



INFORMATION FOR CANDIDATES

Rushden Academy
Principal



"Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work."

WELCOME FROM DR JAMIE CLARKE

Chief Executive Officer, Tove Learning Trust



Thank you for your interest in this key role at Rushden Academy. The successful applicant will have an excellent opportunity to lead a good school at an important point in its strategic direction as it pushes further forwards. Everyone is very excited about this.

Rushden Academy has been transformed and is unrecognisable from the establishment placed in special measures in 2016. There is a sense of real strength in the quality of education, behaviour, and personal development for all pupils. The 'Team Rushden' approach permeates throughout the entire school; there is a palpable sense of pride and collective belief that valuing others has helped shape these significant improvements. Stability, relentlessly focusing on the right things, and building a sense of community have driven the change.

Rushden Academy has gained in popularity with parents and their children because of these improvements; intake numbers have increased over the past few years as the community gained confidence in the educational experiences - it is now oversubscribed. Post-16 provision is good, Rushden Academy shares its sixth form with another Tove Learning Trust school and together they offer a very wide curriculum with a true mixture of academic and vocational qualifications.

Pupils' personal development is strong. Performing arts is a real strength with regular, high quality performances taking place. We are lucky enough to have an excellent 'ethos' provision funded by Grace Foundation that seamlessly works with the school's other support systems to provide great experiences for pupils and their families. This has helped the school to form stronger relationships with many pupils and their families.

There is tremendous potential at Rushden Academy and, although historic outcomes were below average, the academy is making very positive steps forward where results in 2023 were average with P8 being 0.0. Outcomes for Year 11 pupils are expected to be maintained in 2024. Overwhelmingly, the teaching staff have grown

in confidence and skills and have responded well to support and challenge. They have responded very well to clear, focused, purposeful leadership which has a rationale that is moral and relevant. The outgoing principal has established a culture of continuous improvement and established a strong foundation to enable further momentum and support from Tove Learning Trust to drive on-going advancement in progress and attainment.

In May 2018 Rushden Academy joined Tove Learning Trust (TLT), and since then the academy has gone from strength to strength. Tove Learning Trust (TLT) vision is simple: to ensure that all pupils in the trust academies are provided with inspiring educational experiences that lead to outstanding outcomes. This includes all aspects of academy life with pupils achieving to the very best of their ability. Of course, in practice this is complex, but is very achievable here. TLT strives to lead and inspire a high expectation culture where all staff and pupils are valued, and they are equipped to meet the challenges associated with high quality teaching and learning.

Trustees are committed to maintaining the unique nature and character of each academy within the trust whilst embracing the shared values in all we do. They are focused on what's best for the pupils by challenging in a constructive manner, asking probing questions and seeing the strategic picture. Trustees lead academy improvement and drive the necessary changes by analysing data, measuring, and monitoring performance and sharing best practice from within the trust

Dr Jamie Clarke

CEO Tove Learning Trust

Background Information - Rushden Academy

Rushden Academy is an average-sized secondary school located in Rushden which is in the East of Northamptonshire. Rushden is the fifth largest town in the county and benefits from local beauty spots and Rushden Lakes shopping centre. The academy serves pupils in the Rushden catchment area and those who attend the local feeder schools. The proportion of pupils who are supported by the pupil premium is 26% which is close to the national average. Most pupils are of white British heritage, with 11% being EAL pupils close to national average. The proportion of pupils who have an education health care plan and the proportion of pupils who require SEN support are both below the national average.

In May 2018 Rushden Academy joined a highly successful trust, Tove Learning Trust, and since then the academy has gone from strength to strength. The trust's aim is to make each school a safe environment for their pupils, equipping them with the confidence they need to be successful, resilient and respectful members of society. The trust recognises that each of their schools are unique with their own personality, values and ethos.

Leaders at Rushden Academy are highly visible and have fostered a strong sense of teamwork, there is a palpable collaborative team spirit and staff enjoy working at the academy. Staff retention is good, there is no longer a high staff turnover and supply costs are minimal. The academy has certainly grown in popularity in the community and intake numbers have increased in recent years.

Examination results have improved year on year and there is a strong drive to excel in lessons. There are strong quality assurance processes to check teaching and learning, there is a sound performance management programme and extensive bespoke professional development programmes for staff to grow and develop.

Pupils fully understood the rules, routines and values; we have gained the anti-bullying charter and pupils treat each other with respect. Visitors to school are highly complimentary about the behaviour of pupils, they comment about pupils opening doors and striking up conversations. There is a strong pastoral system, which links closely with the Ethos Team, the SEND team and attendance team to understand and support the needs of the pupils.

The curriculum on offer, not only delivers the content pupils need to excel in today's society, it also develops their imaginations. Performing Arts, Creative Arts and PE are curriculum strengths, we regularly showcase excellent performances within the academy and work externally with local primary schools and the police too. Many of the youngsters participate in sports leadership events and coach children in local schools. The extra-curricular provision is strong and pupils engage with enormous enthusiasm and enjoyment.

Post-16 provision is good, Rushden Academy shares its sixth form with another school in the trust and together we offer a very wide curriculum with a true mixture of academic and vocational qualifications.

Mission (reason for existing)

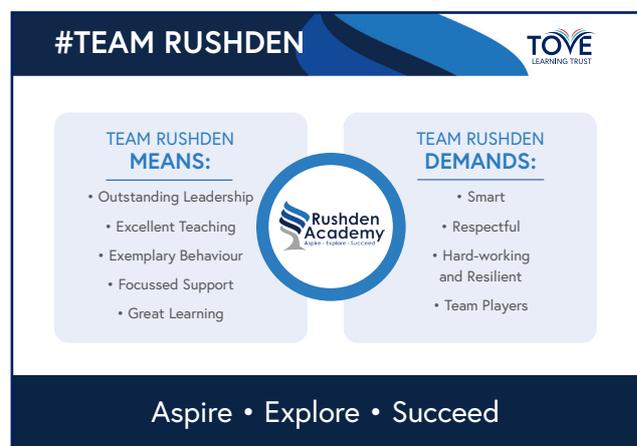
Rushden Academy provides opportunities for all students to aspire, explore and succeed.

Vision (what we will look like in the future)

At Rushden Academy every student will develop outstanding character and become successful, self-assured and responsible citizens.

Values

Together we are Team Rushden. We recognise individual strengths and collectively celebrate shared goals. We achieve success by living by our values of being smart, respectful, hard-working and resilient.



An Introduction - Tove Learning Trust

Tove Learning Trust (TLT) is a highly successful multi-academy Trust with primary, secondary and alternative provision schools across the West Midlands, Northamptonshire and Milton Keynes. We are a cross phase trust providing a high-quality education for over 11,000 children between the ages of 4 and 18. Within our family of schools we have three primaries, nine secondaries and two alternative provision schools.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the Trust, you will transform students' lives.

The Trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success.

You will have access to a team of school improvement directors specialising in Maths, English, Science, Humanities, EYFS and SEND & Inclusion.

We have a central team of professionals in Finance, HR, Estates, IT, Marketing, project management and governance to offer specialist support and guidance.

Our outcomes in the vast majority of our schools exceed national expectations and many of our schools are rated Good or better by OFSTED.

✓ Support and well-being

You will become part of a family who really look out for one another. Free access to an Employee Assistance Programme providing counselling and advice for you and your close family and access to lots of well-being support.

✓ Professional development

Your performance review is truly targeted around you and your development. We want you to be the best you can be which in turn will enhance your performance and lead to outstanding outcomes for all.

✓ Excellent pension schemes

Both pension schemes are defined benefit schemes where you build up your pension based on a fixed formula to provide a guaranteed income at retirement. You have the opportunity to see what your actual pension will be.

✓ Training School

We are a strategic partner in a teaching school hub and can offer high quality professional development to support all stages of your career.

TOVE LEARNING TRUST SCHOOLS

📍 Northamptonshire and Milton Keynes

- The CE Academy
- Elizabeth Woodville School (North Campus)
- Huxlow Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Wootton Primary School
- Elizabeth Woodville School (South Campus)
- Knowles Primary School
- Lord Grey Academy
- Stantonbury School
- Water Hall Primary School

📍 West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

Rushden Academy Principal - Job Advert



Rushden Academy is a thriving community school looking to appoint a new principal with high expectations to lead the academy into the next stage of its development. Our ambition is to become an outstanding first choice local academy, which encourages a love of learning that will last a lifetime.

We are an aspirational and inclusive 11 – 18 academy with tremendous potential. Now part of the Tove Learning Trust, we work with other trust schools and share experiences across all aspects of pupil life so that they achieve the very best they can.

Currently the number of pupils on roll is 852 but parental engagement is much improved and pupil numbers are growing. 2023 outcomes were average and the school is making positive steps to continue improving examination results.

A dynamic and creative individual, you will have a track record of success as a school/academy leader. You may be an experienced headteacher looking for a new challenge or alternatively a deputy headteacher/vice principal ready for the next step. Either way your exceptional people skills and the ability to establish relationships with diverse communities of pupils and families will have been key to your progress to date.

You will benefit from an enthusiastic, energetic and committed leadership team and a supportive staff. As part of the Tove Learning Trust, you will also have support from the trust's family of schools, a network of specialist school improvement directors, and the guidance of an exceptional CEO with a deep understanding of academy leadership.

Tove Learning Trust is part of the SWAN training school alliance providing access to CPD and further qualifications.

Closing date: Thursday 9th May 2024

Interview dates: Thursday 16th and Friday 17 May 2024.

Tove Learning Trust is an equal opportunities employer. The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post requires an enhanced DBS check.

Rushden Academy Principal - Job Description

CORE PURPOSE OF THE POST

The principal will motivate and inspire pupils, staff, parents and carers and the wider community to ensure every pupil achieves his or her full potential and is equipped to take advantage of a range of opportunities.

The principal will work with the governing body, the CEO, the trust and the wider community to provide professional leadership, vision and direction for the academy. The principal will establish a culture that promotes excellence, equality and high expectations of all.

- Take the lead role on working with the Board of Governors to develop a collaborative school vision, which embraces excellence, high standards and inclusion
- Translate the vision into a development plan and implement it successfully
- Establish a culture that promotes excellence, equality and high expectations for all pupils
- Inspire, challenge, motivate and empower all members of the school community to contribute and carry our vision forward
- Manage the school's resources effectively and creatively, cultivating a safe environment that secures and promotes the highest achievement of both pupils and staff
- Demonstrate consistent high standards of professional conduct and uphold the Seven Principles of Public Life .



MAIN RESPONSIBILITIES

Leading Strategically

The principal will:

- Work in partnership with the CEO, local governing body and trust to develop the strategic vision for the academy, including developing the identity of an 11-18 educational establishment, ensuring that it is clearly articulated, shared, understood and acted on effectively by all
- Provide advice and support to the governing body in developing their policies and formulating the budget, ensuring that all statutory requirements are met, and lead the implementation of those policies
- Build on the current positive ethos of challenge and support to maximise the life chances of all pupils and promote the achievement of staff
- Ensure that strategic planning takes account of the diversity of the academy and wider communities and the academy's values
- Continue to develop the academy's relationships with the local community businesses and wider organisations
- Work with the academy staff, academy leadership team, local governing body, CEO and trust to further the success of the academy
- Uphold excellent moral values to reflect all aspects of the school's community.



Rushden Academy Principal - Job Description continued



LEADING THE ORGANISATION

The principal will:

- Ensure that quality of learning is at the centre of the organisation and management of the academy, its pupils, staff and resources
- Seek to secure adequate resources for the academy and to ensure these are effectively administered and controlled
- Develop and propose the annual budget and the three-year budget plan consistent with the academy's priorities
- Monitor and review the use of premises and resources to ensure they contribute effectively to providing an efficient and safe learning environment consistent with the academy's values and proposed priorities for expenditure
- Produce and implement clear, evidence-based plans for the development of the academy and its facilities in the light of changing requirements and priorities
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the academy in liaison with the CEO
- Ensure that systems and styles of communication within the academy are effective and appropriate
- Use a process of self-review to set targets for personal development and to manage own work-life balance.

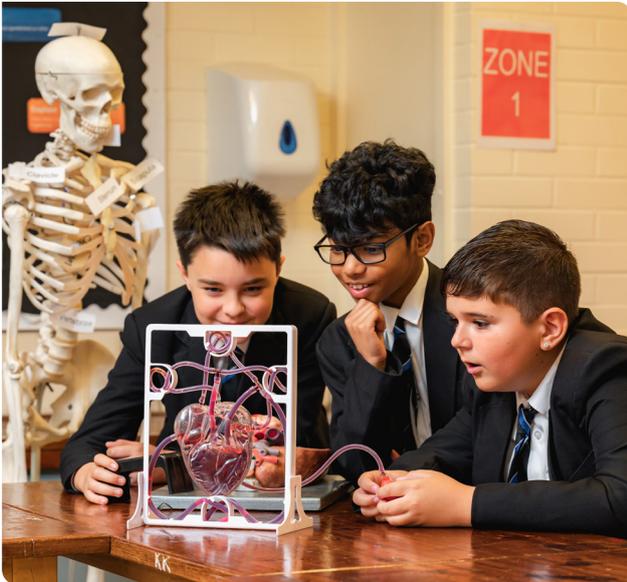


LEADING TEACHING AND LEARNING

The principal will:

- Ensure that the curriculum is broad, balanced, diverse and flexible and offers opportunities for all pupils to be successful and engaged, including both academic and vocational routes
- Create the conditions for creative, responsive and effective approaches to teaching and learning which enable pupils to become effective, enthusiastic and independent learners
- Promote a culture that encourages every pupil to become self-confident and to show respect for others
- Ensure that learning is at the centre of strategic planning and resource management
- Set appropriate and challenging progress targets for all pupils
- Maintain and develop an effective assessment, recording and reporting system which promotes and celebrates all forms of pupil achievement
- Ensure a consistent and continuous focus on pupils' achievements using data and benchmarks to rigorously monitor progress of every pupil
- Maintain and develop strategies to secure high standards of behaviour and attendance.

Rushden Academy Principal - Job Description continued



LEADING STAFF

The principal will:

- Be proactive in developing effective professional relationships with and between staff, and in promoting good order and high morale
- Create an environment that encourages ideas and contributions from staff and values the achievements of individuals and teams
- Acknowledge responsibilities and celebrate achievements of individuals and teams
- Manage own workload and that of others to allow an appropriate work / life balance
- Ensure that the systems for induction, appraisal and professional development lead to the maintenance of high standards and to a professional learning culture for all staff
- Manage the work of the leadership team, delegating appropriate tasks and ensuring the support needed for each member's development is in place.

LEADING IN THE COMMUNITY

The principal will:

- Build and maintain an academy culture and curriculum which takes account of the richness and diversity of the academy's communities
- Maintain and develop an effective partnership with parents and carers to support pupils' achievements and personal development
- Ensure learning experiences for pupils are integrated with the wider community and collaborate with other agencies to tackle all the barriers to learning, promote health and happiness for every child and engage positive strategies for challenging racial and other prejudice
- Seek opportunities to involve parents and carers, community figures, businesses and other organisations in the life and work of the academy and build opportunities for pupils to contribute to the community
- Develop and encourage good relations between the academy and the local community
- Ensure that communication between the academy and the community is effective and appropriate and impacts positively on pupil achievement.

Rushden Academy Principal - Person Specification

QUALIFICATIONS

- Proven evidence of success and relevant professional development across career
- Appropriate educational and professional qualifications including NPQH.

EXPERIENCE

- Demonstrable track-record of success in leading change and improvement in a comparable organisation
- Track record of achievement in raising standards and outcomes and achieving excellence
- Experience of developing high quality leadership capacity and accountability
- Evidence of successful promotion and implementation of innovation in teaching and learning
- Experience of using evidence-based information about effective learning and assessment for learning
- Evidence of the ability to develop excellent relationships with pupils and adults
- Experience of working successfully with local community and external agencies/stakeholders
- Successful experience of using target setting, data analysis and curriculum innovation to improve performance outcomes for pupils
- Experience of building successful working relationships with a governing body and of sustaining and developing effective partnerships with other organisations
- Experience of leading strategic resources including finance, HR and ICT.

KNOWLEDGE AND UNDERSTANDING

- An up-to-date knowledge of academy improvement planning and evaluation
- Able to provide strategic and creative leadership and develop an academy vision which has learning and achievement at its core and incorporates our ethos and values. A detailed understanding of current educational issues, including national policies, priorities and legislation
- An in-depth knowledge of a range of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance
- A detailed knowledge of quality assurance systems (including academy review self-evaluation and staff appraisal)
- A commitment to developing choice and flexibility to meet the learning needs of every pupil
- A knowledge and understanding of legal issues relating to managing an academy including child protection procedures, equal opportunities, race relations, disability, human rights, employment and health and safety legislation.



Rushden Academy Principal - Person Specification continued

PERSONAL QUALITIES

- Strong team leadership philosophy, sets priorities, agrees and achieves ambitious goals and targets
- Thinks creatively to anticipate and solve problems
- Acknowledges excellence and challenges poor performance
- Inspires, motivates and empowers staff, pupils and parents
- Enjoys working with, and has empathy for, young people from all backgrounds
- Works collaboratively with others, delegating appropriately
- Seeks and acts on feedback from others, including colleagues and governors
- Adaptable and creative in changing circumstances
- Shows resilience and decisiveness under pressure
- High level of perseverance, energy and enthusiasm for the academy
- Willing to be involved in all aspects of academy life.



How To Apply/ Recruitment Process

TO APPLY

To apply, please forward a **completed application** form together with a **supporting statement** (no more than two sides of A4) outlining your suitability for the role. Your statement should outline how you satisfy the qualification and experience elements of the Person Specification.

For candidates invited to interview, these responses will be explored further, together with the other elements of the Person Specification.

Please send your completed application by email to hr@tovelearning.org.uk

All applications will be acknowledged.

THE RECRUITMENT PROCESS

We will treat all enquiries, formal and informal, in confidence.

If candidates wish to visit Rushden Academy arrangements can be made by contacting the Heads PA. Please contact Donna Pilcher by email at d.pilcher@rushden-academy.net who will make the necessary arrangements.

THE CLOSING DATE
FOR APPLICATIONS
Thursday 9th May 2024

INTERVIEWS
**Thursday 16th and
Friday 17th May 2024**

FURTHER INFORMATION

Should you have any queries or issues with the dates outlined above or would like a confidential conversation, then please contact Sarah Carter, HR Administrator, on **02476 589030** (hr@tovelearning.org.uk).

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References will be taken up for all shortlisted candidates prior to interview. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.



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www.rushden-academy.net  RushdenAcademy  Rushden_Academy
www.tovelearning.org.uk  ToveLearningTrust  ToveLearningTrust

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