



SARUM ACADEMY HEADTEACHER APPLICATION PACK

Required for September 2025 or earlier if possible



www.magnalearningpartnership.org.uk



WELCOME LETTER FROM CEO AND CHAIR

DEAR APPLICANT

Vacancy for the Role of Headteacher – Sarum Academy

We are delighted that you have shown interest in the post of Headteacher at Sarum Academy.

As a flourishing trust, Magna Learning Partnership is seeking an exceptional person to become Headteacher for this vibrant and successful school. We wish to appoint someone with vision, drive and enthusiasm. They need to be a committed team player, highly in tune with our trust and school values and a person of the highest integrity. To be considered, you will need to be able to demonstrate that you have a proven track record of ambitious and evidence-based school improvement.

We will offer you the opportunity to work with a supportive and dynamic team of professionals who share great practice, learn from one another, and are absolutely committed to achieving the very best outcomes for the young people in their care. Sarum needs a candidate with pace and energy who can build systems that work for staff and pupils quickly. As a Trust, we will offer the successful candidate all the support they need in order to be successful.

The Governors and Trustees are equally passionate about the role they play in influencing young people's lives. You can be sure that you will be fully supported as a Headteacher in Magna Learning Partnership. Sarum Academy received a very favourable Ofsted inspection and was graded 'Good' in February 2023. The Academy seeks a leader who is outward facing and committed to relentlessly raising standards. If this is the opportunity you are looking for, please book a tour of the school with a chance to meet the CEO and we will look forward to receiving your application. Magna Learning Partnership is on an exciting journey and we would be very happy to talk to you personally if you have any questions about the role or the Trust.

Please email the CEO, Ian Tucker on itucker@magnalearningpartnership.org.uk if you want to find out more, discuss the role or arrange a tour.

Kind regards

Ian Tucker
Chief Executive Officer

Mark Allinson
Chair of the Trust Board



SARUM ACADEMY

'Working Hard, Achieving More'

Sarum Academy is situated North West of Salisbury. The Academy is a Church of England School founded in 2010 delivering high quality education to students aged 11-19 years. It serves the Bemerton Heath community and surrounding villages. The number on roll is currently 788, having grown significantly in popularity over the last few years. Young people benefit from a spacious and modern campus with excellent sports facilities, including a recently built all weather 3G football pitch.

Sarum Academy received a good Ofsted grading in their inspection in February 2023, the report highlighted leaders have high aspirations for students, the curriculum is well planned and teachers have strong subject knowledge.

The permanent leadership team comprises of two Deputy Headteachers, five Assistant Headteachers and a senior leader. They are supported by associate leaders appointed on an annual basis and a capable team of middle leaders. A strong pastoral team supports the leadership of this academy.



The curriculum is dynamic and inclusive, focused on providing the very best opportunities possible for our young people and supporting them to leave with the qualifications and personal qualities necessary for the next stage of their education. Students with Special Educational Needs are well looked after through high quality teaching and excellent wrap-around support and leadership. We have a team of highly able staff who are always keen to be at the forefront of best practice in teaching, learning and support for young people. Sarum Academy also has an extensive co-curriculum offer that provides students with a huge range of opportunities to discover their talents and passions, including many education visits and a wide range of outdoor activities including DofE.

Sarum Academy creates a warm and supportive working environment for staff and a strong sense of shared vision and ethos. The academy prides itself on its strong and effective partnerships with young people and their families and its collective vision of empowering each student to be the source of their own success.

You will find further information on the academy website at <https://www.sarumacademy.org>



MAGNA LEARNING PARTNERSHIP

Opened in April 2017 as a collaborative partnership between three local 11-16 secondary schools, the Trust has now grown to become a balanced organisation of six primaries, three secondaries and a sixth form college, serving children and young people from the ages of 3-19. We are committed to our role in education and the community in Salisbury and the surrounding area; our academies sit within a ten-mile radius of the city centre. We educate over 4,750 pupils and students and we have more than 650 staff, making us one of the largest employers in the area. We expect that Trust local growth will continue over the coming years.

MLP is committed to inclusion; we strive to ensure that we make a difference to the life chances of every child and young person educated in one of our academies. We are collaborative and democratic in our approach to leadership. Our Leaders make a significant contribution to decision making and whilst increasingly we look to align practice, one size fits all is definitely not our approach. We protect the identity of the individual academies in MLP. We are an open and friendly group of people in the Trust who work together to improve lives and support our Headteachers to create wonderful learning opportunities for young people.

MLP ACADEMY IMPROVEMENT

As a Headteacher in Magna Learning Partnership you will benefit from the unwavering emphasis we place on improving outcomes for all learners, placing academy improvement at the heart of everything we do. We find the right balance of support and accountability by creating the conditions for deep collaboration through partnership working, high quality professional development, regular academy visits, progress meetings and supportive review days.

We invest heavily in professional development, employing the best education practitioners to inspire our staff through workshops, training courses and our annual conference. We provide strong opportunities for career development, including organising secondments across the Trust and to senior leadership teams.

This year, we have developed Trust Network Teams who meet regularly, allowing staff to work with their counterparts across MLP to build the curriculum, train, moderate and assess together; supporting each other to lighten the load. Partnership working outside the Trust is a key feature of academy improvement. All MLP academies are supported in realising their vision for education by experienced Directors of Education, SEND and Safeguarding who work in close partnership with the academy and with other local MLP academies and partners to build and share professional expertise and capacity.



JOB ROLE

Job Title: Headteacher
Location: Sarum Academy
Salary: L25-30 (£89,826 - £101,529) a relocation assistance package is available to eligible applicants
Start Date: September 2025
Contract: Full Time

The Trust Board of Magna Learning Partnership, together with the Academy Governance Committee are inviting applications for the post of Headteacher at Sarum Academy.

Applicants for this role must:

- demonstrate a sustained record of school improvement and success at leadership level
- must be aligned to the Christian values needed to lead a Church of England School
- be an experienced and dynamic leader, able to build on the strengths of the academy and lead it into the next exciting phase of its development
- possess an unwavering commitment to improve, accelerate and enable ambitious life goals for all young people in the academy
- be a strong communicator, able to develop deep and meaningful connections with the whole school community
- demonstrate a clear commitment to the development of the Trust through this leadership role, including close collaborative work with the sixth form college in our Trust



Applications should be submitted via the TES portal including a supporting statement detailing any relevant experience, skills or other information which you think makes you suitable for this particular role. Your application may not be considered if you do not tailor it to this specific Headteacher role. Closing date is 9am on Friday, 31st January.

Interviews will be held on the 10th and 11th of February 2025.

Sarum Academy, part of Magna Learning Partnership, are committed to safeguarding and promoting the welfare of its children and young people and expects all staff and volunteers to share this commitment. Successful applicants will need to undertake an enhanced DBS clearance. An online check will be carried out on all applicants invited to interview.

We will not discriminate in any area of employment and confirm our commitment to equality of opportunity in all areas. Applicants will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion, colour, age, disability or sexual orientation.

REWARDS AND BENEFITS

As a Headteacher working for Magna Learning Partnership you will be able to access a range of benefits and support. In addition to your pension, life assurance and occupational sick pay we offer the following:

- One to one coaching programmes
- Professional development tailored to your career plan
- An annual medical
- An employee assistance programme
- Staff wellbeing initiatives
- Discounted membership of a local gym
- Membership of the cycle to work scheme
- Health cover from Benenden Health Care
- Electric Car Leasing Scheme
- Wiltshire Rewards discount scheme



JOB DESCRIPTION

Job Title: Headteacher - Sarum Academy

Start Date: September 2025

Purpose of role:

The Headteacher will lead Sarum Academy within Magna Learning Partnership, inspiring staff to achieve the highest possible standards in teaching, learning, curriculum and assessment and the development of well-rounded and ambitious students.

Role description:

The successful candidate will:

- demonstrate exemplary leadership
- set and review the academy's priorities and objectives to reflect the overall priorities for Magna Learning Partnership and ensure their effective delivery
- develop, motivate and deploy Sarum Academy staff to secure the best possible use of available talent
- determine and drive appropriate standards and targets to deliver improvement
- create a safe and positive learning environment with high accountability, with the highest priority given to safeguarding

The Headteacher will report to the Director of Education (Secondary/Post 16) for the quality of education and to the Academy Governance Committee. The Headteacher is expected to be flexible in order to ensure the most effective organisation and delivery of education and to undertake their professional duties.





Responsibilities:

Curriculum, teaching and learning:

- work with staff to develop a curriculum, within and beyond academy hours, to meet the needs of all students
- implement strategies which continue to raise the standards of academic achievement and behaviour
- develop, with staff, the quality of learning and teaching in a culture of active self-evaluation, monitoring and review
- monitor and evaluate the standards of teaching and learning at Sarum Academy and ensure that high standards of professional performance are maintained
- promote a positive attitude to learning, academic achievement and excellence for all students, fostering students' skills as independent and curious learners
- ensure that the progress of students at the academy is monitored, evaluated and effectively recorded and use the analysis of data to raise standards

Community:

- develop and maintain effective links with MAT schools and the wider community
- develop and maintain strong links with partner and feeder schools
- take a proactive role in raising the profile of the Academy within the local community to pursue and secure additional resources
- maintain positive relationships with past, current and potential parents and promote active involvement in the academy community

Leadership & Management:

- lead the strategic development and direction of the academy, in line with the overall MAT strategy
- work with the Director of Education to develop the educational direction of the academy and to raise standards
- promote the aims and objectives of the academy ensuring the ethos and values are upheld
- maintain a motivated, disciplined academy in which students achieve their full potential
- exercise leadership and management supervision over the teaching and support staff
- maintain a visible presence around the academy, within the MAT and the wider community
- lead the Academy development, improvement planning and self- evaluation process with staff, governors, parents and students
- promote a team approach with all staff, the Academy Governance Committee and the executive leadership of the MAT
- take a lead on key academy policy areas and make recommendations to the Academy Governance Committee
- work with the skills and resources of the Academy Governance Committee and the wider MAT team to ensure the successful development of Sarum Academy

Finance, Resources and Premises:

- work with the Director of Education and Director of Finance and Business to allocate, control and account for the financial and material resources of the academy
- recruit staff of the highest quality and work with colleagues to deploy and develop staff effectively for current and future needs
- ensure that the Health and Safety Policy is fully implemented



PERSON SPECIFICATION

The following is a summary of the main attributes that are expected of the successful candidate. They should be read in conjunction with the Headteachers' Standards published in 2020. The standards encompass the following domains of Headteacher responsibility:

Culture and ethos:

School culture * Behaviour * Professional development

Curriculum and teaching:

Teaching * Curriculum and assessment * Additional and special educational needs

Organisational effectiveness:

Organisational management * School improvement * Working in partnership

All of the above are underpinned by the Governance and accountability domain.

The assessment of the following criteria will be via the application letter and interview.

Criteria	Essential	Desirable	Assessed by
Qualifications	QTS Good Honours Degree	NPQH or further professional qualification Training and qualification for designated safeguarding	Application
Experience	At least 5 years teaching experience and in more than one school At least 4 years successful leadership experience at Headteacher or Deputy Headteacher level Outstanding classroom practitioner Evidence of raising standards in a high performing team Effective collaboration with external agencies Effective leadership of whole school developments relating to teaching, learning, curriculum and self-evaluation	Headship experience Working in leadership across a MAT	Application/ Interview

Criteria	Essential	Desirable	Assessed by
Experience	<p>Demonstrable evidence of raising the standards of learning and teaching</p> <p>Proven track record of the effective management of change</p> <p>Experience of working with the governance of a school for impact on academy improvement</p> <p>Familiar with the Church of England vision for education and the SIAMs framework for inspection</p> <p>Use of technology to improve systems that raise student achievement</p> <p>Effective line management of other staff</p>		
Professional Development	<p>Evidence of relevant and recent further professional development</p> <p>Evidence of leading on the professional development of other staff</p>	Recognition that life-long learning is an essential part of personal development	Application/ Interview
Personal qualities, skills and characteristics	<p>Comfort with outstanding practice</p> <p>Ability to build and maintain effective relationships through interpersonal skills</p> <p>Excellent communication skills</p> <p>Able to inspire, challenge, motivate and empower others</p> <p>Able to think creatively to anticipate and solve problems</p> <p>Confident to build on current good practice whilst moving the academy forward with vision and vigour</p>		Application/ Interview

Criteria	Essential	Desirable	Assessed by
Personal qualities, skills and characteristics	<p>Able to develop effective teamwork and be able to contribute effectively to a range of teams</p> <p>A strategic thinker who can contribute to creating a coherent school vision</p> <p>Able to make sound judgements of standards of teaching observed, giving quality feedback using a coaching model</p> <p>Possessing an inclusive approach to education</p> <p>Having high expectations of self and others</p> <p>Able to manage and resolve conflict</p> <p>Able to work under pressure, maintaining a sense of perspective and humour</p> <p>Demonstrate commitment, honesty and dedication</p> <p>Ability to manage own time effectively</p> <p>Reliability and integrity</p> <p>Resilience and tenacity</p> <p>Possessing high personal standards and moral integrity</p>		



Criteria	Essential	Desirable	Assessed by
Knowledge/ special aptitudes	<p>Knowledge of current educational trends, curriculum developments and educational initiatives</p> <p>Experience of curriculum mapping and/or timetabling</p> <p>Excellent knowledge and understanding of diversity and equality requirements</p> <p>Knowledge of Ofsted framework and the means through which an academy becomes outstanding</p> <p>A belief in the role of independent learning in education with the ability to articulate and deliver this vision</p> <p>A belief in working in partnership and as part of an established team</p> <p>Proven ability in the development of effective structures and systems</p> <p>A commitment to the Nolan principles (7 principles of public life)</p>	<p>A creative and innovative approach to teaching, learning and the curriculum</p> <p>Experience of working in close partnership with other schools in a MAT</p>	Application/ Interview
Other	<p>Sense of humour</p> <p>Good health and attendance record</p>		Interview



APPLICATION CHECKLIST

Tour of the school:

Please book your place on a tour through Ian Tucker, CEO
itucker@magnalearningpartnership.org.uk

Applications close:

Friday, 31st January - 9am

Please submit your application and supporting statement through the TES portal

Interview Day 1

Monday, 10th February

Final interview and panel decision:

Tuesday, 11th February

