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**Inkersall**  
PRIMARY ACADEMY



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## Inkersall Academy - Principal

Thank you for your interest in this leadership role with Spencer Academies Trust (SAT). SAT is an Educational Charity, Multi-Academy Trust and Sponsor of Academies. We have approaching 16000 children and young people in our academies and employ 2000 teachers, leaders and educational support professionals across the East Midlands. We aspire to be a leading regional high performing Trust, with a national reputation for excellence.

Inkersall Academy joined Spencer Academies Trust as a sponsored academy in September 2015, following a period where it required Special Measures. It is one of the eleven primary academies in our family of schools which also includes 8 secondary schools and a special school. Inkersall Academy, like all of our schools, benefits from the collaboration and added value that being a member of our Trust offers, and shares our values and beliefs. Importantly, Inkersall, like all of our academies maintains its own distinctive identity, unique to the local community.

The position of Principal at Inkersall Academy presents an exciting and unrivalled opportunity for an experienced and innovative leader to join our Trust as we enter a further phase of growth and influence. The Academy has seen improvement in the quality of provision and delivery in recent years, and outcomes for students have improved across the Trust. Whilst we are proud of our progress and achievements, there is still much to do. Inkersall has an ambition to deliver results that compete with the very highest performing schools in the country, and deliver a curriculum for students that is underpinned by breadth, opportunity and quality: one that seeks to give young people the opportunity to develop into well rounded global citizens that believe they can influence positive change in the world.

The Principal will be leading a talented and committed team of teachers, leaders and educational support professionals and will motivate and inspire a well-motivated and affectionate cohort of children.

The role offers the opportunity to work alongside a wide Trust Team, particularly with approaches to school improvement and innovation, a network of like-minded secondary, primary and special school colleagues which meets at least monthly. The Trust also has a strong and visible commitment to CPD for staff at all levels, including its Principals. It operates a Teaching School and Research School, both of national repute, and co-leads the East West Midlands Maths Hub. This provides unrivalled opportunities to participate, and to lead, local and national programmes of excellence. The combination of the Principals' network and system leadership level CPD, provides strong support for both new and experienced school leaders.

We are driven by the values and principles of working in collaboration and together we share high expectations across all areas of our work. Unashamedly, we maintain a hard-edged focus on results and outcomes but balanced with the optimal development of the whole child, so we really can deliver the best start for all our children and young people in a culture of no excuses: we believe everyone can achieve.

Inkersall was judged to require improvement, with good leadership, when first inspected as a new academy. We want it to be judged to be at least good when next inspected. We want to appoint a talented and committed individual who will lead its journey of rapid improvement, with the benefit of the support that the Trust can offer.

The successful candidate will

- be a strategic thinker who can drive school improvement systems
- ensure the delivery of a high quality curriculum that meets the needs of our children
- create and lead high performing teams in which morale is high
- maintain the quality of care for the whole child that characterises Inkersall
- enjoy the opportunity to work with a supportive Trust and other inspirational Principals so that
  - children achieve well, are safe and happy
  - staff are supported in both their professional development and their personal well-being

If you feel you can meet the challenge and be part of a successful and dynamic Trust, and lead Inkersall to even higher levels of achievement and success then we would be delighted to receive your application.

Paul West, *Chief Executive, Spencer Academies Trust*



The Trust currently comprises the following Academies:

School	Phase	Date joined Trust	Current Ofsted Grade
George Spencer Academy	S	1 September 2010	Outstanding, May 2015
Chetwynd Primary Academy	P	1 April 2012	Good and on journey to be outstanding, July 2019. Re-inspected September 2019 - outcome pending publication
Wyndham Primary Academy	P	1 September 2012	Outstanding, May 2014
Fairfield Primary Academy	P	1 September 2013	Good, July 2016
Portland Spencer Academy	P	1 February 2014	Good with Outstanding Leadership & Management, Personal Development, Behaviour & Welfare, January 2017
Glenbrook Primary School	P	1 April 2014	Good, February 2017
Sunnyside Spencer Academy	P	1 May 2014	Good with Outstanding Leadership and Management, July 2017
Heanor Gate Science College	S	1 September 2014	Good, March 2017
Long Field Academy	S	1 April 2015	Good, February 2018
Inkersall Primary Academy	S	1 September 2015	Requires Improvement with Good EYF S& Leadership & Management, May 2018
Derby Moor Community Academy	S	1 January 2018	Good, December 2017
John Port Spencer Academy	S	1 February 2018	No inspection since conversion
Rushcliffe Academy	S	1 October 2018	Outstanding, February 2014
Arnold Hill Academy	S	1 October 2018	No inspection since conversion
Farnborough Academy	S	1 October 2018	No inspection since conversion
Hilton Primary	P	1 October 2018	Good, January 2018
Ashwood Spencer Academy	P	1 November 2018	No inspection since conversion
Mease Spencer Academy	P	Opened Sept 2019	Not yet subject to inspection
Chellaston Fields Spencer Acad.	P	Opened Sept 2019	Not yet subject to inspection
St Giles Special School	Sp	Due to join 1.11.19	Outstanding
Sharphill (Spencer) Academy	P	To be confirmed	
Clover Leys Spencer Academy	P	Opening TBC	
Highfields Spencer Academy	P	Opening September 2021	



## Aims of Spencer Academies Trust (SAT)

### **Mission**

Our Mission is to provide high quality education and deliver the best possible outcomes for children and young people, with an ethos based on our unshakeable ambition to be a high performing academy sponsor of outstanding schools. We strive to be a highly effective organisation, which values and promotes high aspiration, working in partnership and sharing responsibility. We regard all of our stakeholders, students, parents and staff as one team.

### **Vision**

SAT is an exceptional Trust, providing an outstanding education for local children. Our Trust is a model of national excellence. We work collaboratively to achieve the best possible outcomes for all young people, in an environment where partnership is valued and success is celebrated. Our education delivers real life experiences for young people, promotes independent enquiry and stimulates intellectual curiosity, whilst developing a strong sense of individual responsibility, personal belief and confidence. Our students fulfil their potential and make unparalleled progress. They are fully prepared for the next phase of their education and have unrivalled opportunities to become future leaders.

### **We Believe:**

- All children have a right to a quality education regardless of background or ability, and have an entitlement to the opportunity of a secure progression route in their learning and development.
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership.
- We grow the effectiveness and sustainability of our schools by developing the people within them, and that through shared and equitable responsibility for quality and outcomes; we achieve more.

### **Our Trust Behaviours**

- Straight talking and sincere
- Love to deliver
- Obsessive about detail
- Strive to do it differently
- Share responsibility, celebrate success together

### **Our Leadership Behaviours**

- Leadership by example
- Passion for people
- Coaching not critiquing
- Understand your impact
- Having humility



## About Inkersall Academy

Inkersall Academy is a two form entry school that serves the hamlet of Inkersall, close to junction 29A of the M1 and around 10 minutes from Chesterfield. The area is semi-rural and set amidst a number of similar size hamlets and villages. The secondary school into which Inkersall feeds is adjacent to the school.

There are currently 358 pupils on roll in FS2 to Year 6 and 20 in F1 Nursery, rising during the year. The school serves a mixed catchment area and is well integrated in its local community. Around a third of the population were eligible for the Pupil Premium in 2018-19 but there is below average mobility due to the demographic of the area.

The school is located in generous accommodation within its own playing fields. The learning spaces, including the library, have been creatively designed to support a love of reading and collaborative learning. There are small break out spaces to support all learners and good outdoor space.

There is a strong team ethos within the school where teachers and educational support professionals work together to provide the best educational experience for Inkersall children. The taught curriculum is increasingly evidence based and the development of social aspects and cultural capital, alongside academic rigour, is at the heart of the experiences we offer our children. We also offer a rich programme of extra-curricular activities for pupils and parents/carers including an active PTA. We believe that working with parents is key to improving chances of our children.

We invest heavily in support for professional development and opportunities for all staff through active participation in what The Spencer Academies Trust has to offer.

There are many opportunities for the Principal of Inkersall Academy including our ambition to:

- establish the academy as a high performing school at the very heart of the community
- realise an evidence based approach to learning for all, particularly around metacognitive strategies in the classroom
- find ways to develop leadership skills and opportunities for the wider staff team

There are of course challenges to address:

- addressing a dip in standards in 2019 KS2 SATs, notably in reading
- ensuring that the school can demonstrate good effectiveness when re-inspected at some point during 2020
- creating the provision for all learners to succeed, including those from vulnerable groups
- raising aspiration



If appointed you will be part of the Primary family, which is a high performing group. We are a strong, supportive network for Principals, which provides peer support and critical friendship. We meet monthly for our own professional development and to share best practice, new ideas and challenges.

This is a very exciting time for the school and the Spencer Academies Trust as we enter a new phase of growth, building on our successful and proven track record for school improvement as well as continually sustaining and improving outcomes for children and young people.

The successful applicant will enjoy my full support together with that of our Trust Executive and school improvement teams, the Principals network, the academy's staff and governors. There is significant opportunity for professional development and personal growth as part of our Trust, working with partners regionally, locally and nationally. Our Teaching School and Research School offers a full-suite of formal national leadership development programmes to Executive level as well as informal opportunities to network widely and explore innovation and research based enquiry approaches to school improvement.

There is lots of information on our website, which is <http://inkersallprimary.co.uk/> and the Trust website [www.satrust.com](http://www.satrust.com)

We look forward to hearing from you: see 'how to apply' for details of visit opportunities.

*Angela O'Brien, Primary Director of Education*

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## How to Apply

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Thank you for your interest in this exciting opportunity to lead Inkersall Academy

For more information, please refer to our website at [www.satrust.com](http://www.satrust.com)

To apply, please complete the on-line application form available at <http://satrust.com/vacancies> making sure you clearly evidence your achievements against the person specification.

Please also provide a **covering letter, maximum one side of A4, outlining what you would bring to the post and to the Trust.**

For us to adhere to safer recruitment guidelines and best practice, please ensure your completed application form:

- (i) Accounts for any gaps in employment, and
- (ii) Provides detail of all your employment by month as well as year.

If you would like to visit, have any questions regarding the role or would like an informal discussion please contact: Lisa Clark on 08455 651870 or email [lisaclark@satrust.com](mailto:lisaclark@satrust.com)

### **Dates and times for potential visits and an opportunity to meet the Primary Director of Education**

Tuesday 15th October 2.30pm and 4.30pm

Thursday 17th October 2.30pm and 4.30pm

Closing date for applications: **8am 21st October 2019**

Interviews: w/c 24th/25th October 2019

All applications will be acknowledged.

Spencer Academies Trust is an equal opportunities employer.

Spencer Academies Trust is committed to safeguarding and promoting the safety and wellbeing of children and young people. This post will be subject to all relevant pre-employment checks including enhanced DBS with children barred list and completion of Level 2 safeguarding training.

## Job Description

Establishment:	Inkersall Academy
Post Title:	Principal
Grade/Pay Range:	L14-L20 plus benefits
Hours/weeks:	Full Time
Reporting to:	SAT Chief Executive and Director of Primary Education

### Overall Purpose of Post

With a belief there can be no ceiling on student achievement and a passion for equality, the Principal brings strategic direction and professional credibility to Inkersall Academy.

The Principal is accountable to the Chief Executive and Primary Director of Education for ensuring that the Academy improves the life chances of children and young people by raising aspiration and fulfilling potential.

The Principal will provide professional leadership and management of their individual Academy and must establish a culture that promotes excellence, equality and high expectations of all pupils, whilst contributing to the success of all pupils within the Spencer Academies Trust.

### Main Duties and Responsibilities

- Provide inspirational and effective leadership and management of the Academy, ensuring pupils make outstanding academic and personal progress.
- Effective implementation and embedding of the SAT values and principles of working in collaboration and upholding the SAT mission, vision and beliefs.
- Provide leadership across all aspects of the Academy including professional leadership, management and control.
- Create a culture of constant improvement and being an inspirational leader, committed to the highest achievement in all areas of Academy work.
- Line manage the Senior Leadership Team in the Academy.

### Strategic leadership

- Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils of the Academy.
- Ensure the Academy achieves its performance targets and lead the academy within
- The Trust's agreed objectives and operational plans, which will drive forward and sustain academy improvement.
- Demonstrate the vision and values of SAT in everyday work and practice.
- Challenge, motivate and empower others to ensure the academy provides a high quality education and delivers the best possible outcomes for children and young people.
- Promote the Academy, the Trust and develop effective and productive relationships with a wide range of stakeholders.
- Secure the commitment of parents and the wider community to the vision and direction of the Academy and the Trust.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional and personal development.

### Quality of Education

- Provide a model of outstanding practice to all staff in teaching and academy leadership
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality and equity, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich opportunities, which promote pupils' wellbeing and achievement.
- Establish a positive culture of challenge, support and high expectations and a culture for sharing best practice within the Academy, drawing on and conducting relevant research and forensic data analysis.
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment

## **Employee Support and Development**

- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.
- Build a collaborative learning culture within the academy and actively engage with other academies within the Trust to build effective learning communities.

## **Systems and Processes**

- Ensure that systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in the Academy and in the wider society.
- Ensure the Academy systems and measures for managing the performance of staff are implemented robustly in the phase, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Manage the Academy's financial and human resources effectively and efficiently to achieve the Academy's educational goals and priorities.
- Work with the SLT and Trust to recruit and retain staff of the highest quality, in line with trust policy and safer recruitment procedures.

## **The Self-improving School System**

- Work with other schools/academies and organisations (both within and beyond SAT), in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils.
- Develop effective relationships with fellow professionals and colleagues in other settings and other public services to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well-evidenced research to frame self-regulating and self-improving schools.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement and leadership, confident of the vital contribution of internal and external accountability.
- Inspire and influence others, within and beyond schools, to believe in the fundamental importance of education in young people's lives and to promote the value of education.

## **Safeguarding children and Safer Recruitment**

- Ensure safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by SAT.

- Ensure that all policies and procedures adopted by the Trust are fully implemented and followed by all staff.
- Ensure that sufficient resources and time are allocated to enable the designated safeguarding lead and other staff to discharge their responsibilities.

## General

- Work in a professional manner and with integrity and maintain confidentiality of records and information.
- Maintain up to date knowledge in line with national changes and legislation as appropriate to the role.
- Be aware of and comply with all Trust policies including in particular Health and Safety and Safeguarding.
- Participate in the Trust Appraisal process and undertake professional development as required.
- Adhere to all internal and external deadlines.
- Contribute to the overall aims and ethos of Spencer Academies Trust and establish constructive relationships with nominated Academies and other agencies as appropriate to the role.

These above mentioned duties are neither exclusive nor exhaustive, the post- holder may be required to carry out other duties as required by the Trust.

The Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our students and expects all employees and volunteers to share this commitment.

All posts are subject to enhanced DBS checks and completion of Level 2 safeguarding training.





Person Specification	Essential	Desirable
<b>Qualifications and Experience</b>		
Qualified Teacher status	•	
Honours Graduate or equivalent	•	
Further relevant professional/academic study		•
Relevant professional development within the last 2 years	•	
NPQH qualification or potential to achieve	•	
Substantial successful recent senior leadership experience	•	
Experience across the Primary age range including thorough knowledge of the National Curriculum and Early Years programme of study		
Experience of coaching and performance management which has led to improvement	•	
Proven track record in leading and managing successful teams which have made a significant contribution to school improvement	•	
Experience of evaluating quality and standards in provision and outcomes	•	
Experience of developing and delivering a relevant, effective curriculum	•	
Involvement in managing organisational change	•	

	Essential	Desirable
<b>Knowledge and Skills</b>		
Ability to strategise in order to secure improvement	•	
Ability to develop and lead high performing teams	•	
Ability to utilise a range of leadership styles appropriate to the situation	•	
Highly effective classroom practitioner	•	
Up to date primary phase knowledge including pedagogy, curriculum and research findings and current prioritise	•	
Thorough knowledge of procedures for safeguarding and promoting children's welfare	•	
Knowledge of how to allocate available financial resources to meet school priorities		•
Ability to generate and share a vision, and to motivate others to engage with it	•	
Ability to develop and maintain appropriate relationships and establish effective stakeholder partnerships within and beyond the Academy, and cross phase.	•	
Excellent interpersonal, oral and written presentation skills/communication across the spectrum of stakeholders.	•	
Ability to use data and a range of sources of evidence to make judgements and identify priorities.	•	



Ability to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement	•	
Excellent influencing skills and the ability to engage others in new ideas	•	
Able to inspire, challenge and motivate others through a range of leadership styles	•	
Excellent organisational skills, able to reprioritise workload, delegating to others where appropriate	•	
Able to work under pressure	•	
Ability to manage information for a range of purposes including internal and external to the Trust	•	

	Essential	Desirable
<b>Personal Qualities</b>		
Self-aware – knows strengths and preferences and can relate to different personality types well.	•	
An inclusive mind-set	•	
Self-motivated and resilient	•	
Willingness to learn	•	
Ability to work flexibly within a team and lead by example.	•	
Have a sense of perspective	•	
Uncompromisingly ambitious for students and their life chances.	•	
Creativity	•	
Personal integrity	•	
Recognition of the importance of personal responsibility for health and safety	•	
Commitment to the Trust's ethos, aims and whole community.	•	
Commitment to active engagement with other Trust schools, and to its CPD offer		



## Terms and Conditions

Term	Permanent
Salary	Competitive
Pension	Teachers' Pension Scheme
Hours	Full Time
Office Accommodation	The registered place of work will be: Inkersall Academy, Inkersall Green Rd, Inkersall, Chesterfield S43 3S
Right to work	The successful applicant will need to provide proof of the right to work in the UK before taking up the post.
Safeguarding	The successful applicant will need to complete level 2 safeguarding training (online) prior to taking up the post.