

Principal

Arnold Hill Spencer Academy
Candidate Pack



ARNOLD HILL
SPENCER ACADEMY



ASPIRATION
PARTNERSHIP
RESPONSIBILITY

CHIEF EXECUTIVE

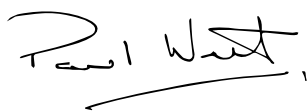
Thank you for your interest in becoming the Principal of Arnold Hill Spencer Academy, as part of the Spencer Academies Trust (SAT). SAT is an educational charity, multi-academy trust and sponsor of academies. We educate over 18,000 children and young people in our academies and employ more than 2,500 teachers, leaders and educational support professionals across the East Midlands. We aspire to be a leading regional high performing trust with a national reputation for excellence.

We currently have 18 primary academies, 8 secondary academies and one primary-aged special school in our family of schools. All of our schools share our values and beliefs and benefit from the collaboration and added value that being a member of our Trust offers.

Spencer Trust academies share an ambition to deliver results that compete with the very highest performing schools in the country, and deliver a curriculum for students that is underpinned by breadth, opportunity and quality: one that seeks to give young people the opportunity to develop into well rounded global citizens that believe they can influence positive change in the world.

These posts join an established, dynamic and impactful school improvement team and embody our commitment to ensuring that every child has the opportunity to both thrive and succeed.

If you are excited by the prospect of working on the front line in our academies, and feel you can meet the challenge and be an integral part of a successful and dynamic Trust, then we would like to hear from you.



Paul West,
Chief Executive Officer, Spencer Academies Trust



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Chief Executive Officer, Spencer Academies Trust

AIMS OF SPENCER ACADEMIES TRUST

Mission

Our Mission is to deliver the best possible outcomes for children and young people.

Vision

Spencer Academies Trust is an exceptional Trust, providing an outstanding education for local children.

We Believe

- All children have a right to a quality education regardless of background or ability, and have an entitlement to the opportunity of a secure progression route in their learning and development.
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership.
- We grow the effectiveness and sustainability of our schools by developing the people within them, and that through shared and equitable responsibility for quality and outcomes; we achieve more.

Our Trust Behaviours

- Straight talking and sincere
- Love to deliver
- Obsessive about detail
- Strive to do it differently
- Share responsibility, celebrate success together

Our Leadership Behaviours

- Leadership by example
- Passion for people
- Coaching not critiquing
- Understand your impact
- Having humility

Aspiration

We believe that every child deserves access to a high quality education in a caring and supporting environment. We actively encourage and challenge our students to have the highest possible aspirations for themselves and for each other.

Partnership

We know that schools are stronger when they collaborate and work together in partnership, we believe that we are ONE Spencer and support each other through sharing ideas, goals and resources.

Responsibility

We are committed to caring for and safeguarding our community and take seriously our role in delivering an exceptional education for our children and young people, and providing a supporting environment in which to learn and work.



ONE SPENCER

ONE SPENCER

Spencer Academies Trust (SAT) entered its second decade in 2023, as one of the first multi-academy trusts in England, the Trust is now proud to be successful and respected in the East Midlands region. The Trust has grown a diverse and balanced portfolio of schools, and is currently a family of 26 mixed phase academies, 18 in the primary phase, including 7 free schools and 1 special school, and secondary academy. Collectively, SAT educates over 18000 3 to 18 year old children and young people. The Trust has a secondary free school in pre-operations and is working towards becoming an Alternative Provision School proposer.

Alongside academies, SAT is one of the most established and successful SCITT providers and more recently become established as an apprenticeship provider, delivering teaching, teaching assistant and business administration apprenticeships across the region. SAT also operates the Derby Regional Teaching School Hub, providing professional development, leadership training, accredited professional learning and a range of educational networks for over 240 member schools. This provision is complemented by the Trust's work in leading the Derby Maths Hub, and also, The Derby Research School which is professional partnered by the Educational Endowment Foundation.

In 2022 the Trust marked its 10th anniversary by launching a charitable foundation, Spencer Superstars. With a mission, To support children to live their passions and follow their dreams, the Foundation provides financial gifts directly to children and young people, to support opportunities in their chosen field.

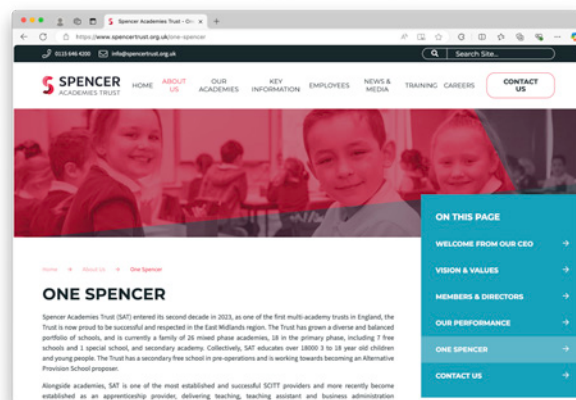
SAT aims to be the local educational employer of choice, with a happy, healthy and high-performing workforce. The Trust provides strong moral leadership and good governance in tackling the social, economic, technological and environmental challenges facing the world. The One-Spencer 2025 plan sets out the Trust goals for the next 3 years, with a driving ambition to be both exceptional and outstanding, and live each day the Trust values of Aspiration, Partnership & Responsibility.

Spencer Academies Trust's strategic plan for the years 2025-28 is laid out in our One-Spencer Plan. Our goals are defined in the following SIX areas:

1. Governance
2. Curriculum, Learning & Teaching
3. People
4. Estates & Capital
5. Finance & Resourcing
6. Infrastructure

For further details on our ONE Spencer goals please visit our website:

www.spencertrust.org.uk/one-spencer





ABOUT ARNOLD HILL SPENCER ACADEMY

Arnold Hill Spencer Academy is a special place to learn and work. Our students are impressive young people, whose behaviour and achievements are something to be proud of. Our aim is for all members of the community to “Be inspired and achieve together” and to provide opportunities for this on a daily basis. Student attainment and progress is above national average at GCSE and well above average at A Level and we are proud of our recent ‘good’ and ‘outstanding’ Ofsted judgements. We are currently full to capacity in most year groups with waiting lists for students hoping to join. We teach our students the value of respect, how to act responsibly and support them to become mature, independent young people. We very much believe in the potential of every student, enabling them to thrive in our caring environment.

WORKING IN A SPENCER ACADEMY

There’s no job in the world quite like shaping the futures of the next generation, and few as important or impactful in the lives of young people. Working at a Spencer Academy you have access to a broad suite of resources, comprehensive CPD opportunities and a network of unparalleled support. Our employees are the leaders who implement our vision of providing outstanding education for local children, and when they succeed, we all do.

No career is more powerful or rewarding than shaping the futures of the generations to come. At Spencer Academies Trust, you don’t just work—you belong! As part of One Spencer, you will be joining a thriving community founded on aspiration, partnership and shared responsibility. With access to an extensive support network, continuous professional development opportunities and a wealth of resources, you will be both empowered and equipped to thrive. Our shared vision of providing an exceptional education for local children, enables us to collectively unlock potential and build brighter futures. As part of One Spencer, we belong, build and become

Working with us at Arnold Hill, you will benefit from being part of a very committed and dedicated team who support each other, laugh in the staffroom and never let the grass grow under their feet!

 <https://youtu.be/UasuWiiDKfM>



WHAT WE CAN OFFER

Delivering the best possible outcomes in our academies starts with a team that's motivated, supported and ambitious. It's our goal to be an employer of choice for school staff in the East Midlands, so we offer competitive employee benefits, including:

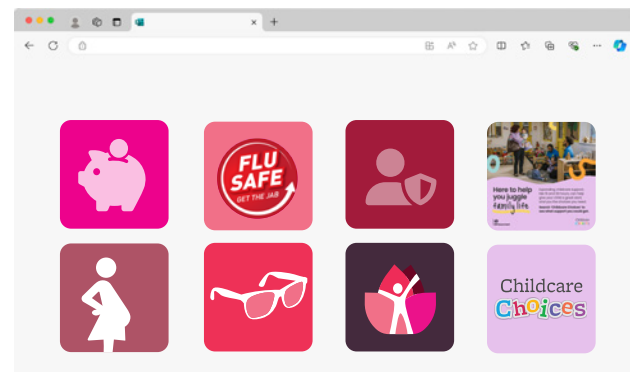
- Pay that is in line with or better than the Teachers and Educational Support national pay
- Flexible and family-friendly working policies
- Continuous service to those previously working in education
- Rigorous support from the central Trust team and other academies
- Partnership with Health Assured to provide support in mental/emotional wellbeing
- Free onsite parking for cars and bikes
- Salary Sacrifice Schemes for cycling and technology

At Spencer Academies Trust, we recognise that our colleagues cannot be there for our children and young people if we are not there for them first. We work hard to provide a supportive, warm working culture designed to uplift our employees, so we have created a comprehensive suite of employee benefits to support your professional, physical, and social-emotional wellbeing.

Employee Benefits

The Spencer Academies Trust offers a comprehensive suite of employee benefits designed to support staff professionally, physically, and emotionally. The Trust offers competitive pay with progression, pension schemes, and extra leave for prior service. Perks include childcare support, staff discounts, family leave pay, free drinks, subsidized lunches, parking, cycle storage, and flexible hours. Staff get at least 24 holidays, rising with tenure, plus sick pay, health perks, and CPD opportunities for growth.

spencertrust.org.uk/employee-benefits



We are committed to promoting equality, diversity and inclusion in both employment and education provision within Spencer Academies Trust and to creating an environment free from discrimination, bullying, harassment, sexual harassment, or victimisation. We aim to ensure all employees, within our One Spencer community feel they are treated fairly and with dignity and respect. Where our individual differences and the contributions we make are all recognised and valued regardless of age, gender reassignment, being married or in a civil partnership, being pregnancy or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, and sexual orientation.

Every person in our One Spencer community has a responsibility for making our Trust an inclusive environment where all members of our community feel welcome and can be themselves

Disability Confident

As a Disability Confident employer, we are committed to:



- ensuring our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- providing reasonable adjustments as required
- supporting our colleagues with a disability or long-term health condition, enabling them to stay in work

LETTER FROM THE SECONDARY DIRECTOR OF EDUCATION

We are looking to appoint a dynamic, driven, ambitious and impactful Principal to deliver an exceptional education for Arnold Hill Spencer. The next Principal will inherit an academy confident and ready for excellence - in June 2025, the academy was rated 'good' in all areas and 'outstanding' for Post 16 by Ofsted. The August GCSE outcomes were above national for both attainment and progress. The post has arisen following the decision of the current Principal to retire after securing success this summer. We want an ambitious leader to inspire a refreshed and forward-looking team that are hungry for even greater achievements.

There are many opportunities for Arnold Hill Spencer Academy, including our ambition to:

- Sustain the recent improvements in student outcomes at key stages 4 and 5
- Further enhance the reputation of Arnold Hill Spencer on its journey toward outstanding

There are of course challenges to address:

- Ensuring Arnold Hill can now compete with the very best schools in SAT year on year in progress and attainment terms and become the stand out choice for parents and pupils in its local community

The successful applicant will enjoy the full support of me, our Trust team, the Academy's staff and governors. There is significant opportunity for professional development and personal growth as part of our Trust, working with partners regionally, locally and internationally. Our Teaching School and Research School offers a full-suite of formal national leadership development programmes to Executive level as well as informal opportunities to network widely and explore innovation and research-based enquiry approaches to school improvement.

We have a talented team of Principals and leaders who work to collaborate to share resources best practice, overcome challenges and learn from each other. We share collective responsibility for all of our staff, young people and children and of course have the highest ambitions and aspirations for their future.

I wish you all the very best in your application and look forward to hearing from you.

To apply:

Please complete a written expression of interest in the role of no more than two sides of A4, alongside details of two references to:

✉ shodgkinson@spencertrust.org.uk

The application closing date is Monday 3rd November at 12.00 pm, with interviews provisionally scheduled to follow Thursday 6th and Friday 7th November



Fraser Mitchell, Secondary Director of Education

JOB DESCRIPTION

Establishment:	Arnold Hill Spencer Academy – Spencer Academies Trust
Post Title:	Principal
Grade/Pay Range:	Leadership L33 – L39
Hours/weeks:	Full Time
Reporting to:	SAT Chief Executive and Director of Secondary Education
Department/Team:	Secondary Principals/Heads of School

TERMS AND CONDITIONS

Term:	Permanent
Pension:	Teachers Pension Scheme
Office Accommodation:	The registered place of work will be Arnold Hill Spencer Academy
Right to work:	The successful applicant will need to provide proof of the right to work in the UK before taking up the post.
Safeguarding:	The successful applicant will need to complete level 2 safeguarding training (online) prior to taking up the post.

OVERALL PURPOSE OF POST

With a belief there can be no ceiling on student achievement and a passion for equality, the Principal brings strategic direction and professional credibility to Arnold Hill Spencer Academy. The Principal is accountable to the Chief Executive and Secondary Director of Education for ensuring that the Academy improves the life chances of children and young people by raising aspiration and fulfilling potential.

The Principal will provide professional leadership and management of their individual Academy and must establish a culture that promotes excellence, equality and high expectations of all pupils, whilst contributing to the success of all pupils within the Spencer Academies Trust.

Main Duties and Responsibilities

- Provide inspirational and effective leadership and management of the Academy, ensuring pupils make outstanding academic and personal progress.
- Effective implementation and embedding of the SAT values and principles of working in collaboration and upholding the SAT mission, vision and beliefs.
- Provide leadership across all aspects of the Academy including professional leadership, management and control.
- Create a culture of constant improvement and being an inspirational leader, committed to the highest achievement for all in all areas of Academy work.
- The Principal will have line management responsibilities for the Senior Leadership Team in the Academy. Strategic Leadership

- Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils of the Academy;
- Ensure the Academy achieves its performance targets and lead the academy within the Trust's agreed objectives and operational plans, which will drive forward and sustain academy improvement;
- Demonstrate the vision and values of SAT in everyday work and practice;
- Challenge, motivate and empower others to ensure the academy provides a high quality education and delivers the best possible outcomes for children and young people;
- Promote the Academy, and the Trust and develop effective and productive relationships with a wide range of stakeholders;
- Secure the commitment of parents and the wider community to the vision and direction of the Academy and the Trust;
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursues continuous professional and personal development.

Teaching and Learning

- Provide a model of outstanding practice to all staff in teaching and academy leadership;
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality and equity, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes;
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities which promote pupils' wellbeing and achievement;
- Establish a positive culture of challenge, support and high expectations and a culture for sharing best practice within the Academy, drawing on and conducting relevant research and forensic data analysis;
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment.

Employee Support and Development

- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other;
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning;
- Hold all staff to account for their professional conduct and practice;
- Build a collaborative learning culture within the academy and actively engage with other academies within the Trust to build effective learning communities.

Systems and Processes

- Ensure that systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity;
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in the Academy and in the wider society;
- Ensure the Academy systems and measures for managing the performance of staff are implemented robustly in the phase, addressing any under-performance, supporting staff to improve and valuing excellent practice;
- Manage the Academy's financial and human resources effectively and efficiently to achieve the Academy's educational goals and priorities;
- Work with the SLT and Trust to recruit and retain staff of the highest quality, in line with trust policy and safer recruitment procedures. The Self-improving School System
- Work with other schools/academies and organisations (both within and beyond SAT), in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils;

- Develop effective relationships with fellow professionals and colleagues in other setting and other public services to improve academic and social outcomes for all pupils;
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools;
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff; Model entrepreneurial and innovative approaches to school improvement and leadership, confident of the vital contribution of internal and external accountability;
- Inspire and influence others, within and beyond schools, to believe in the fundamental importance of education in young people's lives and to promote the value of education. Safeguarding children and Safer Recruitment
- Ensure safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by SAT;
- Ensure that all policies and procedures adopted by the Trust are fully implemented and followed by all staff;
- Ensure that sufficient resources and time are allocated to enable the designated safeguarding lead and other staff to discharge their responsibilities.

General

- Work in a professional manner and with integrity and maintain confidentiality of records and information.
- Maintain up to date knowledge in line with national changes and legislation as appropriate to the role.
- Be aware of and comply with all Trust policies including in particular Health and Safety and Safeguarding.
- Participate in the Trust Appraisal process and undertake professional development as required.
- Adhere to all internal and external deadlines.
- Contribute to the overall aims and ethos of the Spencer Academies Trust and establish constructive relationships with nominated Academies and other agencies as appropriate to the role.

These above mentioned duties are neither exclusive nor exhaustive, the post-holder maybe required to carry out other duties as required by the Trust.

The Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our students and expects all employees and volunteers to share this commitment.

All posts are subject to enhanced DBS checks and completion of Level 2 safeguarding training.

PERSON SPECIFICATION

Qualifications and Experience	E	D
Qualified Teacher status	•	
Honours Graduate or equivalent	•	
Further relevant professional/academic study or development	•	
NPQH or NPQEL qualification or potential to achieve	•	
Substantial successful recent senior leadership experience to at least Vice Principal with proven impact	•	
Experience as a current, previous or Principal/Headteacher		•
Experience across the secondary age range including thorough knowledge of the National Curriculum	•	
Experience of coaching and performance management which has led to improvement	•	
Proven track record in leading and managing successful teams	•	
Experience of having led, or made a significant contribution to, the success of an Academy, through its leadership, pupil outcomes and ethos	•	
Experience of analysing and monitoring standards and developing a relevant, effective curriculum	•	
Experience of managing organisational change	•	
Involvement in successful collaborative partnerships that have led to improved outcomes.	•	

Knowledge and Skills	E	D
Outstanding classroom practitioner	•	
Up to date knowledge including pedagogy and research findings.	•	
Understanding and commitment to safeguarding and promoting the welfare of children	•	
Knowledge of current and emerging priorities for the secondary phase	•	
Knowledge of how to prioritise effective allocation of the school finance streams	•	
Ability to generate and share a vision	•	
Ability to develop and maintain appropriate relationships and establish effective stakeholder partnerships within and beyond the Academy, and cross phase.	•	
Excellent interpersonal and presentation skills across the spectrum of stakeholders.	•	
Ability to manage and prioritise workload and, where appropriate, delegate to others.	•	
Ability to use data and a range of sources of evidence to make judgements and identify priorities.	•	
Ability to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement	•	
Excellent influencing skills and the ability to engage others in new ideas	•	
Able to inspire, challenge and motivate others through a range of leadership styles	•	
Has excellent organisational skills and is able to reprioritise workload.	•	
Able to work under pressure	•	
Ability to manage information for a range of purposes including internal and external to the Trust	•	

Personal Qualities	E	D
Self-aware – knows strengths and preferences and can relate to different personality types well.	•	
An inclusive mindset	•	
Self-motivated	•	
Willingness to learn	•	
Ability to work flexibly within a team and lead by example.	•	
Have a sense of perspective and a great sense of humour.	•	
Uncompromisingly ambitious for students and their life chances.	•	
Creativity	•	
Personal integrity	•	
Resilience	•	
Excellent communicator - both written and oral	•	
Recognition of the importance of personal responsibility for health and safety	•	
Commitment to the Trust's ethos, aims and whole community	•	

HOW TO APPLY

The Spencer Academies Trust Safer recruitment policy requires applications for this post must be submitted through our recruitment portal. CV's cannot be accepted. For certain roles, we are required to request references prior to interview and we will never confirm an appointment until we have completed all safer recruitment checks.

Early application is strongly encouraged as we reserve the right to interview and close the advert ahead of any closing date.



Disclosure & Barring Service

Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our children and young people. Therefore, we expect everyone to share this commitment. All appointments are subject to satisfactory pre-employment checks, including a satisfactory Enhanced criminal records with Barred List Check through the Disclosure and Barring Service (DBS) and the completion of Level 2 Safeguarding training. It is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children (where the role involves this type of regulated activity).

The Trust and its member academies are committed to promoting equality and diversity in both employment and education provision. We aim to ensure that students, parents, governors, employees, contractors, partners, clients and other stakeholders within the Trust community are treated fairly, and with dignity and respect regardless of Protected Characteristics.

Spencer Academies Trust is a Disability Confident Committed Employer.





CONTACT INFORMATION

📍 **Spencer Academies Trust**
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📘 [SpencerAcademiesTrust](https://www.facebook.com/SpencerAcademiesTrust)

🌐 [the-spencer-academies-trust](https://www.linkedin.com/company/the-spencer-academies-trust)

✉️ [satrust](https://www.x.com/satrust)

📺 [@spenceracademiestrust5887](https://www.youtube.com/channel/UCspenceracademiestrust5887)



SPENCER


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