



Waseley Hills High School

Aspire, Invest, Respect

Principal Application Pack

Waseley Hills High School,
School Road,
Rubery,
B45 9EL



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Letter from the Chair of Trustees

Dear Applicant

Thank you for your interest in our school.

Waseley Hills High School and Sixth Form Centre is a mixed secondary school and sixth form with academy status in the town of Rubery, on the border of the county of Worcestershire and the city of Birmingham, England, at the base of the Waseley Hills Country Park.

The school is an incredibly positive and happy school community with good support from the majority of our parents. Our students are delightful, demonstrate respectful behaviours and are keen to learn. Like all schools, we have a minority of students and parents who bring professional challenges to our community, but these are rarely extreme and simply require effective leadership and management.

Our teachers are an effective team. They are professional, friendly, fully committed and determined to provide students with every opportunity to enjoy each day to achieve their potential. The quality of teaching is at least satisfactory, often good, and occasionally outstanding.

Whilst the school buildings are tired, we have been successful in securing a rebuild of all or part of the school, the planning of which is in the early stages.

We have taken the decision to move from a Single Academy Trust to join a Multi Academy Trust and are currently pursuing a course of action that will see the school shortly join the Central Region Schools Trust (CRST). We are already working closely with the Trust, to ensure that the transition goes well.

Our current improvement priorities are:

- To continue to improve the quality of teaching and learning.
- To raise the attainment of the most able students in our school.
- Develop the curriculum offering for all students.
- Continue to develop our specialist SEND provision.
- Develop our Sixth Form to meet the needs of our local population.

We recognise that these may change once our new head is in post and following our move into the CRST.

Trustees are excited about the opportunity to appoint a new Principal and want to work in partnership with him or her to develop and improve the school. We will be concerned for their wellbeing, work-life balance, and professional development and are committed to supporting the successful candidate.

The new Principal will join a team of Principals from other secondary schools in the locality to develop the Trust and to ensure that our school becomes a beacon of learning for our community.

We want our new Principle to have highly developed emotional intelligence and the ability to build effective relationships with all stakeholders. They will need to be able to challenge positively and lead change effectively. If you are interested in this vacancy, please contact Jo Toyne, Principal's PA/HR Manager at the school to make an appointment for an informal visit.

The information enclosed in this pack will support you in understanding the context of our school and its priorities.

Please look very carefully at the job description and person specification for this post. Your personal statement must relate to the specification and be personalised to meet the priorities of our school.

Please include:

- Your reasons for applying for the headship of this school,
- Your experience and skills which would equip you for this role.

Your statement should be no more than three sides of A4 paper using Arial 12 font.

Please also check that you have given details of your referees, one of whom should be your current or most recent employer, and another should be able to comment on your performance at work from a position of responsibility, not as a peer. **Please note that CVs will not be accepted as applications.**

The closing date for receipt of completed applications is 23:59 on the 10th October 2021.

Interviews will be held on **14th and 15th October 2021**. We will be contacting shortlisted candidates as soon as possible after we meet to shortlist on **11th October 2021**.

Please return completed applications to applications@waseleyhills.worcs.sch.uk at the school. Thank you very much for your interest in this position and we wish you every success with your application.

Yours sincerely



Carole Gallant
Chair of Trustees

Please note:

Our school is committed to safeguarding and promoting the welfare of students and young people and expects all staff and volunteers to demonstrably share this commitment. Appointment to this post will be subject to an enhanced Disclosure and Barring Service check.

PRINCIPAL L25 to 31 - to commence January 2022

Due to the retirement of our previous Principal, the Trustees of Waseley Hills High School are looking to appoint a passionate and progressive leader who will share our vision and ambition for Waseley Hills, its students and our community.

Learning sits at the heart of this role, you would be leading the educational work of the Academy with the passion and high standards required to ensure the vision for the school are achieved. Through the role you will inspire, challenge, support and empower students and staff to achieve all they can be. The role will require you to continue to raise standards at pace with a leadership team that is committed to doing so.

The school is highly aspirational, and the role requires an aspirational leader. You will be dynamic, grounded and pragmatic, and committed to securing the highest standards of learning, teaching, and leadership at the school. You will actively support leadership of school improvement and collaborative developments.

You will have been working at Deputy Principal/Headteacher level and have a strong and proven track record of leading change, raising attainment, and developing educational strategy. It is a critical yet exciting time to join the school due to joining the Central RSA Academies Trust which is an excellent opportunity to support the development of those within the wider Central Region Schools Trust family.

The Trust – Social Justice, through Exceptional Schools

The Central Region Schools Trust is a group of primary and secondary Academies with a strong link with the RSA. This is an incredibly exciting opportunity to join a forward thinking, Midlands based multi academy Trust with an utter moral drive to ensure the best educational outcomes for our students and striving to make a difference to the lives of our young people.

There are currently five schools within the Trust, with children from the age of three up to Sixth Form aged young adults. The schools are in two hubs, in Tipton in the West Midlands and in Redditch, Worcestershire. The schools and their staff work together to ensure the best possible learning for the young people, by supporting each other through expertise and sharing so that our staff can be the best they can be.

To arrange an informal visit please email : jtoyne@waseleyhills.worcs.sch.uk

Introduction to Waseley Hills High School

OUR VISION, ETHOS AND VALUES – ASPIRE, INVEST, RESPECT

Waseley Hills is a truly comprehensive school, with a catchment area which ranges from the villages of rural Worcestershire to suburban Birmingham and taking students from four different local authorities. There are currently 735 students enrolled at present, including a small, mostly academic sixth form of 73 students studying A-level courses. With an annual PAN of 178 students the school has been historically undersubscribed, in part due to demographics. However, recent years have seen an increasing intake and this September 2021 have seen our largest intake in a decade. With an increasing population demographic in the primary schools at present, we anticipate this trend will continue in what are exciting times ahead for Waseley Hills.

Our cohort of students includes 21% of students on who have additional SEND needs, including 18 students with EHCPs. Of these, 10 have places at our oversubscribed Mainstream Autism Base. Also 21% of our students receive Pupil Premium funding with around 105 students currently in receipt of Free School Meals.



PERFORMANCE INFORMATION

Key Performance Indicators

<https://www.compare-school-performance.service.gov.uk/school/138664/waseley-hills-high-school/secondary>

KS4 Headline Measures

	2019	2020	2021
Attainment 8 per student	4.7	5.2	4.8
Progress 8 score (2020 unvalidated, 2021 from SISRA collaboration exercise)	-0.17	+0.2	-0.17
% Scoring 5+ in English and Maths	38%	49%	37%
% Entering Ebacc	34%	33%	19%

KS5 Headline Measures

	2019	2020	2021
Attainment: Average Point Score per A level entry	25.8 (Grade C-)	31.5 (Grade C)	36.8 (Grade B-)
Progress: Level 3 Value Added (A level)	-0.37	+0.11	+0.35

Job Description

Main Purpose of Role:

To embody and provide leadership for the vision and values of the Waseley Hills High School and work to secure the best possible education for every student.

Reporting to:

Chair of Governors

Liaising with:

Central Region Schools Trust, Trust Board, School Governors, Principles of Trust Schools, Trust Family of Acadmies, Community, Parents, Staff, Students, and local authority/agencies.

Main (Core) Duties:

This is a challenging role in which you will:

- Provide strong leadership to staff and students, governor, and partners.
- Maximise individual attainment within an inclusive approach through high quality learning and teaching which motivates, inspires, challenges and empowers student and or staff.
- Challenge, support and inspire students and staff by creating a shared vision and clear direction of improvement for the Academy.
- Ensure a consistent and continuous Academy-wide focus on raising pupils' achievement and attainment, using data and benchmarks to monitor progress in every child's learning.
- Determine, organise, and implement a diverse, flexible curriculum and implement an effective assessment framework.
- Manage the Academy's financial and human resources effectively and efficiently to achieve the Academy's educational goals and priorities.
- Develop in all students and staff versatile skills and attitudes required for lifelong learning in a rapidly changing world.
- Build a collaborative learning culture within the Academy and actively engage with other schools and partners to build effective learning communities.
- Lead and develop the Academy, building the commitment of all stakeholders to a culture of constant improvement; so that the Academy can fulfil its potential, fostering a reputation for high academic performance and pastoral care.

Key Responsibilities:

To be responsible, with the Governors, for the strategic direction of the Academy through a rigorous process of evaluation of all aspects of the Academy's work and detailed strategic planning. This will involve

- Agreeing and implementing strategic targets and key performance measures in consultation with the Governors/trust.



- Establishing a robust and rigorous process of ongoing review and continuous improvements in all aspects of the Academy both educational and operational.
- To lead the Academy's education work with enthusiasm, setting high professional standards and ensuring that the education vision is clearly articulated, shared, understood, and demonstrated by staff, students, parents/carers and the wider community.
- Ensure that learning sits at the heart of all management decisions.
- To ensure the Academy's leadership and organisational structures are fit for purpose and facilitate continuous improvement.

To deploy all resources, including staff and financial resources, so that the Academy's vision is delivered.

This will include:

- managing and regularly reviewing the use of available resources, including human resources, so as to improve students' learning and achievement.
- recruiting and retaining high calibre and appropriately qualified staff.
- maintaining effective financial control, securing value for money, and managing within agreed budgets.
- ensuring that all financial management activities comply with the appropriate accounting standards.
- maximising opportunities to improve the financial and other resources of the Academy.
- providing regular management information to the Governors covering the financial performance of the Academy.
- all statutory requirements are met ensuring the maintenance of the school's physical infrastructure and that it meets all legislative requirements.
- To lead, motivate, support, challenge and develop the Leadership Team and through them all staff, providing effective induction, continued professional development and performance management in line with Academy strategic plans.
- To ensure staff accountabilities are clearly defined, understood, and agreed and are subject to rigorous appraisal, review, and evaluation.
- To secure and sustain effective inclusive learning and teaching.
- provide a broad and balanced curriculum that meets statutory requirements and the Academy's education vision.
- monitor and evaluate the quality of teaching and learning and standards of achievement.
- ensure ICT and other suitable technologies are appropriately utilised to enhance the learning and teaching experience.
- ensure that there is an effective individual student assessment, recording and reporting system.
- develop and apply strategies which promote high standards of behaviour and attendance.
- ensure that the Academy has effective pastoral policies covering a broad range of pupil and staff welfare matters.
- To work in partnership with parents/carers, the community, other employers and other stakeholders to enhance and enrich the Academy and ensure the academic, moral, social and emotional well-being of pupils and their families;
- To undertake such other duties as are commensurate with the post and which may reasonably be required by the Board of Governors.

Working with the Governing Body of the Academy:

The Principal will work with the Governors to ensure that:

- the Governors are kept fully informed of all aspects of Academy performance through access to appropriate and detailed management information systems.
- the Academy meets all relevant targets and standards.
- the vision, values and ethos of the Academy are embedded into strategic and operational planning and are evident in the daily life of the Academy.
- the expectations and aspirations of parents/carers and of students are raised.
- the Academy meets the needs of all its students.
- the Academy develops effective and efficient practices, policies, and procedures.
- the Academy remains in sound financial health.
- the Academy's specialism is developed, valued and successful.
- highly effective governance is achieved.
- the interests of the Academy are actively promoted locally, regionally, nationally and, where appropriate, internationally and the work it undertakes is recognised as best practice.

The above duties are in addition to those laid out in the professional standards for Principals and as outlined by STPCD and DfE.

Other specific duties:

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The school 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 of any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

ITEM	ESSENTIAL	DESIRABLE	MEASURED
ORGANISATIONAL FIT	<p>As Principal at Waseley Hills High School, you will need to demonstrate the following values:</p> <ul style="list-style-type: none"> • Creativity – able to turn powerful thinking into practical action • Integrity – doing the right thing • Inclusion & Community - able to lead winning teams, with success for ALL 		Application, Interview and Assessment
QUALIFICATIONS/ TRAINING	<p>QTS</p> <p>Evidence of Continued professional development, including leadership development</p>	NPQH	Application, Interview
EXPERIENCE	<ul style="list-style-type: none"> • Managing and Leading groups of people to successful outcomes • Understand and experience of school context compliance (regulatory/legal) • Developing strategies for school improvement • Managing a range of diverse resources including human resources for best learner outcomes • Curriculum Design focus on resource and learner outcomes • Building of strong community links with stakeholders • Working with range of stakeholders for e.g. Governing bodies, trusts, community groups, sponsors etc • Managing Business Operational areas – such as finance, HR, IT etc • Candidate will also be measured against the professional standards for Headship 	Previous experience of successful Headship	Application, Interview and Assessment



ITEM	ESSENTIAL	DESIRABLE	MEASURED
KNOWLEDGE	<p>Exceptional knowledge in the following areas:</p> <ul style="list-style-type: none"> • Compliance/Regulatory requirements • OFSTED requirements • Aims and objectives of Trust/School • Educational context and the national backdrop • EFSA regulations and financial requirements in schools • Schools Governance • Health & Safety in schools <p>Candidates will also be measured against the professional standards for Headship</p>		Application, Interview and Assessment
PERSONAL ATTRIBUTES	<p>Strong Leader Excellent Communicator Influencer Collaborator Creative Resilient Savvy</p> <p>Candidates will also be measured against the professional standards for Headship</p>		Interview and Assessment

How to apply

All applicants should submit the following via email to applications@waseleyhills.worcs.sch.uk by no later than **23:59 on 10th October 2021**.

Please do not send in CVs as these are not accepted and will not be considered.

Documents must be submitted in either Word or pdf format.

1. Completed application form
Applicants must complete the application form which is available to download from the School Website
2. Formal letter of application
A formal letter of application should be submitted. This should be no more than three sides of A4 (size 12 font).

Please include:

- Your reasons for applying for the headship of this school,
- Your experience and skills which would equip you for this role.

Selection Process

- All applications will be acknowledged by email.
- Applications will be ranked against the person specification for the role.
- Applicants who have been shortlisted for the post will be notified as soon as possible after we meet to shortlist on **11th October 2021**.
- Prior to the interview date, referees will be contacted to requested references on all longlisted candidates.
- 2 days of interview will take place on **Thursday 14th and Friday 15th October**.