



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures



Appointment of Headteacher Holderness Academy & Sixth Form College



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Executive Summary

The Consortium Academy Trust ('the Trust') is seeking to appoint a Headteacher at Holderness Academy & Sixth Form College, who will take up the post as soon as possible.

The postholder will have strategic responsibility for the leadership and management of teaching and learning and to ensure all learners have access to outstanding learning experiences.

This candidate pack sets out the role description and person specification. It also provides background information regarding the Trust.



Contents



04

*Message from the
Chief Executive
Officer*

05

*Welcome to
Holderness
Academy & Sixth
Form College*

06

*A place to
transform lives*

10

*Working and learning
at the Trust*

12

*The Wider Leadership
Team*

14

About the role



Message from the Chief Executive Officer

Thank you for your interest in the position of Headteacher Holderness Academy & Sixth Form College.

Here at The Consortium Academy Trust, we are ambitious about the future - creating learning environments and excellence in teaching and learning that provide our children and young people with the best chance at a successful future. Coupled with this is the commitment, care and investment in our people who we believe are our greatest asset.

Our vision is Shaping Positive Futures as we strongly believe our sole purpose is supporting children and young people to achieve their ambitions. This vision gives us a shared sense of purpose and direction and is something we are all proud to be a part of.

Across our community of nine schools our people are doing remarkable things by being fully engaged in work that transforms lives, supporting children and young people to grow in confidence and develop into citizens we are proud of.

Our community of leaders, teachers and support staff work collaboratively to tackle some of society's most critical challenges.

Our values – aspiration, respect, integrity and responsibility – harness our belief that it is not just what we do, but how we do it that makes a difference. These values reflect who we are and how we work to create a culture for success, as we continue to evolve to ensure that we meet the needs of our children and young people, colleagues and partners both now and in the future.

With a strong focus on performance and delivering high standards in all that we do, we are looking for inspirational leaders who want to make a difference to drive forward our ambitions – leaders who will work collaboratively with colleagues, children and young people and partners to ensure each child and young person is able to excel and achieve their ambitions.

This is a great time to join the Trust as we progress at pace in our next stage of development.

We very much look forward to receiving your application for what will be a stimulating, challenging and professionally fulfilling role. Please do not hesitate to let us know if you require more information.

Yours sincerely,

Lizann Lawson, Chief Executive Officer



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Welcome to Holderness

At Holderness Academy & Sixth Form College we deliver a broad aspirational curriculum alongside enriching extra-curricular provision.

We have almost 1200 students and we are eager to provide them with tangible, genuine and invaluable experiences by working with our local community. We endeavour to consistently herald the qualities that we recognise as being essential for the future success of the Holderness Learner; **Aspiration, Resilience, Respect and Kindness.**

We are incredibly proud to have a positive and engaged student body and a dedicated and talented team of staff. Holderness Academy and Sixth Form College is a disciplined and well-organised environment. We have high standards of Academy dress and have clear expectations on punctuality, attendance and behaviour. We have a strong student and staff voice approach which has impacted significantly on approaches to Teaching and Learning and fostering well-being and mental resilience across all teams within our school.

Our supportive approach to developing the whole young person is delivered through our Pastoral Support System which responds to the wider support needs that children living in the

modern world may develop. Their tutor is the first point of call but a dedicated Pastoral Manager per year group and a focus Progress Leader are key to our students commenting 'they feel safe in school'. It is the responsibility of all members of staff to keep students safe and this is an essential part of the Academy core business.

The Sixth Form College is focused on providing high quality teaching and care to secure the best achievement and outcomes for all. Within the Sixth Form there is a dedicated suite of teaching rooms and facilities, which provide a bespoke Sixth Form College feel. Sixth Form students play a full roll in the life of the Academy, but equally enjoy the advantages of this dedicated provision.

As a school we firmly believe opportunities and experiences play a huge role in enabling young people to develop their skills and attributes beyond the classroom. The Academy prides itself on the wide range of extra-curricular opportunities offered to its students. Annually, students take part in a variety of teams, clubs and events. Staff give a great amount of time to supporting students to develop wider cultural experiences through trips and visits and in relation to their academic progress.

We very much look forward to reading your application and would welcome a request for a visit to our school.

The Consortium Academy Trust –

a place to transform lives



Number of schools



Children and young people aged 3 to 18



Total operating income



Current staffing

The Consortium Academy Trust combines six secondary schools and three primary schools, two of which form an all-through school.

The Trust supports almost 8,000 children and young people aged 3 to 18 and has a total operating income of in excess of £40 million. The current staffing base consists of almost 1,300 staff. Together, Headteachers, the Central Team and the Board of Trustees work to ensure an excellent education and learning experience is provided for each and every child and young person.

Our Vision:

Shaping Positive Futures

Our Mission:

We put our children and young people first. We have a supportive, yet challenging environment to allow everyone in our Trust community to:

- flourish and believe that they have every chance of success.
- work together so that they can achieve more than can be done individually.
- work within a supportive culture where taking appropriate risk is seen as a strength.
- be proud of themselves, their peers, our schools, and our local communities.

Our Strategic Priorities:



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Our Values:

Aspiration

We are ambitious, we aim high for ourselves and for others and we believe that we can make a real difference.

Respect

We respect ourselves and each other. We respect our diverse environment and community.

Integrity

We are honest with ourselves and each other. We do things for the right reasons.

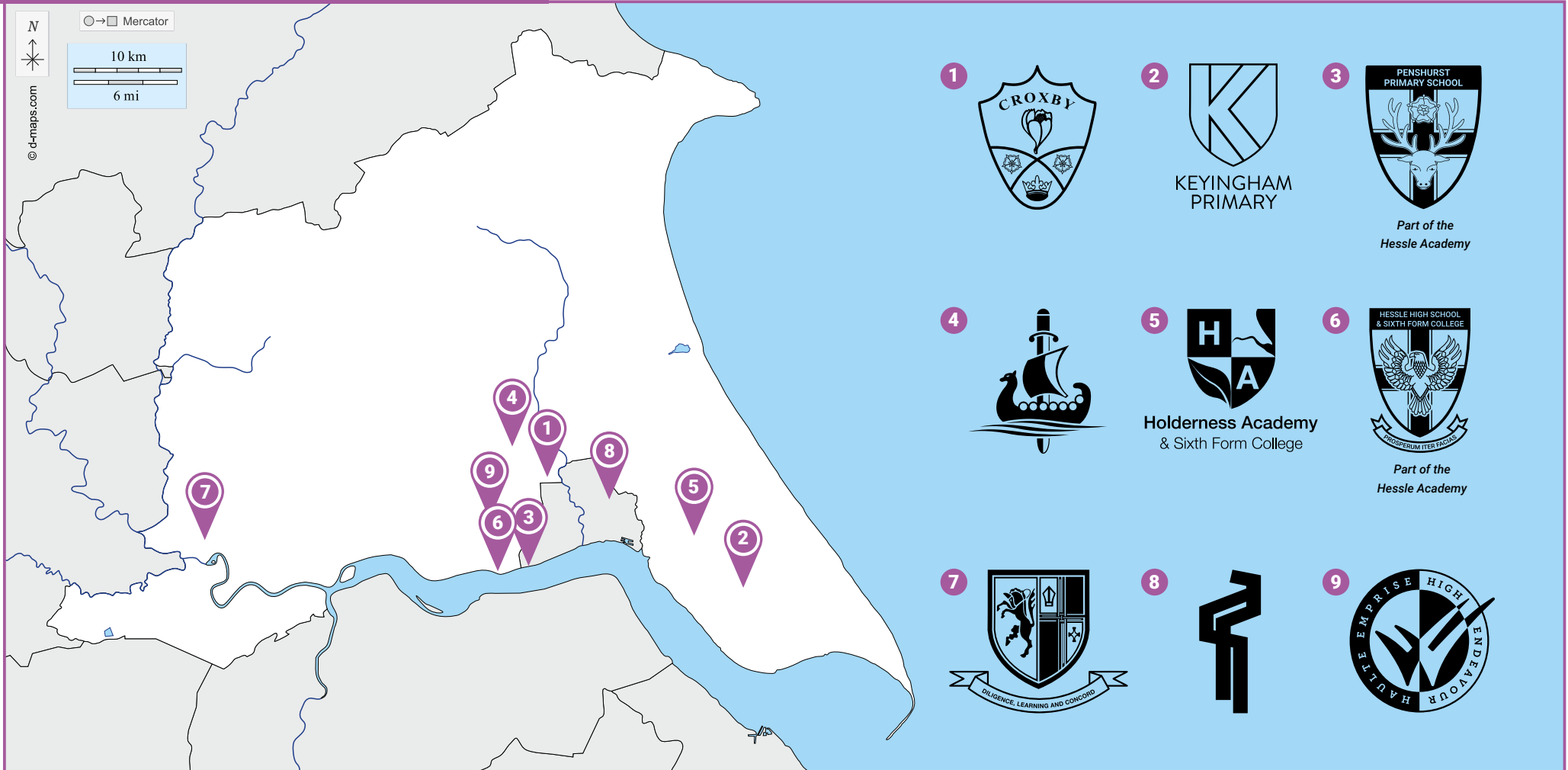
Responsibility

We take responsibility for everything we do and see mistakes as an opportunity to improve and to get things right next time.

Our schools are located across Hull and the East Riding.

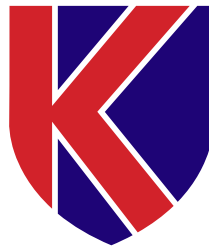
This geographical spread creates accessible opportunities for staff across the Trust to share expertise, practice and resources.

There is a critical agenda in raising the aspirations and attainment levels of children and young people across Yorkshire and the Humber, and the concentration of contribution our Trust provides, in providing children and young people with an excellent education and learning, is integral to achieving this agenda.

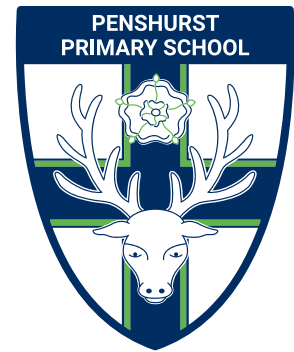


Learn and discover more about our schools through their website.

Primary Schools

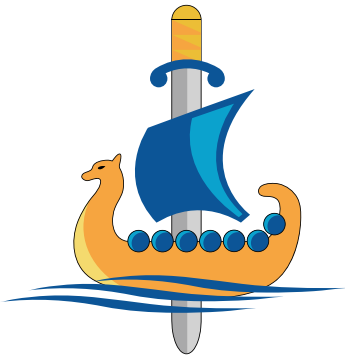


KEYINGHAM
PRIMARY



Part of the Hessle Academy

Secondary Schools



Holderness Academy
& Sixth Form College



Part of the Hessle Academy



Working and learning at the Trust

Our Trust community is rich in knowledge. The diverse, inclusive and aspirant nature of it fosters a desire to learn and develop.

In considering whether you wish to be part of our community, it is important you hear from our members.



Being part of TCAT has provided our school with a vital network of support and guidance as we have navigated all that we have faced this year together.



- Deputy Headteacher



I know the decision I made to join TCAT was the right one for me and hopefully for everyone I work with!

- Payroll Manager



In a culture of positive and constructive feedback, I have welcomed observations from all colleagues and used them to refine my pedagogy.

- NQT



The Trust ensure that, as a Head, there is always a network of people who you can turn to for advice and guidance, including other Heads and the central services team.

- Headteacher



Listen to our learners talk about what makes a good teacher.

As we know, teachers are at the heart of ensuring the needs of our children and young people are met. The Directors of Improvement and Standards will invest their time in teacher development so our learners experience great teaching and learning.

Click [HERE](#) to watch





The Wider **Leadership** Team



Our 'one organisation' culture is taking shape due to inclusive leadership approaches and collaboration across the central services, school improvement and school leadership teams.



It is an exciting time to join the Trust; with the integration of a number of key appointments to strengthen our school improvement offer and strategic governance, the Trust continues to move from strength to strength.

Our 'one organisation' culture is taking shape due to inclusive leadership approaches and collaboration across the central services, school improvement and school leadership teams.

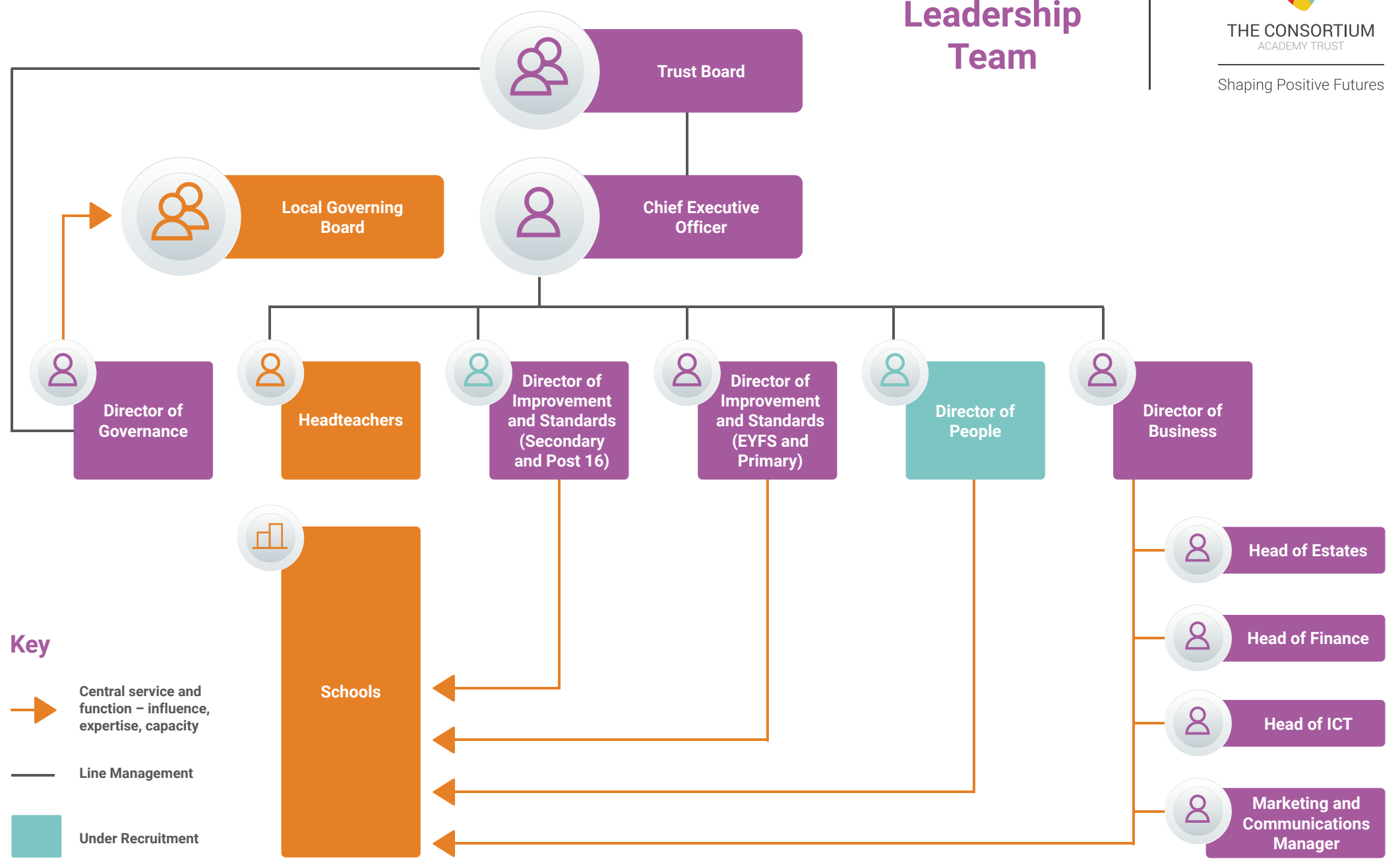
We are keen to ensure our central services and school improvement functions are of the highest quality, meeting the needs of each of our schools. This team-based approach to service delivery is central to our desire to be innovative, agile and process light to ensure our time is spent on the most impactful activities.

We expect our wider leadership team to be visible and approachable and to manage in a transparent and confident way. The Trust is a people-based business where communication and active staff management is key to success.

The Wider Leadership Team



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Headteacher

Holderness Academy & Sixth Form College

We know from experience that things change throughout the lifetime of a role and so this job description is not a list of everything you will do – this gives our people the chance to play to their strengths.

How you will make an impact:

- Help maintain the ethos of The Consortium Academy Trust by driving our organisational culture forward using every opportunity to embed our values.
- Drive high standards by ensuring outstanding educational performance and progress.
- Working with the staff to ensure the school facilitates quality first teaching, so that the school offers the best educational outcomes for all our learners.
- Taking responsibility for your own development - that way we can make the biggest impact!
- More than anything, we are looking for a team player, who puts their heart into their work. We have some core values that run through everything we do, and we would love it if they resonated with you too.

About the role:

- Have strategic responsibility for the leadership and management of teaching and learning and to ensure all learners have access to outstanding learning experiences.
- Act as an ambassador and advocate for the Trust inspiring and empowering others, whilst maintaining a high standard of personal integrity and professional conduct.
- Establish and develop a learning environment, which promotes high quality teaching, effective learning, high standards of achievement, behaviour and discipline.
- Work with the school leadership team to use a range of school performance data and impact measures to identify improvement priorities and formulate action plans.
- Implement the Trust's quality assurance framework to support improvements.
- Implement the Trust's common approach to the observation of teaching and learning, included the guiding principles to carrying out learning walks.
- Determine, organise and implement a balanced and broad curriculum that offers opportunity for all learners to be successful and engaged in success.
- Ensure curriculum models are appropriate, affordable and effective in each key stage; school performance issues are identified and analysed, and solutions are prioritised and costed effectively to secure sustainable improvements.
- Promote a culture that is inclusive and encourages every learner to become self-confident and show respect for others.
- As a member of the Trust's Wider Leadership Team, work collaboratively to develop and deliver the strategic vision for the School and the Trust, ensuring that it is clearly articulated, shared, understood, and acted on effectively by all.
- Produce and implement the school self-evaluation and strategic development plan, setting appropriate, challenging and measurable targets and performance indicators.
- Work with the Trust's Head of Finance and the Finance Business Partners to ensure effective financial systems are in place for the safe and responsible management and monitoring of the school budget; maximising resources, income generation planning and secure value for money in all operations for a sustainable future.
- Lead on developing partnerships and strong relationships with the local community, education, businesses, other partners and wide organisations to enhance educational provision and optimise opportunities for all students.

- Maintain and develop an effective partnership with parents and carers, ensuring they are well informed and engaged in their child's learning experience and progress.
- Ensure that communication between the school and the community is effective and appropriate and has a positive impact on student achievement and the reputation of the School.
- Recruit, retain and employ high quality staff appropriately and manage their workload to achieve the vision and goals of the School and of the Trust.
- Actively promote the school's commitment to safeguarding and the welfare of children and young people.
- Show compliance with and maintain awareness of the Trust's policies relating to equality and diversity.
- Hold staff accountable through their performance management cycle.

Key accountabilities:

- Ensure rigorous and robust self-assessment and evaluation across the school, which informs clear, evidence-based action planning to address issues and recognises strength to inform sharing of best practise.
- Ensure that the policies and procedures relating to safeguarding and safer recruitment are implemented fully and followed by all staff and are rigorously checked.
- Provide information for the CEO, Trust Board and the Local Governing Body to ensure they are well informed and can robustly evaluate the school's performance.
- Implement the Trust's performance management protocols to ensure all staff are accountable to deliver excellence.
- Ensure that the school is prepared, and colleagues trained and understand the requirements of the current OFSTED framework.
- Ensure academic outcomes are of the highest standard.

About you:

This is the job for you if you hold the following qualifications, experience, knowledge, skills and values:

Qualifications:

Essential

- Qualified teacher status.
- Educated to degree level.

Desirable

- National Professional Qualification for Headship (NPQH)
- Master's Degree

Experience, Knowledge and Skills

- Significant and successful senior leadership experience.
- Experience and understanding of management of human and financial resources at senior level.
- Demonstrable track record of success in leading change and school improvement at secondary level.
- Experience of managing, developing and motivating staff.
- Experience of effective monitoring of school performance.
- Demonstrable success in raising standards and meeting challenging targets.
- Experience of effective performance management of staff including the ability to hold staff to account for performance and outcomes.
- Experience of using target setting, data analysis and curriculum innovation to improve outcomes for students.
- Evidence of working effectively with governors.
- An up-to-date knowledge of school improvement planning and evaluation.
- Ability to provide strategic and creative leadership in order to develop a school vision which has learning and achievement at its core.
- A detailed understanding of current educational issues, including national policies, priorities and legislation.
- A detailed knowledge of quality assurance systems (including school review self-evaluation and staff appraisal).

- An in-depth knowledge of a range of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance.
- A knowledge and understanding of legal issues relating to managing a school including Child Protection Procedures, Equal Opportunities, race, relations, Disability, Human rights, Employment and Health and Safety legislation.
- A methodological or meticulous approach with the ability to prioritise and keep to deadlines within challenging environments; ability to rapidly develop confidence and trust with people throughout the organisation.
- Excellent interpersonal, communications and organisational skills.
- Commitment to involving others and maintaining strong and positive relationships with the whole school community.
- Ability to think strategically, anticipating and responding to stakeholder requirements.
- Ability to grasp complex issues and to show sound judgement.
- Ability to lead and manage difficult situations.
- Strong organisational skills and personal resilience.

Values and Personal Competencies

- Committed to the values and vision of the Trust.
- Committed to equality, diversity and inclusion.
- Resilience and confidence to challenge practices in the best interests of learners.
- Achieving goals through collaboration and influence.



Holderness Academy
& Sixth Form College



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Further information



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Remuneration

The salary for the role is at scale point L29-L35.

Pension

The pension scheme is the Teachers' Pension Scheme.

Continuous Professional Development

The Trust is keen to develop its people and through the annual staff performance and development review, professional development opportunities are explored.

Appointment Process

Please complete the application form found on our website, using the supporting statement to address the criteria in the role information.

Please send your application to:

communications@consortiumtrust.co.uk

Closing date for receipt of applications is **Friday 10 June 2022**.

The Headteacher will be appointed by a formal Selection Committee who will hold a candidate review meeting shortly after the closing date with shortlisted candidates being notified thereafter. An informal conversation is available with the CEO, please email

communications@consortiumtrust.co.uk to arrange this.

Interviews will take place on **16/17 June 2022**.

Further details will be sent to shortlisted candidates in due course. An appointment will be made subject to satisfactory references, in line with the usual terms and conditions of employment at The Consortium Academy Trust.

Recruitment Statement

We hope that the details provided here will allow you to make an informed decision to allow you to pursue your application for this position and continue with the recruitment process.





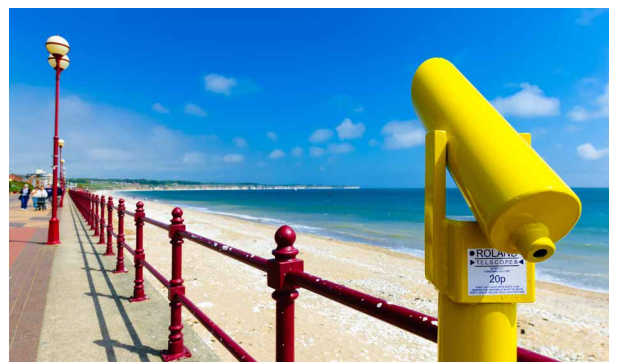
Your life in East Yorkshire

Renowned for its rural and coastal character, making it the ideal place to live if you crave the outdoors, East Yorkshire is a ceremonial county blessed with dramatic coastline and rolling chalk hills.

Although predominantly rural, it's becoming increasingly known as a hotspot for culture. Hull was named as the UK's City of Culture 2017.

East Yorkshire has a strong rural and seaside character. Its coastline has several golden-sand beaches and traditional seaside towns with piers, promenades and fish and chip shops. Towns tend to be small and traditional with period architecture, often with plenty of boutiques, cafés and historical coaching inns. Hull's Old Town also still has its cobbled streets, but redevelopment has filled the rest of the city with new apartment blocks, museums and restaurants.

Beyond the towns is rolling countryside marked by long-distance walking and cycling routes. Locals can also visit the Yorkshire Nature Triangle, the go-to location for spotting wildlife.



Find out more about the region at:
www.marketinghumber.com/region



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