

**Job Title:** Principal of The Edge Academy – an alternative provision free school

**Employer:** The Edge Trust **Salary range:** Scale L23- L27 **Required for September 2018 or earlier**

This role offers a rare opportunity for an existing or first-time Headteacher with a track record of achievement in education, the vision and skills to establish our new school and create an exemplar model of alternative education.

Motivated and ambitious applicants must have a commitment to high quality teaching and learning. You will have the vision create an inspiring curriculum and learning environment that engages and challenges every young person to fulfil their true potential.

The Edge Academy is an 11-16 school, set up by a group of local mainstream secondary school Headteachers to provide alternative placements for pupils at risk of permanent exclusion. The academy has had a difficult start after opening in temporary accommodation. In September 2016 the school moved into a very high quality, newly refurbished building in Northfield, Birmingham. Many of our young people often present with complex needs and have struggled to attend or achieve in mainstream school.

We have not yet had our first OFSTED inspection but we know we have a challenging journey ahead. We are now looking for a talented and ambitious leader to build on the foundations to transform the lives of young people who deserve a second chance. We need a leader who can build co-operation and strength within the staff team and beyond to raise aspirations and secure success.  If you think you have what it takes to move our school rapidly forwards, we want to hear from you.

**The governing body are looking for:**

* A leader with strong interpersonal skills who communicates compellingly who can work collaboratively to drive the vision for the school
* A leader who is uncompromising with expectations, seeking high achievement for all young people, regardless of their starting point
* A leader who has energy, courage, integrity and resilience and who models professional and school values
* A leader who is committed to developing the best possible learning and pastoral environment for all young people to ensure they are all successful in their learning
* A leader who embraces our inclusive vision.

**We can offer you:**

* A committed governing body who will both challenge and support you
* Support from our partner schools
* Freedom to move our school forwards
* Young people who deserve the best and will be the first to tell you when they receive it!
* The opportunity re-create and establish the vision and ethos of the school
* The opportunity to establish our school as a beacon of hope.

For further information and application form, or to arrange a visit to the school, please contact Beverley Nicholson on 0121-533 5858 or [beverley.nicholson@theedgeacademy.co.uk](mailto:beverley.nicholson@theedgeacademy.co.uk)

**Closing Date**: Application Forms are to be received no later than 4pm on Wednesday 7th March

Interviews are to be held week commencing Thursday 15th March

Completed applications should be returned either by post or email to: [beverley.nicholson@theedgeacademy.co.uk](mailto:beverley.nicholson@theedgeacademy.co.uk)

# The Edge Academy is committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.  This post involves working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level.  Further information about the disclosure of criminal records can be found at https://www.gov.uk/disclosure-barring-service-check.

# We undertake to make any “reasonable adjustments” to a job or workplace to counteract any disadvantages a disabled person may face.

**Information for Candidates: Introduction to The Edge Academy**

The Edge Academy is an Alternative Provision Free School set up by a group of local mainstream secondary schools, (Shenley Academy, Four Dwellings Academy, Lordswood Girls, Turves Green Girls, Turves Green Boys and Colmers School). Its purpose is to provide alternative placements for our young people have struggled to attend or achieve in mainstream schools pupils and are at risk of permanent exclusion. The Edge had a difficult start after opening in temporary accommodation in Autumn 2015, but in September 2016, it moved into a very high quality, newly refurbished building in Northfield, Birmingham. Like academies, all free schools are free from Local Authority control. The Edge has an independent Governing Body which is responsible for leading and overseeing the school. The Edge Trust, a charitable, non-profit making company limited by guarantee, is the legal body which oversees the school.

**Context**

The Edge Academy is situated in an area of high deprivation and unemployment. 61% of our pupils are eligible for pupil premium funding. 73% of pupils are white British with the rest Black/Black British, Asian/British Asian. Youth unemployment in the area (18-21) ranges between 11.1% and 13.4% with local wards having pockets well in excess of 15% (measured by benefits claimants). Over a quarter of these young people are ‘long-term unemployed.’

Admission to The Edge Academy is mainly via The Edge sharing panel, a well-established, highly rated sharing panel consisting of Edge leaders and the Headteachers’ representatives. The Panel meets at least half termly to ensure that the admission timescales set out in the School Admissions Code are adhered to. As it becomes established, The Edge will provide outreach services to support partner and other schools to:

* improve their own capacity to manage pupils presenting with challenging behaviour;
* access relevant training and professional development programmes;
* gain help for (and respite from) fellow pupils who have been negatively impacted by the challenging behaviour of others.

**Background**

Motivating factors for establishing The Edge Academy were to improve aspiration, engagement and achievement levels and meet the needs of young people within the local secondary school population who were presenting with high levels of complex needs. These were often leading to disaffection and / or disengagement from the learning process. A key aim was to provide access to the additional specialist support they required to address their specific needs. For some mainly younger (KS3) pupils, The Edge Academy would provide early intervention and re-engage pupils with their learning in a mainstream setting and we therefore provide some fixed term provision with a reintegration plan. Full time or longer placements are available where it is clear that an early return to mainstream would not be appropriate.

**Key features of the school**

The key features of the school are the flexible and creative ways in which the different needs of each individual are able to be met. The curriculum is being designed to ensure an emphasis on the social and emotional aspects of learning as well as ensuring accelerated progress in literacy and numeracy.

Our pupils often present with challenging and risky behaviour. The Edge Academy aims to remove barriers to learning and enhance and enrich the lives of our young people by enabling them to make the most of the opportunities within and beyond the curriculum, developing the attributes needed to successfully shape and respond to the future. In this way we will bring out the very best in our young people. In other areas of Birmingham and across the country, groups have established similar provision and we have looked at other providers to ensure that our provision will improve the offer for the most vulnerable. In particular, the curriculum we are developing will support pupils to:

* Progress academically;
* Develop their social and emotional skills ;
* Improve the challenging behaviours that impede their academic and social progress
* Recover their psychological and emotional well-being; and
* Gain resilience so that where appropriate, they can return successfully to mainstream education.

**Core purpose of the role of The Principal**

* Ensuring that The Edge Academy provides all pupils with an excellent ‘Quality First Education’ and does ‘Whatever it Takes’ for those who need additional support.
* Ensuring effective implementation of the Improvement Plan and ensure improvement is rapid, sustained and there is a relentless drive for excellence and equality.
* Day to day and strategic leadership and management of the school including staff, the curriculum, teaching quality, timetables, resources and financial management.
* Creating and delivering the best possible educational standards, within an atmosphere and structure in which young people and staff have high expectations of themselves and each other.
* Implementing, monitoring, evaluating and refining policies and procedures, ensuring they are appropriate, impactful, fit for purpose and followed by all.
* Ensuring the school achieves its aims that all pupils are safe and become effective learners.