

February 2021

Dear Candidate,

Thank you for your interest in The Four Stones Multi Academy Trust (MAT) and the position of Headteacher at The De Montfort School from September 2021. Further information is available on our website at <http://thefourstonesmat.co.uk/>.

The De Montfort School (TDMS) joined the MAT on 1<sup>st</sup> January 2021 as a sponsored school and whilst there is clearly much to celebrate at TDMS, there is a lot to be done to improve the provision across Key Stages 2 to 5 and the attainment and achievement of all the students.

The MAT is unapologetically ambitious for every student, no matter what their background, prior attainment or needs. We take great pride in developing relationships between students, staff and families, in order that we can ensure that success is desirable, demanded and achievable. We complement our academic curriculum with an extensive enrichment programme. From after school clubs to international trips, we give our students access to the cultural literacy to enable them to fully participate in adult educated life. We operate with a strict approach to discipline ensuring our students develop the habits that will be necessary to be successful independent adults. Our students are therefore a credit to us and we are very proud of their example. Teachers are able to teach and students are able to learn in calm, purposeful classrooms. We have very high expectations of our staff, but we value them highly and treat work load very seriously. Our systems ensure they can really focus on their core purpose of teaching unhindered by bureaucracy or poor behaviour. Therefore, this is an exciting opportunity to lead the school as it embarks on a journey of improvement.

The Headteacher can expect to be well supported by the Executive and Central Teams and, of course, where necessary to be challenged robustly too.

The Trust Board and I have been working hard to set up everything we need to run our MAT and as part of this we have identified our fundamental strategic priorities. Put simply, we wish to be a MAT that runs a family of truly phenomenal schools. Achieving this will involve success across three key areas:

- Exceptional leadership at all levels leading to the outcomes and achievements we aspire to for all our students;
- The right culture and ethos embedded and understood by all members of our family of schools; and
- A clear growth strategy to secure the MAT's future whilst driving standards even higher in our existing schools.

One of the most important responsibilities handed to the Executive Team is to work with the Trust Board to achieve progress in these three key areas and establish all the necessary systems and processes to ensure the MAT meets its strategic plans.

I hope that the contents of this pack encourage you to find out more about The Four Stones Multi Academy Trust and The De Montfort School. Don't hesitate to get in touch should you have any questions or want to know more about any aspect at all and do please feel free to come and visit us.

It is important that you are totally aligned to our values and vision. Therefore, informal discussions with Stephen Brownlow (Chief Executive Officer) or Mark Pollard (Deputy Chief Executive Officer) are welcome. Please contact Jo Stanley (PA to the Chief Executive Officer) on 01562 881126 or [applications@thefourstonesmat.co.uk](mailto:applications@thefourstonesmat.co.uk) to make an appointment.

We look forward to receiving your application in due course. The completed application form should be emailed to [applications@thefourstonesmat.co.uk](mailto:applications@thefourstonesmat.co.uk) by 10.00am on Thursday 18<sup>th</sup> March. Interviews will take place during the week beginning Monday 22<sup>nd</sup> March.

Yours sincerely,

Stephen Brownlow  
Chief Executive Officer