



LEARNING
ACADEMIES TRUST



Horizon
multi academy trust

HEAD OF SCHOOL RECRUITMENT PACK HYDE PARK INFANTS SCHOOL

BELIEVE YOU CAN, TOGETHER WE WILL

WWW.HORIZONMAT.COM TEL: 01752 225493 WWW.HYDEPARK-INF.PLYMOUTH.SCH.UK

About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth with 18 schools from September 2023. Horizon Multi-Academy Trust will be joining Learning Academies Trust in August 2023.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust holds three core beliefs at the centre of the work we do:



Every child in our Trust deserves an outstanding education

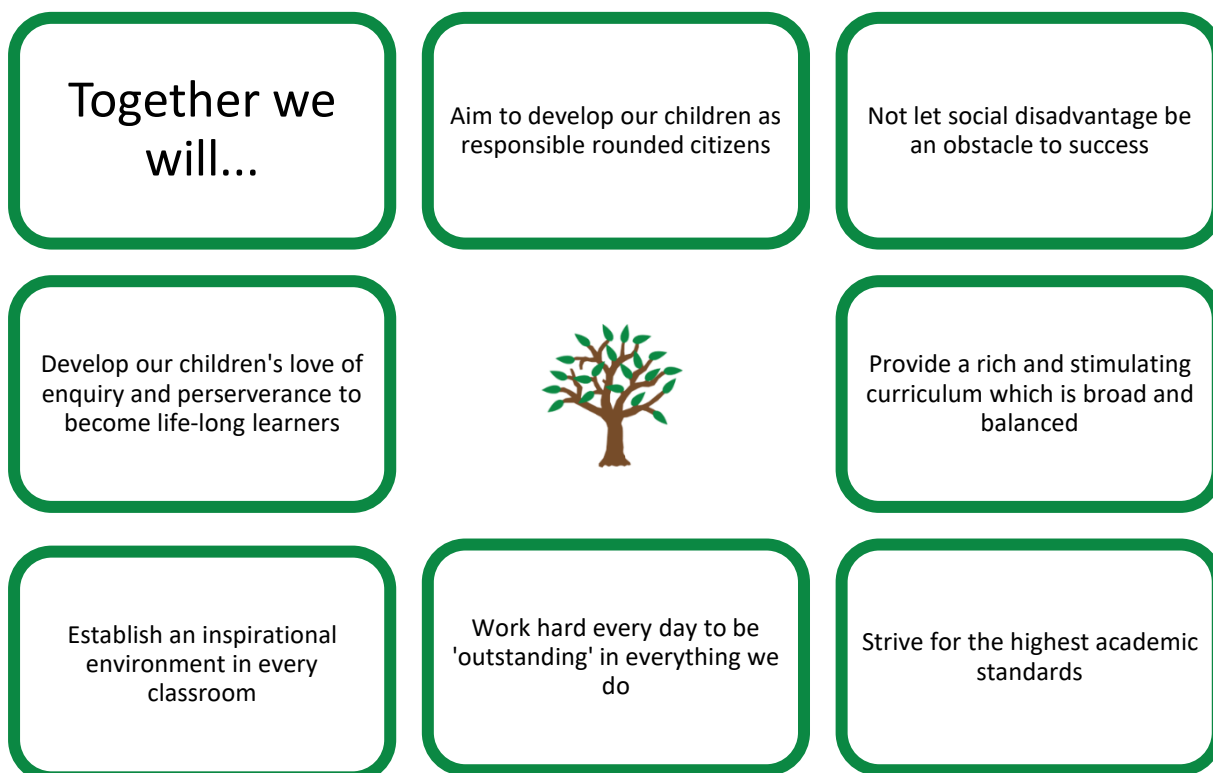


Schools work best when they work together



Every school is unique

All of our schools are committed to the following values:



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our

city's children.

The Learning Academies Trust will be comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5900 children and employs over 950 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out the websites www.horizonmat.com www.learningat.uk

A message from our Chair of the Trust Board...



Mr John Butcher

Thank you for showing interest in joining the Learning Academies Trust. We are proud of our achievements to date and our recognition as a truly collaborative and united partnership of Plymouth primary schools. It is our aim to support our schools with expert advice from a central team of experts covering estates, IT, finance and HR. Furthermore, our school improvement offer demonstrates a shared, supportive understanding of curriculum delivery that meets the needs of our young people.

The LAT believes that strong communication between the strategic direction provided by the Trust Board and its local governing bodies is also significant in establishing a coherent and shared vision with common values embedded in our practice. I truly hope you will want to explore this exciting professional opportunity and we would be delighted to share our offer with you during the application process.

A message from our CEO...



Mr Simon Spry

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools with continued growth plans, we have high expectations to deliver the very best for our children.

If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed @learningatceo.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk



About Hyde Park Infants School

Executive Headteacher: Mrs Yvonne Jones

Location: Hyde Park Road, Mutley, Plymouth, PL3 4RF

Approximate number of students: 254

Approximate number of staff: 33

Message from the Executive Headteacher

At Hyde Park Schools we aspire to provide the best education by combining high standards of academic achievement with strong values and our ethos. It is our firm belief that education should provide opportunities for every individual child to succeed in a variety of ways; preparing children for the next phase of their educational journey in addition to becoming responsible, caring citizens. Furthermore, we believe that learning should be fun, children should feel happy and safe and every individual should experience success. We work hard at Hyde Park Schools to achieve this for our children.

We are proud of our ethos, our all round high standards and our strong emphasis on personal development. We believe children deserve the best education possible and values that prepare them for the future. We are committed to providing both.

We want everyone in our community to achieve all they can whilst making a difference for those around them.

We are proud to serve our local community here in Plymouth and the surrounding communities. This means we draw families people from a wide catchment area.

For our staff, we offer a comprehensive induction programme and a CPD program to match the needs of both staff and the Schools. We also operate a coaching program to share good practice and we engage in various hubs to enhance our teaching and learning in the classroom. We support, empower and challenge staff to make a real difference in raising standards for all children.

Our school is on a journey. We have the confidence and belief that we know where we are, what we have to do and where we want to be. Thank you for considering our school. If our vacancies and values match your skill set we would be delighted to hear from you. Visits to our school are welcomed and encouraged so you can see for yourself our sense of purpose and community.

Yvonne Jones : Executive Headteacher

Head of School Job Description

Job Title	Head of School
Location	Hyde Park Infants School
Responsible to	Executive Headteacher
Job Type	Temporary (until 31 st August 2024)
Salary FTE	LSP 10 (£55, 360.00)- LSP 12 (£58,105)
Hours	Full Time
Closing date	9.00am Monday 5 th June
Proposed Interview date	Monday 12 th and Tuesday 13 th June
Anticipated start date	1st September 2023

Job Summary

the overall direction of the Executive Headteacher, to manage and lead the school and its staff on a day-to-day basis whilst acting as the lead professional and public face of the school. To provide effective leadership for teaching and learning across the school, promoting high quality learning opportunities and the highest possible outcomes for children.

Key Roles and Responsibilities

- To work in partnership with the Executive Head and Senior Leadership team to establish and implement a vision and ethos for the school in order to ensure its long-term success.
- To lead on the Ofsted areas of improvement from our inspection in November 2021 and subsequent key priorities to ensure that the school is prepared for the next imminent inspection.
- To communicate the school's vision effectively and to motivate others to create a shared learning culture and positive climate.
- To implement the vision through agreed objectives and operational plans.
- To work with the leadership team in implementing and monitoring progress of the Raising Achievement Plan (RAP).
- To lead on staff development and coaching of teaching staff.
- To ensure a continuous and consistent school wide focus on pupils' achievement by setting high expectations and stretching targets for the school community. This includes leading pupil progress meetings, setting and running appropriate staff meetings, performance management of staff and liaising with school community groups when required.
- To monitor and evaluate academy practice and progress, using data and benchmarks. This includes Local Authority data, trust data, national data and the schools own tracking systems.

- To work in collaboration and close partnership with other leaders across the Learning Academies Trust (LAT) to drive forward school improvement.
- To develop and promote strategies for improvement including tackling under performance at all levels.
- Participate as required in the selection and appointment of teaching and support staff including overseeing the work of all staff in the school on a day to day basis.
- To work with the Executive Head to deliver an appropriate programme of professional development for all staff (in line with the school improvement plan).
- To develop and maintain effective strategies and procedures for staff induction, safeguarding training, performance review, coaching and mentoring sessions promoting a culture of high expectations across the school.
- To lead on teachers performance management.
- Be an excellent role model for both staff and pupils by being self- reflective and by demonstrating a desire to improve and learn.
- Ensure statutory requirements (e.g. Health and safety, HR) are being met on a daily basis and improved on where appropriate by liaising with the LAT central team.
- Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across the school.
- Support the Executive Head in strengthening partnership and community working, including Parents, nurseries and Pre-Schools, Churches, Youth groups and Sports groups.
- Working to promote positive relationships and work with colleagues in other schools and external agencies.
- To work with the Executive Head in developing the policies and practices which promote inclusion, equality and access to extended services offered by the school.
- To continue to undertake an agreed teaching commitment and to model excellent classroom practice.
- To communicate and work closely with the Federated Governing Body in partnership with the Executive Headteacher.
- To undertake such reasonable activities as the Executive Head may from time to time require.

PERSON SPECIFICATION

Job Title	Head of School	
Location	Hyde Park Infants School	
Grade	LSP 10 (£55, 360.00)- LSP 12 (£58,105.00)	
Attributes	Essential	Desirable
Education/ Qualifications	Appropriate Degree Qualified Teacher Status NPQH or working towards the qualification Evidence of CPD Designated Safeguarding Lead Trained	
Experience	Recent Assistant Head Teacher or	

	<p>Deputy Head Teacher Experience</p> <p>Recent experience as DSL or DDSL</p> <p>Leading on Teaching, Learning and Assessment</p> <p>Proven track record of supporting leadership in rapid school improvement</p> <p>An understanding of the Ofsted Inspection Framework and how to apply this within a setting</p>	
<p>Skills/Knowledge / Aptitude/</p>	<p>Proven leadership and management skills to improve and maintain the School's level of attainment and success.</p> <p>Ability to contribute to and maintain a clear vision for the school and to lead others to plan and deliver it.</p> <p>Evidence of successfully leading and sustaining educational initiatives. A working knowledge of the inspection framework and its implications for school leadership.</p> <p>Experience of additional recent CPD in aspects of school leadership and improvement.</p> <p>Knowledge of models of learning and teaching behaviour and attendance management.</p> <p>Knowledge of legal issues relating to the management of a school including equal opportunities, race relations, disability, human rights and employment legislation.</p> <p>Experience of having used a range of tools and evidence including performance data to support, monitor, evaluate and improve aspects of school life including challenging poor performance.</p>	

	Secure knowledge of narrowing gaps for disadvantaged pupils and good working understanding of the primary curriculum with an in-depth knowledge of raising attainment in English and Maths.	
Personal Attributes	<p>Strong people management skills</p> <p>Strong organisational skills</p> <p>Accomplished communicator</p> <p>Goal orientated and results driven</p> <p>Ability to develop strong relationships internally and externally</p> <p>Proven commitment to equal opportunities</p> <p>Able to negotiate effectively to further school objectives</p> <p>Proven ability to motivate and inspire others</p> <p>Projects self- confidence and ability to work on own initiative.</p>	

Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- High quality CPD and bespoke on-going professional development
- Additional cross MAT leadership opportunities
- Peer mentoring
- Professional coaching
- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination and annual health check
- Discounted gym membership

How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please visit www.horizonmat.com or www.hydepark-inf.plymouth.sch.uk for further information on how to apply for the role. If you have any questions about the role of would like to arrange a visit to the school please contact Venetia Rhodes (School Business Manager) on 01752 225493 or venetia.rhodes@horizonmat.com

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to be considered for future vacancies, please send your CV to hr@learningat.uk and we will be in touch as soon as we have a suitable position.

