



Dear Potential Candidate,

The Aspirations Academies Trust is now entering its eighth year of operation. In September 2019 we operated 15 academies, with 9,000 students, in three distinct regions: South Coast, South Central and London. All our academies inspected as Aspirations Academies (11 academies) have been graded good or outstanding by Ofsted. We firmly believe in education from the age of 2 to 18 and in each region we are developing a coherent education provision across this age range.

The Aspirations Academies Trust considers that its beliefs and principles are applicable and effective with students from age 2 to 19. Each stage of a child's education is extremely important - pre-school, primary and secondary - and should, where possible be coherent across the phases of education in the practice of developing the principles and conditions central to the beliefs and aims of the Aspirations Academies Trust. At whatever stage a child joins an Aspirations Academy, whether it is at the age of two or sixteen, the aim is to provide each individual child with the best possible life chance. This is done through the delivery of an authentic education for the 21st century for children from the age of 2 to 18. We aim to ensure all students achieve high levels of success in a broad range of SATs, GCSE and A Level examinations, whilst at the same time equipping them with the knowledge and skills required to play an active and successful role in today's highly competitive, fast-changing world.

We are looking for a successful educator with the appropriate level of experience to take on the role of Principal of Bovington Academy in order to take this unique academy to the next level of development.

Bovington Academy joined the Aspirations Academies Trust on 1 July 2019, having been inspected by Ofsted as a Local Authority school in October 2018 and rated as inadequate. Bovington is a unique school sitting amongst glorious Dorset countryside and serving both the local rural population and the local army base. The academy has enormous potential and we are developing very strong links with the army to develop a highly supportive education for the children in army families.

Aspirations Academies Trust is now looking for a Principal to creatively develop the academy, to embed and develop the Aspirations 'No limits curriculum', to grow the school into a 2 form entry school and to provide a high quality education that prepares pupils for a successful life in the 21st century.

Aspirations operate a very supportive structure allowing Principals to get on with the role of leading their school and to focus on developing a high quality education for their pupils.

Further details about the Trust are available at [www.aspirationsacademies.org](http://www.aspirationsacademies.org)

The Principal will work as part of a coherent and supportive Aspirations Academies Region.

Bovington Academy is part of the South Coast region of schools. The South Coast region includes:

- Magna Academy Poole (11-18)
- Ocean Academy Poole (7-11)
- Jewell Academy Bournemouth (3-11)
- Atlantic Academy Portland (3-18)
- Budmouth Academy Weymouth (11-18) - recently joined the Trust in September 2019
- Bovington Academy (4-11)
- Livingstone Academy Bournemouth (4-18) - due to open in 2021.

The aim is for the academies in each District to work together to provide a coherent education for all students from the age of 2 to 19.

If you would like to discuss the Trust's vision for the Bovington Principal role before applying, please contact Steve Kenning, Managing Director, at [stevekenning@aspirationsacademies.org](mailto:stevekenning@aspirationsacademies.org) or on 07753 496548.

Please send a completed Application Form and a Cover Letter (no more than one side A4) setting out your vision for improving the education provision at Bovington Academy to:

[carolinebarringer@aspirationsacademies.org](mailto:carolinebarringer@aspirationsacademies.org)

**Closing date for applications for Principal is 4pm on Friday 10<sup>th</sup> January 2020.**

**Interviews Wednesday 29<sup>th</sup> January 2020 at Bovington Academy.**

The Managing Director may request permission from the successful candidates' schools for a 1 hour visit to their school to see them in context.

Interview process: A range of activities and interviews with the Managing Director, Deputy Managing Director and Regional CEO.

## Principal of Bovington Academy Job Description

The Principal of Bovington Academy shall carry out the professional duties as set out in the Trust's contractual framework for teachers.

The Principal is accountable overall to the Aspirations Academies Trust, and directly to the Aspirations South Coast Regional CEO, for ensuring the educational success of Bovington within the overall framework of the Aspirations Academies strategic plan as well as the development plans for the academy. The Principal is responsible for all aspects of the internal organisation, professional leadership, management and control of Bovington. They should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for all in all areas of the Academy's work.

Main aspects of the role:

- Carry forward the Aspirations Academies Trust vision;
- Lead the Academy to deliver outstanding education and performance;
- Take the Academy to the next stage of development
- Maintain a positive profile in the community - local and national.

The Principal will work closely with the Regional CEO to:

### **1. Shape the Future (Strategic Leadership):**

- Work under the guidance of the Aspirations Academies Trust to develop the shared vision and strategic plan for the Academy, which is responsive to the community it serves. At the core of this should be the educational and aspirational development of the students.
- Implement the Aspirations Academies Trust vision and strategic direction so that it is understood and acted upon by all stakeholders.
- Develop and implement a strategic plan, underpinned by sound financial planning which identifies priorities and targets for ensuring that pupils and students achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement.
- Ensure that the management, finance, organisation and administration of the Academy are efficient, effective and deliver value for money.
- Ensure a close working relationship with other Aspirations Academies, sharing staff and resources, whilst at the same time maintaining the distinctive educational qualities of the Academy.
- Ensure the raising of aspirations, achievement and attainment through the fostering of an inclusive, sustainable and innovative lifelong education environment.
- Ensure the Academy achieves its performance targets.
- Effectively market and promote the Academy to a range of audiences.
- Secure the commitment of parents and the wider community to the vision and direction of the Academy.
- Work with all stakeholders to generate enthusiasm and commitment.
- Challenge, motivate and empower others to attain ambitious outcomes.

### **2. Lead Learning and Teaching:**

- Secure and sustain effective teaching and learning throughout the Academy by monitoring and evaluating the quality of teaching and standards of students' achievement, using benchmarks and

setting targets for improvement. This should include those with special educational or linguistic needs in order to set and meet challenging, realistic targets for improvement.

- Promote excellence in teaching and learning, ensuring a continuous and consistent academy-wide focus on students' achievement and development.
- Develop an inclusive and supportive approach so that the Academy is a place where all young people feel welcome.
- Ensure that effective and appropriate pastoral support is available to students.
- Establish creative, responsive and effective learning in all curriculum areas.
- Create a positive culture of challenge, support, high expectations and high aspirations.
- Embed the Trust's Core Principles into every aspect of the culture of the Academies.
- Promote the acquisition and application of knowledge along with the development of the 11 future skills through the use of the Trust's challenge and engagement toolkit and the gradual implementation of the Trust's 'No limits: Education for success in the 21st century' curriculum.

### **3. Raise aspirations, achievement and attainment:**

- Address the needs and aspirations of each student through personalised learning and mentoring.
- Use assessment data to set challenging targets.
- Develop a culture of testing at all levels.
- Challenge practice to ensure a stimulating learning environment.
- Ensure Academy-wide priorities are consistently and effectively implemented.
- Ensure robust and effective review systems lead to continuous improvement.

### **4. Develop Self and Working with Others:**

- Develop a culture of personal responsibility that encourages both excellence and supports appropriate strategies to deal with under performance.
- Ensure a high standard of professional development for all staff and for self.
- Work with all staff to build effective teams.
- Sustain own motivation and that of other staff.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the Academy.
- Develop the capacity, through coaching and other appropriate means, of the educational leadership and management, particularly the SLT.
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation.
- Work closely with the South Coast District Board and other Aspirations Academies to promote and develop the benefits of age 2-19 education.
- Encourage and support staff to work with staff in other Aspirations Academies to encourage the sharing of good practice and school improvement.

### **5. Lead the Organisations:**

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the Academy.
- Lead by example, be a highly visible presence around the Academy.

- Establish collaborative and open relationships with all stakeholders.
- Critically evaluate the Academy's performance.
- Communicate openly with the Regional CEO on a regular basis.
- Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively.
- Ensure structures deliver student progression, attainment and achievement.
- Implement the Aspirations Academies Trust's performance management framework for all staff.

## **6. Managing the Organisation**

- Formulate an annual budget, with the Managing Director, Director of Finance and the South Coast Regional CEO, in order that the Academy secures its objectives.
- Work with the Regional CEO to recruit and retain staff of the highest quality.
- Work with senior colleagues to deploy all staff effectively in order to improve the quality of education provided.
- Plan, manage and monitor the curriculum of the Academy within the agreed budgets, setting appropriate priorities for expenditure allocating funds and ensuring effective administration and control.
- Ensure the regular monitoring of the budget for the Academy and the oversight of the use of resources in full liaison with the Regional CEO.
- Ensure the effective implementation and operation of Aspirations Academies Trust common systems in Bovington - SAGE Finance, HCSS, DC Pro Assessment, Managed IT, etc...
- Take responsibility for the collection of data and making returns of all statutory requirements to the Department for Education.
- Manage and organise the accommodation of the Academy efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements.
- Plan and manage the Academy's financial resources and maximise the level of external funding that is attracted to support its development.
- Ensure that the Academy works within the financial budget.

## **7. Secure Accountability:**

- Ensure all staff have clearly defined responsibilities and accountabilities.
- Establish strong senior and middle leadership roles within a distributed leadership structure.
- Secure robust Academy self-evaluation and quality assurance procedures .

## **8. Support the work of the Aspirations Academies Trust**

- Develop strong, positive relationships with colleagues in the Aspirations Academies Trust, contribute to collaborative work across Aspirations Academies and support other staff in participating in Aspirations Academies Trust work.
- Participate in Aspirations Academies Trust and sector-wide activities in order to share best practice, contribute to the development of Aspirations Academies Trust strategies and policies and promote the academies and the Aspirations Academies Trust in a local and national context.
- Provide advisory support to other Aspirations Academies as required.

### 9. Lead in the Community Through Collaboration:

- Develop community engagement, promoting a continuous culture of change and aspirations for all.
- Create and maintain an effective partnership with parents/carers.
- Strengthen the Academy's positive image in the wider community.
- Develop the Academy's extended school provision.
- Actively support the diversity of the Academy's community and students.

### Person Specification for the position of Principal

*Assessed by application (A)*

*Assessed by the recruitment process (R)*

| Criteria  | Essential | Desirable |
|---|-----------|-----------|
| <b>Knowledge and Qualifications</b>   |           |           |
| Degree or equivalent  | A         |           |
| Qualified Teacher Status  | A         |           |
| Qualified to Advance Skills Teacher level   | A         |           |
| NPQH  |           | A         |
| <b>Professional Experience</b>  |           |           |
| Senior Management Experience in a Good or Outstanding School or Academy                           |           | AR        |
| Experience at Headteacher or Deputy Headteacher level or equivalent                               |           | A         |
| Evidence of a strong contribution and impact to raising standards in your current school          | AR        |           |
| A proven track record of successful leadership and delivery of learning for asll groups of pupils | AR        |           |
| Evidence of collaborative and inspirational leadership skills                                     | AR        |           |

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| Experience in the analysis of performance data for the purposes of target setting and evaluation   |    | A  |
| Experience of monitoring and improving the quality of teaching and learning  | AR |    |
| Proven experience of developing good working relationships with all stakeholders   |    | A  |
| Experience of effective behaviour management and a commitment to ensuring that student behaviour is outstanding  |    | A  |
| Personal Aptitudes, Qualities and Skills   |    |    |
| Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, inspection findings and statutory requirements                                  |    | R  |
| Have a thorough understanding of curriculum development  |    | R  |
| Proven ability to plan strategically to deliver a school's vision, ethos, priorities and targets   |    | A  |
| The ability to lead, influence and manage change   |    | A  |
| High expectations and standards in relation to attitude, uniform, behaviour, respect, productivity, attainment and achievement.  | AR |    |
| A high profile role model with a strong visible presence and a professional approach that demands excellence and earns the respect of the entire school and wider community. | AR |    |
| Proven ability to create, build and retain effective staffing structures   |    | AR |
| Up to date knowledge of Space related education strategies and ideas   | AR |    |
| Excellent organisational skills  | AR |    |

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|---|----|--|
| Well-developed interpersonal and communication skills   | AR |  |
| To be pro-active, innovative and versatile with a high level of drive, enthusiasm, resilience, reliability, integrity, and a sense of humour.                                     | AR |  |
| Raising Aspirations   |    |  |
| An understanding and drive to ensure that the Aspirations Academy continually strives to improve results and to work to ensure that each and every child achieves their potential | R  |  |
| The ability to engender in each student self-worth, engagement in learning and a sense of purpose   | R  |  |
| The ability to embed the three guiding Principles and 8 Conditions that make a difference into the culture of the Academy   | R  |  |
| Leading Learning and Teaching   |    |  |
| Evidence of being an outstanding classroom practitioner   | AR |  |
| The ability to monitor and develop staff, evaluate performance, celebrate excellence and challenge poor performance   | AR |  |
| Evidence of an understanding and desire to develop high levels of student engagement  | R  |  |
| Proven ability to inspire, challenge, motivate and empower teams and individuals to achieve high performance  | AR |  |
| An Aspirations Academy  |    |  |
| Display a commitment and support for the aims of the Aspirations Academies Trust in all its Academies   | R  |  |
| Exhibit a belief in the values of the Aspirations Academies Trust and in the value of research in school improvement  | R  |  |