



Principal

Salary up to £72,000 (subject to review) + pension

Start September 2017

The Role

Steiner Academy Bristol is seeking to appoint a new Principal to lead the school through our next phase of development.

We are looking for applicants with strong leadership and management capabilities from across the education sector. We would like to hear from candidates with demonstrable experience in holistic, progressive and innovative learning and leadership styles from both the mainstream and Steiner sector. A background in Steiner education is not essential as long as you can demonstrate an enthusiasm to work with our ethos.

We are looking for a motivated, inspirational and experienced individual who can turn our vision, ethos and values into a school that inspires pupils, supports parents and delivers benefits to the local community.

The successful candidate will have either

- ❖ a proven track record in leading and managing a mainstream school, with an empathy for progressive and innovative educational approaches *and/or*
- ❖ a strong Steiner teaching background, with experience of leading key aspects of school life and a commitment to developing leadership and management capability in the state system.

The role will require excellent interpersonal and organisational skills, leading and supporting teachers, staff, parents and pupils to deliver our schools vision.

Our school

Steiner Academy Bristol opened in September 2014 under the free school programme. We are a two form entry, all-through school, for children aged 4-16 years old. The school currently has 258 pupils, rising to 624 pupils by 2022.



Our ethos and values

Our vision is for a school that offers age-appropriate learning, valuing childhood and developing the whole child, giving equal attention to 'head, heart and hands'. Our mission is to provide Steiner education in the state sector, incorporating best practice in teaching and learning. We do that by –

- Offering a Steiner curriculum, which emphasises learning that is in pace with the development of the child;
- Valuing childhood, inspiring children to use their creativity, imagination and natural curiosity;
- Giving equal attention to the cognitive, emotional and practical aspects of learning - 'head, heart and hands' - creating a love for life-long learning;
- Having a strong emphasis on nurturing children's social, moral and spiritual well-being, building strong foundations for life;
- Co-creating a sense of community, inviting pupils, parents and carers to actively get involved in the life of the school, and to support our ethos;
- Promoting well-being and healthy lifestyle choices, including sustainability and a focus on outdoor learning;
- Being innovative in our approach to teaching and learning, looking across the alternative and mainstream education sectors for the best way of doing things.

There are four state-funded Steiner Academies in Bristol, Hereford, Exeter and Frome. Together we collaborate under the umbrella group, the Steiner Academy Trust.

You can find out more about our school via our website at <http://www.steineracademybristol.org.uk/>

Please see the "How to Apply document for full information on how to apply.

Job Description

Principal's role

The Principal shall: -

- Communicate the ethos of the Academy, demonstrating both leadership and personal commitment.
- Lead and manage the Academy to enable all pupils and staff to recognise and achieve their potential.
- Ensure the developing quality of education for pupils of all abilities, creating a culture of continuous improvement in teaching and learning.
- Create a harmonious environment where pupils feel safe and can learn effectively.



- Ensure ethical, sustainable and environmentally sound working practices and policies throughout the Academy.

1. Leadership

The Principal shall: -

- Be accountable to, and work with, the Board of Governors on the formulation of the strategic direction of the school, and its policies.
- Lead the implementation of the Academy's strategy, in partnership with the Leadership Team and the Board of Governors.
- Monitor teaching and learning throughout the Academy in order to assure and sustain the quality of the education experience.
- Harness and nurture the talents and support of members of the school community and external partners to create an excellent and vibrant learning environment.
- Develop, implement, review and monitor the School Development Plan.
- Work in collaboration and in partnership with the other Steiner Academies (Frome, Exeter and Hereford) to develop shared approaches to school improvement and development
- Be appointed a Director of the Steiner Academy Trust, the umbrella body for the state-funded Steiner Academies, alongside the other Principals and Chairs of Governors.

2. Management

The Principal shall: -

- Create and maintain good working relationships among all members of the school community.
- Lead in the recruitment and selection of teaching and support staff.
- Promote and implement strategies which create an effective level of organisation, pastoral care, discipline and high morale throughout the school community.
- Lead the performance management process and ensure suitable line management structures are in place for all staff. Actively promote personal and professional development of all staff.
- Ensure strong leadership so that teachers and staff are effective in their work with the children.
- Promote and secure the equal opportunities and achievements of students and staff.
- Ensure that robust child protection procedures are in place and effectively managed.
- Be accountable for health and safety within the Academy

3. Pastoral care

The Principal shall: -

- Develop a strong system of pastoral care.



- Promote and model the respectful relationships between pupils, and pupils and their teachers, which underpin the performance and behaviour of pupils in all areas of school life.
- Ensure that the teachers encourage pupil participation in activities that they might not otherwise have the opportunity for in the school (e.g. after school clubs).
- Ensure that there are school activities (such as community days and festivals) that encourage parental involvement in their children's school life.
- Develop data systems within the school to monitor and track progress towards meeting targets related to behaviour, exclusions and the impact upon progress of vulnerable groups.

4. Curriculum

The Principal shall: -

- Ensure that the curriculum is appropriate for all pupils and is supported by high quality teaching.
- Develop a curriculum which values the talents, gifts and aspirations of all students.
- Seek to encourage and promote innovative educational ideas and practices as part of the on-going development of Steiner educational practice.
- Ensure that suitable educational strategies are implemented to deliver the best outcomes for all pupils.
- Set meaningful and appropriate targets to enable all pupils to develop academically as well as emotionally, physically, spiritually and socially.
- Ensure effective assessment and recording systems are in place which track students' progress and identify for them and their families what progress is being made.
- Monitor the curriculum and learning groups to achieve best value with resource management.

6. Finance & Resources

The Principal shall: -

- Seek to secure sufficient resources for the school to deliver its vision and strategic aims, fully utilising the flexibilities of Academy status.
- Plan and manage the school's finances and resources to ensure maximum benefit for its pupils and efficient and cost-effective delivery of outcomes.
- Provide advice to the Board of Governors on the formulation of the annual and projected yearly budgets in order that the Academy secures its objectives.
- Set appropriate priorities for expenditure and allocation of funds and ensure school resources are managed within budget
- Ensure effective administration and audit control.
- Be responsible for the Academy campus, its buildings, equipment and grounds.



- Manage and organise accommodation efficiently to ensure it meets the needs of the pupils and staff.

The above list is not exclusive or exhaustive and the post holder will be required to undertake such duties as may reasonably be expected within the scope of the post. All members of staff are required to be professional, co-operative and flexible and undergo reasonable and directed professional development. This may require out of 'normal hours' and personal study which may be unpaid.

Person Specification

The person specification is split into two sections –

1. The first section sets out essential criteria for those applicants with either a background in the state sector or those with a background in the Steiner sector. Your application should make clear which criteria you are applying against. If your experience spans both the state and Steiner sectors, please state how you meet both sets of criteria.
2. The second section sets out essential criteria which is common to all applicants.

Section 1

For applicants from the mainstream sector -

Qualifications and training

- Degree status or equivalent;
- National Professional Qualification for Headship

Experience in education

- Experience of leading and managing a school.
- Demonstrable experience and working knowledge of innovative and holistic approaches to learning

For applicants from the Steiner sector –

Qualifications and training

- Degree status or equivalent;
- Steiner teaching training qualification
- Management and leadership training



Experience in education

- Experience and working knowledge of the Steiner curriculum, with an understanding of the curriculum from Kindergarten to Upper School;
- Demonstrable experience of leading on behalf of the school and contributing to the day to day management of all aspects of school life.

Section 2 – For all applicants

Leadership and communication

- Strong leadership skills including the ability to clearly define and communicate a school ethos to pupils, staff and other stakeholders;
- Strong communication skills and experience of forging productive relationships with pupils, staff, local communities and other stakeholders;
- Ability to represent the Academy to government and other outside bodies with enthusiasm, clarity and authority;
- Ability to present high quality strategic information to governors in a considered and concise way and to support their role as critical friend

Raising standards

- Experience of using a range of data to establish meaningful benchmarks and set appropriate targets for the improvement of school performance;
- Experience of establishing, monitoring and evaluating an action plan in relation to learning targets;
- Experience of leading school improvement and quality assurance

Management

- Experience of managing change effectively, including excellent leadership within a school that is growing or changing;
- Ability to interpret and implement new legislation, policies and directives within the ethos of the school;
- Experience of a range of management styles, including consultative or collegiate models of management;
- Experience of staff management, review and development;
- Strong commitment to equal opportunities



Personal Qualities

- High personal standards of integrity, reliability and probity;
- Confident, positive and approachable;
- Excellent communicator, listener, and networker;
- Able to work to tight deadlines, to multi-task, prioritise work and delegate effectively

Proof of all qualifications will be required prior to an appointment being offered.

Pay and conditions

The full-time salary for the Principal in our school is up to £72,000 p.a. The successful candidate will be offered a pay grade commensurate with their experience and can expect annual increments of 3%, conditional on meeting targets for performance and professional development within a cycle of appraisals.

Our general terms and conditions are largely in line with the Burgundy Book including the maternity pay scheme. We welcome and fully support union representation and we follow the Burgundy Book 'Agreement on facilities for representatives of recognised teachers' organisations'.

Essential Information

Steiner Academy Bristol is committed to safeguarding and promoting the welfare of children and young people. This is a commitment which we expect all staff and volunteers to share. The successful candidate will be subject to a Disclosure and Barring Service check and other safeguarding measures in line with safer recruitment guidelines

Proof of all qualifications will be required prior to an appointment being offered.

We are an equal opportunities employer. Our aim is to be fair to everybody and to ensure that no job applicant or employee receives more or less favourable opportunities or treatment on the grounds of, for example age, race, colour, ethnic or national origin, nationality (subject to nationality rules), sex / gender, transgender, sexual orientation, marriage and civil partnership, disability, religion or religious affiliation / belief, or pregnancy and maternity.



Please be aware that we are not able to guarantee a school place for the children of staff. The school's admission policy is such that children of staff have some priority in the waiting list, but admission will depend on a place being available.

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www.steineracademybristol.org.uk