



# Acorn Academy

## Headteacher

Information for candidates





Acorn Academy

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## Acorn Academy

# Headteacher

**Required: September 2022 or January 2023**

**Pay Range: Leadership 10-16**

Are you inspirational and aspirational? A talented leader with a passion for excellence in early education? Do you thrive on developing highly-skilled teams of practitioners, ensuring children enjoy an excellent education?

Our three-form entry infant school and nursery is ready to welcome its next leader, someone who is willing and able to build on our many existing strengths as we enter a new phase of development for our community school.

The new headteacher will share our drive for inspirational teaching within a safe, creative, and nurturing environment. We require a leader able to raise standards, build successful school communities, and develop strong relationships with children, parents, trust colleagues and the wider community. We have a highly effective Speech and Language Provision, and are looking for a leader who is committed to inclusion and, if not already an expert in this area of SEND, has the passion and commitment to become so.

As a leader within Bridge Academy Trust we seek a partner who has a genuine desire to work with and beyond our primary and secondary schools across Essex, contributing to the wider education system and the longer term vision of excellence for our communities. In welcoming you to our Trust, we commit to you and your leadership development, and can offer significant opportunities for networking and development within and beyond Acorn Academy.

We welcome applications from all suitable candidates, regardless of any protected characteristic. Visits to the school are welcomed and encouraged.

Timescales:

- Closing date: 12pm on 23<sup>rd</sup> May
- Interview Date: 27<sup>th</sup> May
- Shortlisting date: 23<sup>rd</sup> May\*

\*Shortlisted applicants will be contacted via email, by 10am on Tuesday 24<sup>th</sup> May

**For further information or to arrange a visit, please contact our Director of Primary Education, Cheryl Allard, by emailing [allardc@bridgeacademytrust.org](mailto:allardc@bridgeacademytrust.org)**

**For an application form please contact Carrie Massey HR Manager**

**01245 504598 or e-mail [masseyc@bridgeacademytrust.org](mailto:masseyc@bridgeacademytrust.org)**

*This Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Bridge Academy Trust welcomes applications from those of all backgrounds, faiths and ethnic groups.*



**Acorn Academy**

# Headteacher

## Job Description

**Pay range: Leadership 10-16**

**Line Manager: Director of Primary Education**

### **Core purpose and requirements: -**

To work in close partnership with the Bridge Academy Trust Central Team, and provide the leadership and management which enables the school to achieve its aims, including:

- to give every pupil high quality education and which promotes the highest possible standards of achievement; to meet the National standards (+) as published by the DFE;
- to build leadership capacity and effectiveness at all levels;
- to manage school premises, finances and resources astutely to maximise their use and value.

### **Key Accountabilities, Duties and Responsibilities: -**

- ✕ Meet Headteacher standards;
- ✕ Meet the Conditions of Employment for Head Teachers laid down in the School Teachers' Pay and Conditions Document;
- ✕ Ensure the School meets its statutory obligations in relation to safeguarding, Child Protection and LAC procedures;
- ✕ Ensure the development of, and maintaining of effective strategies and procedures for all staff induction, professional development and performance review;
- ✕ Promote and maintain a culture of high expectations and standards for self and others;
- ✕ Ensure the positive promotion and reputation of the School and the Trust;
- ✕ Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, trustees and members of the local community.

### **Creating the Future of School: -**

- ✕ Working with Trust partners including local governors, to create the strategic vision for the School;
- ✕ Translate the vision into agreed objectives and operational evidence-based improvement plans and policies;
- ✕ Plan and implement first-class CPD for all staff;
- ✕ Work alongside other Bridge Schools to provide support and improvement in the quality of provision for children at Acorn and across the Trust;
- ✕ 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.



## Acorn Academy

### Leading Teaching and Learning / Working with Other Leaders to:

- ✕ Communicate and embed clear vision and values that permeate school life;
- ✕ Ensure a continuous and consistent school-wide focus on pupils' achievement, using strong evidence bases to monitor progress;
- ✕ Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, 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 research and evidence of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' wellbeing;
- ✕ Implement strong accountability measures and robust monitoring; tackle under-performance at all levels;
- ✕ 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;
- ✕ Maintain and promote high standards of behaviour through a consistent therapeutic approach;
- ✕ Develop and sustain effective relationships with local governors, Trustees and central team to ensure effective governance, and the discharge of delegated responsibilities;
- ✕ Further develop transition partnerships to and from local settings.



Acorn Academy

# Headteacher

## Person Specification

	Essential	Desirable
<b>Qualifications</b> <ul style="list-style-type: none"> <li>✕ Qualified teacher status</li> <li>✕ Degree level qualification or equivalent</li> <li>✕ National professional qualification for headship (NPQH)</li> <li>✕ Further relevant professional/academic study</li> </ul>	X   X	  X  
<b>Experience</b> <ul style="list-style-type: none"> <li>✕ Outstanding teaching in either KS1 or EYFS</li> <li>✕ Teaching experience in both Key Stage 1 and EYFS</li> <li>✕ Teaching experience in KS2</li> <li>✕ 4+ years in senior leadership</li> <li>✕ Senior leadership in a primary school</li> <li>✕ Senior leadership in a school with a nursery or resource base</li> <li>✕ As designated Safeguarding lead</li> <li>✕ Leading on Disadvantage</li> <li>✕ Leading on SEND</li> </ul>	X X  X	  X  X X X X X
<b>Professional development (within the last five years)</b> <ul style="list-style-type: none"> <li>✕ Successful performance management reviews</li> <li>✕ Evidence of pursuit (and achievement) of professional growth</li> <li>✕ Good knowledge of key evidence-based research sources for education</li> </ul>	X X	  X



# Acorn Academy

<b>Skills</b> <ul style="list-style-type: none"> <li>✕ Excellent communication skills – verbal and written</li> <li>✕ Inspirational leadership – in different contexts and with the range of stakeholders</li> <li>✕ Flexibility of leadership styles and the emotional intelligence to utilise them appropriately</li> <li>✕ To nurture and build effective teachers</li> <li>✕ To nurture and build effective leaders</li> <li>✕ To nurture and build effective teams</li> <li>✕ To account to stakeholders and hold others to account</li> </ul>	X X X X  X X	    X  
<b>Knowledge and Understanding</b> <ul style="list-style-type: none"> <li>✕ The structure and content of the EYFS and KS1 curricula</li> <li>✕ Statutory assessment</li> <li>✕ Current issues and developments in education</li> <li>✕ Core features of successful classroom practice</li> <li>✕ Core features of effective professional development for staff</li> <li>✕ Challenges and best practice regarding disadvantage</li> <li>✕ Challenges and best practice regarding pupils with SEND (including statutory requirements)</li> <li>✕ Skills and systems to promote positive behaviour</li> <li>✕ How to identify and support your own wellbeing needs</li> <li>✕ How to identify and support the wellbeing needs of staff and pupils</li> <li>✕ Safeguarding and KCSIE</li> </ul>	X X  X X X X  X  X X	  X     X  X 





## Acorn Academy

<b>A commitment to the following:</b>		
✕ Equalities and the Equality Act 2010	X	
✕ Promoting and working within the Trust vision and ethos	X	
✕ High ethical standards	X	
✕ Relating positively to and showing respect for all members of the trust and wider community	X	
✕ Further relevant professional self-development	X	
✕ Safeguarding and child protection	X	
<b>Personal Attributes</b>		
✕ Resilience in the face of challenge	X	
✕ Enthusiasm and sensitivity	X	
✕ Caring attitude and ability to empathise with pupils and parents	X	
✕ Optimism and positivity	X	
✕ Flexibility and adaptability	X	

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- ✕ Motivation to work with children and young people;
- ✕ Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- ✕ Emotional resilience in working with challenging behaviours and situations;

Any relevant issues arising from references will be taken up at interview. Bridge Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.





## Acorn Academy

# About Us



Acorn Academy is a fully inclusive school where children are at the centre of everything that we do. Our specialist speech and language provision supports children from across mid-Essex to develop their speech, language and communication skills.

We know that happy children learn more, and we aim to make all learning fun. We encourage outdoor learning and understand the importance of wider development opportunities for personal and academic growth.



Acorn Academy serves the local community in Witham. Our school building is light and airy and is a mixture of open plan and closed classrooms. A multisensory room has been developed next to our speech and language class base. We enjoy well-developed outdoor learning spaces.



We have 48 members of staff



We have 283 children on roll



Joined Bridge Academy Trust in April 2021.

Ofsted rated Good, March 2019.

**EYFS (age 3-5 )**

Nursery & Reception

**Key Stage 1 (age 5 -7)**

Year 1 and 2



Acorn Academy

## Our Vision

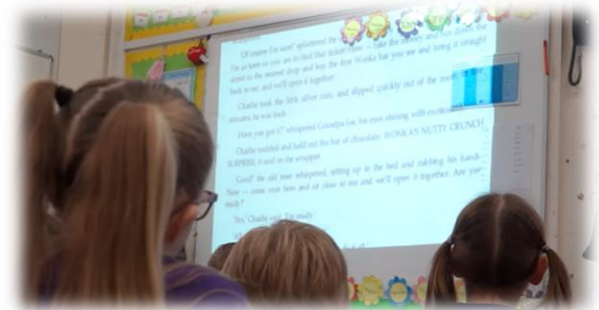
At Acorn Academy our core values are: respect, kindness, and high expectations of learning and behaviour. We aim to nurture and inspire everyone in the school community to be the best that they can be.



Children are at the centre of everything that we do and we aim to ensure that all children have a happy and successful experience at school. Our learning environment is based on mutual respect. By making learning fun for children who attend our school, we create opportunities for them to achieve highly in all areas of the curriculum and as individuals.

We are a fully inclusive school. We welcome all children, and will work closely with parents and outside agencies to make education accessible to all. We aim to be a centre of excellence for speech and language development, supporting children and schools in the wider community.

We aim to create teams of expert teachers with in-depth professional knowledge, who are challenged and supported to provide the high quality education our children and community deserve.



# Bridge Academy Trust

## Join us and be part of our Trust



**Mark Farmer,**  
CEO

“We are a strategic and forward-thinking Trust and we recognise that our staff are a precious resource. We aim to appoint and develop professionals who are welcoming, compassionate, highly motivated and who can promote high expectations.

Being committed to excellence, our staff will work in collaboration to build strong partnerships, allowing us to achieve our vision.”

**Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.**

**High quality continuity of every child's journey through education**

High quality and effective transition work between key stages and school transfers, ensures that children are 'ready', academically, socially and emotionally for the next stage of their learning journey.

**A community and school-led school improvement system**

All children and adults are positive citizens within the areas they live and the school it serves.



- ✕ **ENJOY** coming to school and learning experiences available to them;
- ✕ Are **ENRICHED** with a wealth of opportunities inside and outside of lessons and the curriculum, so that all talents are identified and nurtured;
- ✕ **ACHIEVE** high standards:
  - ✕ academically, in terms of examination results;
  - ✕ personally, through their respect for others and their environment;
  - ✕ socially, through their contribution to the life of the school and wider community

# Bridge Academy Trust

## Our People Strategy

We aim to transform teaching, leading, and learning to fulfil our commitment to giving our children, young people and our communities, the high-quality education they deserve. Each facet of our improvement strategy recognises the need for schools and the wider MAT to recruit, nurture, grow and plan for the succession of a high-quality workforce.



We recognise the development (support and challenge) of leadership at all levels as the key to sustainable school improvement and this is evident in our ongoing financial and resource planning. Frequent and regular time with core improvement team members provides our school leaders and those with leadership responsibility with mentoring, coaching and additional capacity to drive school improvement day to day and over time. There is a shared understanding that school leaders will then work with us to similarly develop staff within their schools, creating a high-quality, committed workforce across our Trust.



You can view our full People Strategy via the Trust website:  
<https://www.bridgeacademytrust.org/work-with-us/>



# Bridge Academy Trust

## Schools in our Trust



Acorn Academy



Chipping Ongar Primary School



High Ongar Primary School



Mildmay Infant and Nursery School



Mildmay Junior School



Moulsham High School



Notley High School & Braintree Sixth Form



Oaklands Infant School



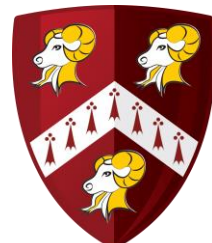
Ongar Primary School



Richard de Clare Community Academy



The Ongar Academy



The Ramsey Academy

# Bridge Academy Trust

## Contact Us

Visits to the school are welcomed and encouraged.

To arrange a tour, please contact Cheryl Allard, Director of Primary Education

e-mail [allardc@bridgeacademytrust.org](mailto:allardc@bridgeacademytrust.org)

For an application form, please contact Carrie Massey, HR Director

telephone: 01245 504 598

e-mail [masseyc@bridgeacademytrust.org](mailto:masseyc@bridgeacademytrust.org)

### Bridge Academy Trust

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Essex  
CM2 9ES

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### The Acorn Academy

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telephone: 01376 512 605



ENJOY

ENRICH

ACHIEVE