

# KICKSTART ACADEMY

## Kickstart Academy

# Headteacher Candidate Pack



**Deadline for submission: 9.00am  
Thursday 13th February 2025**

**Interviews: Monday 24th and Tuesday  
25th February**

If you wish to receive further information, visit of the academy or have an informal discussion please contact, Alison Ashley, Director of Specialist Education on 01952 387890.

Please send completed application to:  
[Veronica.croft@lct.education](mailto:Veronica.croft@lct.education)

Due to the proximity to half term, we recommend submitting your application as soon as possible



# About Kickstart Academy

Kickstart Academy is a Key Stage 4 Secondary School Pupil Referral Unit based in the thriving borough of Telford and Wrekin. The provision is going through a period of growth and rapid development as the Trust launch its wider vision in conjunction with the Local Authority to ensure our most vulnerable young people have the very best education.

The growth of Kickstart is linked to the DfE change project which has seen the provision grow from a 48 PAN Local Authority commissioned academy single centre to a three tier offer that meets the needs of all students. The different provisions provide a pathway to support our students back into mainstream or fully prepare them for further education, employment or training.

The structure places our students at the heart of every decision and it is this principle that allows us to fulfil the vision for Kickstart. Our students have a lived experience where they are supported beyond the norms, where therapeutic care and support holds equal priority to that of the academic curriculum. We want our students to 'buy back in' to their education, see its value and strive to meet their potential.

To deliver on these drivers, the provision has developed bespoke curriculums that provide launchpads for student regardless of starting points. Curriculums that focus on the core building blocks of English and Maths, additional qualifications that lead to college or employment, work related qualifications to ensure readiness for industry and above all a pastoral element to support the development of the individual. This entwined curriculum offer, whilst still in development, provides our students with a solid foundation that ignites a thirst for the next stage of their lives.

To support the delivery of such an ambitious curriculum and therapeutic approaches, the academy have developed a strong staffing body that care deeply for each and every student. The academy is developing its staffing in line with the new demands of the curriculum and this is an exciting time to join the provision as we shape roles and responsibilities. We have an established delivery team of teachers who are complimented by strong, dedicated support staff who always place the needs of the student first. Our wider staffing body of behaviour, pastoral and therapeutic staff combine to provide a team around the student.

The Trust vision for Kickstart is to provide the very best for each and every student, their families and their communities so it is clear that we need outstanding leaders whose vision and values align. Working within a Pupil Referral Unit setting is such a rewarding role but not without challenge, and as a result it is clear that an education skill base has to be matched with a resilience and a dedication beyond those expected. The ability to drive behavioural standards, drive high quality curriculum and compliment the pastoral provision of the academy is essential.

Should you require any further information, please contact Alison Ashely (LCT Director) on: 01952 387890.







## Our Mission

Providing a formidable education, within the classroom and beyond, to inspire the next generation of global citizens.

## Our Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.

Dear colleague,

Thank you for your interest in the role of Headteacher at Kickstart Academy.

This is an exciting opportunity to join our local, and community-focused Trust at a pivotal moment in its growth. The Learning Community Trust is now a well-established MAT in Telford and Shropshire, having grown significantly since welcoming our first academies in March 2018. With 13 academies now part of our Trust family, we have built an excellent reputation locally and regionally for delivering high-quality education and fostering strong community connections.

The Trust Central Team is based in Priorslee, and is further developing the central resources team to support our academies. At this important stage of our development, we are seeking an innovative and experienced Headteacher to lead Kickstart Academy into its next chapter.

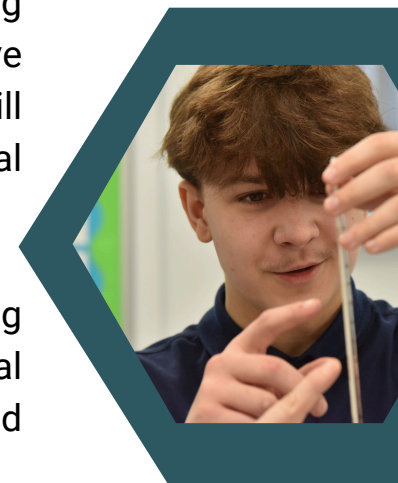
As a community-based Trust, we are deeply committed to serving the Shropshire area, working in close partnership with families, stakeholders, and communities to deliver exceptional educational opportunities. Equally, we are passionate about the wellbeing and professional growth of our staff, offering a culture of collaboration, opportunities for development, and access to high-quality training programmes.

We are a Trust who value and listen to their expert employees. As Headteacher, you will be working alongside a team of dedicated Trust staff, and talented leaders working together to share and drive forward our central Trust mission: to be an outstanding Multi Academy Trust for our community. You will be at the forefront of supporting the educational future of our Trust and truly impact the educational experience of our students, support for our staff and service to our community.

I am confident that the successful candidate will find tremendous support within the Learning Community Trust, where collaboration, innovation, and continuous improvement are fundamental principles. We are excited to welcome a new Headteacher into our family, knowing that their passion and expertise will contribute significantly to the ongoing success of our Trust community.

Yours faithfully,

Jane Hughes  
CEO of the Learning Community Trust





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## About the Trust

We are proud that our MAT spans education from 2-year-olds in our nurseries through to 25-year-olds within our specialist settings. We are currently made up of 5 primary schools, 5 secondary schools and 3 specialist settings and we believe in providing education for the whole community in the areas where we operate. In line with our vision, we have established a great partnership with Telford College and work with them on post-16 transition and curriculum, ensuring our students have clear progression pathways.

Our academies are in close proximity to each other, allowing staff to move quickly between sites for collaboration. This also presents opportunities academically, sporting and within the arts for our students to work together. Our Trust offices are at the centre of this and have excellent facilities for our academies to hold CPD and networking events, with a dedicated conference room and breakout spaces.

We keep our aims at the forefront of all we do; they represent our values as well as our intentions:

- To focus on excellence by achieving the best possible educational outcomes for our children and students by engaging and inspiring them, building their resilience and preparing them for work and adult life.
- To drive a collaborative culture across our academies which drives and supports improvement and develops all our staff as leading professionals.
- To provide the highest levels of care and support for our pupils so they can succeed, including those that are the most disadvantaged, vulnerable or with special needs in our community.
- To ensure our academies are at the heart of the community they serve and are truly inclusive organisations with equality for all across our community.
- To engage positively with our families and wider community, building partnerships and programmes that develop opportunities beyond the school sector.

The Trust currently has over 7,000 students, over 1,400 staff and we operate within a significant budget. There is a superb central executive team who support estates, HR, ICT, and deal with academy finance on a day-to-day basis. Our priority is to support our academies through an outstanding school improvement offer. We have an Executive Director of Education, Directors of Primary, Secondary and Special, Assistant Director for Education, and the use of experts from within our Trust and beyond to work directly with our schools. Our Executive team is exactly that, a team that supports our academies to achieve the best and live by our vision.





# Headteacher

**Kickstart Academy part of the Learning Community Trust**

**Salary Range: L16-20 £72,162-£79,475**

**Salary: Main scale**

**Working hours: Full time**

## **Core Purpose**

The Headteacher will be responsible and accountable for the academy, which operates as part of the Learning Community Trust. The Headteacher will:

- Provide vision, leadership and direction to the staff, students and other stakeholders, within the LCT ethos, policies and structures.
- Effectively manage learning and teaching.
- Ensure the best outcomes for students both in terms of attainment and progress.
- Promote excellence, equality and high expectations for all students.
- Deploy all resources, including staff and financial resources to achieve the school's aims, within the Trust ethos and policies.
- Evaluate school performance and identify priorities for continuous improvement; ensure effective day to day management, organisation and administration; maintain very strong relationships with the community, stakeholders and partners.
- Create a safe and productive learning environment which is engaging and fulfilling for all students so that learners enjoy their education.
- Build a professional community that enables others to achieve through effective relationships and communication.

## **Academy Culture**

- Establish and sustain the school culture and strategic direction as an LCT school under the Trust ethos and key principles.
- Create a culture where pupils enjoy school and their learning and wider school life.
- Uphold ambitious educational standards for all pupils.
- Create a safe, orderly and inclusive environment where all members of the school community demonstrate positive and respectful relationships with each other.
- Promote staff professionalism.
- Ensure the school fulfils its duties under the SEND code of practice and provides a supportive environment for all to learn in.

## **Quality of Education**

- Ensure pupils have access to high-quality, expert teaching across all subjects and phases, promoting high levels of subject expertise and passion for learning.
- Ensure effective formative assessment takes place, and that assessment is used reliably and proportionately.
- Deliver a broad, balanced and structured curriculum to meet the needs of all pupils in the school community.
- Develop senior and middle leaders to ensure that curriculum leadership is effective and that subject leaders have access to professional networks and communities, promoting high levels of subject expertise.
- Ensure pupils are taught to read through evidence-informed approaches to allow them full access to the curriculum.

# Headteacher

## Kickstart Academy part of the Learning Community Trust

### **Behaviour and Attitudes**

- Have high expectations for pupils' behaviour built on positive and effective relationships between staff and pupil, and supported by rules and routines which are in line with the Trust ethos and expectations.
- Ensure the school community treat each other courteous and respectfully in accordance with the school's behaviour policy.
- Manage behaviour consistently and fairly, with due consideration to inclusion of all members of the school community.
- Ensure staff model and teach required behaviours and receive training on this.

### **Academy Improvement**

- Ensure staff access high quality, sustained professional development.
- Lead a culture of professional development within the school that prioritises effective planning, delivery and evaluation to meet required standards of professional development for all school staff.
- Ensure that the professional development opportunities available to staff draw on expertise from beyond the school and Trust, as well as within it.
- Make available nationally recognised career and professional frameworks and programmes to support and develop all staff, building capacity and supporting succession both within the school and the Trust.
- Through Trust processes and structures and working with the allocated Trust Director at strategic level, identify areas for school improvement; identify and analyse any barriers to improvement and work to resolve these.
- Develop appropriate strategies for school improvement, supported by the Trust, which are both realistic and ambitious for our pupils.
- Implement strategies leading to the sustained improvement of the school over time.

### **Leadership and Governance**

- Ensure safeguarding is effective and that pupils and staff are protected and safe.
- Allocate financial resources appropriately, effectively and efficiently and with due to consideration to probity in the use of public funds.
- Deploy and manage staff with due attention to workload and a healthy work-life balance.
- Ensure systems, policies and processes are in place that enable the school to operate effectively and efficiently.
- Ensure risk is identified, managed and mitigated with rigour.
- Work in partnership with parents, carers and the local community.
- Work effectively with other schools and organisations, and with LCT schools in mutual co-operation and support.
- Create effective working relationships with professional colleagues across public sectors for the benefit of our school communities and the enhancement of educational outcomes for our pupils.
- Uphold the obligation to give account and accept responsibility within effective governance structures.
- Create effective professional relationships with those responsible for governance.
- Ensure staff know and understand their professional responsibilities and are held to account.
- Ensure the school operates with required regulatory frameworks and meets its statutory duties.



## Person Specification

Our ideal candidate will demonstrate a range of skills, experience and qualities:

- Educated to degree level, with a recognised teaching qualification; NPQH is desirable
- Aligned to the LCT ethos and approach
- Leadership experience in a senior position with substantial evidence of proven success
- Experienced at senior level in instigating, leading and managing change, leading to school improvement
- Understanding of finances; deployment and allocation of resources
- Sound knowledge of effective educational practices, policies and development
- Ability to create an excellent climate for teaching and learning to flourish and identify areas for improvement to work towards this
- Ability to manage change and prioritise
- A clear commitment to a broad and balanced curriculum and the extra-curricular offer as being essential in a successful school
- An awareness of the climate in which the school operates, both politically and in terms of its community
- A team player who can build a strong team and lead with warmth and visibility
- Strong track record in working with all elements of a school community
- Proven capacity as a resilient and reliable decision-maker
- Able to seek and act on advice from peers, fellow professionals and team members
- Strong personal credibility and the capacity to build effective relationships with all stakeholders
- An egalitarian commitment to equality for all members of the school community
- Integrity, honesty and humility

The Learning Community Trust is committed to safeguarding and promoting the welfare of Children and young people. All post holders are subject to an enhanced DBS check (including a check on the children's barred list) and an online search for the successful applicant. References will be checked following the Learning Community Trust recruitment and selection process.

In line with the Statutory Guidance Keeping Children Safe in Education an online check will be undertaken for all shortlisted candidates prior to the interview.

We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education.

For more information regarding our school's commitment to safeguarding, please see our [Child Protection & Safeguarding Policy](#).

# How to apply:

If you wish to receive further information, visit of the school and have an informal discussion please contact, Alison Ashley, Director of Specialist Education on 01952 387890.



Please send completed application to: [Veronica.croft@lct.education](mailto:Veronica.croft@lct.education)



Corner House, Whitechapel Way,  
Priorslee, Telford, TF2 9PQ



01952 387010



[www.learningcommunitytrust.co.uk](http://www.learningcommunitytrust.co.uk)

We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to DBS checks along with other relevant pre-employment checks.



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Whitechapel Way, Priorslee, TF2 9PQ  
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