

Appointment Brief

Principal at
The Beech Academy
Member of
The Evolve Trust





Thank you for your interest in The Evolve Trust and The Beech Academy.

We are committed to providing exceptional learning opportunities and outstanding educational outcomes for all our pupils in the Mansfield locality and beyond. Our aim is for every child and young person to benefit from a world class education, one which inspires our schools' communities to achieve more than they thought possible. Our commitment to these aims is evident through our working practices, which focus on making the difference to the life chances of all our pupils and students.

Academy staff and students work and learn together as our practice is continuously improved to bring about the changes required to deliver on our ambitious aims. As a Trust, we prioritise achievement and inclusion by valuing individuals. We meet these priorities by excelling in putting in place, for both students and staff, personalised learning pathways and pastoral care that seeks to address barriers to learning experienced by anyone.

If you share our vision and would like to be considered for this position, I look forward to receiving your application.

A handwritten signature in black ink, appearing to read 'Cm. Cuthbert', written over a horizontal line.

Claire-Marie Cuthbert
Chief Executive Officer

THIS IS NOT FOR YOU

Unless **you** are prepared to live and breathe our core values.

Unless **you** are passionately committed to social mobility.

Unless **you** go the extra mile for disadvantaged families.

Unless **you** want to change the status quo.

The Beech Academy

The Beech Academy is an amazing, high achieving special school with an innovative 21st century curriculum, inspiring learning environments and a great tradition of success.

The school provides an extremely ambitious and fantastic environment for pupils, with excellent outdoor learning opportunities. Located in Mansfield, The Beech Academy is a one form entry special school that sits in the heart of the community (100 pupils, 11-18). The academy caters for young people with a range of needs including Autistic Spectrum Condition and moderate learning difficulties.

Curriculum

Children are encouraged to explore, discover and question through a range of exciting learning opportunities both within and outside the classroom, in a calm yet stimulating environment. Exciting new curriculum and learning environments which transform the way the children learn. They follow a novel for a half term and all of their work is linked to elements of this text, including the classroom in which they work. This allows them to engage and immerse themselves fully in a way that facilitates growth and imagination while developing moral, social and cognitive advancement.

The curriculum has literacy and numeracy skills at its core and is designed to recognise children's prior learning, provide first-hand learning experiences, allow the children to develop interpersonal skills, build resilience and become creative, critical thinkers.

The Heart of the Community

The Beech Academy is at the heart of its community. The school works alongside families and the local community to ensure that children can be the very best versions of themselves and turn into responsible citizens of the future. The curriculum embraces the community in which it is situated, recognising local history and heritage as well as geographical and business links.



The Evolve Trust

The Evolve Trust is a values-driven organisation and is passionate about improving children's life chances through quality education regardless of postcode and starting points.

Established in 2014, The Evolve Trust is an innovative and award-winning group of academies serving the town of Mansfield and the surrounding areas. The Trust includes a secondary, primary and special schools and currently educates around 2000 students aged between 3 and 18. Every school within the group is unwavering its vision:

“To open minds, creating opportunities for all to believe in themselves, achieve their potential and develop the skills needed to succeed and enjoy life.”

Chief Executive Officer, Claire-Marie Cuthbert, has been recognised for her commitment to social mobility and improving life chances of young people through quality first teaching and outstanding leadership. She has co-authored books and many articles and journals on Teaching and Learning as well as various pieces on transformational leadership. She is passionate about people development and sharing her expertise.

Research is at the heart of The Evolve Trust. The Trust acts as a training hub to support its academies in understanding evidence in key areas, and how it can be used effectively as part of a programme of professional development for teachers and leaders. The Evolve Alliance publishes termly journals, which celebrate best practice and innovation and hosts a number of national thought leadership conferences.

Principals contribute to both conferences and the journal and it is an expectation that they contribute to educational debate at a national level, supporting the Trust's vision and values.

More on the Trust's wider contributions can be found here: <https://www.evolutrust.org/staff-development/-/contribution-to-the/>

Leadership is key to stimulating innovation, driving change and to delivering results in an increasingly changing educational landscape. The Headship Institute is The Evolve Trust's flagship Development Programme and combines theory and practice to help refine leadership skills and purpose in line with the Trust's strategic focus. There is also the opportunity to gain a NPQEL.



Our Values



AMBITION



INTEGRITY



ENDEAVOUR



INCLUSIVITY



RESILIENCE

5 Core Values and associated behaviours which run through all The Evolve Trust's work.

Ambition - Fulfil your potential

Integrity - Be honest and trustworthy

Inclusivity - Respect for everyone

Resilience - Never give up

Endeavour - Always work hard

These values support the development of children as reflective learners within a calm, caring, happy and purposeful atmosphere. They permeate the whole curriculum and act as the basis for social, emotional, spiritual and moral development.

The Role

The Evolve Trust is seeking a bright, energetic and enthusiastic individual, driven by their values and a desire to make a difference.

The new principal will be responsible for improving standards and embedding the unique Evolve curriculum within the age range. Candidates with the drive to take on the role will have opportunities to develop their career within the Trust.

The role will require excellent leadership and management of the Academy. The Principal will be expected to ensure maximum possible student progress attainment and wellbeing across the Academy.

Other key responsibilities include:

- Taking an active role in achieving the strategic direction of the Multi Academy Trust and developing, communicating, and implementing the Trust values and strategic vision for the Academy.
- Leading the Academy's Senior Leadership Team; constantly building their capacity to take responsibility for achieving the vision, mission, and ambitions of the Academy. As well as leading and motivating others and generating effective working relationships at all levels of the Academy.
- Working with the Director of School Improvement and the Trust Finance Director to ensure that the Academy maintains a sound financial basis to support its operations, by implementing the agreed budget planning and monitoring, financial processes, and audit, to ensure that value for money is achieved in all areas.

- Overseeing Quality Assurance processes and ensuring safeguarding and health and safety procedures are robust.

The Candidate

Candidates should have a commitment and support for the vision and values of The Evolve Trust.

They will also require:

- Prior experience as a headteacher or deputy at a special school or academy (ideally good or outstanding).
- The ability to lead and manage change effectively with high expectations and standards in relation to attitude, uniform, behaviour, respect, productivity, and achievement. Candidates should evidence that they have played a strong role in raising standards.
- Up to date knowledge of curriculum (as well as an understanding of how to develop it), national policy, pedagogy, classroom management strategies, inspection findings and statutory requirements.



Terms of Appointment

The salary is dependent on experience

The appointed candidate will be expected to take up the role in January 2022.

The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.





How to Apply

For more information about this role, please contact our HR Manager, Jaime Revill-Jessop at JRevill-Jessop@evolvetrust.org

To apply, please download and complete The Evolve Trust application form from: <https://www.evolvetrust.org/work-with-us/vacancies/>

The closing date for this vacancy 12 noon 8th October

Referees will not be contacted without the express permission of candidates and only if you are shortlisted for an interview.

Please be aware that by contacting The Evolve Trust about this role, or applying, your data will be held in accordance with our [Privacy Policy](#)