



AVANTI PARK  
SCHOOL

# Principal Candidate pack

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# Welcome



## **Letter of Welcome from Mike Younger, Chair of Avanti Schools Trust Board of Trustees**

Dear prospective applicant,

We are delighted that you have shown an interest in becoming the Principal of Avanti Park School. In all our schools we are seeking to celebrate each student's individuality and deliver an educational journey that secures development, both academically and pastorally, to ensure confidence and ambition. Our philosophy is that education should provide every student with the core skills needed to achieve academic excellence through a diverse and rich programme of study that has holistic development at its core.

When I visit our schools, I see proud staff, engaged students and a community that knows we will do all that we can to secure the very best outcomes for the children within our care. These attributes are certainly not unique across the sector, but the relentless commitment and high expectations staff in Avanti's schools hold for our young people is truly remarkable.

The type of leader we are looking to appoint into this exciting new role will need a unique blend of skills. You will obviously have a strong understanding of what excellence looks like, alongside evidence of delivering exceptional outcomes for students - but you will also need to be an innovative and confident leader who will build solid foundations and inspire colleagues to reach for higher and greater gains.

Through our newly created Avanti Institute you and the staff you appoint will be able to access a comprehensive CPD package of support and if you are new to headship we will provide a bespoke training and development programme for you.

I hope you are as excited by this proposition as we are and if so, we look forward to meeting you.

A handwritten signature in black ink that reads "Mike Younger".



# The Avanti Way

Our school prepares students for their respective life-journeys by promoting educational excellence, character formation and spiritual insight.



## Educational Excellence

A healthy tree has a flourishing crown, with fruits that enrich the lives of others. Similarly, our unique gifts are nurtured through educational excellence and enable us to contribute to the world.



## Character Formation

A strong trunk stands firm to bear a vibrant crown. Our strength of character similarly enables us to engage positively with all that life has to offer. That character grows from spiritual roots and is strengthened through the quest to make the world a better place, starting with ourselves.



## Spiritual Insight

A healthy tree has deep and strong roots to withstand storms. The roots of our spiritual life similarly keep us grounded. Watering our roots is essential to their care, reminding us of the importance of our internal journey of self-discovery.

# Our Beliefs



## 1

### Realising potential

We believe we each have incredible potential which can be nurtured intellectually, emotionally, physically and spiritually.

## 2

### Empowering choice

We believe that while we cannot always control our circumstances in life, we have the capacity to choose our responses; to respond with goodness and to nurture goodness within.

## 3

### Strengthening interconnection

We believe all life is interconnected and therefore strive to care for and respect all life – human, animal and plant – living in a way that causes the least possible harm.

## 4

### Enriching diversities

We believe we each observe the same one reality, but from our own unique perspective; it is through open-hearted dialogue that we deeply enrich our vision.

## 5

### Expanding purpose

We believe by serving a greater purpose, we can live a meaningful and satisfying life of contribution.

## 6

### Nourishing loving relationships

We believe relationships which nourish our need to love and be loved encourage us to be the best that we can be.

# Information about the MAT and school

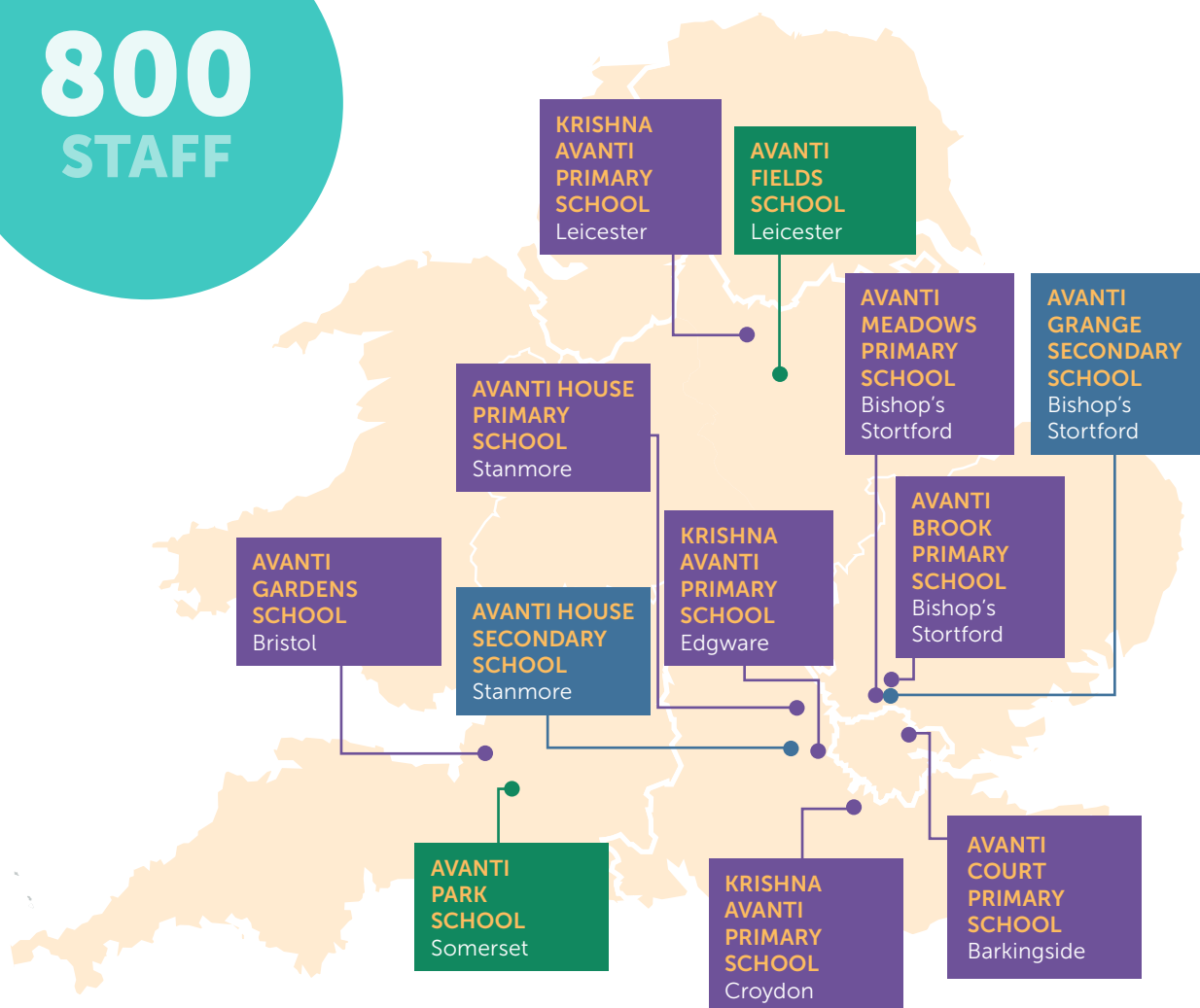
**5700**  
STUDENTS

## The Avanti Schools Trust

Avanti Schools Trust (AST) is a successful and growing multi-academy trust (MAT) with a track record of delivering strong outcomes for children. To date, all of our academies that have been inspected by Ofsted have been rated good, some with outstanding features. The majority of our schools are over-subscribed and we have a strong track record of delivering projects on-time and within budget.

The MAT currently operates three learning hubs – one in London, one in the Midlands and one in the South West.

**800**  
STAFF



## CURRENT SCHOOL INFORMATION

School	LA	Date joined Trust/opening	Age range	Ofsted grade
Krishna Avanti, Harrow	Harrow	2008	3-11	Good
Krishna Avanti, Leicester	Leicester	2011	4-11	Good
Avanti Court	Redbridge	2011	3-11	Good
Avanti House Primary	Harrow	2012	4-11	Good
Avanti House Secondary	Harrow	2012	11-18	Good
Krishna Avanti, Croydon	Croydon	2016	4-11	Good
Avanti Fields	Leicester	2018	4-16	Good
Avanti Park	Somerset	2019	4-14	Good
Avanti Gardens	Bristol	2019	4-11	Good
Avanti Meadows	Hertfordshire	2021	4-11	N/A
Avanti Grange	Hertfordshire	2022	11-18	N/A
Avanti Brook	Hertfordshire	2023	4-11	N/A

## Pupils' outcomes

Our schools are amongst some of the highest performing in the country. For example, many of our primary schools are ranked amongst the highest performing schools in the country. For more details about outcomes in Avanti's schools please [click here](#).



# Our commitment to parents, carers and students



We want to involve you as parents and carers fully in your child's education. By working closely with you we can ensure that each stage of your child's journey is stimulating, positive and enriching.

We will provide:

- The very best teaching in every subject and every classroom;
- A rigorous curriculum that challenges and stretches every student to be the best that they can be;
- A regular and robust assessment and reporting system that clearly informs you about your child's progress;
- An enrichment programme that includes academic, sport and music related activities;
- A wide range of local, national and international educational visits including residential;
- Clear and precise feedback that enables every student to master key skills and build their understanding;
- Opportunities to contribute to the life of the school and develop their leadership skills;
- A safe learning environment in which your child can flourish and be happy







## 12 elements of great learning and teaching in Avanti Schools

Through a planned programme of training and development supported by The Avanti Institute, we ensure that all Avanti Trust Schools have a highly developed sense of what constitutes great teaching. We continuously train and coach our staff on every feature of high quality pedagogy, in order that every student gets an education that is second-to-none.

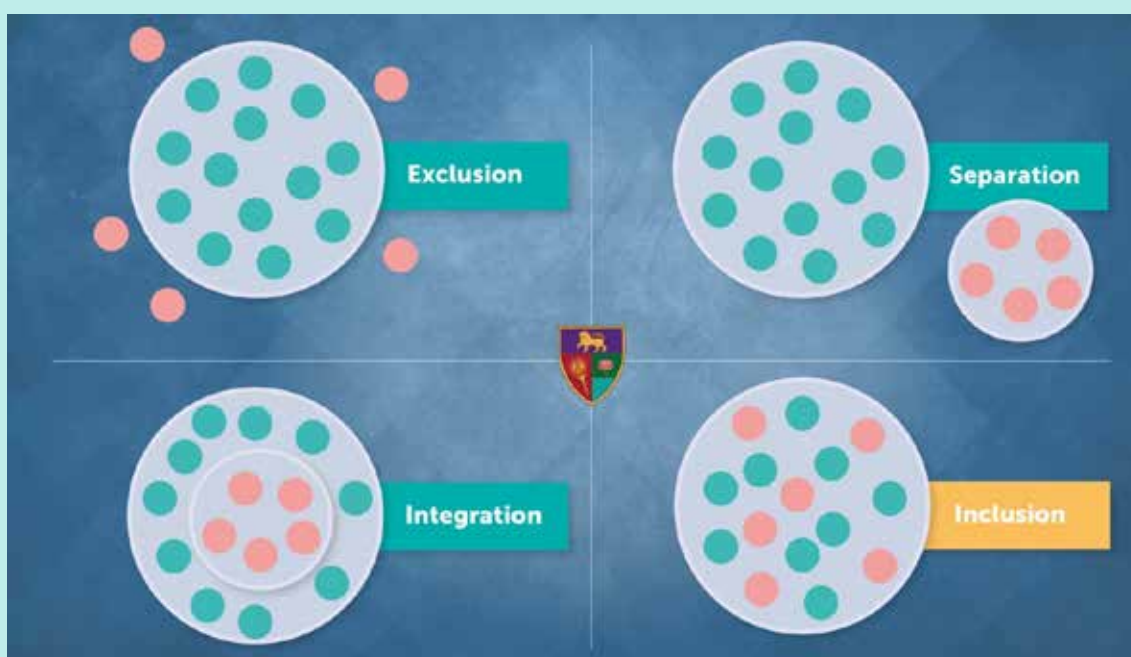


We ensure that all our teachers:

1. Build positive relationships with pupils and each other
2. Begin and end lessons calmly with familiar routines
3. Use intentional seating and classroom set up
4. Create a flourishing learning environment by managing behaviour effectively
5. Have clear and ambitious learning intentions for all pupils
6. Are always context considerate and adapt practice appropriately
7. Activate daily review of prior learning
8. Present new material in small steps
9. Provide modelling and scaffolding
10. Give opportunities for guided and independent practice
11. Ask effective questions and check for pupil understanding
12. Review learning regularly before moving on to new content

# Avanti's approach to inclusion

The ethos of our schools - driven by our values and adopted by all staff – will be inclusive. We place a strong value on both academic achievement and personal development, believing that pupils should achieve their full potential, learning alongside their peers within a nurturing environment. We believe that the entitlement to an inclusive, broad, balanced, relevant, and differentiated curriculum is a right for all and should not be constrained by age, gender, creed, race, physical disability, special education need or vulnerability. This entitlement should be delivered by trained personnel, committed to maximum inclusion, who are able to provide a happy, sensitive, secure, and developmental environment, in which all individuals are encouraged and enabled to undertake self-development, self-advocacy, respect for self, respect for others and respect for the environment.



# Main responsibilities of the role of Principal

## School culture;

- Establish and sustain the school's ethos and strategic direction in partnership with Avanti Schools Trust and in line with the core principles and values as outlined in The Avanti Way
- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- Ensure a culture of high staff professionalism.

## Teaching;

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how students learn
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- Ensure effective use is made of formative assessment.

## Curriculum and assessment;

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- Develop appropriate evidence informed strategies for improvement as part of well targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.



## Working in partnership;

- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- Commit their school to work successfully with other schools within and outside of the MAT and other organisations in a climate of mutual challenge and support
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all students.

## Governance and accountability;

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- Establish and sustain professional working relationship with the SSC
- Ensure that staff know and understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.



# Person Specification

Professional qualifications	Essential E/ desirable D
Qualified teaching status	E
Higher degree	D
Evidence of commitment to CPD	E
NPQH	D

Experience	Essential E/ desirable D
Knowledge of up-to-date pedagogy and research	E
Creative thinking, problem-solving and identifying opportunities	E
Knowledge of strategic financial planning, risk and budgetary management	E
Strong analytical and decision-making skills	E
Ability to implement effective school self-evaluation and development planning.	E
Experience of safeguarding and well-being for pupils and staff	E

Personal attributes	Essential E/ desirable D
Inspirational leader and manager with excellent interpersonal and communication skills	E
Self-motivated and proactive	E
Resilient and self-motivated	E
Approachable and empathetic	E

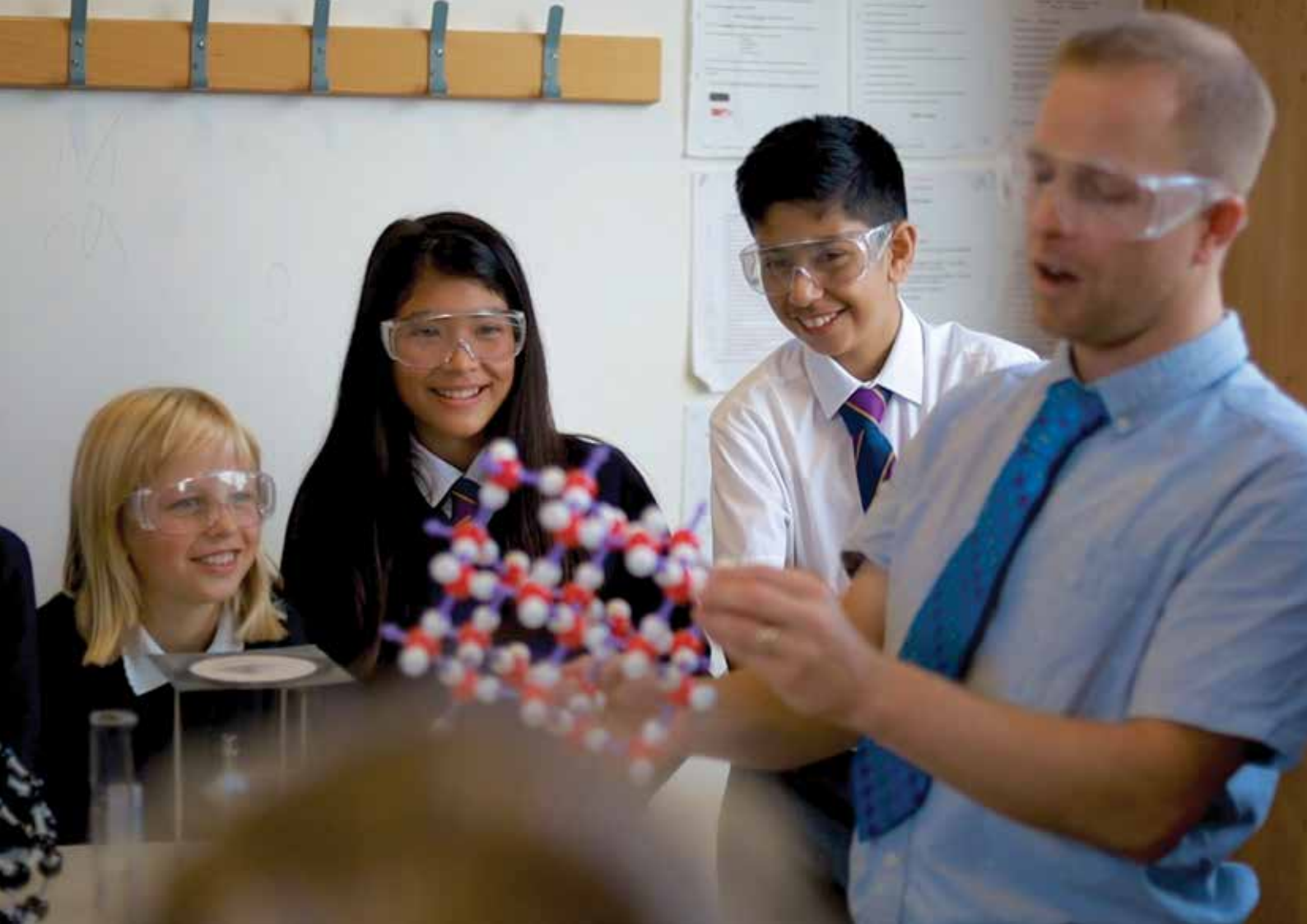
Knowledge and Skills	Essential E / Desirable D
Knowledge of how the needs of all students can be met through high quality teaching	E
Knowledge of up-to-date pedagogy and research	E
Creative thinking, problem-solving and identifying opportunities	E
Knowledge of strategic financial planning and budgetary management	E
Skills to develop and implement strategy	E
Experience of safeguarding and well-being for students and staff	E
Ability to innovate, manage and respond to change	E
Excellent interpersonal and communication skills	E
Understanding of legal frameworks governing the school	E
In-depth knowledge and understanding of wider educational social issues	E
Strong analytical and decision-making skills	E
Strong understanding of risk management	E
Ability to implement effective school self-evaluation and development planning.	E



The continuing development of the Avanti's employees beyond their induction and initial training is an area of crucial importance for the MAT. The Avanti Institute for Professional Learning is part of an overall workforce development strategy that views CPD as an ongoing, planned learning and development process that contributes to work-based and personal development. The scope of the Avanti Institute covers all settings, institutions and teams and includes - but is more than - training, development and professional qualifications.

## Further Information

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. For further information [click here.](#)



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**AVANTI PARK**  
Excellence · Virtue · Devotion

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