



**Headteacher
Knutsford Academy
and Cheshire Studio
School**

**Headteacher Pay Scale (Group 7 L30 – L39) +
Pension Scheme (TPS)**

**For a confidential discussion about this post with the
Headteacher, more information, or to arrange a visit,
please contact the school on 01565 632277 or
jwr@knutsfordacademy.org.uk**





Welcome to The Learning Alliance

The Learning Alliance is a new multi-academy trust formed on 1st September 2020 as a merger between Congleton Multi-Academy Trust and Knutsford Multi-Academy Trust. The trust consists of nine schools, three of which are primary schools, five are secondary schools and a university technical college, all based across Cheshire and north Staffordshire. CEO of the Trust is Mike Cladingbowl, a former headteacher, and national director for Ofsted. Mike was CEO of Knutsford Multi-Academy Trust prior to the merger. Discussion about a possible further merger with another local trust is underway currently.

The trust believes in allowing each school to retain its distinctive and successful ethos whilst also being able to support the ambition of individual schools, help children to reach their potential and benefit from the greater resources that partnership within the trust brings.

Our vision and values are:

We are ambitious for all children - our schools share a commitment to providing world-class education while inspiring children to realise their full potential

Our schools reflect their communities - each school has the freedom to determine its own ethos within overarching trust goals

Together we can achieve more - we know that collaboration and working in partnership enriches us all

Our family of Schools



Congleton High School, key stage 3 & 4, plus Sixth Form



Based on the Knutsford Academy site, for key stage 4 and Sixth Form



Key stage 3 & 4, plus a Sixth Form



Based in Crewe for key stage 3 & 4



Based in Crewe, for key stage 3 & 4



Based in Crewe, key stage 4 and Sixth Form



Primary school in Mow Cop



Primary school in Congleton



Primary School in Knutsford



Dear applicant,

A warm welcome to our family of schools

Our exciting new Trust formed on 1 September 2020 following a merger of two smaller, successful Trusts. We are a group of nine primary and secondary schools, including a UTC, in Congleton, Knutsford, Crewe and North Staffordshire.

We want enthusiastic, lively, and talented staff who share our belief that all children deserve the best possible care and education.

- ★ We are ambitious for children - our schools share a commitment to providing world-class education while inspiring children to realise their full potential
- ★ Our schools reflect their communities - each school has the freedom to determine its own ethos within overarching trust goals
- ★ Together we can achieve more - we know that collaboration and working in partnership enriches us all

It is busy but very rewarding work. If you want to speak about this do not hesitate to get in touch with Leanne Takaki, Director of People (ltakaki@thelearningalliance.co.uk), or the Headteacher of the school.

Whatever post you are applying for, and in whatever school, you will get a very warm welcome, meet some great colleagues and have plenty of opportunities to develop your career.

Lastly, I really hope that you are interested in applying for this position. We look forward to receiving your application.

With very best wishes,

Mike Cladingbowl

Chief Executive

February 2023

Dear Applicant,

Thank you for expressing an interest in applying for the post of headteacher at Knutsford Academy and Cheshire Studio School. The two schools are situated on a split site in the Cheshire market town of Knutsford. Knutsford Academy Year 7 students are educated on our Westfield Drive site while Year 8- 13, and Cheshire Studio School pupils, attend our Bexton Road site. Pupils live in the town itself and surrounding villages, while others travel in from Trafford and Winsford.

The Knutsford schools are forward thinking and we seek to appoint a headteacher who understands the culture and climate of the schools and the community they serve, leading them through the next stage in their transformation to outstanding. Knutsford Academy and Cheshire Studio School are part of the Learning Alliance and this gives leaders and staff the opportunity to work collaboratively with colleagues across the other schools in the Trust.

Knutsford Academy and Cheshire Studio School promote the academic success and personal development of all its students and we strive to enable them to meet the future with 'confidence and enthusiasm.' Our ethos is delivered through our three core values: Academic Excellence, Strong Community and World Class Opportunities.

Academic success enables our students to fulfil their ambitions and move onto the next stage of their lives, be that further education or employment. Supporting their personal development through our pastoral curriculum prepares them very well for the world beyond school.

During the most recent Ofsted inspections, in November 2021 for Knutsford Academy and in March 2017 for Cheshire Studio School, both schools were rated 'good', and progress continues to be very positive. Outcomes in Knutsford Academy are well above national average, positioning the school as one of the top state schools in the country. Cheshire Studio School students follow a more vocational curriculum and are well supported to access a wide range of opportunities. We have a good track record of raising the achievement of disadvantaged students and our sixth form results are excellent. Ofsted inspectors highlighted that our students are safe, that behaviour is good or better, that teachers are knowledgeable and promote positive attitudes in students.

We have much to celebrate in, and are proud of, our schools.

On behalf of the members of the local governing boards, I welcome you to Knutsford Academy and Cheshire Studio School and look forward to working with the successful candidate.

Best wishes

Mrs Catriona Millson
Chair of Governors

Headteacher

Knutsford Academy and Cheshire Studio School

We are looking for a new headteacher for our high achieving and consistently over-subscribed 11-18 school and for our successful 14-19 Studio School. Our current headteacher is retiring after a successful career of 36 years with 26 of those in Knutsford. We are now seeking a talented successor who can build on the schools' achievements while bringing their own vision and style to Knutsford Academy and Cheshire Studio School.

The two schools have a combined roll of 1400, including a sixth form of 250 students, located in the historic market town of Knutsford. Our excellent reputation locally means that we are oversubscribed with a Sixth Form that continues to grow.

Knutsford Academy was recognised by Ofsted in November 2021 as a school where “Leaders and staff encourage the pursuit of excellence for all pupils and students. Staff carefully nurture the confidence of pupils. Pupils have high aspirations for what they can achieve academically, personally, and socially.”

We have a strong team ethos, with students and staff alike welcoming the opportunity to help others succeed. Knutsford Academy boasts strong academic performance with outstanding outcomes in English and mathematics both contributing to our Progress 8 score in 2022 being 0.39.

Cheshire Studio school caters for students from Year 10 through to 13 and it offers a less traditional curriculum. Students can choose from a range of vocational course and have the opportunity to take part in regular work experience. Students in Cheshire Studio school also have access to a range of courses being offered in the academy and at KS 4, classes in English, mathematics, science, PSHE and physical education are blended.

The schools maintain a strong financial position, allowing significant investment to be made in the site over the last 3 years. A £400K refurbishment of the Sixth Form block has just been completed and other projects with a total of approximately £2m are planned over the next two to three years.

The schools are part of The Learning Alliance¹, a growing and flourishing family of schools. As the new headteacher, you will enjoy unstinting support and care from an experienced and approachable local governing board, as well as advice and help from an experienced Chief Executive and other trust officers. The role includes day-to-day responsibility for the operation of the schools, providing a great education for all and ensuring the wellbeing of our whole school community.

We are looking for a highly effective leader with a natural leaning towards collaborative working, who will fulfil the potential for staff and children alike, utilising an adaptive style to best meet the needs of the whole schools' communities. We are proud of our schools and are looking for someone who will uphold our excellent reputation and nurture our existing and positive relationships with staff and parents or carers. Staff members work collaboratively together and with students and parents to build strong relationships and improve outcomes for all. Knutsford Academy and Cheshire Studio School continue to forge positive relationships and links with partner primary schools and the other schools within the Learning Alliance.

As our new Headteacher, you will demonstrate your commitment to excellence inside and outside the classroom.

You will also have a proven track record of high expectations and outstanding achievement along with a passion for all children and their education. We welcome applications from existing headteachers or deputies who have experience and/or understanding of the opportunities and challenges involved in running a large and complex organisation.

We offer an attractive salary and a competitive benefits package. The Learning Alliance supports its family of schools with specialist central services, extensive professional development and career opportunities, and a wide network of curriculum and other links.

To apply for this post, please complete an application on TES. Alongside this, please set out in 1,000 words why this is the right post for you.

All completed application forms and written statements need to be submitted by Friday 3 March 2023. Shortlisted candidates will be contacted and invited to attend a 2-day interview during the week commencing Monday 13 March 2023.

The interview process will involve a series of panel interviews, leadership tasks and presentations. There will also be an opportunity for shortlisted candidates to meet staff and students during the interview days.

We encourage all prospective candidates to visit and meet with us. You can contact us by emailing Mr J.A. Whittaker: jwr@knutsfordacademy.org.uk

¹ The Learning Alliance is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff appointments are subject to satisfactory references and enhanced checks with the Disclosure & Barring Service (DBS).

In line with the requirements of the Equality Act 2010 The Learning Alliance does not request attendance or medical information on candidates for posts prior to appointment. We will, however, seek a post-appointment reference for successful candidates, which will include questions relating to attendance records. Appointments will be made subject to this reference and the Trust may, in some circumstances, withdraw the offer of appointment on the basis of information received, again having full regard to the requirements of the Equality Act.

The Learning Alliance is committed to the promotion of equality of opportunity and the elimination of discrimination; all applicants should note that they will be considered on the basis of suitability regardless of disability, gender, race, religion, age, sexual orientation and marital status or any other discrimination which is unfair or unreasonable. We are proud to be an employer that holds Disability Committed and Menopause Friendly status. The Trust supports CIPD's #FlexFrom1st campaign and is 'happy to talk flexible working'.

Job Description and Person Specification

JOB PURPOSE

To provide exemplary leadership for two co-located secondary schools in line with national [Headteachers' standards](#). Responsible to Chief Executive.

MAIN AREAS OF RESPONSIBILITY

- To deliver a high-quality curriculum, reflecting the school's unique characteristics, with very high standards of teaching and learning, behaviour and attendance, including by fostering innovation to achieve excellence in all areas of school life.
- To provide advice to local governing boards and trust about the strategic direction, operation and impact of the school's work in relation to the quality of education, safeguarding and welfare.
- To ensure the effective safeguarding and wellbeing of all children and staff.
- To review the performance of the school regularly, and their staff, and take any action as may be necessary to bring about improvement.
- To promote and celebrate any unique characteristics of the school.
- To act as a positive role model to all staff and children, identifying emerging talents and aspiring leaders to help ensure effective succession planning.
- To advocate the school to parents/carers so they are well informed about opportunities provided and the progress made by children and so that there is full recruitment to the relevant planned admission limit.
- To foster positive relationships with key stakeholders, including local communities, schools, business partners, local authority, and employers.
- To work within agreed scheme of delegation and implement all policies agreed by The Learning Alliance, including by carrying out all equalities duties, fostering diversity and inclusion, and adhering to all human resources, health & safety, and financial procedures.
- To promote The Learning Alliance and its values, working cooperatively across all its schools.
- To undertake any other such duties such as are commensurate with this post.

PERSON SPECIFICATION

Attributes	Letter	Interview
• Passion for education as a way of improving all children's life chances	*	*
• Determination that all children achieve well	*	*
• Commitment to working with families	*	*
• Understanding of secondary and further education	*	*
• Suitable qualifications and experience, including NPQH or willingness to undertake it	*	*
• Experience of working in schools in different contexts, including with sixth forms	*	
• Commitment to safeguarding	*	*
• Ability to manage change effectively	*	*
• Effective written and oral communication	*	*
• Ability to set direction	*	*
• Ability to influence others	*	*
• Understanding of research-led practice		*
• Commitment to staff development		*
• Ability to manage a wide range of stakeholders and commitment to collaborative approaches		*
• Commitment to meeting SEND and vulnerable children's needs	*	*
• Proven lead professional in teaching and learning	*	*
• Excellent inter-personal skills, including managing & resolving conflict and decision making	*	*
• Understanding of current educational environment	*	
• Effective delegation skills		*
• Ability to prioritise under pressure		*
• Sound understanding of curriculum-led financial planning		*
• Experience and understanding of working effectively with LGBs		*
• Commitment to own development, including preparedness to undergo training and access support for any less well-developed areas		*

Staff Benefits at Knutsford Academy and Cheshire Studio School

In addition to competitive salaries, subscription to the Teachers' Pension Scheme and for Support Staff the Local Government Pension Scheme, Knutsford Academy and Cheshire Studio School have a great deal to offer staff at the school.

Over the last few years, the school has shown commitment to improving staff wellbeing and implemented strategies to address workload issues.

What can we offer you?

1. There is a strong culture of joint planning within teams.
2. Additional Curriculum Planning time has been calendared so that staff can share best practice and plan together.
3. We run our own Leadership Programmes as well providing opportunities for staff to complete leadership training through The Learning Alliance.
4. Staff Discounts through Sodexo in cinema, hospitality, retail, supermarkets, and more
5. Discounted gym memberships
6. Cycle2Work Scheme
7. Employee Assistance Programme (Care First) offering online CBT, a 24/7 crisis support line, specialist advice and guidance in the mental health, wellbeing, and financial wellbeing space, and up to 8 sessions of counselling with BACP accredited counsellors.

As a school we have implemented a range of strategies to promote well-being and address workload.

1. Reduced the amount of time inputting data.
2. Provide staff with analysed data so that they can focus on using it effectively.
3. Provided a centralized system for ordering consumables.
4. Provided support for staff on managing stress, building resilience, and developing well-being & happiness.
5. Have 'Flapjack Fridays', 'Brew Mondays' and other themed events during the year to promote staff wellbeing. Staff are encouraged to get together and talk to each other at these events!
6. Reviewed our Marking and Feedback Policy and empowered leaders to develop their own practices.
7. Provided invigilators for Mock Exams so that staff have more time for marking.
8. Changed the email culture so that parents and outside agencies are aware of the expectations of responding to emails at weekends and holidays.
9. Implemented a Flexible Working Policy.
10. Mental Health First Aid trained staff.
11. Developed a wellbeing working group to work in conjunction with the Trust's wellbeing working group, upholding the principles of the Education Staff Wellbeing Charter.