



Location: North East Lincolnshire

Start date: September 2024

Success and happiness for all

Principal Candidate Pack



Harbour
Learning
Trust

Welcome from our CEO

Dear Applicant,

Thank you for your interest in the role of Principal at Healing Academy. Healing is part of Harbour Learning Trust, a medium sized trust of eight schools based in Grimsby and Lincoln.

If you've done any research into Harbour you will undoubtedly find negative comments and stories. The trust has been in turmoil for the last three years and has not done a good enough job of supporting its schools. Don't let this put you off as things are changing rapidly.

I was appointed in January 2024 with a background of turning around schools and groups of schools that had been facing difficulties. I am confident that within a short space of time Harbour will be known once again as one of the leading trusts in the region. We now have a strong central team dedicated to school improvement and partnership working.

Healing has a proud history of being an outstanding school and providing wonderful education to this fantastic community. It has faced some turbulence in the last couple of years but is emerging strongly from this and has maintained its position as the highest performing school in the region. The school is full of wonderful students and creative staff and, pulling together in the right direction, there is no limit to what they can achieve together.

My success has been built upon a philosophy of inclusion, high standards, and empowering staff. My schools are happy places with a family feel where people are encouraged to take risks, be creative and where staff are incredibly well supported and trained. High quality learning comes from a climate of openness, collaboration and being outward-facing. Kindness and empathy are key qualities that I look for in leaders as part of a very values-driven organisation.

I'm looking for someone who shares these values, believes there are no limits to what can be achieved if we work together, and has a clear vision based on doing the right things in the right ways to serve our students and this community. Please feel free to get in touch for a conversation before you apply so that you can see the challenges and opportunities that await the successful candidate. I can't wait to meet you!

Please contact **Neil Massie** at **Academicis** on **01223 907979** or **07818 875514** or via email at **nmassie@academicis.co.uk** to have a confidential conversation and to find out more about this exciting opportunity.

Kind regards,

Richard Briggs
CEO





About Harbour Learning Trust

We are committed to a growth strategy which is sustainable, builds capacity and meets the strategic objectives of the Trust. The Trust was set up in 2014, initially with two academies located in the village of Healing in North East Lincolnshire. We are now a Trust with eight schools located across North East Lincolnshire and Lincolnshire.

Led by the Chief Executive Officer, the Executive Team has corporate responsibility for the overall formulation and implementation of strategies and policies approved by the Board of Trustees.

Our Vision

We inspire greatness in every child and equip them with the academic achievements, life skills and personal attributes to lead happy, safe, and successful lives.

Our Values

The 6 values that underpin our vision are:

1. We are child-centred. We make decisions based on what is right for our children and their life chances.
2. We are inclusive. We believe that every child can be successful regardless of background or ability.
3. We are ambitious. We aim for excellence in all that we do.
4. We act with integrity. We promote respect and trust; we value different points of view and beliefs. We actively reject discrimination, racism, bullying, deceit and dishonesty.
5. We are collaborative. We work in partnership with all stakeholders including parents, carers and the wider community ensuring a sense of togetherness.
6. We value our staff. We invest extensively in outstanding training and development opportunities.

Harbour Learning Trust – Our Academies

Academy	Local Authority	Date joined	NOR	Phase
Healing School	N.E Lincolnshire	1 st September 2014	984	Secondary 11-16
Healing Primary School	N.E Lincolnshire	1 st September 2014	345	Primary
Great Coates Primary School	N.E Lincolnshire	1 st June 2016	287	Primary
William Barcroft Junior School	N.E Lincolnshire	1 st March 2017	307	Primary-Junior
Hartsholme Academy	Lincolnshire	1 st November 2018	404	Primary
St Giles Academy	Lincolnshire	1 st November 2018	405	Primary
Woodlands Academy	Lincolnshire	1 st November 2018	314	Primary
Ermine Primary Academy	Lincolnshire	1 st September 2019	391	Primary

About the local area: N.E Lincolnshire and Lincolnshire

For comprehensive information about N.E Lincolnshire and Lincolnshire visit:

- www.worksmartlivewell.co.uk/living-in-ne-lincs/
- www.visitlincolnshire.com
- www.nelincs.gov.uk



**Harbour
Learning
Trust**

<p>Ermine Primary Academy Redbourne Drive, Lincoln LN2 2HG Tel: 01522 781030</p>	
<p>Great Coates Primary School Cromwell Road, Grimsby DN37 9EN Tel: 01472 808608</p>	
<p>Hartsholme Primary Academy Carrington Drive, Lincoln LN6 0DE Tel: 01522 683705</p>	
<p>Healing Primary School Fords Avenue, Healing DN41 7RS Tel: 01472 882261</p>	
<p>Healing School Low Road, Healing DN41 7QD Tel: 01472 502400</p>	
<p>St Giles Primary Academy Addison Drive, Lincoln LN2 4LQ Tel: 01522 785760</p>	
<p>William Barcroft Junior School Barnett Place, Cleethorpes DN35 7SU Tel: 01472 501777</p>	
<p>Woodlands Academy Pinewood Crescent, Grimsby DN33 1RJ Tel: 01472 500900</p>	

The Harbour Way

We value every person at Harbour Learning Trust – from pupils and their families to colleagues and governors. We recognise and appreciate that every individual brings unique qualities, abilities and talents and we fully support everyone to reach their full potential. As part of that recognition, whilst we are creating one, wholly inclusive Trust, we still recognise the individuality of our schools, who retain their distinct identities in order to best serve their communities.

We are just starting our cultural journey, laying the foundation of our culture through our ‘magnificent’ 7 qualities, which are framed by our People Promise. Our qualities closely mirror our values; this is because they are at the heart of Harbour and everything we do.

Our Qualities

We will encourage every member of Harbour Learning Trust to align themselves with our values and qualities. Our qualities remind us of what we have to work toward, whilst we are supported to grow and develop, to be our best selves.

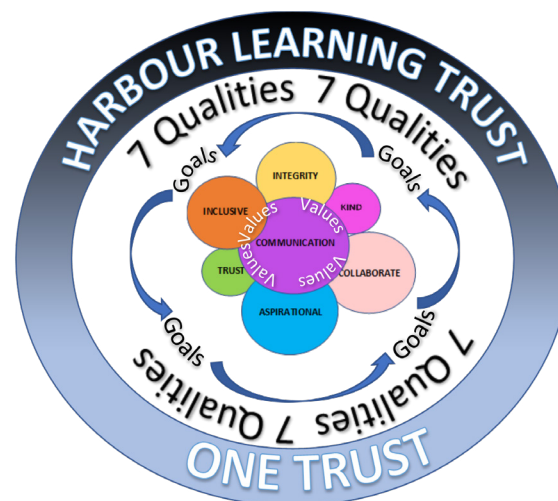
These qualities will help us to grow and develop both individually and as a Trust. We know that by living the Harbour Way, our values and qualities will become second nature to us and will be reflected in all we do.



Our People Promise

We are committed to our promise, which ensures we will:

- act with **integrity**, honesty and transparency in all we do;
- **trust** our fellow professionals and value their skills and knowledge;
- **work collaboratively** and encourage others to do the same;
- **work inclusively**, building and celebrating inclusive and diverse communities;
- **be kind** to ourselves and in all our dealings with others, acting with compassion and empathy;
- **communicate** regularly and with clarity with our stakeholders and with each other, welcoming and reflecting on constructive feedback from others; and
- **be aspirational** for all, wanting the best for ourselves and for everyone involved with Harbour



Job Description

We passionately believe that every child should receive the very best education that prepares them fully for the future

Post Title: Principal

Contract: Permanent

Salary: : L27-L33 (£89,414-£103,578)

Reporting to: Executive Principal/CEO

Location: Healing Academy

Additional Information: Regular Travel between Trust sites may be required

Purpose of the Post

The Principal is responsible for the day to day leadership, internal organisation, management and control of the academy.

Main Duties and Responsibilities:

Strategic direction and development of the academy:

- Lead by example, providing inspiring, creative and purposeful leadership for the staff and pupils
- To work in partnership with the CEO, Executive Principal, Local Governing Body, staff and parents
- Monitor and evaluate the performance of the academy and respond and report to the CEO, Executive Principal and Local Governing Body as required
- Ensure outstanding pastoral care for all pupils
- Ensure that management, finances, resources and administration of the academy supports the Trust's vision and maximises outcomes for all pupils
- Ensure that policies and practices take account of national, local and Trust requirements
- Regularly monitor, evaluate and review the impact of policies, priorities and targets and take action if necessary

Teaching and Learning:

- Develop an environment that promotes and secures outstanding teaching, effective learning and high standards of achievement, behaviour and attendance
- Determine, organise, implement and monitor the curriculum and its assessment and ensure that statutory requirements are met
- Ensure that pupils develop study skills in order to learn more effectively and with increasing independence
- Develop and implement a policy for the personal, social and moral development of pupils
- Monitor and evaluate the quality of teaching and learning and achievement of all pupils through appropriate methods
- Implement Trust policies which ensure inclusion, diversity and equality of access



Job Description continued

Efficient and effective deployment of staff and resources:

- Work with CEO, Executive Principal, senior colleagues and governors to recruit, retain, deploy and develop staff of the highest quality
- Make arrangements for the security and effective supervision of the academy buildings, their contents and the grounds
- Set appropriate priorities for expenditure, allocation of funds and effective administration and control
- Manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum, health and safety regulations and community use
- Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money

Leadership and Management:

- Participate in the recruitment and selection of teaching and support staff
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with conditions of employment
- Implement and sustain effective systems for the management of staff performance, incorporating performance management and target setting
- Promote and monitor the continuing professional development of all staff
- Hold staff to account for their professional conduct and practice, as specified in the Terms and Conditions of Service of Teachers
- Creating opportunities for pupils to be actively involved in the academy decision-making process and for their views on the learning process to be listened to and respected
- Provide opportunities for pupils to enhance their learning by participating in enterprise activities, educational visits, work experience and other extracurricular activities
- Develop good working relationships with CEO, Executive Principal, governors, staff, pupils, parents/carers, the community
- Ensure that a Vice Principal or suitable person, assumes responsibility for the discharge of the Principal's function at any time when absent

Accountability:

- Present a coherent and accurate account of the academy's performance in a form appropriate to the range of audiences, including the CEO, Executive Principal, governors, parents, OFSTED and others
- Ensure that parents/carers are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning
- Provide information, to the Local Governing Body to enable it to meet its statutory responsibilities
- Carry out any such duties as may be reasonably required by the CEO, Executive Principal and the Local Governing Body



Person Specification



Legend to criteria: E – Essential • D – Desirable

Qualifications and Training	E	D
Qualified Teacher Status	X	
2:1 honours degree in a relevant discipline	X	
NPQH Award		X
Safer recruitment training		X
Experience	E	D
Recent experience as a successful senior manager (at least 2 years) with proven experience of creating and leading effective, high achieving teams	X	
Excellent practitioner able to demonstrate outstanding practice in supporting others to improve	X	
Experience of setting and achieve ambitious, challenging goals and targets as part of the culture of high expectation and excellence	X	
Experience of strategically formulating aims, policies and plans (such as school development plan) and of monitoring, evaluating and reviewing the impact of these	X	
Experience of monitoring standards and developing curriculum delivery with successful target setting and tracking which has raised standards of attainment	X	
Experience of teaching and leading in more than one school		X
Experience of managing finances and ensuring financial sustainability		X
Experience of parental involvement schemes which have supported and enhanced pupil and school development		X
Experience of managing risk		X
Professional Knowledge and Understanding	E	D
Up to date knowledge including current and emerging priorities for the sector, national policies, pedagogy, Ofsted framework, research findings	X	X
Awareness and commitment to safeguarding and promoting the welfare of children including the expectation that all staff will share this approach	X	X
Ability to determine, organise and implement a balanced and broad curriculum that has a positive impact on pupils' outcomes and their personal development, behaviour and welfare	X	X
Understanding of how to lead school wide improvement initiatives that have a demonstrable impact on pupils' achievement	X	X
Skills	E	D
Able to contribute to the leadership of school improvement across the Multi Academy Trust	X	X
Good communication skills, both written and verbal	X	X
Ability to manage and prioritise workload and, where appropriate, delegate to others	X	X
Ability to develop and maintain appropriate relationships and establish effective partnerships with pupils, parents/carers, staff (school and Trust), governors and Trustees	X	X
Skilled in collaborative working and networking with a wide range of partnerships within and beyond the school	X	X
Ability to analyse and present data and information coherently and a range of sources of evidence to make judgements and identify next steps	X	X
Ability to communicate a complex vision in simple and easily understood terms to a variety of audiences	X	X
Ability to effectively lead and manage staff including undertaking staff appraisals	X	X
Ability to deploy effectively staff and resources	X	X
Personal Attributes	E	D
Ability to deal sensitively with people and resolve conflict	X	X
Act with integrity	X	X
Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes	X	X
Positive, passionate, enthusiastic, self-confident and able to help others be the same	X	X
Self-disciplined and able to reflect and learn in order develop wisdom and understanding	X	X



Success and happiness for all



**Harbour
Learning
Trust**

Harbour Learning Trust
Healing School, Low Road, Healing
Grimsby, North East Lincolnshire, DN41 7QD



Healing Academy
Low Road, Grimsby
North East Lincolnshire, DN41 7QD

If you wish to discover more about this exciting opportunity, need any further information or you would like to have an informal discussion, please contact **Neil Massie** at **Academicis**, our recruitment partner, on **nmassie@academicis.co.uk** or by phone on **07818 875514/01223 907979**.

Please email your application to: **nmassie@academicis.co.uk**

Closing date: 9.00am Monday 15th April 2024

Shortlisting: Monday 15th April 2024

Interview dates: Monday 22nd and Tuesday 23rd April 2024

Harbour Learning Trust reserves the right to close applications and interview before the deadline; therefore, we would encourage early applications where possible.

ACADEMICIS
