

Principal

Mascalls Academy



More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 30 academies across Kent, Medway and South-East London.



LEIGH
Academies Trust

Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive
Leigh Academies Trust



Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2022, our Trust comprises 30 geographically organised academies (14 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 3,000 talented staff.

The Trust is establishing four 'clusters' of academies: North Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our [Vision 2030](#) document available on our website.

Due to the promotion of the current postholder to a senior executive position within the Trust's central team, we are now recruiting for a Principal for Mascalls Academy in Paddock Wood, Kent. This is a truly rare and exciting opportunity for an experienced senior leader to join a very successful and financially sound, mature and geographically local multi academy trust that combines management freedom for effective leaders with secure central support that encourages collaboration for success.

Mascalls Academy joined the Trust in September 2015 and is a large and high performing non-selective secondary school in the Borough of Tonbridge and Malling. The academy has a pupil admission number of 240 and has over 200 students in its thriving sixth form. The academy is an International Baccalaureate World School offering the Middle Years Programme at KS3. A wide range of courses are offered in key stages 4 and 5. Mascalls consistently scores positive value added at GCSE and A Level and was last visited by Ofsted in November 2021 when inspectors confirmed that Mascalls remains a "Good" school with several strong features.

Our ideal candidate will be an existing Principal or Deputy Principal/Headteacher with considerable experience of running a high performing secondary school and is committed to the benefits of working within a large multi-academy trust. We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact, achieving outstanding outcomes for our students and ensuring that the academy moves even closer towards the goal of becoming "Outstanding" overall.

Our successful candidate will receive encouragement, support and guidance to develop their own career within the Trust. This is a career defining opportunity and we look forward to hearing from senior leaders who are ready for the next step.

A handwritten signature in black ink that reads "Simon Beamish". The signature is fluid and cursive, written in a professional style.

Simon Beamish, Chief Executive

Vacancy

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At Mascalls Academy, students' conduct, commitment to learning and respect for one another and their environment is exemplary. This is cultivated within a culture of celebrating success, celebrating the individual and explicitly developing individual character so that everyone can be the very best they can be regardless of background.

Working with an experienced and highly-engaged group of staff, our successful candidate will receive encouragement, support and guidance not only to develop this ambitious academy but also to develop their own career within the Trust. You will already be an exceptional senior leader at a successful secondary school with real ambition to improve the life chances of the students at Mascalls. We will expect the Principal to further develop a positive culture and ethos where each child is expected to do well and their progress is supported every step of the way.

We wish to hear from you if you really want to change our education world and are:

- an enthusiastic, energetic and ambitious school leader with a track record of success at secondary level;
- a motivational and inspirational leader with high expectations of staff
- confident and able to communicate a clear vision for the school;
- able to develop children to reach their full potential regardless of background or circumstance;
- approachable and keen to work with staff across the Trust to ensure wide success;
- a passion for working in an urban, multicultural setting and able to establish and develop excellent relationships with the community and other stakeholders.

What we can offer you:

- a competitive salary along with private healthcare and an opportunity to earn a performance bonus;
- an exciting LAT career path with opportunities for further progression in the future;
- security and support on your journey from close collaboration with a small central executive and a larger group of talented Principals to share best practice and innovation.

Position	Principal
Location	Mascalls Academy
Responsible to	Academies Director
Basis	Permanent, Full-Time
Commencement	January 2023
Salary	Highly competitive + performance bonus + private health care

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates will be keen to have a conversation about the role before making a formal application, you can arrange this by contacting Emma Johnson, Executive Assistant to the CEO. Following your conversation with the CEO, candidates are welcome to visit the academy.

Visits will be hosted by Will Monk, Principal or Debbie Biggenden, Academies Director, where possible. Please ensure you offer a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and our team.

Candidates wishing to have an initial conversation with the CEO about this role can arrange for a telephone call and subsequent visit to the academy. Those wishing to do so should also contact Emma in the first instance on emma.johnson@latrust.org.uk.

When ready to apply, suitable and interested candidates are invited to complete an online application detailing why they are suitable for the role. This can be submitted on Jobtrain via the following link;

[Principal - Online Application Form](#)

If you have any queries on any aspect of the application process or need additional information, please contact Elene Redelinghuys (LAT Talent Team) on elene.redelinghuys@latrust.org.uk

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Closing date for applications	Thursday 6th October 2022, 10.00am
Shortlisting date	Thursday 6th October 2022, pm
Interviews and assessment activities	Thursday 13th October and Friday 14th October 2022

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Job Profile

Role: Principal - Mascalls Academy Reporting to: Academies Director

Leigh Academies Trust is a highly successful multi-academy trust. Its model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Core Purpose

The Principal is expected to provide the leadership and management necessary to secure high quality teaching and learning and to raise standards of achievement and behaviour across the school.

Expected Performance

Effective leadership where:

- a positive ethos reflects high achievement, effective teaching and learning and good relationships with students, parents, partners and the local community;
- staff, governors, sponsors, students and parents respect the academy leadership;
- staff and governors recognise their responsibility for contributing fully to the successful implementation of school policies and practices;
- the life of the academy and the curriculum effectively promote students' spiritual, moral, social and cultural development and prepare them for adult life in a modern digital world;
- expectations and support are high for all vulnerable groups;
- the welfare of students is safeguarded at all times;
- there is a clear Academy Performance Agreement in place and reviewed regularly to ensure continuing progress toward planned outcomes;

- efficient and effective use is made of staff, accommodation and resources;
- good value for money is provided and finances are well managed;
- Principals will take on the role of Information Asset Owners (IAOs) in their respective academy/academies. [Click here to view the addendum.](#)

Students who:

- make progress in relation to their prior attainment to expected or better than expected levels;
- achieve outcomes that reflect their full potential across all subject areas in a consistent manner;
- make the most of academy extra-curricular activities and specialisms;
- are well prepared for assessments and necessary examinations;
- are enthusiastic about the subjects they study and highly motivated to learn more;
- take responsibility for themselves, their learning and the academy environment;
- contribute to maintaining a purposeful working environment through their attitudes and behaviour.

Teachers who:

- have a secure knowledge and understanding of their subjects and the overall learning process;
- set high expectations for all students and for themselves;
- plan lessons and learning that address the needs of all students within the class;
- employ the most effective approaches for every group of students;



- pace lessons appropriately, using time and resources effectively;
- regularly mark and assess students' work;
- reinforce and extend students' learning through setting consistent and challenging personal study tasks;
- understand the importance of a regime of rules and discipline;
- are systematically monitored, evaluated and supported in their work.

Staff who:

- enjoy coming to work;
- are inspired and motivated to reach their full potential for the benefit of the academy regardless of their role;
- are fully engaged with the direction and activities of the academy, willing to go the extra mile whenever necessary;
- are resilient to the everyday challenges of academy life and are supportive towards each other at all times;
- have their performance assessed regularly via a variety of methods and obtain constructive feedback on areas to improve as well as praise for achievements;
- communicate openly and clearly at all times;
- are supported in their career development and encouraged to progress.

Parents who:

- understand how an effective partnership with the academy contributes to their child's learning and happiness;
- endorse and assist the objectives of the academy and cluster as a whole;
- are kept fully informed about their child's achievements and progress and other

developments across the school;

- know how they can support and assist their child's progress.

Governors who:

- give generously of their time, experience, ideas and contacts to assist leaders;
- hold academy leaders to account for quality of education, standards and finance;
- understand that their role is not to become involved in management;
- fulfil their statutory responsibilities.

Notes: The postholder will be expected to comply with any reasonable request from the CEO/Academies Director to undertake work of a similar level that is not specified in this job description.

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy.

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

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Person Specification

We seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

When we recruit we look for specific experiences and qualities. However, we also value diversity because we recognise the importance of people bringing their own backgrounds, experiences, perspectives and ideas to the academy. Our ideal candidate will already be an outstanding senior leader within a successful secondary academy.

For the role of Principal, our successful candidate will demonstrate the following competencies and experience;

- passion for continuous personal and social improvement by self and others;
- professional integrity and respect for the opinions and circumstances of others;
- personal impact and presence with all stakeholders;
- leadership ability to inspire and motivate staff and students;
- excellent interpersonal and communication skills;
- passion for raising secondary and post 16 achievement and solid understanding of what constitutes an outstanding school;
- significant leadership and management experience in a similar role;
- knowledge of and/or support for International Baccalaureate curriculum programmes;
- capacity to reimagine and initiate new solutions to fast changing and complex challenges facing our sector, and to be comfortable with ambiguity and uncertainty;
- creative and innovative skills in finding new solutions;
- strong relationships with governors, sponsors, parents and other stakeholders;
- experience of engaging the community to value and support the academy;
- willingness to share knowledge and work collaboratively with other academies;
- abundant enthusiasm and energy;
- ability to think reflectively and adapt well to change;
- resilience and the ability to remain calm and consistent under pressure;
- reliability and ability to meet deadlines;
- sense of humour;
- effective organisational skills;
- excellent ICT skills.

'This is a vibrant place to learn. Pupils value the opportunities they get. Leaders and teachers are always looking for ways to improve the school and go the extra mile. As one parent wrote, "It gets better every year".

Dynamic school leaders set an energetic pace, which staff and pupils willingly follow. There is a passion for improvement. Governors and trustees know the school very well. They provide expert support or challenge in a wise and proportionate way.'

Oftsed, November 2021



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Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

Culture

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

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An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve rapid educational transformation.

It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to Academy status. The Trust was formed in 2008 with the linking of the Leigh Technology Academy and Longfield Academy under one governing body. Today, we encompass more than 20,000 students between the ages of 2 months and 19 in 30 primary, secondary and special academies including one

Leigh Academies Trust – Our Values:

- We care – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team because we are greater than the sum of our parts
- We foster an enterprising culture through global collaboration with partners in business and education
- We keep getting better –using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions
- Innovative approaches to teacher recruitment and retention
- Fast track development of leaders for internal promotion opportunities
- Central reserves protect individual school budgets
- Substantial investment in cross-Trust initiatives to improve teaching and learning
- Close collaboration between senior leaders across the Trust
- Integration of primary and secondary approaches into all-through education
- Adequate scale to design and test new delivery models as government policies, rules and measures change
- High quality strategic governance with wide business and professional experience

**Our Mission:
Education for a better world**

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