaviour amongst pupils and staff.
- Exercise strategic financial planning to ensure the effective deployment of resources.
- Participate in regular budget monitoring and work within the Trust's agreed financial procedures.
- Ensure the implementation of Trust-wide policies and procedures.
- Lead the development, implementation and evaluation of school policies, systems and procedures.
- Facilitate effective professional development for all staff and demonstrate commitment to your own professional development.
- Implement rigorous and transparent systems for teacher appraisal and for managing the performance of staff through appropriate support and challenge.
- Lead the development, evaluation, and continuous improvement of curriculum.
- Lead the development, evaluation and continuous improvement of teaching and learning.
- Lead effective communication with parents and other stakeholders.
- Lead effective communication with other professionals and agencies.
- Undertake other duties and responsibilities identified by the Chief Executive or the Board of Directors commensurate with this role.

Person Specification

Headteacher

No	Categories	Essential	Desirable
QUALIFICATIONS & EXPERIENCE			
1.	A first degree or equivalent	◆	
2.	Qualified Teacher Status	◆	
3.	National Professional Qualification for Headship (NPQH)		◆
4.	Recent relevant professional development as a senior leader or headteacher	◆	
5.	Successful recent senior leadership experience	◆	
6.	Proven track record in leading and managing effective staff teams	◆	
7.	Experience of leading aspects of school improvement	◆	
8.	Experience in leading and improving teaching and learning	◆	
9.	Experience of successfully increasing rates of pupil progress and of raising attainment	◆	
10.	Experience of successfully enabling colleagues and pupils to develop and apply their leadership skills.	◆	
KNOWLEDGE AND SKILLS			
11.	Excellent classroom practitioner	◆	
12.	Thorough knowledge of the secondary curriculum	◆	
13.	Thorough knowledge of safeguarding and safer recruitment	◆	
14.	Knowledge of current and emerging priorities in secondary education	◆	
15.	Articulate with excellent interpersonal skills	◆	

16.	Able to prioritise, plan, organise and manage workload, delegating appropriately to others	◆	
17.	Able to develop the leadership and teaching skills of others	◆	
18.	Able to use data and a range of evidence to make judgements and identify priorities	◆	
19.	Able to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement	◆	
20.	Able to plan for the effective use of school finance and resources	◆	
21.	Able to develop and communicate a compelling vision	◆	
22.	Able to influence others: inspiring, motivating and challenging	◆	
23.	Able to build and maintain effective professional relationships	◆	
24.	Astute and perceptive with sound judgement and decision-making skills	◆	
25.	Able to manage change in order to improve outcomes	◆	
PERSONAL QUALITIES			
26.	Committed to working collaboratively to improve outcomes for pupils	◆	
27.	Committed to continuous improvement and the pursuit of excellence	◆	
28.	Having integrity and consistently leading by example	◆	
29.	Resilient, flexible and having a positive approach to challenges	◆	
30.	Be committed to innovation, learning from research and the best current practice	◆	
31.	Committed to building positive and effective relationships, based on trust and transparency, with children, staff, parents, governors, other schools and the wider community	◆	
32.	Have a willingness to demonstrate commitment to the values and ethos of Stour Vale Academy Trust	◆	

Application Process

Visits to the School:

We welcome visits to the school for a tour and an informal conversation with the current Headteacher on the following dates:

Thursday 7th December 9:00am - 10:30am
Thursday 14th December 9:00am - 10:30am
Wednesday 20th December 9:00am - 10:30am
Thursday 21st December 9:00am - 10:30am

Please contact Phil Shackleton, Headteacher on philip.shackleton@oldburyacademy.org.uk to arrange.

Application Form:

Please use the application form on the school or Trust website (Vacancies page) – CVs are not accepted – and ensure all information required is provided. Your personal statement, of no more than four sides of A4, should detail how your knowledge, skills and experience meet the criteria on the person specification.

The completed application form should be returned to Adele Wilden, Headteachers PA at Oldbury Academy: a.wilden@oldburyacademy.org.uk

References:

Please make sure that your referees are aware of your application, as in line with KCSIE 2023, these will be requested prior to interview.

Dates:

Closing date: Monday 8th January 2024 at 3:00pm

Shortlisting: Wednesday 10th January 2024

Interview dates: Thursday 18th January 2024 and Friday 19th January 2024

The interview panel will decide at the end of day 1 if further shortlisting is required before day 2



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CONTACT US

For informal talks please contact:

Mr Philip Shackleton
Headteacher
Telephone: 0121 533 3750

Please visit our website: <http://www.svat.org.uk/>