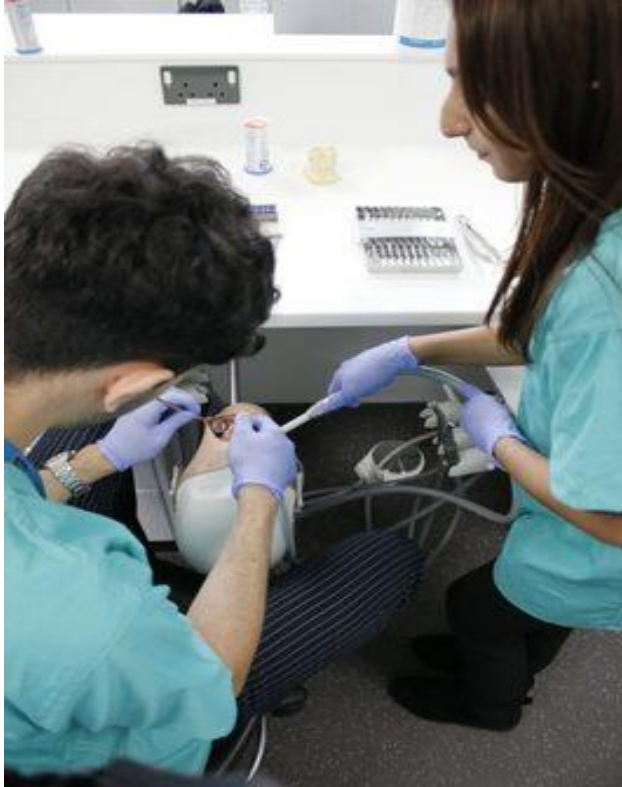


University Collegiate School Principal Recruitment Brochure



CEO Welcome letter

Letter of welcome from CEO

Dear Candidate

I am delighted that you are considering becoming a member of the QUEST Team. Here we all lead to secure a place for Learning, Innovation and Opportunity, and we seek those who have determination for success, a thirst for continued learning and a drive to be relentlessly ambitious for the students and communities they serve. Here we make a difference and transform lives.

In this pack, I have set out what makes us unique in the educational landscape, defines our success as thriving digital learning communities, and captures our forward thinking and research-led rigour of implementation. We think outside the box here. We listen well and we are clear about our vision for education; a blend of student agency and digital technology for delivery. Here the talent drives the technology. We have created a culture of shared ownership, in partnership with our schools, where we embrace challenge as teams and ensure our core moral purpose is at the heart of all we do.

As educational architects within our communities, we are delighted to be able to offer this once in a career opportunity. In shaping our new University Collegiate School, at the heart of The Knowledge Campus in Bolton, you will build your team adding to our existing staff excellence and create a culture balancing life skills, digital delivery and a clear pathway for learners into the world of work and higher education.

You will be working with one of the foremost thinkers in educational research, Professor David Hopkins, as our partner from The University of Bolton, as well as being supported by QUEST expertise. Here you will have an opportunity to shape learning for the future, and deliver the School and Trust vision for education. We seek applicants for this role who are; talented and inspirational educators, digital experts and possess innate curiosity and the ability to think differently.

If you deliver exceptional educational outcomes for the children and young people in your care, have the inner determination to secure success for all and relish the chance to create with us, we would be delighted to hear from you.

Please look through our detailed pack and if this sounds like the role you have been waiting for, and you are ready to unlock your own potential as well as the potential of others, we look forward to hearing from you, meeting you and receiving your application.

Sharon Bruton
CEO



Our Trust

Unlocking Potential

QUEST has a clear and compelling vision for the future of education.

As a Good provider and Academy sponsor, QUEST has a strong track record for making a positive impact within the local communities it serves. The ambition is to contribute further to improving the education offer for all pupils and students in our communities. Currently, the UCS offers specialist education programmes for students aged 11 and over. The Trust enables us to build on and extend the scope of our work, so that students can also benefit from our expertise and access a greater range of opportunities arising from our strong community and stakeholder networks.

Our schools are all about passion, determination and enthusiasm. We see challenges as opportunities and have an unshakeable belief in the right of children and young people to a high-quality education.

As Century flagship schools our digital strategy and technological approach to learning is embedded within our curriculum. We harness the personalised support of an Artificial Intelligence learning Platform for our older children and young people. This enables them to have an even more bespoke learning program in core subjects and is complemented by our coaching approach to develop their life skills of resilience, critical thinking and communication. As Pearson National Award Winners for Digital Innovation 2019, we are proud to be leading the way by creating and shaping the next phase of education.

Together we will ensure they thrive.

Together we are stronger.



Why work for us?

Our staff members are committed, patient, resilient, reliable and reflective.

Our staff deliver high quality teaching, hold their colleagues in high regard and display the highest level of professionalism. With honesty and care, our staff will leave no stone unturned in the pursuit of excellence. They are scrupulously honest and act with integrity, deal with students, parents and staff with respect, demonstrate passion and pride, are prepared, punctual and polite and make every day matter and every student count. If you are as extraordinary and have the same skill set we want to hear from you.

We're passionate and committed to the development and education of our students.

Our children and young people are fearless, ambitious, positive, aware, compassionate, inquisitive and use their mistakes to grow. They feel safe, have confidence to explore and share their ideas and take ownership of their learning. Our pupils and students think of others before themselves and treat their peers with respect and honour. They take pride in their work and want to affect change within the world around them. With resilience and collaboration our pupils and students will tread the steps to success and become lifelong learners. They value every lesson and every day, respect themselves, each other and their communities, are polite, prepared and demonstrate a sense of pride.

How we will meet the demand and ensure high quality teaching and learning

Our curriculum is designed to lead the way in a new era of learning. We are a teaching school for Century Tech, a cutting-edge Artificial Intelligence learning platform. Our experience tells us that our pupils and students are able to close their knowledge gaps faster and more consistently through using this diagnostic learning platform, whilst being supported to overcome challenge and develop critical thinking with our blended approach of coaching support. Student agency – the drive to have pride in themselves to succeed and the will to continue when things get tough, is a core part of how we do things. This is what we all require in life, not simply learning, and our children and young people need to have this inner resilience to support their learning and life chances. At Quest, we will provide this bespoke support.

The work of scientists, engineers, programmers, technicians and other highly skilled and vocationally-qualified people is vital to our economy, but the education and training of people in these key roles has often been undervalued and under-resourced. The University Collegiate School, in partnership with the University of Bolton aims to provide a combination of high-level academic and practical learning for students aged between 11-19, integrating academic requirements of a traditional school with more technical and IT driven skills. The University Collegiate School is proposed to meet an urgent need for science, technology, engineering and BTEC (STEM) skills in the North West region.



At the University Collegiate School, learning will embrace creative and innovative approaches that engage students, utilising modern technology and virtualisation to maintain pace and interest. We will work with 1:1 I-pads as an Apple School and Teachers to make the most of your time, skills and expertise. Our Trust's digital strategy, recognized by Pearson as Silver Award Winners for Digital Innovator of the Year, is evidence of our commitment to a balance for excellence for all. This approach, outlined below, is partnered with our life skills curriculum and approach to student agency common to all schools in QUEST.

This blend of approaches to learning provides our students and staff with a readiness for the professionalism of the workplace, a way of establishing learning habits for life, and the security of self-motivation and mental toughness to enable all to thrive.

Working for us, we want you to embody the essence of success, in its many guises and look forward to your talents and expertise being added to the collective group for the benefit of all.

Quest's Digital Strategy creates pathways for learners and maximises staff time to give quality learning feedback.



Trust Digital Strategy Summary

In creating the future of education within our Trust, digital will enhance the quality of provision in the following ways:

Phase 1:

Communication – Internal and external

Phase 2:

Enable effective and efficient operational systems

Phase 3:

Minimise workload and maximise efficiencies - for time, planning, assessment and shared resources

Phase 4:

Enable delivery of quality teaching and learning – supported by a culture of coaching and student agency

Phase 5:

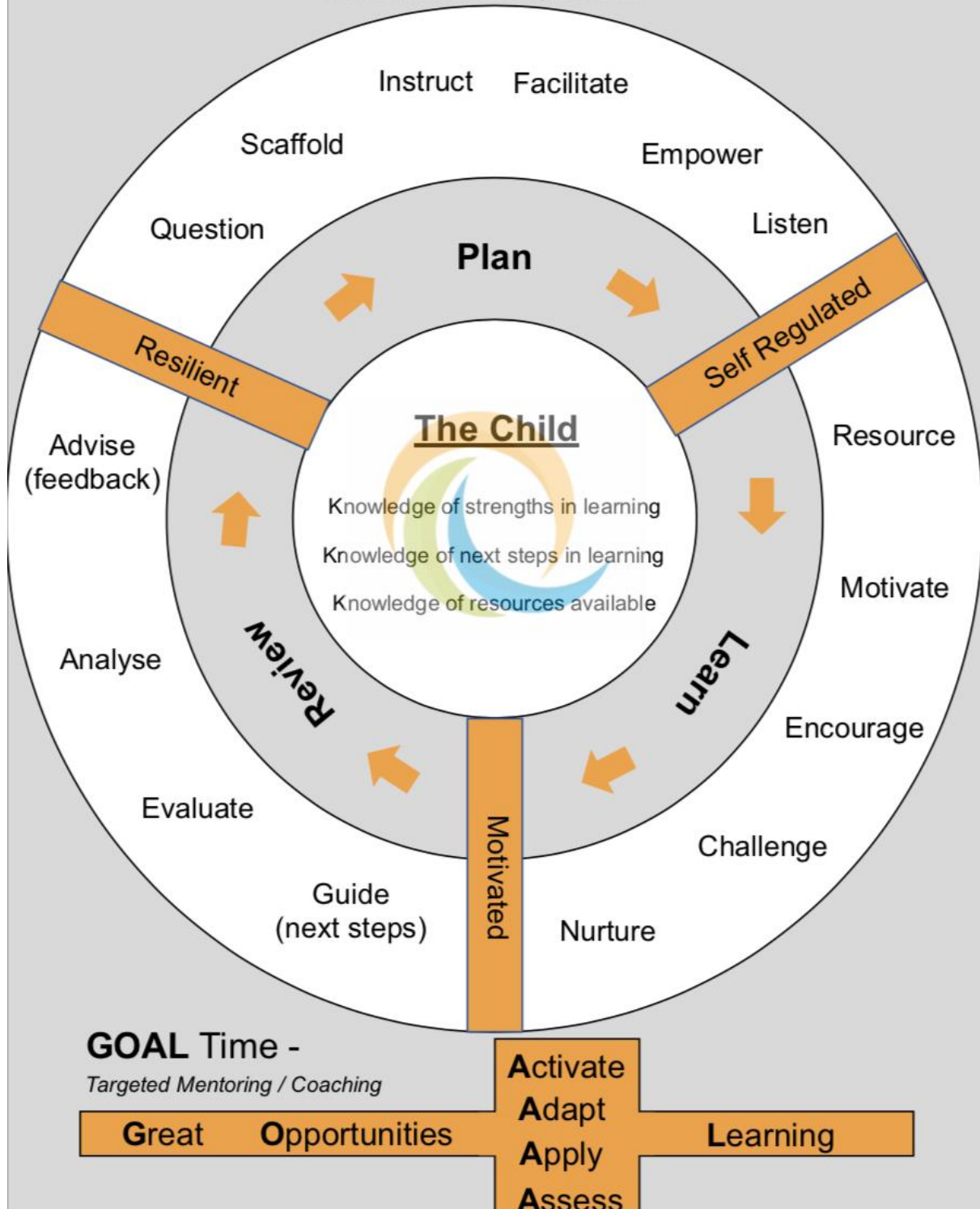
Create flexible, nuanced and adaptable education for the future.



Student Agency – Opposite of helplessness

Student Agency improves Self-Efficacy

Self-Efficacy – one's belief in one's capability to succeed in a situation or accomplish a task



University Collegiate School

Located within the University of Bolton campus, UCS has an outstanding £10 million facility for 11-19 year olds which includes specialist laboratories for Optometry, Clinical Dentistry, Pharmaceutical Consulting, Medical Simulation, Robotics, Electronics and 3D Printing.

Our facilities uniquely inspire and motivate our students to succeed in their studies and propel their careers forward.

Our staff are subject specialists that employ a wide range of teaching and learning strategies, with our digital platform embedded in delivery to provide the best possible learning opportunities for our students.

We aim to continue the journey of the UTC's success, as SSATs Educational Outcomes Award Winners and build on this as we welcome our first cohort of Year 7 students in September 2020. The team who have worked tirelessly to improve standards so far, will be the bedrock of the successes in the future and provide a level of excellence and professionalism now being recognised by others.



Our Curriculum

Utilising our cutting-edge facilities, we use creative approaches to teaching and learning and will focus on personal development, functional skills and competencies linking different curriculum areas, progression and enrichment opportunities, and an emphasis on applied learning. We believe the focus on applied learning encourages crucial developmental aspects specific to the needs of learners.

We **ACTIVATE** students learning through:

- A broad and balanced curriculum
- A focus on health sciences and engineering and STEM
- A focus on personalised learning and the use of digital strategies

We **BREAKTHROUGH** the traditional curriculum boundaries by:

- Pushing subject knowledge beyond the confines of the national curriculum framework
- Engaging in project-based learning
- Embracing a STEM focus
- Using coaching to develop students into owners of their learning journey

We **CULTIVATE** our students for their future beyond UCS by:

- Developing strong Global citizenship
- Working in, and with, the local community
- Working with local employers
- Engaging in meaningful work experience placements and project-based learning
- A programme of enrichment activities enhancing cultural capital for all



Our Core Values



S – staff at all levels
P – purpose creators
I – inspirational
R – representative
I – innovative ideas
T – to infinity and beyond



What we can offer you

20 Great Reasons to work for us.....

1. Great pupils you will never forget.
2. Our schools are all about **passion**, **determination** and **enthusiasm** and we live these words - it's how **we** show up at work.
3. Our motto, 'Unlocking Potential', reflects how we see challenges as opportunities and have an unshakeable belief in the right of children to a high quality education.
4. A coaching culture of high rapport, high challenge and high support to enable you to work at the top of your game.
5. Stunning staff, motivated to succeed.
6. A staff voice across the Trust that is actually listened to and shapes our evolution – our Spirit Group.
7. Inspirational Leadership and great teamwork at all levels.
8. Senior Leaders you can trust, who have integrity and moral purpose, are human and walk the talk.
9. Amazing exam results with a 'whole education' genuinely valued.
10. Be the best through our Spirit of Purpose programme including an outstanding induction year for newly qualified and experienced teachers.
11. Access to the Employee Assistance Programme for you and your family's wellbeing.
12. Participation in the Childcare Voucher Scheme, free of tax and NI.
13. Investment in staff training, e.g. subsidised MA qualification options.
14. An internal market for promotion within the growing group of QUEST Academies or as a funded 'Change Champions'.
15. A unique collaborative approach across the Trust serving the needs of our communities.
16. Termly staff newsletter celebrating successes and achievements and responding to your questions.
17. Credit Union savings scheme.
18. A newly structured working pattern with a two week break in October.
19. Welcoming people, positive teams and working environments – 'A Balance for Excellence'.
20. Our great students.

- *The chance to become part of a family of schools within the Trust and a set of values we all share.*
- *Support for your professional development and the opportunity to continue to develop your skills in a well-resourced environment.*
- *A real opportunity to work in partnership with colleagues across the Trust.*
- *Excellent relationships and loyalty with pupils, parents, carers and the wider community.*
- *Recognition of the importance of your work life balance. Your emotional well-being is important to us, and is set alongside an expectation that the achievement of our pupils is paramount. We strive to balance life and work and create the best possible environment for performance and job satisfaction.*



What our staff say

Just some of the things they say

You are encouraged to be the best you can be and the Spirit of Purpose supports this. There are lots of opportunities for collaborative working

Great support network for staff to collaborate and share expertise. There is always plenty of people to offer advice and support at all levels.

Staff work well together as a team to provide great opportunities for our children and support each other extremely well. We are nurturing schools and staff care deeply about the children and want to do their very best for them.

At QUEST there is acceptance of everyone as an individual

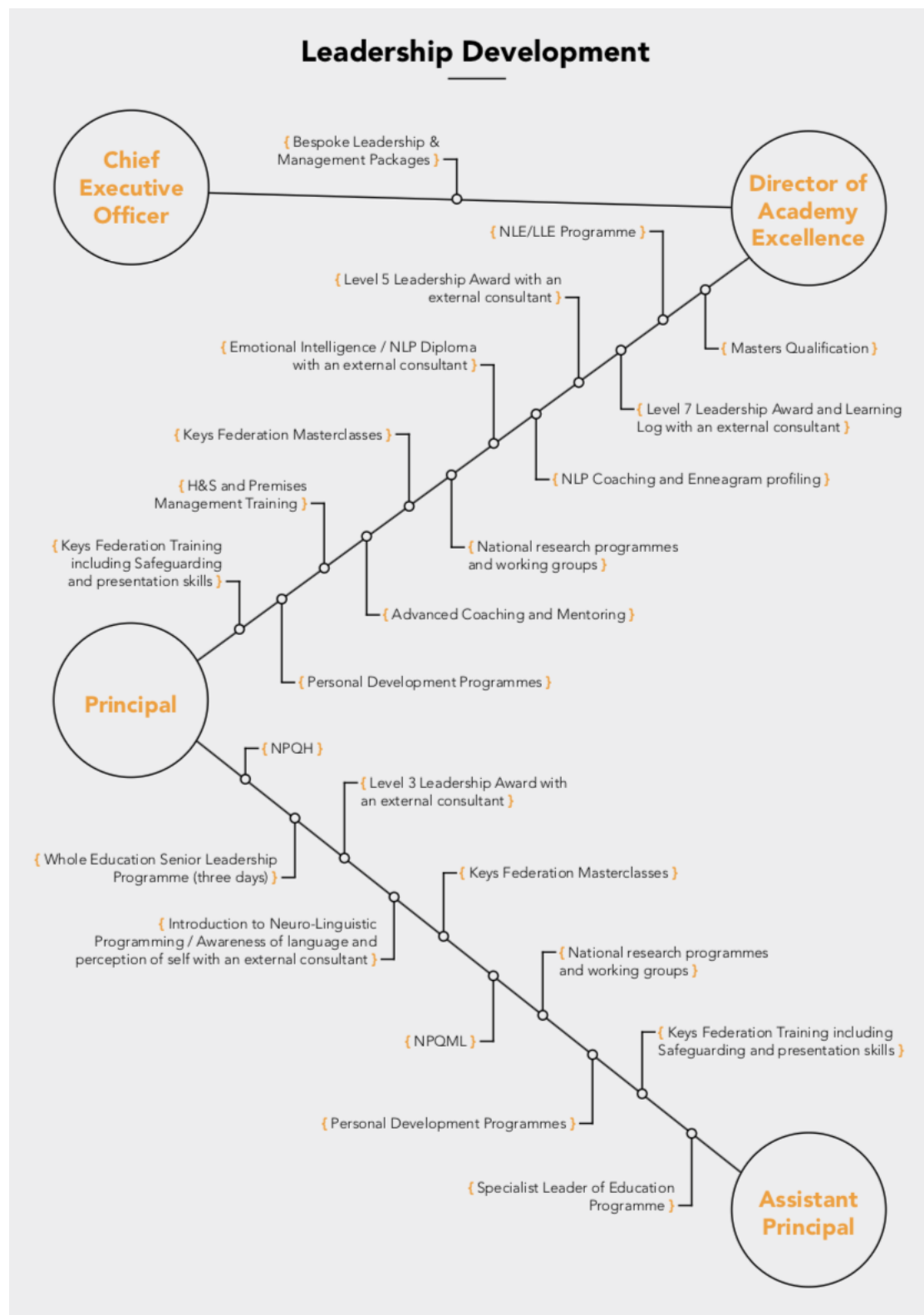
Safeguarding

The Board of Directors of QUEST are committed to safeguarding and promoting the welfare of all children and young people.

- The policies and procedure adopted by the Board of Directors/Local Governing Committees are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings and contributing to the assessment of children.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed 'whistle blowing' practices.
- Children and young people are educated about the benefits, risks and responsibilities


















Your career journey



Our Region

- Bolton has great connections with the M65, M61, M60 and major roads including the A58 and A666, commuting by car couldn't be easier. You can be in Manchester city centre in around 30 minutes. Preston, Blackburn and Wigan are all within a 30 minute drive whilst Bury is only 20 minutes away. The train line offers regular services into Manchester Victoria (25 minutes), Blackburn (30 minutes) and Clitheroe (57 minutes). For international travel, Manchester Airport is little over 22 miles away offering flights to destinations around the globe.
 - Bolton town centre offers a fantastic mix of shopping with independent retailers and high street names sitting side by side with Bolton's fantastic indoor and outdoor markets with over 200 stalls. Crompton Place shopping centre and the Market Place shopping centres are also nearby. Slightly further afield, Middlebrook retail park offers fantastic leisure facilities including a bowling alley, 12 screen cinema, cafés and restaurants as well as high street name brands.
 - Wigan allows easy access to the major towns and cities with Wigan Wallgate and Wigan North Western Rail stations offering local and national links from the town centre.
 - With Manchester International and Liverpool John Lennon Airports within a 40 minute commute the world is at your doorstep.
 - Steeped in mining and Industrial history the bustling Lancashire town of Wigan has lots to offer everyone. In 1937 Wigan became famous when George Orwell (real name Eric Blair) wrote *The Road to Wigan Pier*. Wigan continues to flourish with the Grand Arcade Shopping Centre based in the town centre, which is home to a wide range of high street retailers. Robin Park Retail is based just outside the town centre and hosts a number of retailers, restaurants, cafes and entertainment facilities including a cinema.
 - For the sporting enthusiasts, Middlebrook boasts a sports complex catering for a variety of sports. It is an international high performance centre for tennis that offers coaching for both children and adults as well as boasting a gym, fitness classes and clubs for gymnastics, badminton, athletics, cycling and running. Middlebrook is also home to our University Sponsor's football stadium, the home of Bolton Wanderers Football Club.
- Robin Park Leisure Centre and Arena in Wigan has one of the very best athletics facilities in Great Britain and is the home to Wigan and District Harriers and Athletics Club. The arena has a stand for spectators which also houses an indoor track, long jump pit, pole vault area, throws area and weights room. Outside there is an eight lane track. The Leisure Club offers a wide range of sporting facilities, including a high tech gym, tennis courts, sports hall, gymnastic facilities, coaching sessions and classes for both children and adults. DW stadium is also home to Wigan Athletic Football Club and Wigan Warriors Rugby League Club.

 <p>St Peter's C of E Primary School</p>  <p>309 Learners</p> 	 <p>Hindley Green Community Primary School</p>  <p>405 Learners</p> 	 <p>St John's C of E Primary School Hindley Green</p>  <p>211 Learners</p> 	 <p>St John's C of E Primary School, Abram</p>  <p>282 Learners</p> 	 <p>University Collegiate School</p>  <p>840 Learners</p> 
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Partnership and Collaboration

Our continued development creates opportunity for QUEST to work with and alongside some strong and well-established partners...



Applications

23.10.20
Recruitment window
opens

16.11.20
9.00am
Closing date for
applications

02.12.20
Interviews



Job Advert – Principal

Pay scale: £70,000-£80,000 negotiable subject to experience

Principal required to join a fantastic Trust based in the North West.

QUEST is enhancing children and young people's lives across the North West. We focus on giving everyone a real chance to succeed to ensure positive outcomes and consistently high achievement.

**Closing
Date:**

16.11.20
9.00am

This is a once in a lifetime opportunity to shape our new University Collegiate School. QUEST is seeking to appoint a Principal who has passion, determination and enthusiasm. A Principal who is a talented leader, sees challenges as opportunities and has an unshakeable belief in the right of children and young people to high quality education.

Interviews
02.12.20

**Start
Date:**
TBC

We want a Principal to join QUEST and share our Spirit of Purpose to:

- Unlock potential at all levels;
- Create and sustain excellent schools with excellent teachers;
- Immerse learning in a rich curricular experience;
- Develop high level of skills through an innovative and creative approach to learning;
- Secure moral and traditional values for life;
- Ensure a high tech approach to skills development for the future;
- Drive the Trust's digital strategy forward.

Are you:

- Values-led, research-informed and impact-focussed
- Inspirational
- Motivational
- Forward thinking
- A good communicator
- Well organised

Do you have:

- High expectations and share our Spirit of Purpose
- Successful Leadership experience
- The ability to engage parents/carers
- The knowledge and skills to demonstrate consistent standards of excellence
- A sense of fun, dedication and cutting edge vision
- A desire to achieve in and support a values-led organisation

If so, we can offer:

- A unique and innovative values-based Leadership structure
- A commitment to unlocking your potential
- Supportive challenge to develop yourself and others
- Amazing children who are happy, enthusiastic and curious to learn
- A positive, supportive working environment and culture
- A caring Christian / Community ethos at the heart of all we do

The Trust wants to hear from ambitious leaders with new ideas! Can you bring the magic? Why not join us on our exciting new journey?



Job Description – Principal

QUEST is a value-led organisation comprising of Christian, and community Primary Schools, and a Secondary School with UTC provision. All staff are expected to support the Trust's ethos and our 'Spirit of Purpose'.

JOB DESCRIPTION:	Principal
RESPONSIBLE TO:	Director of Education, Board of Directors and CEO
JOB PURPOSE:	<p>The Principal has strategic responsibility for the individual school and will promote and support the vision and direction of the school to enable the provision of high quality education for its pupils/students. The Principal will lead and manage the school on a day-to-day basis, will manage the leadership team of the school and is the first point of contact for all stakeholders and external agencies in matters relating to the school. The Principal will be an ambassador for the school and the Trust and will promote, raise and sustain its profile in the wider community. The Director of Education has overall and strategic responsibility for the schools and will support and advise the Principals and is their line manager.</p> <p>As an employee of QUEST, staff may be required to work at any school within the Trust.</p>
LIAISING WITH:	Chief Executive Officer, Director of Education and Principals, Senior Leadership Teams, teachers, support staff, parents/carers, LA representatives, external agencies and members of the community
SALARY SCALE:	£70,000-£80,000 negotiable subject to experience
DBS DISCLOSURE LEVEL	Enhanced

PROFESSIONAL RESPONSIBILITIES

School Ethos

Work with colleagues in creating, inspiring and promoting excellence at all levels.

Uphold the culture and ethos of the Trust, ensuring school environments for teaching and learning that empower both staff and children to achieve their highest potential and be their best selves.

Attend and participate in events intrinsic to the daily life of the schools and Trust, celebrating success at every opportunity.

Actively support the Trust's policies relating to equality and diversity, inclusion and safeguarding, health and well-being, confidentiality and social networking.



The Principal, in partnership with the Board of Directors, the CEO and the Director of Education will be responsible for:

LEADING STRATEGICALLY:

- Be responsible and accountable for the school's vision and Key Performance Indicators.
- Secure the commitment of the whole school community to the vision and direction of the University Collegiate School.
- Ensure that strategic planning takes into account the vision and policies of the University Collegiate School.
- Maintain and extend an ethos and provide vision and direction that secures outstanding teaching, successful learning and achievement by all students.
- Maintain and extend an ethos and provide vision and direction that secures student well-being and safety.
- Continue to develop effective relationships with the DfE, local schools, education partners and further and higher education establishments.
- Promote and maintain links with our Ambassadors, business, the wider community, families and the local environment.

LEADING THE SCHOOL:

- Create a learning culture based on the values of compassion, honesty integrity and excellence.
- Ensure that the quality of learning is at the heart of the organisation and management of the school.
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring a clear delegation of tasks, devolution of responsibilities and holding staff to account for outcomes and impact.
- Ensure the schools systems and operations are consistently focused on realising the vision.
- Think creatively and imaginatively about the school's development, to anticipate and resolve problems and to identify opportunities that will benefit students.
- Develop and monitor the School Development and Self Evaluation plan, reporting regularly to the Director of Education and the Board of Directors.
- Along with the COFO, be responsible for the overall management of all resourcing, developing and proposing the annual budget to the Resource Committee, ensuring it is consistent with the school's priorities.
- Along with the Estates Manager, manage and organise both accommodation and resources efficiently and effectively to ensure that they meet the needs of the curriculum and health and safety regulations.
- Provide any local, school and national data required by the DfE, EFA, the Board of Directors or the University Collegiate School.

LEADING TEACHING AND LEARNING:

- Ensure the curriculum is broad, balanced and embeds sports, arts and enterprise.
- Ensure teachers equip students to have enquiring minds, have higher order thinking strategies, become critical, creative thinkers, can problem-solve and work collaboratively.
- Promote a culture where every student feels valued, proud of their achievements and has the drive and ambition to aim high.



- Set appropriate and challenging targets for all students using an effective assessment, recording and reporting system that promotes and celebrates student achievement.
- Lead, motivate, support, challenge and develop staff to secure outstanding outcomes for all students.
- Secure and sustain outstanding teaching and learning throughout the school, drawing on relevant research evidence and robust data analysis.
- Monitor and evaluate the quality of teaching and standards of student achievement, using benchmarks and target setting for improvement.
- Maximise the contribution of staff to improve the quality of education and care provided and ensure that constructive working relationships are formed between staff, students, parents/carers.
- Maintain and develop further our calm, nurturing environment and our systems to secure high standards of behaviour, attendance and safeguarding.

LEADING STAFF:

- Develop further our systems for the management of staff performance, incorporating targets for teachers, targets relating to student achievement and personal professional development.
- Motivate and enable staff to carry out their respective roles to the highest standards, through high quality continuing professional development based on an assessment of needs.
- Maintain and develop further our collegiate attitude amongst staff, where ideas and contributions are valued and the achievements of individual and teams are celebrated.
- Ensure our induction and staff development programme lead to the maintenance of high standards and a drive to realise the school's vision.
- Oversee the work of the leadership team, ensuring a fair delegation of responsibilities, managing autonomy and support appropriately.
- Identify and coach emerging and aspiring leaders and Teacher Tutors, with clear succession

planning promoting a climate of excellence.

LEADING IN THE COMMUNITY:

- Represent and promote the school and its objectives to its stakeholders, partners and the wider community.
- Ensure strong partnership and robust communications with parent/carers to support students' achievements, personal development, welfare, safety and happiness.
- Work in partnership with other agencies to tackle barriers and challenge prejudices that may affect students' learning needs, health and happiness.
- Develop effective collaborative practices to ensure the realisation of the schools vision for enrichment.
- Maintain and develop further the links with the other establishments linked to the University Collegiate School.

VISION, DIRECTION AND DEVELOPMENT

The Principal will:

- Support the Director of Education in developing and sharing the vision and direction of the school
- Support the Director of Education in developing both strategic and operational plans for securing the vision and direction of the school based on wide



- consultation with all relevant stakeholders
- Work with the leadership team, staff and directors to translate the development plans into action plans that identify clear achievable targets and outcomes
- Work with the leadership team, staff and directors to rigorously evaluate progress towards targets and outcomes
- Advise and support staff in the development and implementation of Trust policies

SAFEGUARDING

QUEST is committed to safeguarding and promoting the welfare of children and young people at all times. The Principals will be responsible for promoting and safeguarding the welfare of all children for whom they are responsible, or with whom they come into contact, in accordance with the Trust's Child Protection Policy.

OTHER RESPONSIBILITIES

- Contribute to the wider life of the Trust, its schools and its community through out of hours and partnership work
- Carry out any such duties as may be reasonably required by the Director of Education or CEO
- Demonstrate commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.

The above has detailed the core aspects of teachers' professional standards and the approved career stage expectations and it is expected that staff will support, collaborate and celebrate all aspects of school and Trust life, and work at all times to ensure excellence for all.

The job description encompasses the above statements and is not necessarily a comprehensive definition. The post holder should be willing to undertake any other tasks that Senior Staff might reasonably require

QUEST is committed to safeguarding and promoting the welfare of children and young people. Clearance from the Disclosure and Barring Service is required prior to appointment.

Name _____

Signed _____

Date _____



Person Specification - Principal

Knowledge and Qualifications

Aspect	Assessed by	Essential / Desirable
Honours degree	Application & qualification certificates	E
STEM – Subject Specialism	Application & qualification	D
Qualified teacher status	Application & qualification certificates	E
NPQH or equivalent	Application & qualification certificates	E
Higher degree	Application & qualification certificates	D
Knowledge of all legal and statutory obligations for Secondary and UTC Schools	Application	D
Understands and is able to articulate the Principal's responsibilities and accountabilities with regard to the Governing body	Application	E
Commitment to own self development	Application & Interview	E
Undergone safer recruitment training & holds training and qualification for 'designated child protection'	Application & qualification certificates	D

Experience

Aspect	Assessed by	Essential / Desirable
Significant experience as a Head Teacher or Principal, or as a Deputy Head or Vice Principal with demonstrable high quality leadership within the 11-19 phase.	Application	E
Proven track record, as a senior manager, of raising the quality of teaching, learning and achievement	Application & Interview	E
Proven track record of achieving high standards of student attainment at Key Stages 3, 4 and 5	Application & Interview	D



Aspect	Assessed by	Essential / Desirable
Evidence of successful strategic leadership of a vision, with regard to school development, planning and implementation.	Application & Interview	E
Proven track record of successful financial and human resources management, at a senior level, aligned with the skills to identify and develop top quality staff and providing best value.	Application & Interview	E
Proven track record of successful strategic leadership to create an inclusive institution, with a commitment to diversity, inclusivity and equality of opportunity.	Application & Interview	E
Experience of developing and leading curriculum initiatives using the latest technologies to support learning	Application & Interview	D
Experience of successfully establishing links with local community partners to enhance learning opportunities for all students	Application & Interview	D
Significant experience of working effectively with parent/carers to support the learning of students and families	Application & Interview	D
Evidence of an excellent track record as an effective innovator of education	Application & Interview	E
Experience of generating creative ideas for integrating learning across sports, arts and enterprise	Application & Interview	D



Skills

Aspect	Assessed by	Essential / Desirable
Is Digitally fluent and is able to use this strategically to underpin the vision	Application & Interview	E
Can provide a safe environment to ensure the physical and psychological safety of the students	Application & Interview	E
Is able to develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for the outcomes	Application & Interview	E
Successful management of school self-evaluation and of the Ofsted process	Application & Interview	E
In-depth knowledge and understanding of national education priorities and developments to include the 11-18 curriculum, raising attainment, assessment for learning, inclusion, and personalised learning.	Application & Interview	E
Understand, analyse and make effective use of a wide range of data, aided by effective use of ICT	Application & Interview	E
Able to articulate the vision, underpinned by setting targets, goals, and empowering others	Application & Interview	E
Ability to make sound decisions, identify and solve problems and seize opportunities	Application & Interview	E
Well-developed interpersonal and communication skills (including written, oral and presentation skills)	Application & Interview	E
Ability to manage change, and lead innovations, showing flexibility, adaptability and resilience	Application & Interview	E
Able to establish meaningful monitoring and review processes for all relevant practices and processes	Application & Interview	E



Attitudes

Aspect	Assessed by	Essential / Desirable
A clear understanding of vision and values, specifically as they relate to the University Collegiate School, ensuring the School remains true to its aims, vision and mission and those of the Trust	Application & Interview	E
Clear understanding of compassion and how it is worked out in life	Application & Interview	E
Demonstrate honesty in dealing with colleagues and others	Application & Interview	E
Show how integrity is central to your life and why it is crucial	Application & Interview	E
Demonstrate excellence in all facets of work	Application & Interview	E
A pioneering and growth mindset in order to support our school as it grows and changes every year.	Application & Interview	E
A commitment to the importance of community involvement in enhancing the learning opportunities for all students.	Application & Interview	E
A leader and a team player able to motivate others	Application & Interview	E
Has a developed philosophy of high aspiration and expectation for every student and staff member, and is able to challenge under-performance	Application & Interview	E
Committed to individualised and personalised learning with an inspiring, enthusiastic approach that engenders a desire for learning	Application & Interview	E
Ensures that learning drives resources and not vice-versa	Application & Interview	E
Committed to using a variety of learning environments and resources, including technologies, as appropriate, to maximise learning and progress	Application & Interview	E
Treats everyone with respect and dignity and shows commitment to Equality and Diversity and its effective implementation	Application & Interview	E
Committed to Continuing Professional Development both personally and for colleagues	Application & Interview	E
Committed to collaborative learning and partnerships	Application & Interview	E



QUEST is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust and its behalf. Appointment to this post is subject to an enhanced DBS disclosure.

*Visits are warmly welcome via appointment –
please call QUEST Head Office on 01942 834000*

This post is permanent and subject to Enhanced Disclosure Procedures.

*The Board of Directors of QUEST is committed to safeguarding and
promoting the welfare of all children.*

Application packs and further details are available from
QUEST website at www.QUESTrust.org.uk
or by contacting
Mrs. T. Hewitt, Trust Finance and HR Officer,
c/o QUEST
682 Atherton Road, Hindley Green, Wigan, WN2 4SQ
Tel: 01942 834002
E-mail: t.hewitt@QUESTrust.org.uk

Learning, Innovation, Opportunity

