



PART OF THE BOHUNT
EDUCATION TRUST

Headteacher Candidate Pack

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Welcome Letter

Dear Applicant

Vacancy for the Position of Headteacher at Bohunt School Wokingham

Thank you for your interest in this exciting role. This is a thrilling time to take over the leadership of Bohunt School Wokingham. The school is part of Bohunt Education Trust (BET), a leading multi-academy trust in the South East. Wokingham is currently rated Good with Outstanding features, and we are looking for someone who is committed to ensuring continued improvement, for both current and prospective students, and cementing its position as the school of choice in the local area.

As Chairs of the Trust Board and the Local Governing Body, we share with everyone in the school and BET the desire to see our school go from strength to strength and become an Outstanding School, in the coming months and years. One of the school's strategic ambitions is to open a Sixth Form in the very near future. We work collaboratively to achieve these goals.

As the new Head of Bohunt Wokingham you will be joining a welcoming and nurturing school community, wherein the needs of all individuals are supported and where our students are challenged to achieve their best through the broad curriculum and programme of enrichment activities on offer. In addition, we are committed to an active and varied programme of CPD for teaching and support staff across BET. You will benefit from being part of a close, collaborative network of eight other schools and headteachers across the wider Bohunt Education Trust.

You will find staff to be passionate about our school and committed to working with our students, parents and the wider community where we have a strong reputation. As well as striving for academic excellence, we expect all staff and students to live by our ethos and our values of Enjoy Respect Achieve – which are at the heart of everything we do.

Please do not hesitate to contact the school if you would like to arrange an appointment to tour the school and see us during our working day. Visits to the school are welcomed and actively encouraged. The closing date for applications is 9am on Thursday 27 April 2023 and interviews likely to be the following week. Applications and appointments for visits can be made via our retained consultant Vonya Campey, vcampey@academicis.co.uk or 07340 010983 or 01223 907974.

We look forward to receiving your completed application. Please ensure you provide referees which cover the last 3 years. Where referees are school based, we will request information from the Headteacher / Chair of Governors / Directors / Trust CEO (as appropriate) as well as from the referee provided.

If you have any queries, please do not hesitate to contact the school.

Yours sincerely

(Dr) Raymond J Morton
Chair of the Bohunt Education Trust

Andrew Popple
Acting Chair of Local Governing Body



About BET

At BET, we provide innovative, high-quality education for children aged four to 18. We are a multi-academy trust (MAT) of non-fee paying schools, working together with shared values and vision to ensure consistency and excellence for all our students. Driven, ambitious game-changers, we set the highest expectations, and nurture students' individual talents and interests to help them achieve their full potential.

OUR VISION

The highest expectations, an ethos of 'enjoy, respect, achieve', unparalleled opportunity and highly effective teaching combine to develop students who are 'game-changers'. We aim to give all students an outstanding education and develop skills in the classroom and beyond – to help our young people flourish throughout their school career, and on into later life.

BET is ambitious. We aim to transform how education is delivered in schools across the country and beyond by sharing the best practice we have pioneered in our own schools. We are keen to share this vision with other primary and secondary schools at every stage in their development.

OUR APPROACH

BET's approach to teaching and learning is innovative and immersive – a rich blend of the latest education thinking, technology and practice both in and outside the classroom. We set the highest expectations for ourselves and our students, and this is reflected in our results and Ofsted progress.

Across all our schools, we have introduced a range of game-changing teaching methods, including language immersion in Mandarin, cross-cultural projects with Sweden, China and Germany, and an integrated Science, Technology, Engineering and Maths (STEM) curriculum developed in partnership with business and industry.



Job Description

JOB TITLE: Headteacher
LOCATION: Wokingham
ACCOUNTABLE TO: Chief Executive Officer

SALARY: L30-35 £90,809 - £102,641
START DATE: September 2023

JOB DESCRIPTION CONTINUED

JOB PURPOSE

To provide highly effective leadership for the whole school community, by demonstrating:

- Excellence in the learning and teaching process.
- Strength in strategic direction and development.
- Positive leadership and management of staff.
- Effective deployment of resources.
- Commitment to every child as a learner.

MAIN ACCOUNTABILITIES

(the list below is neither exhaustive nor exclusive)

1. The learning and teaching process, to

- Establish provision of optimal learning in all its forms, to ensure that students enjoy an optimal learning experience and environment.
- Develop sustained excellence in teaching, in order to facilitate the above, by investing in the professional development of all staff.
- Remove barriers to learning and progress.
- Actively promote the personal development and wellbeing of all students.

2. Strategic direction and development, to

- Establish a high expectation and aspirational culture within the school
- Promote a 'can do' ethos and vibrant future vision for the school.
- Keep curriculum provision and its impact on student outcomes under constant review.
- Look outwards to establish effective relationships with other schools, the wider community and business networks.
- Ensure the provision of rich and diverse co-curricular opportunities.
- Create a culture of innovation



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JOB DESCRIPTION CONTINUED

3. Positive leadership and management of staff, to

- Establish a tangible 'team' culture within staff including the nurture and development of staff new to the academy
- Identify and nurture talent without regard to years of teaching experience
- 'Walk the talk' in systematically promoting good practice and addressing weaknesses.

4. Effective deployment of resources, to

- Assume responsibility for the optimal management of all available resources.
- Contribute to the strategic discussion regarding current facilities and potential future developments.

5. Promote and preserve the ethos of Bohunt Education Trust (BET), to

- Subscribe to and support the working and objectives of the BET.
- Ensure there is open accountability to students, staff, parents and carers.
- Ensure the professional development and personal accountability of all staff through the Performance Management system and in keeping with Trust policy and procedures.
- Curate and develop BET artefacts of culture.





Person Specification

Key to evidence column: A = Application Form I = Interview

CRITERIA	ESSENTIAL	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	Successfully completed NPQH qualification Masters level degree		Y Y	A A
Knowledge and Experience	Successful experience of school leadership at whole school level Demonstrate successful teaching experience across a range of settings An excellent understanding of educational practice Experience of adapting successful teaching practice in response to local and national demands of new initiatives Practical experience of developing successful bids for grants/additional funding Understanding of, and commitment to, removing barriers to learning Committed to leading and establishing a vision of excellence that sets high standards for every student Comprehensive knowledge of the safeguarding of children Evidence of improving students' outcomes Evidence of improving students' outcomes	Y Y Y Y Y Y	 Y Y Y	A A/I I I I I A/I I I
Personal skills/qualities	Proven leadership ability in a school setting Ability to develop teams at all levels and to delegate effectively The ability to promote by personal example the positive behaviour of students within the school community and beyond An effective communicator both within the school and the wider community, with the ability to develop key strategic partnerships The ability to challenge, influence and motivate others to attain high goals An ability to motivate and inspire students, through personal engagement A commitment to continuously raising standards of the school Engage the school community in the systematic and rigorous self-evaluation of the work of the school Excited by the possibilities that working within a multi-academy trust offers	Y Y Y Y Y Y Y	 Y Y	A/I I A/I I I I I

Bohunt Education Trust is committed to safeguarding and promoting welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. The post is subject to an enhanced DBS check and satisfactory references.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships



How to apply:

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis: Vonya Campey: vcampey@academicis.co.uk or 01223 907979 / 07340 010983

Please email your application to:
Vonya Campey: vcampey@academicis.co.uk

Closing date: Thursday 27th April 2023

Shortlisting date: Friday 28th April 2023

Interviews: Tuesday 2nd and Wednesday 3rd May 2023

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