

QUEST ACADEMY



Principal of Quest Academy

FTE Salary £67,350 to £79,948

(there is potential to go up to £90,634 for a truly exceptional and experienced candidate)

Closing Date 5th June 2023

Start date September 2023/January 2024

QUEST ACADEMY

REASONS TO WORK AT QUEST ACADEMY:

- ◆ Supportive, forward thinking Multi Academy Trust (MAT).
- ◆ Sponsored by MacIntyre Charity who have a strong reputation nationally as a high-quality person-centred establishment.
- ◆ Friendly and caring atmosphere.
- ◆ A successful, stable Academy - judged 'Good' by Ofsted.
- ◆ Staff who work collaboratively, share resources and ideas.
- ◆ Positive, enthusiastic and dedicated staff team.
- ◆ Ideas are sought and welcomed.
- ◆ Wellbeing of staff is considered.
- ◆ A unique, innovative learning environment that is child centred.
- ◆ The Leadership team is approachable and supportive.
- ◆ Great opportunities for staff development and significant emphasis on staff CPD.
- ◆ Wonderful learners and supportive families.
- ◆ Innovative curriculum and bespoke holistic assessment.

Quest Academy is a special academy which provides 100 places for children aged 7 –17 years who have social, emotional and mental health needs and/or an autistic spectrum condition.

We recently achieved the “Family First Quality” award which is a national award given to academy’s who are able to “demonstrate how families lie at the heart of everything they do.” We have also achieved the accolade of being an Eco School.

We are proud to have achieved a ‘Good’ Ofsted outcome in 2022.

We are looking to appoint someone who:

- ◆ Has experience of working with learners with SEND.
- ◆ Has had a successful career as a school leader.
- ◆ Has a passion for making a difference and is willing to go to the extra mile
- ◆ Has a compassionate approach
- ◆ Understands the importance of working together with stakeholders
- ◆ Shares the same vision and values as the Academy and the Trust.
- ◆ Flexible enough to adapt to take advantage of agreed new opportunities to build upon the Academy’s’ current successes.
- ◆ Is innovative and willing to try out new ideas
- ◆ Has high expectations of themselves and others

Our Quest: working together, nurturing individuals, celebrating uniqueness, unlocking potential, friendships and memories. “Ready for Life”

QUEST ACADEMY



Our Mission-

To create a school community where everyone can **“be who they are and become who they are not yet”**.

Our Ethos-

We use the Spanish word **Querencia** to describe the way we work together, creating a sense of belonging through mutual trust and connectivity.

Our Core strategies-

Planning, **Accountability**, **Communication** and **Empowerment**.

QUEST ACADEMY



INTERACTIVE IMMERSIVE CLASSROOM



SOFT PLAY



SENSORY ROOM



CAFE



TEACHER WALLS



THERAPY ROOM



SCIENCE



LIBRARY



FOOD TECH



Putting children and families first



STAFF BENEFITS

- ♦ Free onsite Gym or a discounted local gym.
- ♦ Easy access to Rugby railway Station and close to the M6, A5 and M1.
- ♦ State of the art technology and facilities in a brand-new building.
- ♦ Access to the Employee Assistance Programme to support health and wellbeing.
- ♦ Cycle to Work Scheme upon successful completion of probation period.
- ♦ Pension scheme with generous employer contributions.

HOW TO APPLY

Full details of this vacancy can be found on the academy's website:

<http://www.thequestacademy.org/home>

For more information or to arrange a visit to Quest please contact:

HR@macintyreacademies.org



AT QUEST ACADEMY WE BELIEVE:

- In a strong sense of community placing the child and their family at the heart of everything we do.
- That our learners deserve an outstanding education.
- In the need to be ambitious for learners' futures.
- In growing our own teachers and leaders for tomorrow.
- That happy staff and learners supports everyone to be the best that they can be.
- Believe in being outward facing.

OUR CORE VALUES

- **Compassion:** We focus on the positives.
- **Ambition:** We challenge ourselves (learners, families, staff and academy's) to go further.
- **Partnership:** we are better when we work together.

Recent comments from Parents:

"Can't find fault with the academy, it exceeds our expectations and communication is excellent" "The academy is excellent and supports my child and its parents in whatever way possible. Highly commended."

OUR CURRICULUM

Our overriding aim is to ensure that our learners become:

- ◆ Successful learners
- ◆ Confident individuals
- ◆ Responsible citizens

We place equal emphasis on our learners developing the skills and knowledge from the four areas of our holistic curriculum:

- ◆ Academic
- ◆ Skills for Life
- ◆ Engagement
- ◆ Wellbeing



MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All positions will require an enhanced Disclosure and Barring Service check and registration with the DBS Update Service together with all other relevant recruitment checks including obtaining references. This post includes engaging in regulated activity relevant to children and is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the Exceptions Order, 1975, 2013 and 2020. Further information about filtering offences can be found in the DBS filtering guide. DBS filtering guide- GOV.UK (www.gov.uk). It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Referees will be asked to assess the suitability of candidates to work with vulnerable adults, children or young people and will be verbally verified. Individual Safeguarding policies for MacIntyre Academies' can be found on our website under 'Essential Information' and candidates will be asked about this as part of the recruitment process.

Quest Academy
Anderson Avenue
Rugby
Warwickshire
CV22 5PE

Job Title: Principal of Quest Academy

Reference No(s): 0000000183

FTE Salary: £67,350 -£79,948 (there is potential to go up to £90,364 for a truly exceptional and experienced candidate)

Closing Date 5th June 2023

Hours: Full time

Location: Rugby, Warwickshire

Interviews: TBC

Start Date: 1st September 2023 or 1st January 2024

Be part of a team that is passionate and committed to making a positive difference to the lives of the pupils and their families; in an innovative academy in Rugby, for children and young people with autism and/or social, emotional and mental health needs.

About Us

In September 2019, MacIntyre Academies Trust opened a new and exciting Academy in a purpose-built state of the art building in Rugby, Warwickshire for children and young people with social, emotional and mental health needs and/or autism, aged between 7 years and 17 years. The new academy has specialist facilities including a sensory room, therapy room, interactive immersive classroom, soft play room, recording studio and photography suite. We are very proud of our holistic curriculum which enables the pupils to benefit from blended therapy in the classroom. We have a café located at the front of the academy where parents can meet and the pupils can display the items they have made within the academy which will be available to purchase. We are passionate to support our pupils and families from the local community to ensure the best outcomes.

Whilst the new building was being constructed the academy was located in a temporary academy building on the outskirts of Nuneaton and opened with 30 pupils in September 2017 rising to 55 pupils in September 2018 and currently 97.

MacIntyre Academies is delighted to have been chosen to set up this new Academy which joined the existing 'Endeavour Academy' in Oxford which opened in 2014 and 'Discovery Academy' which opened in September 2015 and Venture in 2020. MacIntyre Academies is sponsored by MacIntyre Charity, which over the last 50 years, has developed a strong reputation nationally, as a high quality, person centred organisation.

The Role

We are seeking an inspirational and imaginative leader who can build on the highly successful accomplishments of the founding Principal and her team, and deliver a 'centre of expertise' for children with autism spectrum conditions and SEMH.

Alongside delivering the highest standards of education, our aim is to raise the profile of what we do, share it more widely with others and expand the impact of our work. The new Principal of Quest Academy will be key to driving this agenda forward.

You will be working to support children, young people, and their families at Quest Academy.

About You

You will have experience of school leadership, at a Headteacher or Deputy Headteacher level; ideally in a special school and have a DfE recognised teaching qualification and The National Professional Qualification for Headship (NPQH) or other relevant post-graduate qualification. You will have practical experience of working with children and young people who have social, emotional and mental health needs and/or autism. You will be a confident, effective leader with knowledge of regulatory standards and requirements. It is also desirable for the post holder to be able to drive and have access to their own transport

You will need to have knowledge and experience of developing working practices in line with regulatory organisations and the Academy's policies. You will also need to be a facilitative and effective communicator both written and verbal to enable you to build strong links with all internal and external stakeholders

Benefits

In return, we can offer you a competitive salary, generous annual leave entitlement and local government pension scheme, an Employee Assistance Programme to support your health and wellbeing as well as full induction, training and career opportunities.

In line with the update to KSCIE 2022 MacIntyre Academies will carry out an online search of the candidate once the shortlisting process has been completed as part of their due diligence. This may involve a Google search of the candidate's name, looking at the top three search results over the past three years. If any incidents or issues are identified that are publicly available online this will be explored with the candidate at interview stage.

Welcome from our Group Director

Dear Applicant,

Thank you for taking the time to apply for the Principal role at Quest Academy.

Alongside delivering the highest standards of education, our aim is to raise the profile of what we do, share it more widely with others and expand the impact of our work. The new Principal of Quest Academy will be key to driving this agenda forward.

Quest Academy is already a highly successful school. However, don't just take my word for it, make sure you visit to see it for yourself as part of preparing your application. You will be given a warm Quest welcome and meet some amazing young people.

MacIntyre Academies Trust exists to ensure all young people have confidence and belief in their potential, are ready for a successful adult life and connected where they live. We operate four academies and our sponsor is the national charity, MacIntyre Care, which for more than 50 years has been a leading provider of high quality, person centred care, education and support to people with learning disabilities.

We believe in empowering our Principals to run and grow their Academy in line with the Trust's vision, values and objectives. This role will suit a successful school leader who relishes accountability and has a growth mindset. It will be a challenging assignment, but massively rewarding and an opportunity to make your mark and a name for yourself. We expect the successful candidate to build on the School's success, at the same time working closely and effectively with the Trust's Central Team, the Director and the other academies.

If this sounds like your next move, please contact us and arrange a visit. Our contact email address is: HR@macintyreacademies.org

Andy Moran
Interim Head of MacIntyre Academies (MAT)



Principal Job Description

Purpose:

- To provide professional leadership and management of Quest Academy in Rugby and its educational provision.
- To secure high standards in all areas of the Academy's work.
- To foster a culture that promotes excellence, equality and high expectations of all students and staff.
- As a member of the Trust Leadership Group, to contribute to the growth and development of the Trust and the delivery of its business plan.

Reporting to:

- The Group Director of the MacIntyre Academies Trust.
- Additionally, the role will be accountable to the Chair and Local Advisory Board which act as an advisory committee to the Academy Trust Board.

Responsible for:

- Providing vision, leadership and direction of the Academy, which inspires and motivates students, staff and other stakeholders and creates and maintains a positive school culture.
- Ensuring the Academy is managed and organised to meet its aims and targets.
- Evaluating the Academy's performance and identifying the priorities for continuous improvement and raising standards.
- Ensuring equality of opportunity for all.
- Developing policies and practice.
- Ensuring that resources are effectively and efficiently used to achieve the Academy's overall aims and objectives.
- The day-to-day management, organisation and administration of the Academy.
- Continue to develop effective partnership with the wider community, LAs, parents and carers, feeder schools, local employers, MacIntyre Charity and any other services and professionals.
- Managing the Academy's budget.

Strategic Direction and Development of the Academy:

- To work with the GROUP DIRECTOR, Governing Body and the Leadership Team to ensure the successful delivery of the vision, ethos, aims and objectives of the Academy.
- To formulate overall aims and objectives for the Academy and policies for their implementation.
- To create an ethos and provide educational vision and direction which secures effective teaching, care and support, successful learning and achievement by students and sustained improvement in their spiritual, moral, cultural, mental and physical well-being and prepares them for the opportunities, responsibilities and experiences of adult life.
- To secure the commitment of parents/carers, stakeholders and the wider community to the vision and direction of the Academy.
- To drive for high standards in the quality of teaching and learning whilst focusing on attainment, progress of teaching and learning, and person centred outcomes for all children and young people.
- To ensure that all those involved in the Academy are committed to its aims, motivated and ambitious about achieving them and involved in meeting the long, medium- and short-term objectives and targets which secure the success of the Academy.
- To ensure that the management, finance, organisation and administration of the Academy support its vision and aims and that the Academy works within its statutory and regulatory framework.
- To monitor, evaluate and review the effects of policies, priorities and targets of the Academy in practice and take action if necessary.

Leading Learning and Teaching:

- To work with the GROUP DIRECTOR and Local Advisory Board to ensure that an engaging and person centred curriculum is developed, and the delivery of the curriculum is translated into effective teaching and learning and assessment practice.

- To secure and sustain effective teaching and learning throughout the Academy and to monitor and evaluate the quality of teaching and standards of students' achievement, using benchmarks and setting targets for improvement.
- To be able to determine, organise and implement a diverse, flexible curriculum and implement an effective assessment framework.
- To monitor, evaluate and review practice in both the educational setting and promote improvement strategies to ensure that under-performance is challenged at all levels and ensure effective corrective action and follow-up is undertaken.

Leading and Developing People:

- To recruit and retain the best employees and ensure effective induction for new starters.
- To secure a culture of continuous professional development for all, where learning and development activity is closely linked to individual, team and organisational priorities.
- To ensure that performance management systems and processes are robust, fit for purpose and explicitly linked to improvement priorities and pay progression.
- To ensure that performance reviews are undertaken in a timely manner and that target setting is of high quality, is relevant and plays a key role in securing continuous improvement.

Accountability:

- To report to the GROUP DIRECTOR of the Academy Trust, providing accurate and timely reports for the Trust Board
- To work collaboratively with the Local Advisory Board providing accurate, timely and useful information, objective advice and support, to enable it to meet its responsibilities.
- To develop an ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To ensure individual staff accountabilities (including teaching and non-teaching staff) are clearly defined, understood and agreed and are subject to rigorous review and evaluation.

Strengthening Community:

- To work in partnership with parents, carers and other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of students and their families.
- To ensure that the Academy reflects a culturally inclusive ethos which actively values and promotes diversity, unity and community cohesion; enabling students to become successful citizens.
- To co-operate and work with relevant agencies to protect the children and young people.
- To be able to contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and agencies and promoting innovative initiatives.

Membership of the Trust leadership Group:

- Promote the Academy and the Trust to a range of audiences.
- To ensure that the mission, vision and values of the Trust and the Local Advisory Board are clearly articulated, shared, understood and acted upon effectively by all within your Academy.
- To work in partnership with colleagues in the MAT Central team and other academies to enable them to meet their responsibilities and further the aspirations of the Trust, and contribute to the implementation of the Trust Business Plan.
- To ensure that school planning recognises the needs and interests of the Trust and the Local Advisory Board so that a shared culture and positive climate is created and maintained.
- To communicate openly with Academy Trust Board (or those commissioned by them to complete work on their behalf) and to your Local Advisory Board on a regular basis.

Principal Person Specification

Qualifications

The Candidate must have:

- A DfE recognised teaching qualification.
- The National Professional Qualification for Headship (NPQH) (for new Heads only) or other relevant post-graduate qualification, if an existing Head.

Experience

The Candidate must have:

- Successful experience of school leadership, at Headteacher or Deputy Headteacher level, ideally in a secondary special school.
- Substantial experience of working with children with SEND.
- Evidence of relevant, continuous professional development.

Professional Qualities: Strategic Direction and Development of the Academy

The Candidate must be able to:

- Think strategically and build and communicate a coherent vision in a range of compelling ways.
- Inspire, challenge, motivate and empower others to carry the vision forward.
- Model the values and vision of the Academy.

Professional Qualities: Leading Learning and Teaching

The Candidate must be able to:

- Demonstrate personal enthusiasm for and commitment to the learning process.
- Demonstrate the principles and practice of effective learning and teaching.
- Access, analyse and interpret information.
- Initiate and support research and debate about effective learning and teaching and develop relevant strategies for performance management.

Professional Qualities: Working with Others

The Candidate must be able to:

- Demonstrate a commitment to their own and others' professional development.
- Foster an open, fair, equitable culture and manage conflicts.
- Develop, empower and sustain individuals and teams.
- Collaborate and network with others within and beyond the Academy.
- Challenge, influence and motivate others to achieve high goals.
- Give and receive effective feedback and act to improve personal performance.
- Accept support from others including colleagues, Trust and LAB (Governors) and the LA, the DfE, etc.

Professional Qualities: Being Accountable

The Candidate must be able to:

- Engage the Academy in the systematic and rigorous self-evaluation of the work of the School.
- Collect and use a rich set of data to understand the strengths and weaknesses of the Academy.
- Combine the outcomes of regular Academy self-review with external evaluations in order to develop the provision.

Professional Qualities: Community

The Candidate must be able to:

- Recognise and take account of the richness and diversity of the Academy's communities.
- Engage in a dialogue which builds partnerships and community consensus on values, beliefs and shared responsibilities.
- Listen to, reflect and act on community feedback.
- Build and maintain effective relationships with parents, carers, partners and the community that enhance the outcomes for all students.

Special knowledge and Skills:

- Confident in the use of word-processing, spreadsheets and/or databases such as SIMS database
- Extensive knowledge of KS2 - KS4 and post-16 curricula opportunities for children with autism/social and emotional needs
- Experience of financial management at a senior level.
- Knowledge of statutory requirements and relevant legislation relating to school leadership and management including health and safety, child protection and safeguarding.
- Understanding of the principles and practice of Academies.

