



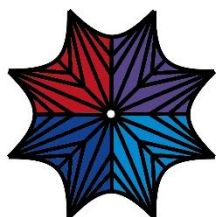
INFORMATION FOR CANDIDATES

Headteacher

Fulford School York

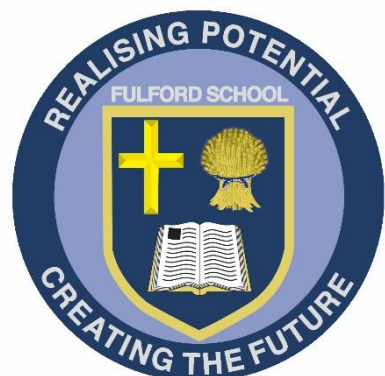
Leadership Scale Points L30-36

Start date: January 2024



South York
MULTI-ACADEMY TRUST

recruitment@fulford.york.sch.uk



WELCOME FROM Steve Lewis CEO / Headteacher

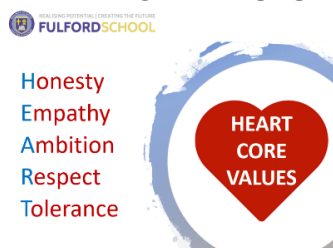


Thank you for your interest in this key role within South York Multi Academy Trust (SYMAT). For the past 4 years it has been my privilege to be both the CEO of SYMAT and Headteacher of Fulford School. Within this time both the trust and the school has grown. In line with our strategic growth plans, trustees are decoupling the joint role and are looking to appoint a colleague with passion, ambition and a demonstratable skill set to lead Fulford School as its new Headteacher.

Fulford School offers fantastic opportunities for children and young people to learn and develop. We are committed to providing the best possible foundations for adult life. We understand that every child has a unique set of qualities and needs and when they join us, we offer the challenge, nurture and opportunities needed for them to grow into impressive young adults.

We all work to our core purpose:
REALISING POTENTIAL – CREATING THE FUTURE'

This is underpinned by our
'HEART CORE VALUES



We are proud of our pupils' academic excellence and have a clear focus on the highest quality of teaching and outcomes. However, we want Fulford students to look back at school as more than just a set of academic qualifications. We want to help unlock the potential of all our children in all areas of their life.

We celebrate the arts, sport, languages and creativity. We live in a vibrant and exciting world. A world our children need to engage in with confidence and respect, celebrating differences and learning from others.

Our school community is a happy one. We have clear expectations that lead to a well ordered and harmonious environment where pupils can excel.

Our achievements have been recognised at a national level. We have been named The Sunday Times Comprehensive School of the Decade and recently gained World Class School Status.

We fully understand the challenges that education faces and remain fully focussed on ensuring that the provision our students experience each day is the best it possibly can be.

We hope that after finding out a little more about our school and trust you can see your future with us and look forward to receiving your application.



South York
MULTI-ACADEMY TRUST

SYMAT was founded in 2018, growing from the close relationships between Fulford School and its local community. As Headteacher of Fulford you along with your primary colleges will play a key strategic role within the trust as we further develop and look to regional growth.

Our schools are:

- **Archbishop of York's CE Junior School**
- **Bishopthorpe Infant School**
- **Dunnington CE Primary School**
- **Escrick CE Primary School**
- **Fulford School**
- **Wheldrake with Thorganby CE Primary School**



About Fulford School



Fulford School was founded in 1963 and has been a comprehensive school since 1970. The site is adjacent to the Germany Beck site, where The Battle of Fulford took place in 1066.

The school serves the communities of south York and surrounding villages. Fulford School lies close to the junction of the A19 with the A64 offering excellent road links across the region and beyond.

The school will have 1700 pupils in September 2023 including 360 in our thriving sixth form. We are regularly over subscribed and have just benefitted from a £7.5 million development to allow for future growth.

We have a talented staff of over 200 colleagues. High quality CPD is central to our school improvement. The school is well supported by parents and carers and a skilled and engaged governing body. Academic standards are high (2022 P8 of 0.66) with the majority of year 11 transferring to the sixth form and then to university. We have a high number of students achieving places at Russell group universities including Oxbridge.

The school has a strong senior leadership team and as headteacher you will have the support of two Deputy Headteachers, 5 Assistant Headteachers, a School Business Manager as well as full support from SYMAT colleagues.

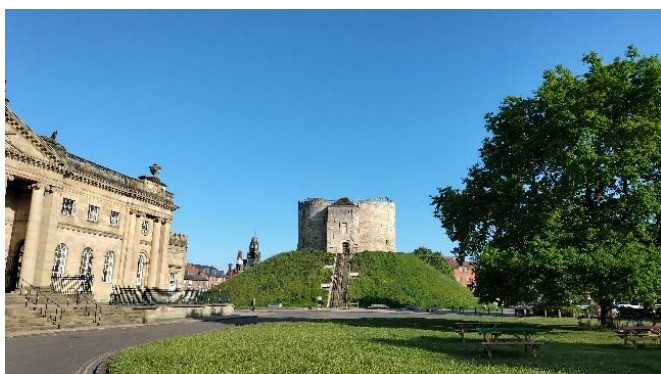


About York

York is England's most visited city outside London and is situated in the northeast of the country, in the stunning county of North Yorkshire on the River Ouse.

With its many tourist attractions, impressive architecture, museums, riverside walks, cafes and restaurants, York is an ideal place to live and work. The city has the good fortune to be situated approximately two hours by train from London and Edinburgh with frequent direct train services. Once the capital city of England, York is a much-loved destination, particularly by students, offering a mix of a modern, cosmopolitan city in an ancient setting.

The history of York is said to be the history of England. It is an ancient city with Roman walls and Viking remains, and the largest Gothic cathedral in Northern Europe towers over the medieval streets. Museums illustrate this history. A major tourist destination, York hosts events and festivals all year round, showcasing different types of music, theatre, culture, food and drink.



WELCOME FROM Lesley Dolben Chair of Fulford School's Governing Board



On behalf of the Local Governing Body thank you for the interest you have shown in our school.

The appointment of a new Headteacher for Fulford provides an exciting opportunity for the right individual to lead our highly regarded organisation into a successful future. The Local Governing Body is seeking to recommend a Headteacher to SYMAT Board who will build on the excellent work undertaken by the CEO, Steve Lewis. We are also eager to welcome a fresh perspective on the way forward as the Trust grows.

Fulford is ambitious for the students we serve. As governors, we are determined to sustain the highest aspirations for all our young people. We are rightly proud of our long-standing reputation as an outstanding school. This has been built on the work of a dedicated team of staff here. Our families choose Fulford because it offers academic excellence and exceptional pastoral care.

Our staff enjoy working in an environment where their professional development is key, and they are respected as educational professionals. We have nurtured new to craft teachers and leaders at all levels.

As Fulford is the central hub of SYMAT, we have taken care to craft supportive professional relationships with our feeder primary schools and work closely within and beyond the SYMAT family. Fulford also engages with the wider York network of secondary schools. We would want our new Headteacher to commit to continuing this work.

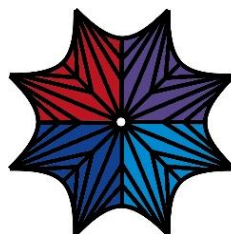
The successful applicant will be joining a vibrant and welcoming learning community at a pivotal time in its journey. Do you have what it takes to create and sustain an inclusive, world class school where every young person can flourish?

I enclose a job description and person specification, which provide more details about the role, and candidates are invited to visit the school and meet the pupils.

I would like to thank you again for your interest in the post and look forward to receiving your application.



Why work for South York MAT?



South York
MULTI-ACADEMY TRUST

South York Multi-Academy Trust was founded in 2018. Over the years it has grown and matured to 6 schools employing over 370 staff and providing high quality education to some 2500 pupils across York and its surrounding villages.

Our schools have a long history of collaborate working and this has developed further through the evolution of SYMAT. We are a true family of schools. All schools within the trust have Ofsted gradings of Good or Outstanding. We have used the good practice within schools to provide cross school support and challenge as well as finding effective ways to work with other schools outside of our trust and neighbouring MATs.

From September 2023 the trust will have a Primary School Improvement Lead and on appointment to the Fulford Headteacher role, the CEO will have the capacity to further drive secondary improvement making links with likeminded schools.

Headteachers within the trust meet regularly and provide strong support and professional challenge. They lead talented and highly committed staff bodies. Staff wellbeing, welfare and professional development are priorities, and we all work to our trust and school values.

You will join a trust that provides leadership and support to schools through our core leadership and central team service including a supportive and experienced CEO and CFO, peer support, finance, HR, estates and facilities management, IT delivery and support, governance and safeguarding. The trust has an Employee Assistance programme, offering counselling and wellbeing support.

Our governance arrangements work well to ensure that the interests of community and Church of England schools are fully considered in every decision made. The involvement of York St. John University as a member of the trust is invaluable in reflecting our links with higher education. We continue to work closely in partnership with the City of York Council and other organisations to ensure our plans and the services we provide align with local needs.

In short, we work together because we are all committed to enabling all children to be the best version of themselves and achieve both academically and socially irrespective of their starting points or barriers to success.

South York MAT Schools :



Archbishop of York's Church of
England Junior School



Headteacher

Fulford School York

Job Description



Job Purpose

To provide leadership and strategic direction to the school and the wider educational community by ensuring the provision of high-quality teaching and learning; high standards and high expectations of students, staff and the community; delivering and developing innovative practice, establishing collaborative links with other schools and the wider education community; and developing a highly effective workforce to provide the best possible educational opportunity to all students.

Main duties and responsibilities:

1. Strategic Direction & Shaping the Future

- A visionary and creative person who strives continually to improve and looks for new and innovative solutions while respecting tried and tested approaches that can be shown to work and uses their experience to ensure successful outcomes.
- An ambitious person that will accept only the best and embraces the vision for our school to enable all students to succeed and achieve.

2. Strategic Leadership

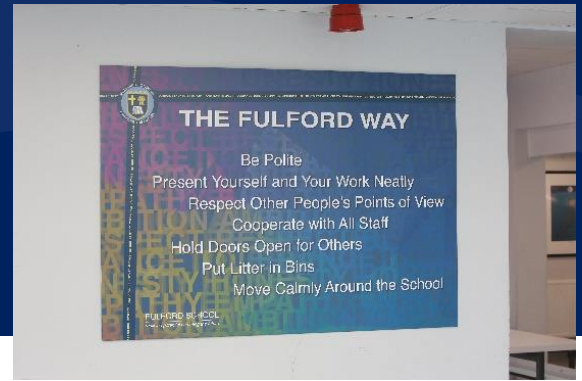
- Lead by example and be responsible for the overall strategic management and operational activity of the school.
- Ensure the vision for the school is in line with the trust's vision, clearly articulated, shared, understood and acted upon effectively by all staff.
- Demonstrate the vision and values of the Trust in everyday work and practice.
- Provide enthusiastic, innovative and consistent leadership to the school and its leadership team.
- Motivate and work with all stakeholders to create a shared culture and positive climate for all.
- Work positively with the community to ensure the best possible outcomes for students.
- Implement rigorous and sustainable policies and strategies in order to transform the outcomes for students at the school.
- Ensure that students are prepared and knowledgeable to be healthy, stay safe, enjoy and achieve maximum potential, achieve economic and personal wellbeing once they leave the school.
- Develop the reputation of the school, locally, regionally and nationally.
- Introduce appropriate innovation in line with educational developments and management best practice in a rapidly changing environment.
- Ensure that strategic planning takes account of the diversity, values and experience of the school and its wider community.
- Contribute/lead to the development of the school's policies and procedures.
- Work with governors and trustees to develop and maintain effective governance arrangements



Headteacher

Fulford School York

Job Description – cont'd



3. Teaching and Learning

- Ensure that the curriculum is both fit for purpose and provides an opportunity for children and young people to make progress irrespective of their starting points.
- Encourage and promote innovation in educational provision through the commissioning and delivery of services, ensuring that the school can meet changing needs and demands consistent with government guidelines and requirements.
- Ensure that high quality provision is available to all students regardless of race, religion, sexual orientation, gender, disability, economic background or special educational needs.
- Develop a culture where students feel safe, confident and can attain their maximum educational outcomes.
- Maximise the opportunities for all students through continuous school-wide focus on students' achievement, using data and benchmarks to monitor progress in every students' learning.
- Ensure high quality teaching is at the heart of strategic planning and resource management.
- Establish creative, responsive and effective approaches to teaching and learning.
- Empower students to take an active part in their own learning and to take personal responsibility for improving their future opportunities and educational experience.
- Implement strategies which secure high standards of behaviour and attendance.
- Monitor and evaluate the quality of teaching and standards of learning and achievement.
- Promote a school culture which promotes aspiration within the school community and celebrates success and achievement.
- Challenge underperformance at all levels and ensure effective corrective action, support and review.
- Build an effective partnership with parents and the wider community to support and enhance the achievement and personal development of all students

4. Finance, Personnel and Resources

- Ensure the effective management and financial sustainability of the school.
- Create a structure which reflects the school's values and enables the supporting systems structures and processes to work effectively and in line with legal requirements.
- Produce and implement clear, evidence-based improvement plans and policies for the ongoing development of the school.
- Successful management of finance and human resources to achieve goals and priorities.
- Manage the setting of annual performance management targets for senior staff and review progress against them in line with agreed policy and procedures.
- Oversee the implementation of a robust performance management framework across the school in line with the Trust's vision and goals.
- Promote and develop a safe working practice culture to ensure staff and students are supported and safe.
- Ensure that all activities are conducted in accordance with legal requirements and regulations and that policies and procedures are consistent with 'best practice' and recognised codes of probity.
- Recruit, manage and motivate a committed, effective and diverse workforce that understands its roles and enables and promotes high quality learning.
- Ensure that all resources are organised and managed to provide the best possible outcomes for students.
- Ensure that development of positive solutions to achieving diversity, dignity and equality in all aspects of service delivery and engagement with the broader community.



Headteacher

Fulford School York

Job Description – cont'd



5. Securing Accountability

- Ensure individual staff accountabilities and responsibilities are clearly defined, communicated, understood and agreed and are subject to a robust and rigorous review and evaluated in accordance with statutory performance management policy and procedures.
- Provide objective advice and support to the SYMAT executive board trustees and to the local governing body to enable them to meet their responsibilities.
- Develop and implement a suitable quality assurance system
- Present a clear, coherent and accurate account of performance to a range of audiences including the Trust's members, the local governing body, staff, parents and carers.
- Promote the status and the ethos of the school with all stakeholders.

6. Strengthening Community

- Promote and develop a culture and curriculum that takes account of the richness and diversity of the community and celebrates the differences.
- Create and promote positive strategies for challenging discrimination.
- Collaborate with other agencies to provide a holistic approach to the wellbeing of staff, students and their families.
- Create and maintain effective partnerships with parents and carers to support and improve the opportunities for all students and their communities.
- Co-operate with relevant agencies to ensure communities are safe environments where students and their families have opportunities to thrive.



Headteacher

Fulford School York

Person Specification



Qualifications
<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Degree.
Experience
<ul style="list-style-type: none"> • Successful leadership and management experience in a secondary school to at least deputy head / vice principal / head of school level in a school or academy • Proven track record of raising educational standards • Experience of developing, implementing and managing effective whole school systems for monitoring students' progress. • Proven ability to successfully manage all resources effectively • An excellent classroom practitioner with the highest expectations for the welfare and progress of all students • Successful experience of monitoring and improving the quality of teaching and learning
Knowledge, skills and ability
<ul style="list-style-type: none"> • Ability to drive and deliver organisational change • Clear understanding of how to drive rapid and sustainable improvement • Deep knowledge and clear understanding of educational legislation, innovation and developments • Ability to motivate staff to ensure high performance • Ability to translate a visionary/innovative concept into a practical implementation plan • Comprehensive knowledge of performance management requirements in an educational context • A thorough understanding of curriculum development • Innovative leadership skills with a clear understanding of education opportunity and how this can be translated into practical reality • Outstanding, collaborative leader with the ability to forge positive relationships in order to promote the success of the school • Enthusiastic leader, committed to ensuring the best possible outcomes for students and the community the school serves • Ability to build a sustainable workforce of high-quality staff and leaders • Able to provide clear direction and shared purpose for all students, staff and stakeholders • Able to work positively with all stakeholders and partners • Excellent communicator who is at ease with all stakeholders but particularly with students and parents • Strong interpersonal skills with the ability to influence others to the benefit of the school
Additional Skills and Characteristics
<ul style="list-style-type: none"> • Ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation • Enthusiastic and motivational leader with strong morale building skills • Ability to drive forward change very often in challenging circumstances • Resilient and determined but can also provide support, demonstrate empathy and deal with staff in a sensitive and considerate manner • Committed to inclusion and diversity to ensure the maximum benefits for students and equality in employment and service delivery matters • Able to demonstrate a commitment to preserve and develop the religious character of faith (C of E) schools in the Trust, as well as the individual ethos of community schools • Able to provide clear direction and shared purpose for students, staff and stakeholders • Committed to personal development for all staff including themselves • Committed to abide by and promote equality and diversity, health and safety and safeguarding and child protection • Committed to safeguarding and promoting the welfare of children and young people



The Recruitment Process



TO APPLY

To apply, please forward a completed application form together with a covering letter outlining your reasons and motivations for applying (no more than 2 sides of A4) to recruitment@fulford.york.sch.uk

Application form is available at <https://fulford.york.sch.uk/headteacher-fulford-school>

TIMELINE

Closing date: Monday 3rd July 2023 (0900am)

Shortlisting w/c: 3rd July 2023

Assessment Days: Wednesday 19th and Thursday 20th July 2023

FURTHER INFORMATION

Queries or questions

Contact David Lightfoot (HR Business Partner) lightfootd@fulford.york.sch.uk

Visits to the school are welcomed

Contact Esta Ismail (CEO's PA) to arrange ismaile@fulford.york.sch.uk



The School is committed to safeguarding children. The successful applicant will require an enhanced DBS check and a review of shortlisted candidates social media presence will be undertaken as part of our recruitment checks.

