



Tudor Grange Primary Academy Yew Tree



Applicant Information Pack



Welcome

Thank you for your interest in the Principal position at Tudor Grange Primary Academy Yew Tree. We are delighted that you are considering joining our vibrant and dedicated team. Our school is committed to fostering a nurturing and inclusive environment where every student can thrive academically, socially, and emotionally.

As a prospective Principal, you will play a pivotal role in shaping the future of our school. We are looking for a visionary leader who is passionate about education and dedicated to inspiring both students and staff. Your leadership will be crucial in driving our mission to provide high-quality education and to cultivate a love of learning in every child.

In this application pack, you will find detailed information about our school, the role, and the qualities we are seeking in our next Principal. We hope this pack provides you with a comprehensive understanding of our values, goals, and the exciting opportunities that await you here.

We look forward to learning more about you and how your experience and vision align with our aspirations. Thank you for considering this opportunity to make a significant impact on our school community.

The academy is part of the Tudor Grange Academies Trust which includes: Tudor Grange Academy Solihull; Tudor Grange Academy Worcester; Tudor Grange Primary Academy St James; Tudor Grange Primary Academy Haselor; Tudor Grange Academy Redditch; Tudor Grange Samworth Academy, Robert Smyth Academy; Tudor Grange Academy Kingshurst; Tudor Grange Primary Academy Meon Vale, Tudor Grange Primary Academy Perdiswell, Tudor Grange Primary Academy Hockley Heath and Tudor Grange Primary Academy Langley.

Opportunities within the Trust are readily available to outstanding practitioners who are keen to explore career progression. As part of our commitment to CPD, we have planned seven INSET days for 2024-5, three of these being joint with the other Academies within the Trust to allow for meaningful collaboration.

At the heart of what we do is the belief that all children should be given the opportunity to flourish and make a valuable contribution to the academy and the wider community. We celebrate the individuality of our children and are committed to giving all our pupils opportunities to achieve through the experience of a rich and engaging curriculum. We believe that the achievements, values and well-being of all our children matter and that it is important that pupils are supported to develop the skills to be resilient in the face of challenge.

We welcome individuals to site to tour the school prior to making an application. Opportunities are available for this on the following dates and times:

- 10.00am Thursday 9th January
- 4.00pm Monday 13th January
- 1.30pm Friday 17th January
- 9.00am Tuesday 21st January
- 4.30pm Wednesday 22nd January

If you are interested in touring the school, please contact the school office to inform us of your attendance on office@yewtree.tgacademy.org.uk or 0121 704 2067.

We look forward to meeting with you.



Advertisement

Principal (LPS 13 -17)

Closing Date- 12.00pm Monday 27th January 2025

Planned interview date- Friday 31st January and Monday 3rd February 2025

Start date: as soon as possible, no later than September 2025.

Contract time: Full Time - Permanent

Salary: LPS (13-17)

Suitable for ECTs: No

Job Description

The following **Job Description** outlines the skills and the experience required for the post at TGPA Yew Tree.

Shaping the Future	
<p>The Principal of TGPAYT should work with other schools and organisations from within, and outside, TGAT to inform an ambitious and innovative strategic direction. Well evidenced research should be used to frame a culture of self-regulation and self-improvement.</p>	<ul style="list-style-type: none"> • The ability to think strategically and take the leading role to develop, build on and communicate a shared vision and strategic plan which inspires and motivates the whole school community. • Evidence of successfully implementing, managing and evaluating change in a collaborative and sensitive way. • The ability to build on current strengths and initiatives and ensure a smooth transition that delivers continuous improvement. • A clear understanding of and enthusiasm for current issues in education and evidence of embracing, implementing and embedding new approaches/technologies which are relevant to teaching and learning. • Can inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people’s lives.
Leading Teaching and Learning	
<p>The Principal of TGPAYT should pursue continuous professional development for themselves and the staff of the school, sustaining wide, current knowledge of thinking in education to inform and establish forward thinking practices. The Principal should maintain an ethos in which excellent teaching is secured through a deep understanding of how pupils learn and a climate where excellence is the standard.</p>	<ul style="list-style-type: none"> • Establish and sustain high-quality teaching across all subjects and phases, based on evidence. • Ensure teaching is underpinned by subject expertise. • Effectively use formative assessment to inform strategy and decisions. • Ensure the teaching of a broad, structured and coherent curriculum. • Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities. • Use valid, reliable and proportionate approaches to assessing pupils’ knowledge and understanding of the curriculum. • Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read.



Developing Self and Others

Through high quality training and sustained professional development for all, the Principal of TGPAYT should actively influence the current and future quality of teachers.

- Ensure staff have access to appropriate, high standard professional development opportunities.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet needs.
- Evidence of building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.

Managing and Leading School

The Principal of TGPAYT will be responsible for holding and articulating the values and moral purpose of the school, leading by example and drawing on the skills and expertise of those around them. As Principal they will need to translate local and national policy into the school's context and consequently work with political and financial astuteness to develop a clear set of principles based on the school's vision. They should demand ambitious outcomes for all pupils and uphold a culture of accountability within the school.

- Commitment to uphold the 7 principles of public life (the Nolan principles) at all times.
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.
- Ability to work under pressure and prioritise effectively.
- Commitment to maintaining confidentiality at all times.
- Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.
- An understanding of how to create whole community accountability systems and implement them with the support of the leadership team to combine data from a range of sources in order to maximise the achievement of children.
- Strong financial planning and management skills, with experience of making effective use of resources including the Pupil Premium and Sports Premium.
- A clear understanding of and commitment to promoting and safeguarding the welfare of children.

Governance

The Principal of TGPAYT will have a professional responsibility to the whole school community. As Principal they will ensure that all members of the school community, including trustees, accept they are accountable for the positive contribution they make to school outcomes, academic, holistic and personal.

- Ability to undertake robust school self-evaluation and use the outcomes to improve children's achievements.
- Experience of establishing clear policies and practice throughout the school and implementing procedures to monitor and evaluate their impact.
- Experience of presenting a clear account of the school's performance to all members of the school community e.g. Trustees, LGB, parents, staff and others to enable them to fulfil their responsibilities.
- Use of a range of evidence including performance data, community surveys and external evaluations to improve aspects of school life including challenging under performance where necessary.
- Understands the need to maintain a safe and healthy environment, including well-being, for all members of the school community.
- Ensure robust safeguarding procedures are adhered and responded to and that equal opportunity is a key thread throughout the school community.



Strengthening Community through Collaboration

To engage with the internal and external school community, modelling the principles of equity, entitlement and the values of TGAT. To engage in collaboration with other schools in TGAT in order to bring positive benefits to the school and share its expertise more widely. To ensure the school seeks creative ways to support the community as a whole, especially those families and children who are disadvantaged or have special educational needs.

- Experience of networking and working collaboratively with other schools and education providers, agencies, the wider community, multi-faith communities and businesses and involving them in enriching the learning experience of children.
- A commitment to building and maintaining effective and positive relationships with parents, carers, governors, the wider community and other schools to enhance children's enjoyment, wellbeing, achievement and personal development.

Leadership Team at Tudor Grange Primary Academy Yew Tree

Acting Principal:

Mrs Catherine O'Donoghue

Leadership Team

Miss Beverley Khosla, Miss Kate Williams
and Miss Christina Allen

SENCO

Mrs Catherine O'Donoghue

Director of Primary Standards:

Miss Sarah Deakin



Why Work for Us?

Competitive salaries

We offer competitive salaries for both teaching and non-teaching staff based on the type and level of role you do. We ensure we are treating people fairly across the Trust as well as remaining competitive. Your starting salary will be determined by the pay range for your role, your experience as well as external market conditions.

Pension Scheme

All contracted members of staff will be automatically enrolled into a pension scheme with either the Teachers' Pension Scheme or the Local Government Pension Scheme (whichever is appropriate). You do not pay tax or National Insurance on your contributions and TGAT adds a generous employer contribution, which varies depending on your salary. All staff are entitled to opt-out of the pension scheme should they wish to do so.

Flexible and Family Friendly Policies

We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality workforce. We offer flexible working opportunities and policies that are often in excess of statutory minimums.

Employee Assist Program (EAP)

Our EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing. Our EAP service provides a complete support network that offers expert advice and compassionate guidance for you and your close family 24/7. It covers a wide range of issues including legal, finance, property and childcare as well as offering counselling and support if required

Continuous Professional Development

TGPAYT and Tudor Grange Academies Trust is committed to CPD for all staff. Staff have access to a range of internal CPD, as well as opportunities to engage in CPD led by external providers.

Recognition

We are proud to have a range of schemes, which recognise the achievements of our staff and show our appreciation of their contributions.



About our School

Tudor Grange Primary Academy Yew Tree offers a caring and stimulating and balanced education for all of our children. We are an inclusive, one form entry primary school that strives to ensure that all children achieve their full potential. Our aim is to provide a safe, supportive and welcoming place in which your child can progress and enjoy learning. We are a happy school. At Tudor Grange Primary Academy Yew Tree, we teach a rich, connected, creative curriculum built around our ethos and core values, enhanced by varied experiences including educational visits and extra-curricular activities.

Our ethos at Yew Tree is that *joy, love* and *respect* should be threaded through all that we do. Our values are to do the best we can and to be kind. All in our community are expected to share our ethos and role model our values. By doing so we thrive.

We are proud of the good behaviour in our school and the mutual respect which is integral to our school community. We have a positive approach to behaviour management at Tudor Grange Primary Academy Yew Tree and details of this are explained in our school's behaviour policy which you will find on the policies page of our school website.

Ofsted judged Yew Tree to be 'Good' in all areas in February 2024. We are on an ever-evolving journey to being the best we can be.

Early Years Foundation Stage

All children in the Early Years Foundation Stage are offered the maximum opportunity to develop intellectually, emotionally and socially within a safe environment that is both stimulating and caring. A wide range of high quality indoor and outdoor experiences which challenge, stimulate and extend their learning support children in developing their natural desire, interest, excitement and motivation to learn. Children learn to become confident and independent decision makers, ready for the next stage of their primary education. All children are encouraged to develop care, respect and appreciation for others, including those with beliefs, cultures and opinions different from their own.

Key Stage One

Pupils' independence and confidence will grow and develop throughout Key Stage One. Pupils will be able to share ideas, work co-operatively and imaginatively. Our pupils are enthusiastic learners who thrive on practical experiences. We encourage children to adopt a positive attitude to learning. When we have fun and work together, we are successful learners.

Key Stage Two

Pupils will work with increasing independence and confidence throughout Key Stage Two.

We expect pupils to be able to work as a team. We encourage children to adopt a positive attitude to learning. When we have fun and work together, we are successful learners.

We encourage children to be self-starters and adopt a positive attitude to their learning. Children should have an independent approach to their learning.

Pupils will need to be able to work co-operatively, share ideas and apply their knowledge.



The Recruitment Process

The recruitment process is robust in seeking to establish the commitment of candidates to support the Tudor Grange Primary Academy Yew Tree's measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them. The successful applicant will be required to undertake an Enhanced DBS check. All applications will be considered on their merit and the post will be offered subject to the usual health and criminal record clearance. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.