

Orchards Church of England Primary Academy

Part of the DEMAT family

Headteacher Applicant Information Pack





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Introduction from the CEO



Dear Candidate,

Orchards Church of England Academy has the potential to be amazing, and we are seeking a leader who not only knows how to take it there but can do so whilst staying true to our

vision and values. The school is looking for someone with the power to transform and to help the school community reach its potential.

The DEMAT family of schools recognise the importance of a strong, coherent curriculum and how this can build upon the firm foundations laid through high quality early reading development supported by clear and precise teaching. Our schools are broad in context with distinctive communities and we work with our Headteachers to provide high quality, effective and efficient support from the Trust so that teaching staff can focus on the things that matter most – delivering a great curriculum for the benefit of the pupils.

Orchards Church of England Academy has a history, not all of it good, but since the school became an Academy it has put its difficulties behind it, however, much remains to do. This school is not a finished article, and we are clear in our goal to recruit a leader who can make a difference; who can enable children from all backgrounds to reach high levels of attainment and be fully prepared for their secondary education.

We are enthusiastic about this opportunity to select the right Headteacher to lead our school and we are looking for a someone who:

- Is able to demonstrate how curriculum is the driving force of a school;
- Will demonstrate why the ability to teach reading is so important;
- Has the ability and knowledge required to ensure we continue to improve;
- Is able to empower and motivate children, staff and parents, being a visible presence in and around the school;
- Can demonstrate proven leadership experience;
- Has proven experience at accelerating pupil progress through assessment and intervention, and understands how to lead this;
- Has high expectations of pupils, colleagues and themselves, with no exceptions; and
- Can lead a dedicated workforce of teachers and support staff, demonstrating by example.

In joining, you will find an organisation that is purposeful, determined and impassioned in its obligation to drive lasting impact. We invest in our team members, support aspiration and provide development pathways that you are unlikely to find anywhere else. I expect all leaders across the Trust to support in the development of not just their own school but contribute towards our joint vision and strengthening alignment between schools.

I would like to thank you for your interest in this exciting opportunity and hope you are inspired to join us. I'd encourage you to visit the school to find out more about who we are and how we work. Should you wish to speak directly, or have any questions, please get in touch.

Best wishes

Adrian Ball
Chief Executive Officer



DEMAT

DEMAT, founded in 2012, is a large multi-academy Trust which consists of 39 primary schools and around 8,000 pupils.

We have seen our Trust grow considerably, we have experienced and successfully tackled many of the challenges that face new and growing MATs. This has given us clarity on what we need to do to continue in a successful, sustainable manner. We have created an operating model which allows for additional growth in incremental steps while still providing the capacity to support our academies in a multifaceted approach.

DEMAT is the first option for any Church school within the Diocese which wishes to join. We believe in the power of education to transform lives and are committed to delivering a high-quality education, collaborating with one another and realising the benefits of being part of a larger group of like-minded schools.

Each of our academies has their own unique history and identity and we set out to ensure that we preserve these characteristics. We recognise that further growth of the Trust must both prioritise the preservation of the unique characteristics of new academies whilst also developing the alignment to the DEMAT family values and principles.



Providing High Quality Education

So that all DEMAT pupils are afforded the greatest possible opportunities and choices in their lives, DEMAT academies have a resolute focus on the quality of education. Our pupils are entitled to the best possible academic and wider curriculum – and we strive to provide this. We believe in the power of knowledge and we purposefully build our curriculum to ensure that our pupils gain and retain the kind of powerful knowledge that can take them beyond their everyday experiences.

Reading

We place the utmost value on the teaching of reading. No child should leave any of our schools unable to read fluently and therefore all must be taught with precision and expertise.

Excellent Teaching

We have high expectations of our pupils and are committed to maximising the standards and outcomes for them through the continuous pursuit of excellent teaching.

Evidence-Informed Professional Learning

We offer our Early Career Teachers a bespoke programme and are building our offer for staff development at each career stage.

Curriculum

We believe all pupils should be introduced to the richness of human experience, therefore we supplement and build on our academic curriculum through carefully curated experiences linked to the humanities and the arts.

Safeguarding and Inclusion

DEMAT academies provide a truly inclusive and aspirational education for all learners. A core principle of our Inclusion & Safeguarding Team is to develop a network of highly skilled professionals in academies through facilitating training for those responsible for inclusion and safeguarding. This is alongside challenging academies to assist the drive for high standards and the monitoring of our effectiveness.

Our Mission

Our Mission is to deliver a high-quality education for children and young people of all faiths and none that is underpinned by our Christian distinctiveness.

Our Vision

Is for every child to flourish, to be introduced to the richness of human experience, and to understand, question, and contribute to the world around them.

Our Values

Love

Is central to our work. It is because of love that we ensure that the best interests of every child are at the centre of our decisions.

Community

Our sense of community shapes who we are, and we have a commitment to our local, national, and global communities.

Respect

We treat one another as we hope to be treated ourselves.

Trust

We acknowledge accountability and responsibility for our actions but ensure that we encourage each other to make brave decisions and learn from them.

Ambition

We want the best for ourselves, our families, our friends, and our colleagues.



Welcome from the Chair of Governors

I am so pleased that you have taken an interest in the headship at Orchards Church of England Academy as this school is a very special one.

Orchards is situated in an area of disadvantage in a small rural town in the fens, with a high proportion of pupils in receipt of Pupil Premium, on the SEND register or with English as an additional language. It also has a legacy of under-achievement, low aspirations and changing leadership. This is therefore a very challenging school. So are you the kind of person who likes a challenge? I do. I have been involved with the school as a governor for several years, sticking with it through considerable turbulence, and in the last two years, as chair of governors, I have begun to see the green shoots. Under a strong enthusiastic leadership team things are starting to improve: staffing is now stable, teaching more consistent, and, before the COVID-19 crisis, pupil progress was beginning to improve.

Now we need a special headteacher, someone who is able to lead the school on the next stage of its journey, to raise the aspirations of staff, pupils and parents, to be inspirational and innovative and yet rigorous and single-minded. I want Orchards to become an outstanding school and, as someone who in the past has led challenging schools to bright futures, I know it can be done. Are you a person who can do something like that? Will you be the person to change the lives of our pupils, lift them out of a dead-end future and give them the start in education they deserve? Do you have the ambition, the drive, the determination to defy the odds and make this school outstanding? It will be a great achievement. Are you up for it? I do hope so.

Betty Hasler
Chair of Governors



Orchards

Achievements and Aspirations

Orchards Vision

- At Orchards C of E Primary Academy, our vision is to provide each child with a challenging, stimulating and enjoyable education.
- We will strive to develop the whole child through the encouragement of high expectations, in an inclusive and supportive environment, where every child can reach for their potential and grow in independence.
- We will nurture attitudes of care and consideration in keeping with our Christian Ethos.

AIMS

- For all our children to grow as thinking, confident, responsible and caring individuals with clear values rooted firmly in our Christian ethos.
- For all our children to reach their full potential through access to an exciting and stimulating curriculum, developing the knowledge and skills to become life-long learners.
- To provide a supportive environment where children and adults feel confident and able to challenge themselves.
- To provide high quality teaching that meets the needs of all learners.
- To maintain co-operative and supportive relationships within the school community of children, families, staff and governors.
- To maintain a purposeful, attractive, safe and learning environment. To enable the children to benefit from a school that is an integral part of the local community.





Our New Headteacher

We are looking for a headteacher who is fully aligned with the DEMAT vision.

Our new headteacher will be someone with the skills, drive, and commitment to bring this vision to fruition. They will be someone who knows that all children have both the right and the ability to achieve the highest of standards, and they will not accept low expectations for anyone.

Our new headteacher will have engaged in current educational discourse including on curriculum, pedagogy and instruction, and school leadership, and will be able to speak with clarity about what makes excellent practice in these areas. They will be, in every sense, the headteacher, as they lead their team to deliver exceptional outcomes through the collective understanding of key principles which underpin the highest quality of education. They will be network-minded and able to contribute significantly to the Trust's strategic development.

Bespoke to Orchards Academy

- Is able to demonstrate how curriculum is the driving force of a school;
- Will drive the school improvement agenda;
- Is a strategic thinker with the ability and knowledge required to ensure we continue to improve;
- Is able to empower and motivate children, staff and parents, being a visible presence in and around the school;
- Can demonstrate proven leadership experience;
- Has proven experience at accelerating pupil progress through assessment and intervention, and understands how to lead this;
- Has high expectations of pupils, colleagues and themselves, without exception; and
- Can lead a dedicated workforce of teachers and support staff, demonstrating by example.

What we can offer you

We are committed to providing systems of high-quality support and challenge to ensure that our school leaders develop and that our schools continually improve.

Our leaders have direct links with each other and with our Education Team, and together we are building a strong offer for professional development at each level.

With a strong emphasis on CPD, we have started to build subject communities and phase-based forums so that all schools have access to centrally-run training and to the partnerships we have developed with outstanding training providers such as Sounds Write and the Primary Knowledge Trust.

We provide strong leadership and support to schools through our core leadership and central services teams, which includes an experienced and supportive CEO, an Education Team, Inclusion & Safeguarding Team, Finance, HR, Governance, Building and Property services. The successful candidate will benefit from this significant operational and management support along with a comprehensive CPD programme.



Job Description

Job Title

Headteacher

Location

Orchards C of E Primary Academy
Cherry Road
Wisbech
Cambridgeshire
PE13 3NP

Salary Scale

L16 – L22 + relocation allowance, if applicable

Reporting to

Chief Executive Officer

Start date

1 September 2021

Core Purpose

The post holder will be accountable to the National Standards of Excellence for Headteachers and will proactively promote and demonstrate the DEMAT vision and Christian values, respecting cultural diversity within contemporary Britain. The values and ambitions they display will help determine the achievement of academies and their pupils, as well as ensuring high expectations and aspirations are promoted for all: staff, pupils, governors, parents and the wider community.

The Headteacher is accountable for ensuring the educational success of the primary academy for which they lead, aligned with the DEMAT approach to providing an excellent level of education, as well as the individual academy's strategic plans. They are responsible for creating a culture of consistent improvement and should be an inspirational leader committed to the highest achievement.

Strategic Leadership

- Lead by example; provide considered consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the academy and of DEMAT.
- Demonstrate commitment to the DEMAT vision, strategy, and Christian values.
- Gain commitment to the need for improvement, developing an environment of high expectations.
- Work with the Trust and the Local Governing Body, to develop the shared vision and strategic plans for Orchards C of E Primary Academy.
- Plan and organise effectively to ensure not only strong outcomes but that they are achieved in a way that is manageable and sustainable by all members of staff. Critically evaluate the academy's performance and ensure performance targets are achieved, including those in vulnerable groups.
- Establish collaborative and open relationships with all stakeholders and the Local Governing Body.
- Secure the commitment of parents and the wider community to the vision and direction of Orchards C of E Primary Academy and the Trust.
- Ensure regular, open communication with the DEMAT Central team, and other DEMAT academies, working to enable the Board of Trustees to meet its responsibilities.
- Demonstrate the resilience and motivation required to lead through day-to-day challenges whilst maintaining clear, strategic direction.

High-quality teaching and learning

- Ensure all staff use agreed, research-informed strategies to provide effective and relevant teaching methods.
- Secure and sustain effective, high quality teaching and learning by ensuring Orchards C of E Primary Academy has sound strategies for monitoring and evaluating the quality of education and standards of pupils' achievement, using benchmarks and setting targets for rapid improvement of all children.
- Support the delivery of the DEMAT curriculum policy alongside the Local Governing Body and senior leaders to meet statutory requirements and meet DEMAT aims and local needs.

- Ensure that robust assessment data analysis is used to set challenging targets and to support teachers and leaders to monitor progress, recognising where pupils or staff need extra support.
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment.
- Ensure that a high-quality educational experience is available for all children.
- Promote excellence in spiritual, moral, social and cultural education and development for all children.
- Work with the Education Team to ensure effective practice is embedded in line with requirements of SIAMS and OFSTED inspections.
- Ensure that effective and appropriate pastoral support is available to children in the academy.
- Develop an inclusive and supportive approach so that Orchards C of E Primary Academy is a place where all children know they are welcome and can reach their full potential.
- Work with the Education Team to secure approaches to behaviour that are based on codified strategies. Ensure that excuses are neither accepted nor made for poor behaviour.

Systems and process

- Ensure DEMAT and academy priorities are consistently and effectively implemented, and the impact monitored for pupil outcomes.
- Secure robust academy self-evaluation and quality assurance procedures.
- Work with the finance team, including the academy finance assistant, to build a sustainable 3-year budget, reflecting the future needs of the school and within the Trust ratios for its academies.
- Ensure regular monitoring of the budget and effective use of resources.
- Work with the Central HR team to recruit and retain staff of the highest quality.
- Develop a culture of accountability to recognise excellence as well as providing appropriate strategies to deal with under performance in accordance with Trust Appraisal and Capability policies and procedures.

- Ensure that that all senior and middle leaders, or those with responsibility, within the school have clearly defined responsibilities and accountabilities.
- Oversee the implementation of DEMAT policies and procedures ensuring consistent application and monitoring for impact.
- Ensure agreed reporting mechanisms are effectively in place for the Local Governing Body.

The self-improving school system

- Treat everyone fairly and equitably demonstrating the Trust's core values.
- Instil an ethos and culture of high expectations in every aspect of school life.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on needs identification.
- Develop leadership capacity at all levels, through coaching, mentoring and other appropriate means.
- Seek to establish strong middle leadership roles within a distributed leadership structure.
- Maximise the opportunities presented for sharing and developing good practice within the academy and the wider Trust.
- Keep abreast of educational discourse and best management practice in order to make well-informed decisions and to introduce appropriate innovation.
- Develop strong, positive relationships with colleagues across DEMAT and contribute towards collaborative work across academies, supporting other staff to participate in Trust wide activities.
- Participate in Trust-wide activities in order to share best practice, contribute to the development of Trust strategies and policies, and promote the academies and the Trust in a local and national context.
- Promote wellbeing and work life balance for all staff.

Person Specification

Experience and Knowledge	Essential / Desirable
Primary Headteacher experience with evidence of securing rapid and sustained improvement in their own school.	D
Significant experience as a senior leader with a demonstrable track record of impact on improving and sustaining primary school standards.	E
Experience of, and proven success with, school improvement strategies working with other school leadership teams.	E
Graduate with Qualified Teacher Status.	E
Recent experience of Ofsted inspection system & framework.	E
Experience of delivering or facilitating leadership and other staff development programmes.	D
Experience of quality assuring school self-evaluation and improvement activities.	E
Experience of developing school governance and promoting effective challenge and support.	D
Ability to lead, coach and motivate staff.	E
Experience of leading performance management and successfully addressing underperformance.	E
Experience of promoting and leading school strategic partnerships.	E
Knowledge of the denominational inspection (SIAMS) framework.	D
Knowledge of high-quality church school provision.	D
Up to date knowledge of education policy, pedagogy, inspection findings and statutory requirements.	D
Achieved NPQH.	D
Evidence of a commitment to on-going learning and professional development.	E

Personal Attributes and Skills	Essential / Desirable
Present self as highly professional, setting high expectations for all and leading by example with integrity, thoughtfulness, resilience and clarity.	E
Commitment to collaborative ways of working.	E
Ability to generate and deliver collective vision and shared purpose.	E
Excellent organisational skills.	E
Able to analyse academy performance data.	E
An enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards.	E
Able to work under pressure to meet targets and deadlines.	E
Be adaptive and responsive to change.	E
Demonstrates commitment to own professional learning and development as well as that of others.	E

Special Requirements	Essential / Desirable
Sympathetic to the aims, values, ethos and distinctiveness of Church of England schools and academies.	E
Full driving licence and use of car.	E
Able to travel across the Diocese.	E

This job description is not an exhaustive document. It reflects the duties and responsibilities applicable at the time of issue. Details and emphasis are subject to amendment and revision in the light of the changing needs of the Diocese of Ely Multi Academy Trust.



How to join us

To apply for this opportunity to join DEMAT as our Headteacher at Orchards please visit My New Term via www.mynewterm.com.

Application forms and supporting cover letters should be submitted via 'My New Term': Please refer to the Job Description and Person specification in your application.

Please note the following is being applied for this position:

Closing date:

Monday 8th March 2021 at 12.00pm

Shortlisting of Applicants:

Tuesday 9th March 2021

Interview date:

Thursday 18th March 2021

Getting in Touch

You are more than welcome to contact us to discuss this position and should you wish you to so please contact Laura.Barton@demat.org.uk.

We will be able to facilitate visits to Orchards, and encourage you to do so whilst adhering to the Covid restrictions in place at the time.

You can find further information on our Trust by visiting our website: www.demat.org.uk.

Further details about Orchards can be found on the school website: www.orchards.cambs.sch.uk.

Interviews

Interviews will be held, COVID-19 restrictions permitting, at Grace Building, 8 High Street, Ely, Cambridgeshire CB7 4JU

Our Recruitment Approach

The Diocese of Ely Multi-Academy Trust (DEMAT) is an equal opportunities employer and employs suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. Any appointments will be subject to satisfactory references, an enhanced DBS check and medical checks.



We will remember
to look after our
Den and tidy things
away after us.



01353 656760
www.demat.org.uk

DEMAT Office Address:
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Ely, Cambridgeshire, CB7 4JU

The Diocese of Ely Multi-Academy Trust (DEMAT)
Company limited by guarantee Number 08464996. Registered
in England & Wales. Registered Office: Diocesan Office, Bishop
Woodford House, Barton Road, Ely CB7 4DX

The logo features three stylized, overlapping wavy lines in yellow, orange, and teal, positioned above the text.

Diocese of Ely
multi-academy trust