

February 2021

Dear Candidate,

Thank you for your interest in The Four Stones Multi Academy Trust (MAT) and the position of MAT-Wide Deputy Headteacher. Further information is available on our website at <http://thefourstonesmat.co.uk/>. We would like the appointment to start from 1st September 2021 or earlier but appreciate the need to be flexible in these unusual times.

We are very excited to offer this opportunity for a senior leader, with an eye on headship, to come and join us. You will be given the openings to develop your leadership experience over a variety of schools within the MAT. This will involve undertaking training, with a mentor to help guide and support you, with a view to becoming a Headteacher within 2-3 years within our MAT. Deployment in one of our schools will be determined with you and your mentor, with a view to expanding your experience and ensuring that you spend time in a range of settings, developing your knowledge and understanding of school leadership. There will also be a training programme which will coach you in the current research behind approaches to curriculum, pedagogy and behaviour, together with wider leadership development around managing workload for staff and change management.

You will likely be in, or have completed, a leadership development programme such as NPQH, NPQSL or Future Leaders and are keen to put what you have learnt into practice. You will also be an experienced senior leader with:

- a proven track record of outstanding classroom practice;
- substantial and successful record as a senior leader of a secondary school achieving successful outcomes for students of all prior attainment;
- the ability to improve, challenge and support colleagues;
- drive and enthusiasm; and
- the ethos of being uncompromising in the pursuit of high standards of student behaviour and achievement.

We welcome applications from talented Assistant Headteachers through to experienced Deputy Headteachers as we believe that we have a tailored programme to meet your needs and to broaden your experience ready to become a Headteacher within our MAT.

We are not complacent at the enormity of the task ahead for the MAT, but we have the capacity – financial, operational, and reputational – to grow in a successful fashion, and in a way that enhances, rather than detracts from, our current schools. We do this not merely as an end in itself but to support and learn from other schools, spread our vision and values and also our belief in the power of an outstanding curriculum and teaching to transform students' lives.

We know that many other organisations within our school system face severe financial problems, but as a result of cautious and astute planning, we have built up substantial reserves for an organisation of our size, and thus face the future largely free from the worries many have. This means that we are free to focus on the most important part of the role: ensuring the students in our schools get a great education and that our staff feel valued as they go about their jobs.

The MAT-Wide Deputy Headteacher can expect to be well supported by the Executive Team and, of course, where necessary to be challenged robustly too.

I hope that the contents of this pack encourage you to find out more about The Four Stones Multi Academy Trust. Don't hesitate to get in touch should you have any questions or want to know more about any aspect of the post.

We look forward to receiving your application in due course. The completed form should be emailed to applications@thefourstonesmat.co.uk by 10.00am on Monday 22nd March. Interviews will take place during the week beginning Monday 29th March over a video link using Microsoft Teams. However, early applications are encouraged as we reserve the right to interview earlier for this post should a suitable candidate apply.

Yours sincerely,

Stephen Brownlow
Chief Executive Officer