



ROBIN HOOD ACADEMY
**HEADTEACHER
APPLICATION
PACK**

ROBIN HOOD
MULTI ACADEMY TRUST
www.robinhoodmat.co.uk



Collaborate. Inspire. Grow.

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Robin Hood Academy

Pitmaston Road, Hall Green, B28 9PP

T. 0121 464 2187

E. pa@robinhoodmat.co.uk

www.robinhoodacademy.co.uk

Robin Hood Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We value diversity and encourage applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.



WELCOME TO OUR SCHOOL

Dear Applicant,

Welcome to Robin Hood Academy and thank you for your interest in becoming our new Headteacher.

We are delighted that you have taken the time to download this application pack and find out more about not only Robin Hood Academy but also Robin Hood Multi Academy Trust. If you haven't already done so, then I would urge you to visit both www.robinhoodMAT.co.uk and www.robinhoodacademy.co.uk to gain a greater understanding of both the school and MAT.

I would encourage you to have an informal chat with Steve Taylor, our CEO, and also visit the school. It is important to us that we recruit a like minded and passionate leader and so it is essential that you take the time to get an understanding about what we stand for.

Robin Hood Academy has, for many years, had a reputation for innovation within education. We want our next leader to have a strong vision and drive for the school but we are not expecting them to be a clone of previous leaders and are excited to think about the next journey for the school. In our opinion the next step in the development of Robin Hood Academy will be as much about reinforcing the foundations as it will be about innovation.

Included in this pack is the job description, person specification for the job and also our MAT leadership competencies along with other information that we hope you will find useful. If, when looking through these documents and visiting the school, you feel that you would fit into leading within our Trust and driving Robin Hood Academy forward, then we would urge you to submit an application.

Yours sincerely,

Martin Collard
Chair of Robin Hood Multi Academy Trust





ROBIN HOOD ACADEMY

HOW TO APPLY

- Please read this application pack carefully. Below you will find the headteacher's competencies, which lists the key competencies that we are looking for.
- For more information about the post we strongly encourage prospective candidates to contact our CEO, Steve Taylor (via our MAT PA, Jo Green pa@robinhoodmat.co.uk), to arrange an informal and confidential chat with a view to visiting the school for a tour.
You can also listen to Steve Taylor and Joe Purnell discuss the vacancy by **clicking on the link below** that suits you best:
 - [Apple Podcast](#)
 - [Spotify](#)
 - [Google Drive](#)
- When completing the application form, that can be found [HERE](#), please include a **short covering letter** which gives us an insight into you as a **person** and a **professional**. Please ensure this is **no more than 400 words**. Within the application form there is also the following question for you to answer: **What makes great teaching and learning?** Please answer this question in no more than 800 words ensuring you cover:
 - Your philosophy
 - Theory linked to this
 - Your experience of implementing an approach and the impact you've had.
- Interviews for the vacancy will take place across two days:
Day 1 - (27th March 2023) - this will be focused on **understanding you as a leader** and will evaluate: your **leadership style, emotional intelligence and knowledge of pedagogy**.
Day 2 - (28th March 2023) - this will consist of a **short presentation and a formal interview**. Please note, we will send **95% of the interview questions** to candidates a **week in advance of the interview** to ensure that nerves do not get in the way on the day.
- The **successful candidate** will receive the **highest quality** support and induction available **prior** to and **during** the role. Candidates that are **unsuccessful** will receive **diagnostic feedback** that specifically highlights why they were unsuccessful. As part of this feedback, an **optional 1 hour** face-to-face debrief will be offered within **15 working days** of the **interview process** - this is to ensure that those who aren't successful have the best chance of success in their next interview.
- Completed applications should be sent by email to Jo Green at pa@robinhoodmat.co.uk

Salary:

Group L20 - 26 (£70,733 - £81,927)

Full time and permanent

Application closing date:

10th March 2023, 12pm

Shortlisting:

13th March 2023 - All candidates will be informed on the day via email.

Interviews will be held:

Day1: 27th March 2023

Day2: 28th March 2023

Starting date:

September 2023

References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.



Robin Hood Academy is a vibrant and innovative three-form entry primary school located in Hall Green, Birmingham, where children are supported to be lifelong learners, critical and collaborative thinkers and global citizens, who meet the challenges of life with confidence, optimism and enthusiasm.

Robin Hood Academy is a vibrant and innovative primary school that maintained its 'Good' OFSTED judgement with a strong report in September 2022 (this can be viewed [HERE](#)).

Robin Hood Academy has a rich history of constantly seeking to innovate and improve. We are now seeking to appoint our next leader with the drive and determination to build upon the excellent work of our current headteacher and to plot the school on its future development path.

It is the desire to constantly improve, refine our practices, and further develop the learning experiences for our children that lie at the heart of the culture and ethos of the school.

The Trust wishes to recruit a headteacher with a passion and drive to create the next exciting chapter in the history of the school and help it on its journey towards providing a truly outstanding learning experience for all of our pupils.

[Robin Hood Academy](#) is part of Robin Hood Multi Academy Trust which also consists of Birches Green Infant School, Birches Green Junior School, Cedars Academy, Ulverley School and Yenton Primary School.

The Trust is built on the principles of working collaboratively across each school to create unique learning experiences for children that they wouldn't get in any other organisation.

The Trust believes that each school's vision and ethos is unique to their own setting and community. With this in mind, space is provided for leaders to lead their schools whilst also offering the support of a team of highly skilled professionals from the MAT to enable the sharing of best practice. We believe that, with the collaborative leadership across our schools, we can create something truly special.

Children ages: **3-11**

Current school roll: **579**

Mission Statement

At Robin Hood we have a shared philosophy of what makes us unique; independent learning is a core feature. These skills are developed and advanced from nursery through to year six, enabling children to problem solve and take risks in a safe, supportive environment.

Computing is embedded and progressive, iPads and Chromebooks are the norm, blogs serve to support the curriculum and promote communication.

Mandarin is taught from the Foundation stage onwards. We are a Confucius school with strong links with Beijing No.2 Experimental School. Languages are fun!

Robin Hood is a creative school; art, drama and music permeate the whole school allowing great opportunities for all our pupils.

Sport and PE play an important role in developing a range of skills and contributes to an enjoyable healthy lifestyle. We believe strongly in having an open door to parents so they can participate and engage in their child's education.

Teamwork is important; we are friendly, flexible and reflective practitioners. Cooperative learning is a fundamental part of the school ethos/learning style and our learning to learn behaviour focus ensures our pupils are ready for the next stage of their education and secure good habits for life-long learning. Our University Challenge courses offer our pupils a chance to explore beyond the National Curriculum and consider future careers and develop new skills and interests.

We are approachable, nurturing and passionate about the education we provide. Our children are encouraged to learn and progress exceptionally well.

HEADTEACHER'S COMPETENCIES

To carry out the professional duties of a Headteacher as described in part nine of the school teachers' pay and conditions document. Candidates must take heed of this information. The assessment process at interview will be looking for the following criteria:

Qualification and experience

Essential

- Degree and Qualified Teachers Status
- Recent relevant professional development that enables the applicant to succeed in this post
- Successful experience as a Deputy Headteacher, Head of School or Headteacher
- Successful teaching experience at primary school level

Desirable

- Experience of teaching and leading in a culturally diverse environment
- NPQH
- Has ideally had previous headteacher/head of school experience

Leadership and strategic direction

Essential

- Ability to work with the Governing Body to create and articulate a clear vision for the future of the school
- Demonstrable track record of providing inspiration, motivation and strong leadership to all staff and the school community

Teaching, learning and assessment

Essential

- A commitment and driving passion for the inclusion of all children in a high-quality education
- Ability to provide pupils with the excitement of a relevant, challenging and creative curriculum that raises standards of education for all
- Evidence of raising standards across a primary school including for individuals and groups of pupils through monitoring, analysing and evaluating the quality of teaching and learning
- Commitment to set high expectations for each child and to ensure all pupils are supported to achieve these

Staff management and development

Essential

- Ability to lead, manage and motivate the whole school community
- Ability to coach and mentor staff to improve performance
- Ability to engage collaboratively with and respond to challenge from the Governing Body

Organisation: managing systems and resources

Essential

- Ability to set, interpret, monitor and manage a budget
- Excellent analytical skills with the ability to prioritise demands and manage financial and human resources to ensure high educational achievement and wellbeing

Community

Essential

- Successful experience of creating and maintaining effective partnerships with parents, the community and local schools to enhance pupils learning

Academic / social / emotional

Essential

- Ability to create and maintain an environment which promotes good behaviour and celebrates success
- Ability to inspire and encourage all pupils to reach their potential

Safeguarding and inclusion

Essential

- Thorough knowledge of safeguarding legislation and safer working practices
- Evidence of promoting an inclusive environment for all pupils
- Demonstrable commitment to diversity across race, gender age, religion, identity and experience

Personal attributes

Essential

- Effective interpersonal, communication and presentation skills, both written and oral



The selected person will be either:

- A Headteacher/Head of School
- A Deputy Headteacher

**Full Job Description and Person Specification
MAT Leadership Competencies**



Letter from our CEO

Dear Applicant,

Thank you for taking the time to review the HT job advert for Robin Hood Academy. We are excited by the prospect of bringing in a new leader with fresh ideas and experiences into our team. We know that applying for a new position is always a little unnerving in terms of assessing if you have the skills to do the role and also evaluating the people you are going to be working with.

We want to make this process as easy as possible - rest assured that we are not expecting you to be the perfect leader or perfect candidate - there is no such thing as perfect in our book. We are, however, looking for someone who has a clear understanding of themselves as a leader - your strengths, development points and what makes you tick. We are also seeking someone who has a moral drive to make a significant difference to education - you might not fully know what that is yet but the main thing is that you have a desire to help improve the system.

At Robin Hood Multi Academy Trust we believe passionately in making a bigger difference than we are entitled to - we can only achieve this by working with talented individuals who have the same moral drive. We hope that person is you and that you take the time to get in touch and complete the application form.

Thanks for taking the time to read the application pack and good luck.

Kind regards,

Steve Taylor
CEO
Robin Hood Multi Academy Trust



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