



Turner Free School Folkestone

- Success without Selection –



Where Children Thrive and Knowledge Matters

Assistant Principal
Candidate Information Pack

Join our
mission:
#seachange

1. Turner Schools

Turner Schools is a Multi-Academy Trust (MAT) based in Folkestone, on the beautiful Kent coast, a town recently voted among the coolest places to live in the UK.

Turner Schools is committed to ensuring success without selection for our pupils, by teaching them the core knowledge and life skills they need to thrive in the modern world.

Our mission is to set a new standard in non-selective education, empowering our pupils with cultural capital. In this way we will contribute to the regeneration of the region. We call this mission sea-change.

2. Our values and ethos: We are schools with HEART

Following Aristotle's philosophy we believe that educating the mind without educating the heart, is no education at all.

Accordingly we have encapsulated the Trust's ethos and values in the acronym HEART. We insist upon staff and students having High expectations of what we can achieve. As a dynamic team, we will drive forward with relentless Energy to secure the best outcomes for every student. We will champion our Academic curriculum and ensure that all of our students become confident, engaged and successful Readers. Our relationships within our school, and in the wider community, are all underpinned by Trust.

Our HEART model gives stakeholders, staff, pupils and parents a common language of excellence.

learning, respect for each other.

Respect is our core value: respect for

3. Our Schools

Turner Schools is leading an innovative new partnership in Folkestone. The partnership is made up of the Folkestone All Age Academy, Morehall Primary School, Martello Primary School, and benefits from working relationships with The King's School Canterbury (co-Sponsor of Folkestone All Age Academy) and The Folkestone School for Girls.

The new secondary school, Turner Free School, has an anticipated opening date of September 2018.* This new Free School is intended to open on the site previously occupied by Pent Valley Technology College site.

*This is subject to completion of the supplemental funding agreement with the Secretary of State

4. Turner Free School

The Turner Free School will be an academically ambitious and inclusive four form entry 11-18 school in the Cheriton area of Folkestone. (This will rise to 6 form entry in 2019 and thereafter). In other words, it will be a grammar-style school for everyone. As a smaller than average secondary school all pupils will be known and educated as individuals.

The school will have a knowledge-led curriculum, organised along the principles established by Professors Michael Young of the IOE and E.D. Hirsch jnr. of the University of Virginia, to ensure all pupils receive the knowledge they need to thrive in the modern world. In addition, to give pupils a leading edge for further education and employment, modern foreign languages will be emphasised, with the aspiration that all pupils will achieve a working standard by the

time that they graduate from the school.

As a free school the Turner Free School will be a brand new Academy school; directly funded by central government and independent of Local Authority control. Like other free schools, the Turner Free School has a responsibility to expand the educational offer locally, to promote higher standards inclusively, to address local social issues and to ensure excellent value for the public purse.

The Turner Free School, Folkestone's educational vision will be delivered by planning our activities around four pillars.

These are:

- **EBACC for all:** the subject knowledge and skills which must be mastered to achieve this academic measure is a right for all pupils and by starting young – in our primary schools – we intend to get everyone there.
- **Aspiring towards university or professional employment:** our working relationships with universities and partnerships with major local employers will ensure that our students are best equipped for their next steps after leaving school.
- **An additional working language beyond standard English:** language skills will enable better social cohesion in the immediate area; meet the needs of local employers and secure the often missing-link in EBacc achievement.
- **Developing citizens:** Turner students will be young people that the community can be proud of and who want to make Folkestone an even better, fairer place to live; we will actively teach tolerance, respect, courtesy, service and the rewards of hard-work.

The school's short and medium term priorities are to:

- Plan the delivery of knowledge-rich curriculum that includes and stretches all pupils at Key Stage 3 so that everyone is enabled to enter and achieve the EBACC.
- Be fully subscribed at opening by admitting 120 Year 7 pupils in 2018 and 180 in subsequent years until we reach our steady state of 1260 pupils. We have 220 applications in at present.
- Manage the corresponding growth in staff, infrastructure and resources that will come with the growth in pupil number.
- Ensure that works to ensure the wider school premises are fit for a 21st century education do not detract from the education and achievement of the school's first pupils.
- Develop strong relations with other schools in the Trust's partnership and with stakeholders throughout Folkestone.

5. Role and Responsibilities

Title: Assistant Principal, Turner Free School
Reports to: Principal Designate, Turner Free School
Start date: May/September 2018
Salary: Leadership scale - negotiable depending on experience

The Trust is looking for three Assistant Principals to play a key role in laying the foundations for and opening this academically ambitious free school.

Key responsibilities:

- Serving as an ambassador for the Trust and the school
- Assisting the Principal Designate in the strategic and operational management, development and leadership of the school
- Ensuring the achievement of our ethos, aims and objectives
- To play a role in developing policy which guides effective practice in accordance with the aims and objectives of the school and Trust
- Ensuring that all the pupils make excellent progress including in the lessons/courses you teach
- Modelling and maintaining high standards of conduct and behaviour
- Promoting team spirit, and a safe and healthy working and learning climate
- Managing relationships with all key stakeholders, including the immediate community, parents, governors, directors, other schools within the Trust's partnership
- Teaching: as a new school all leaders will have a teaching load, which could be as much as 70% in the first two years. APs will be expected to have a strong track record of excellent teaching and deep knowledge of and enthusiasm for, one or more of the EBACC subjects.
- Collaborating on the school's curriculum, teaching, assessment, inclusion, training,

conduct, monitoring, pastoral care, aspiration and enrichment endeavours as appropriate and according to the AP remit awarded.

Delivery of the educational vision:

- Support with the planning and delivery of a knowledge-based curriculum consistent with the social justice principles of Professors Michael Young and E.D. Hirsch jnr.
- Deploy the pedagogy of practice of Doug Lemov and Teach Like a Champion so that all pupils believe they are scholars and will succeed
- Ensure all staff and pupils embrace the curriculum and understand its founding principles
- Lead, develop and improve the quality of provision for students in a variety of areas, including teaching and learning, inclusion, behaviour, wellbeing and safeguarding
- Model exemplary conduct, encouraging all adults and pupils to interact positively beyond school both in the community and later in further education and the workplace
- Play a key role in creating and establishing the family dining culture, and competitive sporting activities so that we are nurturing bodies as well as educating minds

Personal leadership and coaching:

- Support the Principal Designate to recruit, train, motivate, retain and mentor all staff
- Maintain high expectations of pupils and staff
- Lead and manage staff in an appropriate manner, offering support, encouragement, guidance and advice to ensure effective practice
- Ensure all staff are well supported and can see a clear path to career progression
- Play a key role in ensuring high levels of staff wellbeing and morale
- Deputise for the Principal from time to time

6. Personal Profile

Qualification Criteria

- A strong academic track record to degree level and above
- Qualified to work in the U.K.
- Qualified Teacher Status, or postgraduate education and teaching track record if not
- Evidence of ongoing Professional Development

Experience:

- Knowledge of Free Schools and their impactful innovations
- Extensive and outstanding teaching experience with evidence of commitment to your subject knowledge and to a knowledgeable curriculum
- Experience of implementing a range of strategies to raise student achievement, with evidence of success
- Experience in selective and non-selective settings desirable, but not essential
- Experience as a successful head of a core department desirable, but not essential

Leadership qualities:

- Academic ambition for all pupils
- High ethical standards
- Strong work ethic
- Team player - we before me
- Interest in research and a willingness to change practice in light of new evidence
- Effective management style, enabling others while maintaining authority
- Strong interpersonal, written and oral communication skills
- Ability to work using own initiative

- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils

Personal qualities:

- Enthusiasm for rigorous and inclusive non-selective education
- Drive to see the area's young exposed to the cultural capital that will transform their futures
- Determination to improve standards and outcomes in non-selective education on the south-east Kent coast
- Genuine interest in playing a part, through education, in the regeneration of Folkestone
- Demonstrates honesty and integrity at all times
- Willing to go the extra mile for all students
- Resilience
- Excellent organisational skills

Vision and Strategy

- Vision aligned with that of Turner Schools and of the Turner Free School specifically
- Play a full part in the life of the school community, support its distinctive aims and ethos and to encourage staff and students to follow this example
- Clear vision and understanding of how to provide a knowledge-rich education to children of all parts of the local community
- Clear vision and understanding of how to maintain high standards of behaviour
- Evidence of improving outcomes via data, of high content expectations for all students
- Ability to work collaboratively with partner schools in the Trust and beyond

Teaching:

- Undertake an appropriate programme of teaching, ensuring a high quality learning experience for students
- Complete assessment of students as requested by external examination bodies, subject areas and school procedures
- Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies
- Attend all appropriate meetings and training

7. Recruitment Process

The recruitment process for Assistant Principals is as follows:

Applications should be returned by midday

Friday 26th January 2018

Interviews will be held in February, by agreement

8. Turner Schools Safer Recruitment Procedure

Turner Schools is committed to safeguarding and promoting the welfare of children and young people in its schools. In order to meet this responsibility, its schools follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

The Trust requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment and if it emerges during the interview that you've failed to disclose something you won't be offered a job. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probationary period of six months.

If you are interested in joining Team Turner

please contact the Principal Designate, Kristina Yates: Principal@turnerfreeschool.org or via the Trust Office at 01303 232004

For more information please visit:
www.turnerfreeschool.org

Join our
mission:
#seachange