

PRINCIPAL OF KENTON SCHOOL

Salary Range L37 – L43:

£102,159 to £117,197 pa (subject to pay award)

Starting salary negotiable

Permanent, Full Time

Required: From January 2023

CANDIDATE
INFORMATION PACK



ACHIEVEMENT, STUDENTS & LEADERS MATTER



INTRODUCTION

From the Chief Executive Officer

Northern Leaders Trust, formed in 2014 (formerly Kenton Schools Academy Trust), is a growing, passionate Trust in the North East of England. Our eyes are firmly fixed on providing the best education possible for young people in our city, our region and nationally.

Students are at the centre of everything we do. Through collaboration, every aspect of our work is of high quality. Our academies deliver an ambitious and inclusive curriculum that enables all students to excel academically and socially.

We are seeking an experienced and inspiring leader to play a critical role within our Trust through continuing the mission to establish Kenton School as a good school within the Trust.

As Principal, you will be accountable to the Executive Principal and Board of Governors for leading school improvement across this large and diverse population of students. You will play a critical role in modelling high-quality leadership of Kenton School and have the drive and determination to eventually work across the Trust.

In addition to your proven track record of school leadership at either Principal or Vice Principal level, we are seeking a respected, effective leader, able to demonstrate the ability to successfully motivate and develop teams, and lead and implement change. You must have a strong financial acumen, combined with excellent interpersonal, negotiation, influencing skills and the professional credibility to positively engage all school stakeholders.

You must also display values that align with our core Trust aim of ensuring that all students across our schools achieve their potential, whatever their barriers, background, social status, gift or need.

In return we will offer:

- Salary sacrifice schemes such as childcare vouchers and cycle to work scheme
- Access to on site gym facilities
- A commitment to flexible working approaches and staff wellbeing
- Fantastically resourced school building with easy commuting access to both the A1 and A19 and free on-site parking
- A resettlement scheme of up to £6000, subject to conditions.

For an informal discussion regarding the role, please contact Lee Kirtley, Executive Principal (lee.kirtley@northernleaderstrust.org).



Ian Kershaw, Chief Executive Officer

PRINCIPAL

Job Description

Pay Range: L37 – L43

Responsible to: Executive Principal

Responsible for: All staff employed by Kenton School



Job Purpose

- To be accountable to the Trust for ensuring the educational success of the Kenton School within the overall framework of the Trust strategic plan.
- To be responsible for all aspects of the internal organisation, professional leadership, management and control of the academy and for leading supervision over teaching and associate staff. The post holder should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for all in all areas of the school's work.

Key Accountabilities

- Promoting the values and vision of the Trust and using them to inform decision-making
- Performance of members of the leadership team against the criteria below:
 - Outcomes of students at KS4 against the FFT 5th percentile of national target standards and KS 5 against the upper quartile of national performance standards
 - Quality of teaching and learning across the school as measured by:
 - Progress of students in subjects that can be reasonably expected against their previous starting points
 - Progress of students with SEND in subjects that can be reasonably expected against their previous starting points
 - Progress of students with EAL in subjects that can be reasonably expected against their previous starting points
 - Progress of Pupil Premium students in subjects that can be reasonably expected against their previous starting points
- The quality of curriculum design and the programmes of learning to meet all students' needs
- The impact of reading and literacy programmes on standards of student competence
- The quality of personal, social, careers and health education across all year groups
- Participation rates of students in extra-curricula provision in each year group is seen to be rising year-on-year
- Rising participation rates in outdoor, adventure, DofE and cadet activities
- Rising participation rates in music, dance, drama and fine arts extra-curricula activity
- Standards of behaviour of students against the One Trust Rule in lessons and around the school



GCSE Results Day

“Our 2022 GCSE results reflect the many positive changes that have taken place in the academy over the last year. All students are given the best possible support and advice and encouraged to follow their passion, whatever that might be.”

Ian Kershaw, CEO of Northern Leaders Trust

Main responsibilities

The following list is typical of the level of duties which the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar type and level may be required from time to time.

1

Shaping the Future/Strategic Leadership:

- To work with the Executive Principal, Chief Executive Officer, and Trust to develop the shared vision and strategic plan for Kenton School which is responsive to the community it serves. At the core of this should be the educational and personal development of the students
- Define and implement the schools' vision and strategic direction so that it is understood and acted upon by all stakeholders
- Create and implement a strategic plan, underpinned by sound financial planning which identifies priorities and targets for ensuring that students achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement.
- Ensure that the management, finance, organisation and administration of the school supports its vision and aims
- Plan for the future needs and further development of the school within the local and national context
- Ensure raising aspiration, achievement and attainment, is achieved through an inclusive sustainable and innovative lifelong education environment
- Ensure the school achieves its' performance targets
- Secure the commitment of parents and the wider community to the vision and direction of the school
- Work with all stakeholders to generate enthusiasm and commitment and to actively promote the school to a range of audiences
- Challenge, motivate and empower others to attain ambitious outcomes
- To work collaboratively to and actively promote the sharing of services and best practice

2

Leading Learning and Teaching:

- Secure and sustain effective teaching and learning throughout the school by monitoring and evaluating the quality of teaching and standards of students' achievement.
- Promote excellence in teaching and learning, ensuring a continuous and consistent academy-wide focus on students' achievement and development (moral, spiritual, physical and social, as well as academic).
- Ensure that a high quality educational experience is available for all children and young people.
- Ensure the curriculum meets statutory and student requirements.
- Develop an inclusive and supportive approach so that the school 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.
- Ensure the successful creation, implementation and development of extra & cross curricular activities to enrich and broaden student experience.
- Create and embed a culture of challenge, support and high expectations.

3

Raising aspiration, achievement and attainment:

- Address the needs and aspirations of each student through personalised learning and mentoring.
- Use assessment data to set challenging targets.
- Challenge practice to ensure a stimulating learning environment.
- Ensure school-wide priorities are consistently and effectively implemented.

4

Developing Self and Working with Others:

- Embed a culture that ensures that all students, staff and stakeholders are treated fairly and equitably.
- Develop a culture of personal responsibility that recognises 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 the wider leadership team to build effective, motivated teams. And 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 school.
- Develop the capacity, through coaching and other appropriate means, of the educational leadership.
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation.

5

Leading the Organisation

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the Trust
- Lead by example, be personally visible and committed whilst adopting a strong and flexible leadership style
- Establish collaborative and open relationships with all stakeholders.
- Critically evaluate the school's performance
- 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
- Ensure effective recruitment and deployment of the required level of both teaching and associate staff to realise the Trust's vision
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with their conditions of service, ensuring a reasonable balance for each teacher and other members of staff
- Develop and implement policies which meet legislative frameworks and embrace best practice
- Ensure the school environment is of a high standard and reflects the aspirations of the community
- Ensure effective use of financial, technological and other resources

6

Managing the Organisation

- Work with the Chief Operating Officer on the formulation of the annual budget in order that the school secures its objectives.
- Work with the Trust and senior colleagues to recruit and retain staff of the highest quality and to deploy all staff effectively in order to improve the quality of education provided.
- In conjunction with the Chief Operating Officer manage and monitor the curriculum of the school within the agreed budget, setting appropriate priorities for expenditure allocating funds and ensuring effective administration and control
- Ensure a safe environment for all students and staff, including ensuring that safeguarding systems and procedures meet DfE requirements as a minimum
- 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 school efficiently and effectively to ensure that it meets the needs of the curriculum, safeguarding and health and safety requirements
- Ensure that the allocation and use of accommodation within the school provides a positive learning environment that promotes the highest achievement for all
- Monitor and evaluate overall provision within the school for value for money

7

Securing Accountability

- Work with the school leadership teams to enable them to meet their responsibilities
- Ensure all staff have clearly defined responsibilities and accountabilities
- Establish strong middle leadership roles within a distributed leadership structure
- Secure robust self evaluation and quality assurance procedures

8

Supporting the work of the Trust

- Developing and maintaining the 'all different, all equal' ethos so that it is intrinsic and permeates all aspects of the academies' life and curriculum
- Participate in Trust and sector-wide activities in order to share best practice, contribute to the development of Trust strategies and policies and promote the academy and the Trust in a local and national context
- Provide advisory support to other academies within the Trust as required

9

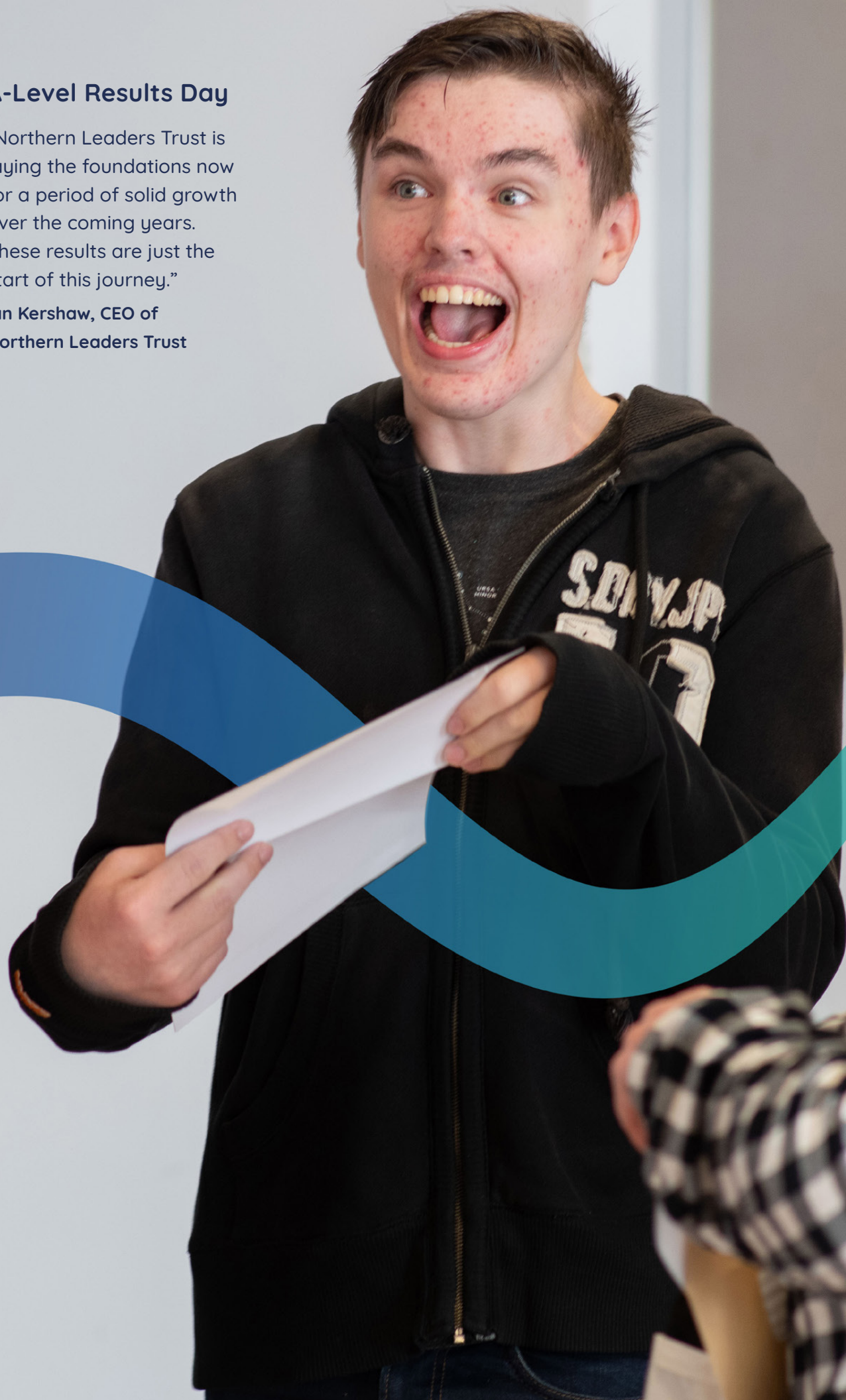
Leading in the Community through Collaboration

- Work with the school leadership teams to enable them to meet their responsibilities
- Ensure all staff have clearly defined responsibilities and accountabilities
- Establish strong middle leadership roles within a distributed leadership structure
- Secure robust self evaluation and quality assurance procedures

A-Level Results Day

“Northern Leaders Trust is laying the foundations now for a period of solid growth over the coming years. These results are just the start of this journey.”

**Ian Kershaw, CEO of
Northern Leaders Trust**



PRINCIPAL

Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- 1 Significant experience as a Senior Leader with a sustained record of school Improvement
- 2 Knowledge of ways to communicate and implement a shared vision across the academy combined with the ability to deliver this
- 3 Understanding of strategic planning processes in building school improvement
- 4 Experience leading and implementing large scale change
- 5 Experience of evaluating the quality of teaching and learning
- 6 Experience of working in strategic partnership with other agencies or professionals to ensure the best outcomes for children and young people
- 7 Ability to deal with contentious situations and manage conflict effectively and sensitively
- 8 Ability to challenge, give feedback and present views to achieve positive outcomes
- 9 Possessing a strong, positive educational vision consistent with that of the Trust
- 10 Highly organised and flexible

Desirable

- 11 National Professional Qualification for Headship or other advanced qualification

Part B: Assessment Stage

The following criteria will be further explored at the assessment stage in addition to criteria as outlined in Part A:

Essential

- 1 Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:
 - Motivation and commitment to work with children and young people
 - Emotional resilience in working with challenging behaviours
 - Attitude to use of authority and maintaining discipline

- 2 Excellent interpersonal skills with the personal and professional credibility to engage and influence at a senior level, including the ability to effectively represent the Trust with stakeholders and in the media where appropriate

- 3 Personally resilient, self-aware and willing to learn and to adapt

- 4 Previous experience working effectively with professional organisations and trade unions

- 5 No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post

- 6 Committed to working with young people and contributing to trust ethos

Assessment/Selection Methods

Candidates will be assessed during an assessment centre interview process comprising several activities, including panel interviews, written tasks and a presentation.

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

Essential

- 1 Enhanced Certificate of Disclosure from the Disclosure and Barring Service*
- 2 Additional criminal record checks if applicant has lived outside the UK
- 3 Children's Barred List Check*
- 4 DfE Prohibition List Check including GTCE Check
- 5 Confirmation of Qualifications and Qualified Teacher Status, including confirmation of professional status from relevant professional regulatory body for teachers who have worked overseas
- 6 Medical clearance
- 7 A minimum of two satisfactory references from current and previous employers (or education establishment if applicant not in employment).
- 8 A Section 128 Education and Skills Act Prohibition from Management list check.

*All posts involving direct contact with vulnerable children are exempt from the Rehabilitation of Offenders Act 1974. The amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974.

This post is classed as being in 'Regulated Activity' as defined in Keeping Children Safe in Education 2021, therefore in addition to the DBS check, a check of the Children's Barred List will also be conducted as part of the pre-employment screening process.



A-Level
Results Day

The fabulous North East of England

An enviable quality of life offering great value for money

Those who already live here need no encouragement to report that the North East of England is still very much a hidden gem with the most amazing beaches, rolling countryside, rich history (there are over 70 castles in the North East!) vibrant cultural offering, a superb range of award-winning restaurants, ample housing and of course the genuine warmth of local people.

The good thing about living here, is that you are never far away from peace and solitude. From Newcastle city centre, just travel for 30 minutes by car to the east and you are at one of the most beautiful and unspoilt coastlines with miles of sandy beaches, or to the west and you will arrive in the enchanting Tyne Valley with its pretty towns, villages and farmland.

It has been said that there are few places in the world where you can go surfing in the morning and then be in a bustling city centre for a 9am meeting.

From award winning parks and gardens to serene beaches and countryside, North East England offers great natural beauty and an enviable quality of life.

Newcastle – what's it like?

Newcastle offers an unrivalled number of bars, clubs, and restaurants, with an incredibly vibrant nightlife catering to the vast number of students and visitors to Newcastle - and everywhere in the city is within walking distance.

But there is so much more to Newcastle, with a vast array of music venues, galleries, and museums, those looking for culture in their leisure time will not be disappointed. The range of shops and leisure facilities offers some of the best in the country, whilst stunning beaches and beautiful countryside are within easy reach of Newcastle.

Newcastle is well connected to the rest of the UK by rail and Newcastle has one of the busiest railway stations in the UK. From Newcastle, the A1 will take you to London and Edinburgh, the A19 to Sunderland, and the A69 to Carlisle.

Newcastle International Airport is just seven miles outside of Newcastle, whilst the ferry terminal in North Tyneside has daily services to Amsterdam.

Newcastle has two universities, two smaller FE colleges as well as the main Newcastle College and seven independent schools.

However, the aspects of living here that will be of most interest are likely to be housing, commuting, the cost of living and leisure activities, so let's look at these in turn:



Housing

The North East of England has housing that caters to all budgets with some of the cheapest property to be found anywhere in the UK. There are some stunning places to live in North East England spanning all price brackets, with rural, coastal and river views being accessible from family town houses and starter apartments in equal measure.

The North East consistently remains one of the most beautiful, vibrant, exciting and thriving places to live and work.

The latest data from the Land Registry reveals that the average house price in the North East of England is £157,920. Over July 2022, house prices increased on average by 1.7% or £2,650 or over the last calendar year by 3.6% or £5,480.

However, across the North East, there is a considerable spread of house types and house prices with the three most expensive areas for house prices in the North East being North Tyneside, where house prices average £199,500, Newcastle upon Tyne where prices are £187,900 and Northumberland where average prices are £184,000.

Transport links and commuting

It's easy to get about too, with the Tyne and Wear Metro, which is an overground and underground light rail rapid transit system serving Newcastle upon Tyne, Gateshead, North Tyneside, South Tyneside, and the City of Sunderland. The network opened in stages from August 1980 and now serves a total of sixty stations, with two lines covering 77.5 km of track.

The North East region also benefits from a comprehensive road network, an international airport at both Newcastle and Tees Valley offering daily flights to London, Europe and Dubai and the East Coast Mainline rail service connecting us to Scotland, Cumbria, Yorkshire, London and the west country.

With the proximity of towns and cities to such great transport links, it is hardly surprising that the North East England workforce spends thirteen hours per year less time commuting than the national average. We have the lowest average commuting distance of 7.8 miles and one of the lowest commuting times of 23.6 minutes.

House prices are
73% lower
than London and
54% lower
than South East
England

Cost of living

Prices are lower than you would normally expect to pay in many parts of the UK, and you may find that you have a disposable income at the end of each month, in which case, you may be wondering what to spend it on. Here are some ideas:

Entertainment

North East England has a variety of entertainment offers, from cinemas to open air concerts and live music, to theatre shows, there's something for everyone. Theatres in the region attract Broadway shows, whilst Sage Gateshead is a world-renowned venue for music and learning.

Food & Drink

In our city centres and beyond, we have Michelin Star fine dining, family fayre and student feasts; and in our market towns, we have some of the most exquisite home grown produce from our extensive rural areas and available via regular farmers markets.

Arts & Culture

Our region has exceptional art galleries such as Baltic, Laing Art Gallery and the Customs House; child-friendly museums such as Beamish, Bowes, Discovery and Centre For Life; and stunning days out for the whole family, such as Alnwick Gardens and Castle, and numerous National Trust stately homes.

Shopping

Retail therapy has always been an important part of life in North East England and, as such, we boast one of Europe's largest shopping centres, The Metrocentre, Gateshead, which has over 330 stores, a cinema complex and food village. Newcastle city centre's main shopping centre, Eldon Square, is hard to beat with its anchor department store tenants, Fenwick and John Lewis, while North East England also offers boutique outlets and market towns that are treasure troves for antique lovers.

Sports

North East England has a proud footballing tradition with Newcastle United and Sunderland AFC. We also boast premiership Newcastle Falcons Rugby team and the Durham County Cricket Club. For people who love the great outdoors, there is surfing along the stunning North East coastline and the coast-to-coast cycle trail to Carlisle. North East England also hosts the world's largest half marathon, The Great North Run, which attracts more than 55,000 participants each year.

Travel & Tourism

Iconic attractions such as the Angel of the North, Durham Cathedral, Northumberland's National Parks, Alnwick Gardens, Bamburgh Castle and Newcastle Quayside are visited by thousands of tourists each year.

The best idea is to come and experience for yourself the many benefits of living in this part of the world!



About Kenton School

Kenton School is a vibrant and inclusive secondary school at the heart of the community in which we serve. With just over 1800 students, Kenton is amongst the largest schools in the North East. However, despite the size, the school prides itself on retaining a family atmosphere, where students feel not only challenged through quality first teaching and learning but supported and motivated by the strong pastoral team.

Our Kenton team are passionate about providing the very best education possible for young people in our city, our region and nationally and our strong and committed team share our vision of ensuring all our students not only reach their potential but that they are confident, happy and resilient students who treat each other with compassion and respect.



We aim to provide a broad curriculum, focussing on educating our students for their future in the modern world, not the past or even just the present. We also believe strongly in developing the creativity of our students and this is demonstrated through our commitment to delivering arts courses as a core subject.

About our Trust

Northern Leaders Trust; Formed in 2014, our Trust currently incorporates both Kenton School and Studio West, an innovative 11-19 studio school. Under the leadership of Chief Executive Officer Ian Kershaw, supported by Executive Principal Lee Kirtley, the Trust's main objectives are encompassed in its vision statement, which is "to change the current and future lives of our students for the better, by providing them with the highest possible quality of education tailored to their differing needs. Therefore, we will work tirelessly to ensure that all our students, from all backgrounds and starting points, are enthusiastic learners, attend and behave well, are safe and healthy, make excellent progress and achieve highly, then progress to the most challenging and rewarding higher education and careers. Then they will be capable, creative, caring, committed, flexible, thriving adults, who change their world, their country, their family and themselves for the better".

Links to Relevant Documents

For further information, please visit our website
<https://ks.northernleaderstrust.org/>

Over the last three years, the Trust Board, comprising of 3 members and 7 Trustees has delivered major improvements to the governance, leadership and financial health of the Trust.

Our Trustees come from a variety of different education and business backgrounds, driving the strategic vision of the Trust and our schools. The Trust and its schools are supported by a strong central services team covering core Trust functions, such as HR, Finance, Data and ICT.

Additional Information for Applicants

Terms and Conditions of Employment

The conditions of service applicable to this post are the Conditions of Service for School Teachers in England and Wales (the Burgundy Book) and the School Teachers Pay and Conditions document as it applies to Headteachers, and as amended/supplemented by local decisions made by Northern Leaders Trust.

Salary

The salary range for the post is L37 to L43 with current corresponding salary range of £102,159 to £117,197 pa. Starting salary will be dependent upon current pay point and relevant experience. Progression through the salary range is considered annually and is subject to successful performance appraisals and meeting progression criteria.

Start Date

The start date of the post is expected to be January 2023, or earlier if possible. The post is permanent.

Pension Scheme

The postholder will be automatically enrolled in the Teachers' Pension Scheme. There is an option to opt out for those who wish to. Further details on the Teachers' Pension Scheme can be found at www.teacherspensions.co.uk and www.twpf.info.

Safeguarding

Northern Leaders Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.

Staff Benefits

In addition to a flexible approach to work, we offer the following staff benefits:

- Bike to Work Scheme (salary sacrifice) through www.bike2work.co.uk
- Childcare Vouchers (salary sacrifice) through www.kiddivouchers.co.uk
- Free use of on site gym facilities (Sport@Kenton)

Resettlement Scheme

A resettlement scheme of up to £6,000 is available for candidates who are required to relocate more than 100 miles (subject to conditions). For further details please contact Jo Jackowiak, Director of HR (jo-anne.jackowiak@northernleaderstrust.org.uk).

Equal Opportunities

Northern Leaders Trust is opposed to any form of unfair discrimination and is publicly committed to be an equal opportunity employer.

Selection Processes and Covid-19

The selection process will take place on-site. Candidates who have increased susceptibility to adverse effects of Covid-19 will be asked to contact us in order that individual risk assessments can be conducted.



Application Process

If you feel you have the experience, skills and attributes to succeed as part of our team, please complete our application form which can be downloaded from the vacancies section of our website
<https://northernleaderstrust.org/vacancies/>.

Applications can be returned by email to
HRS@northernleaderstrust.org

Closing Date:

9am on Monday
17th October 2022

Interview Date:

Wednesday 19th
and Thursday 20th
October 2022



Kenton School, Drayton Road, Newcastle upon Tyne, NE3 3RU

Telephone: 0191 214 2200