



Welcome to Ludlow Junior School!

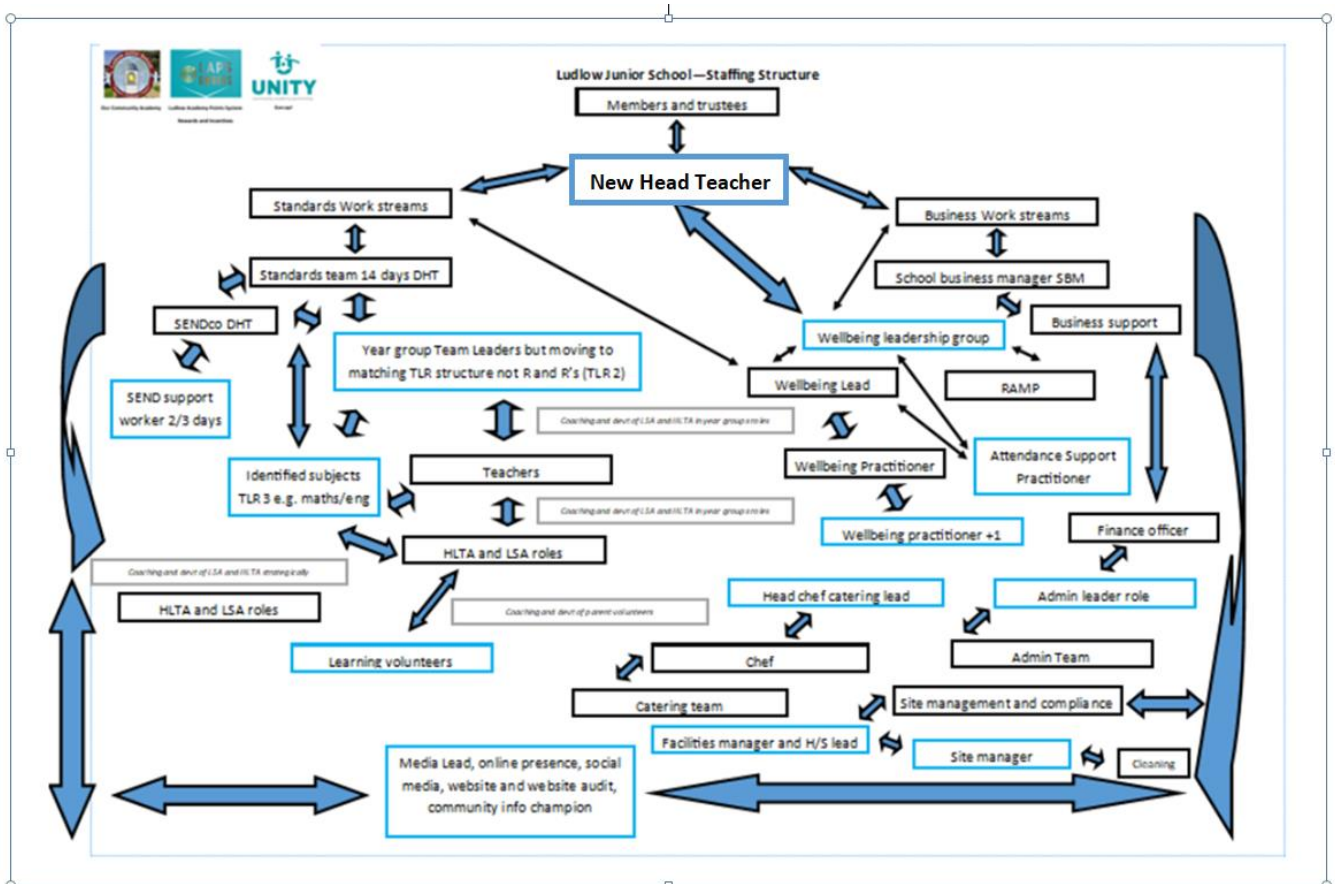
We are a thriving five-form entry Single Academy Trust (SAT) based in the Woolston / Weston part of Southampton.

Our Trustees are recruiting a new Head Teacher to lead our team. The new Head Teacher will replace our existing Executive Head Teacher – who is retiring after 16 years at Ludlow – and will take on all aspects of the strategic leadership of our Academy Trust team.

As the new Head Teacher your core role is to deliver the ongoing vision for Ludlow as agreed with our Trustees and to lead, manage and inspire the team and community to deliver our core goals.

Sitting at the top of our staffing structure, you will be accountable for all aspects of our work and will have the benefit of working with highly skilled and motivated Trustees, senior leaders and a fantastic wider team and community.

Your role will replace the Executive Head Teacher role in the staffing structure below – you will be the key lead in our SAT. The Executive Head Teacher role will not be continuing.





As our Head Teacher you will report to our board of Trustees (Governors) and will provide the overall leadership/management to two distinct but intertwined teams:

- Business
- Standards

With a business focus, you will become the Accounting Officer (AO) for the Trust and will work in very close partnership with the School Business Manager (SBM) to plan and propose all key aspects of budget, finance and HR related matters for Trustee approval where required.

Our annual accounts are audited by external auditors (HWB based in Southampton) and they consider all aspects of financial planning, risk, probity and regularity. You will form part of the sign off process for these accounts and associated reporting.

On the standards front you will provide the key lead to three experienced Deputy Head Teachers who all have specialist areas of expertise and are exceptionally skilled 'in class' coaches for teachers and support colleagues.

Leading an established and successful SAT, you will be tasked with the ongoing success and viability of the business, maximising the impact of the annual budget from the ESFA to improve outcomes for all and ensure that a focused capital improvements plan is in place.

You will be working with an established and skilled teaching team whose profile is outlined below:

- Three Deputy Head Teachers (2.6 days FTE per week) - all have been at the school longer than 13 years and since NQT years. One of the Deputy Heads acts as SENDCO (1 x FTE).
- Experienced teaching team – 45% on Upper Pay Scale, 31% Main Scale, three 1<sup>st</sup> year ECTs (13%) and two 2<sup>nd</sup> year ECTs (9%).
- Support staff recruitment and deployment is expectedly dynamic but effective.

A key challenge is to keep staffing costs at a sustainable budgetary level whilst continuing to improve outcomes in all areas.

In order to ensure that we are outward looking, with a self critical/evaluative mindset, we look to build and maintain strong external partnerships: we aim for these to provide quality assurance for our decisions, allow us to share expertise, build professional networks, learn from colleagues, and broaden our professional experiences and impact.

We are currently:

- involved in the Challenge Partners Quality Assurance Review Project (QAR) – we were reviewed in November 2024 with all areas of our work judged to be 'leading'. Three colleagues are trained as Challenge Partners Reviewers – you should be an active advocate for Challenge Partners training and experiences.

- involved in the Challenge Partners Extending Leading Practice project (ELP) network, citing maths as a key strength.
- providing a lead moderator and moderator to the local authority writing moderation team.
- working closely with the Maths hub.
- working closely with the English hub.
- developing SEND project based work with Hamwic (MAT) SENDCOs.
- participating in the Autism In Schools project.
- working openly and positively with other academies, maintained schools and local authorities.
- Actively seeking opportunities to improve effective partnership opportunities.

Our core context is:

% of pupils / students on SEN Support	107 pupils 18.4%
% of pupils / students with an EHCP	11 pupils 1.9%
% of pupils / students with EAL	64 pupils 11%
% of pupils / students attracting Pupil Premium	214 pupils 36.9%
% of pupils / students on FSM	210 pupils 36.2%
% of pupils / students from ethnic minority groups	148 pupils 26%
% of pupils / students who have identified as transgender	1 pupil
% of pupils who are LAC	1 child
% of pupils previously LAC / post adoption	3 children

Our new Head Teacher will:

- lead and manage our budget and business to maximise the benefits for all members of the community.
- work closely with our Trustees to create an effective and achievable long-term business and standards plan for the Trust linked to our SIP and SEF.
- work in partnership with the standards and business teams to ensure year-on-year improvements in outcomes, focused staff development plans, and ensuring a broad, challenging, rich and relevant curriculum.
- be dedicated to removing barriers to learning to raise aspirations of all community members, and being prepared to innovate, take risks and lead from the front.
- lead on policy development and ensuring continuous cycles of improvement are in place for all aspects of our work.

Whilst our SAT is very much a single business, we thrive in our role of supporting our community, working in partnership with others, and continually looking to improve our value to our pupils, staff and community.

As our new SAT Head, you will enjoy a high level of autonomy in conjunction with significant responsibility for the success of our SAT at all levels.

You will report termly to the board on the progress of key improvement projects, referencing a range of standards and business based key performance indicators (KPI's).

