



# candidate information pack

**Executive Principal,  
Nugent House School**

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# introduction

We have a well-established reputation as a provider of choice in specialist education and residential care services. Nugent House School is rated by Ofsted as **GOOD**.

Nugent House School is our flagship school for children and young people aged 7-19 with emotional, behaviour and mental health needs providing specialist therapeutic residential and educational support.

Our education and residential services provide adaptable education and care for children and young people who have complex needs including autism, challenging behaviour or who present with sexualised behaviour or substance misuse.

We are a member of the Independent Children's Homes Association.



INVESTOR IN PEOPLE



***Parents are positive about the school saying their children are safe and achieving well.***

Ofsted, 2017

# welcome

from Normandie Wragg, Nugent CEO



Thank you for your interest in the position of Executive Principal.

This is a unique opportunity for you to join a successful Executive Leadership Team in a role that is responsible for Nugent's School and children/young people education services. This will involve having overall leadership oversight of the Nugent House School and Nugent House Residential site and will include a dotted line to the Head of Residential (Children's) who is line managed by the Associate Director of Operations. In this way we will expect to see excellent links between education and residential services. This is a newly reimagined post at Nugent House School and we are very excited for the next stage of development for the school. Never before have we had so much ambition as we do for this role.

This is a highly influential position within the organisation reporting to the Chief Operating Officer. As an experienced educational leader and a genuine 'people person', you will provide strategic leadership to the school. You will support your peers and direct reports promoting a safeguarding focussed and commercially astute culture across the organisation as we drive towards our vision of being an entirely dignified and outstanding organisation.

It is an exciting time to join Nugent as we pursue our ambitious strategy to innovate and expand our educational offer and services in order to support and complement the strategic aims of the charity. This role is ideal for you as a conscientious and values driven individual who is prepared to roll up your sleeves and actively engage in

achievement of the vision.

Nugent House School has a rich legacy within Nugent and is very special to us. Our primary focus is on the children that we are privileged to serve. It is in their interest that we strive, ambitiously, to provide the very best for them. The Executive Principal, as a member of the Charity's Executive, will contribute significantly to providing quality impact and outcomes but also in the growth and high standards of the school and the Charity's wider education offer.

We are looking for a high quality leader who has a level of integrity, compassion and ambition to meet ours.

I am looking forward to meeting you.

Sincerely,

**Normandie**



# about

We offer a diverse range of support to adults and children through our schools, care homes, children's homes, community and social work services and social enterprise. We work at the heart of some of the most vulnerable and disadvantaged communities. We strive to generate interest, awareness and understanding of issues around poverty and social welfare and the impact of this on our wider communities.

## Vision

**To be an entirely dignified and outstanding organisation by 2020.**

The vision for the organisation continues the spirit of our purpose which is to continue to provide and develop the kind and essential work of Father Nugent.

'Outstanding' has been developed to fit our purpose into the context of a sector that is rigorously regulated.

Dignified relates to a value check against our faith based origins within the Catholic Social Teachings.

Our vision acknowledges the standards of a holistic environment which includes service users, stakeholders (including staff), regulators and a strong value base.

## Purpose – why we exist

Nugent is here to continue the kind and essential work started by Father Nugent helping the most vulnerable people in our communities.

## Our Mission – how we achieve our purpose

- To care, educate, protect and inspire those in need
- To be an employer of choice
- To be an advocate. A voice for the voiceless.

## Our Values

In order to fulfil our mission and purpose we have agreed on a set of values that are the foundation, our beliefs and our behaviours throughout the organisation.

Our values are:

- integrity
- ambition
- courage
- compassion
- optimism
- respect
- dignity



## charity

Nugent is a charity, registered with the Charity Commission. The overall direction is set by the Trustees of the Charity and delegated through the Chief Executive Officer.

Nugent House School is one of many provisions owned and run by Nugent. Whilst Nugent House School is currently the sole school within the organization, we do also have an education provision as part of our young people's secure unit in St Helens. Nugent House School has a local governing body which contains representatives of both

the Trustees of Nugent and the local community. This group provides advice and guidance to the school whilst the Trustees of the charity are ultimately responsible for the school.

The central support functions of the charity assist in providing our services, homes and the school with functions such as Human Resources, Assets and Facilities, ICT, Marketing and Communications, Quality Assurance, Finance, and Learning and Development.

## school

Nugent House School is a modern teaching facility, operating a number of purpose built and well maintained buildings.

The school enjoys a large and fully equipped sports hall which accommodates equipment for Physical Education and Gymnastics, a wide range of indoor games and also an excellent indoor climbing wall.

An extensive playing field and athletics track are also provided, allowing for a wide range of team and individual sporting pursuits for all pupils.

A wide range of extra-curricular activities are also available.

### **Terms and Conditions**

Nugent has positive relationships with teachers unions and has a Memorandum of Understanding with the unions. Non-teaching staff have separate terms and conditions to mainstream teachers.

# residential

Residential accommodation is provided on site. Many of the students that attend Nugent House School live on site. However, the residential service is separately registered and our Head of Residential (Children's) post is the Responsible Individual.



# learning

At Nugent House School, pupils study National Curriculum subjects in Key Stages 2, 3 and 4. We also provide Post 16 education for young people up to 19 years old.

The school prides itself on providing a holistic approach to education, by preparing pupils for all the opportunities, responsibilities and experiences of adult life. Through this supportive environment, children can begin to develop self-respect and self-confidence.

## **Curriculum Organisation**

There is a wide range of ability within the school population and for some pupils specialist support is available to meet individual needs.

The school offers the following subjects: English, Mathematics, Art and Design, Design and Technology, Information Communication Technology, Physical Education, History, Geography and RE, Music, Art, Drama and Science. Other subjects taught at the school include, Personal and Social Health Education, Health and Social Care, Child Development and Food Technology.

ASDAN is also offered, along with Entry Level Certificates and a range of AQA Unit Awards. We offer a range of external accreditation including GCSE.

We work in partnership with local colleges to extend the curriculum into vocational subjects.

## **Post 16 Provision**

Nugent House School caters for young people up to the age of 19 offering a wide range of options to meet a variety of educational needs in partnership with local colleges. Each student who attends college is allocated a personal tutor who works in liaison with college staff and, in some cases, attends college with the student. There is also provision on site, to deliver individually tailored programmes including ASDAN and literacy support packages.

## **Primary Provision**

At Nugent House School, in response to our growing primary population, we have established a class for primary aged pupils.

The facilities on offer within the primary classroom, enable us to meet a wide range of needs and provide an environment which caters to a variety of learning styles. The staff team within primary are able to work together to meet individual pupil needs in exciting and engaging ways.

## **Nurture Provision**

We currently offer a Nurture Provision whereby pupils who are of secondary age, are taught in a primary model.

This consists of accessing the majority of lessons and subjects delivered by a designated teacher. In addition, pupils access specialist subjects out of the nurture classrooms, taught by subject specialists, eg, PE and DT. Pupils in these groups tend to have more complex, emotional and

behavioural difficulties and/or learning difficulties and being class based with a consistent teacher, enables their needs to be met through a more holistic approach.

Our Nurture Groups have no more than five pupils per group and they are taught by a teacher and are supported by a teaching assistant. These class groups are primarily arranged by need, age is also considered to ensure a compatible peer group.

### **Specialist Support**

Each class has the services of a Teaching Assistant, who supports the class teacher in the delivery of the curriculum. Those children who require additional personal support are allocated a Personal Support Assistant who accompanies that pupil as required.

A specialist Literacy Support Department assists children to develop their literacy skills and the school's Educational Psychologist, advises all staff on the appropriateness of effective assessment and testing.

# privacy notice

## recruitment

### **Job applicants and current and former employees**

Nugent is the data controller for the information you provide during the process unless otherwise stated. If you have any queries about the process or how we handle your information please contact us at [hr@wearenugent.org](mailto:hr@wearenugent.org)

### **What will we do with the information you provide to us?**

All of the information you provide during the process will only be used for the purpose of progressing your application, to maintain your contract of employment or to fulfil legal or regulatory requirements if necessary.

We will not share any of the information you provide during the recruitment process with any third parties for marketing purposes or store any of your information outside of the European Economic Area. The information you provide will be held securely by us and/or our data processors whether the information is in electronic or physical format.

We will use the contact details you provide to us to contact you to progress your application. We will use the other information you provide to assess your suitability for the role you have applied for.

### **What information do we ask for, and why?**

We do not collect more information than we need to fulfil our stated purposes and will not retain it for longer than is necessary.

The information we ask for is used to assess your suitability for employment. You don't have to provide what we ask for but it might affect your application if you don't.

### **Application stage**

We ask you for your personal details including name and contact details. We will also ask you about your previous experience, education, referees and for answers to questions relevant to the role you have applied for. Our recruitment team and hiring managers will have access to all of this information.

You will also be asked to provide equal opportunities information. This is not mandatory information – if you don't provide it, it will not affect your application. This information will not be made available to any staff outside of our recruitment team, including hiring managers, in a way which can identify you. Any information you do provide, will be used only to produce and monitor equal opportunities statistics.

### **Shortlisting**

The hiring manager shortlists applications for interview. They will be provided with your application with your name and contact details but not with your equal opportunities information if you have provided it.

### **Assessments**

We might ask you to participate in assessment days; complete tests or occupational personality profile questionnaires; and/or to attend an interview

– or a combination of these. Information will be generated by you and by us. For example, you might complete a written test or we might take interview notes. This information is held by HR for the duration of the recruitment process then confidentially destroyed.

If you are unsuccessful following assessment for the position you have applied for, we may ask if you would like your details to be retained in our talent pool for a period of six months. If you say yes, we would proactively contact you should any further suitable vacancies arise.

### **Conditional offer of employment**

If you pass the interview stage then we will ask you for information so that we can carry out pre-employment checks. You must successfully complete pre-employment checks to progress to an offer of employment. We are required to confirm the identity of our staff, their right to work in the United Kingdom and seek assurance as to their suitability for the position applied for.

You will therefore be required to provide:

- Proof of your identity – you will be asked to produce original documents at interview, we will take copies.
- Proof of your qualifications – you will be asked to produce original certificates at interview, we will take copies.
- We will ask you to complete a questionnaire about your health. This is to establish your fitness to work and if any adjustments are needed. This is done through a data processor who provides a confidential Occupational Health Service.
- You will be asked to complete a DBS criminal records check to declare any unspent convictions (subject to the position being eligible for DBS). A barred list check for staff working with children

or adults will be done as part of the enhanced level disclosure and you will be asked to complete a consent form for HR to join you to the Update Service.

We will contact your referees, using the details you provide in your application, directly to obtain references

If we make a formal offer of employment we will also ask you for the following:

- Bank details – to process salary payments
- Emergency contact details – so we know who to contact in case you have an emergency at work
- You will be auto enrolled onto Nugent's Occupational Pension Scheme as per the Government regulations

Our Code of Conduct requires all staff to declare if they have any potential conflicts of interest. If you complete a declaration, the information will be held on your personnel file.

### **How long is the information retained for?**

If you are successful, the information you provide during the application process will be retained by us as part of your employee file for the duration of your employment plus six years following the end of your employment. This includes the reference number and date of your DBS clearance, fitness to work, records of any security background checks and references.

If you are unsuccessful at any stage of the process, the information you have provided until that point will be retained for six months from the closure of the campaign. Information generated throughout the assessment process, for example interview notes and equal opportunities information are retained for

six months following the closure of the campaign.

### **How we make decisions about recruitment?**

Final recruitment decisions are made by hiring managers and members of our recruitment team. All of the information gathered during the application process is taken into account.

Psychometric testing is marked and a result is generated automatically. However, if you wish to challenge the mark you have received, the result can be checked manually. You are able to ask about decisions made about your application by speaking to your contact within our recruitment team or by emailing **hr@wearenugent.org**

### **Changes to this privacy notice**

We keep our privacy notice under regular review. This privacy notice was last updated on 5 April 2018

### **How to contact us**

If you want to request information about our privacy policy, you can email us or write to:

Quality Assurance, Nugent, 99 Edge Lane,  
Liverpool L7 2PE

**0151 261 2000**

**complaints@wearenugent.org**

# benefits, rewards and recognition

Here is a summary of the benefits, rewards and recognition that we currently offer to our staff.

## **Pension scheme**

Our pension provider for is Aviva. Staff pay a percentage of their salary monthly into their pension fund. Nugent also pays a contribution to the individual's pension fund. Teachers can join and become a member of the Teachers' Pension Scheme.

Under Government rules all staff who are eligible for pension scheme membership are automatically enrolled into the Aviva scheme. You can opt out of the scheme if you wish. Employee and employer contributions increase over time in line with auto-enrolment regulations.

## **Credit Union membership**

- Operated by Partners Credit Union.
- Staff can open a savings account, saving as little as £1 per month, and borrow money at reasonable rates.
- Deductions can be made direct from salaries, by notifying Finance.

## **Healthcare Cash Plan**

- Provided by Medicash.
- Staff can opt to join at a variety of benefit levels, which will pay towards health care costs.
- Membership/joining information is available from the Central Office HR Department.

## **Life Assurance scheme**

- Provided by Howden Employee Benefits.
- Pays one year's salary to a nominated individual in the event of the employee's death in service.
- All staff are eligible to receive this benefit free of charge when they start with Nugent.

## **Employee annual awards**

Our iACCORD Awards are based on each of the seven values. Separate awards are given for managers and non-management staff.

Awarded on the basis of staff nominations, judged by Trustees. Presentations made at the annual Leadership Summit and Start the Year Conference.

## **Occupational Health services**

- Provided by Everwell Occupational Health
- Management referrals to clinics in various locations. Telephone consultations also available

## **Counselling service**

- Confidential service provided by Compass Counselling.
- Phone number available from Central Office HR Department.
- Leaflets/posters also distributed.

## **Employee long service awards**

- 10 years and 20 years' service
- Certificate and vouchers presented at the Start the Year Conference

### **Subsidised Physiotherapy**

Where a member of staff has been injured by a service user, 50% of the cost of private physiotherapy undertaken will be reimbursed, up to £150.

Individuals should inform their manager of their intention to seek private treatment and claim reimbursement.

### **Free eye tests**

If your role involves working at a computer for most of the day, you can request a voucher to cover the cost of an eye test at an Optician.

Ask your manager to request a voucher from the Administration Department at Central Office.

### **Free DBS check for everyone**

All staff are required to join the DBS Update service, which provides them with their own online DBS account. Nugent pays the cost of this.

Staff should pay attention to any notifications sent to them by DBS, contacting their manager or HR for advice if necessary.

### **Professional development**

The Supervision and Appraisal process provides all staff with the opportunity to develop their skills and knowledge for their current role and their next one.

Supervision meetings with your manager should take place regularly, and an annual Appraisal meeting will result in a development plan for you to follow.

### **Free car parking**

Most of Nugent's premises have car parking facilities for which there is no parking charge.

However, some of Nugent premises do not have car parking space.

# job description

## **Job Title: Executive Principal**

### **Accountable to: Chief Operating Officer**

The Executive Principal will lead the strategic development and school improvement policy of Nugent.

This post is primarily based at Nugent House School.

### **Overall purpose of the post**

The Executive Principal is a lead professional and significant role model within their wide sphere of influence in Education at Nugent and the Executive Leadership Team and beyond. They will proactively promote and demonstrate Nugent's vision and values. They will support the implementation of the National Standards of Excellence for Headteachers.

The Executive Principal is accountable for ensuring the educational success within the overall framework of Nugent's approach to school improvement as well as the strategic plans. They are responsible for providing support and challenge to Headteacher/Head of School and Local Governing Body across all aspects of their work. They should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement.

The Executive Principal will be a member of the charity's Executive Leadership Team. The Executive Principal will have line management responsibilities for the Head Teacher/Head of School and a dotted line to the Head of Residential (Children's) working

closely with the Local Governing Body and Nugent's Executive and Senior Leadership Teams.

### **Strategic Leadership**

- Leading by example, provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the Nugent.
- Gain commitment to the need for improvement, creating an environment of high expectations, creativity and aspiration
- Work with the Executive Leadership Team and the Local Governing Body, to develop the shared vision and strategic plan for Nugent Education, which is responsive to the communities they serve. At the core of this should be the educational and personal development of the pupils in line with the values of Nugent.
- Ensure strategic plans identify targets for ensuring that pupils achieve high standards and make progress, increasing teachers' effectiveness and securing rapid school improvement.
- Critically evaluate performance and ensure performance targets are achieved.
- Lead and coordinate the work of the Head Teacher/Head of School
- Work with political and financial astuteness to plan for the future needs and further development of the Education section within Nugent and national context.
- Establish collaborative and open

relationships with all stakeholders and particularly Local Governing Bodies.

- In conjunction with the Headteacher/ Head of School secure the commitment of parents, local authorities and the wider community to the vision and direction of Nugent.
- Ensure regular, open communication with the Board working to enable the Board to meet its responsibilities.
- Ensuring safe practice guidelines are followed and safeguarding policies and procedures are adhered to at all times.

### **High Quality Learning and Teaching**

- Ensure engagement of the learner through creating effective, interesting and relevant teaching and learning with well-qualified and creative teachers and support staff.
- Support the agreement of a curriculum policy with the Local Governing Body and senior leaders to meet statutory and pupil requirements and that meets Nugent's aims and local needs.
- Ensure that robust assessment data analysis is used to set challenging targets.
- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment.
- Ensure that a high quality educational experience is available for all children (whole-person as well as academic).
- Promote excellence in spiritual, moral, social and cultural education and development for all children.
- Ensure that effective and appropriate pastoral support is available to children.
- Develop an inclusive and supportive approach so that the School is a place where all children and the wider school community feel welcome.
- Secure approaches to behaviour that are based on the best restorative practices.

### **Systems and Process**

- Ensure Nugent priorities are consistently and effectively implemented and the impact monitored for pupil progression, attainment and achievement.
- Secure robust self-evaluation and quality assurance procedures.
- Working with the Associate Director of Finance, advise Nugent on the formulation of the annual budget in order that the Nugent and the school secures its objectives.
- Work with the Headteacher/Head of School, Head of Residential (Children's) and Nugent Human Resources to recruit and retain staff of the highest quality, ensuring Safer Recruitment practices are strictly followed.
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance in accordance with Nugent's Appraisal and Capability policies and procedures.
- Ensure the Headteacher / Head of School have clearly defined responsibilities and accountabilities in place for all staff.
- Oversee the implementation of Nugent policies and procedures ensuring consistent application and monitoring for impact.
- Ensure agreed reporting mechanisms are effectively in place for Local Governing Body, the Head teacher, Executive Leadership Team and Nugent's governing body.

### **The Self-Improving School System**

- Treat everyone fairly and equitably demonstrating our core values such as respect, forgiveness, justice and humility.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on

assessment of needs and identified through the appraisal process.

- Develop leadership capacity at all levels, through coaching and other appropriate means.
- Support the Head Teacher/Head of School to establish strong middle leadership roles within a distributed leadership structure.
- Ensure staff have opportunities for career development and develop processes to grow our own talent
- Maximise the opportunities for sharing of good practice.
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation.
- Develop strong, positive relationships with colleagues across Nugent, and contribute to collaborative work across the organisation and support other staff in participating in Nugent's work.
- Participate in Nugent wide activities in order to share best practice, contribute to the development of Nugent strategies and policies and promote the Education arm in a local and national context.
- Provide advisory support as required.

## **Relationships**

Close working relationships with:

- CEO
- COO and Executive Leadership Team
- Senior Leadership Team and Senior Operational Team
- Head Teacher/Head of School and Head of Residential (Children's)
- Local Authority and Health Education Authority

## **Leadership and Management of Staff**

Key tasks will include:-

- To be a positive role model, demonstrating alignment to our iACCORD Values and Behaviours.
- To support, coach and facilitate a positive working environment with your direct reports and indirect reports.
- To undertake probationary and annual appraisals, record the same and take necessary action.
- To share information and policy.
- To deal swiftly with matters of staff discipline/capability in accordance with Nugent disciplinary and or capability procedures.

## **Executive Responsibilities**

- To be a member of the Executive Leadership Team
- As a member of the Executive Leadership Team to represent Nugent regularly at both internal and external meetings.
- To give strategic advice on educational areas to the Chief Operating Officer and through the Chief Executive, to the Trustees and Governing Body.
- To drive growth within Nugent within a constantly shifting health and social care economy.
- To contribute to decisions based on Nugent's current activities in the market place based on trends and expectations for the future.
- To contribute to the development and attainment of the Strategic Plan and Strategic Business Plan Objectives.
- To implement and monitor the strategic direction of Nugent in the areas of responsibility as approved and decided by the Trustees.

## **Financial Responsibilities**

In communication with the COO, to lead on the financial aspects of any strategic projects aimed at achieving growth of the education provision.

With the support of the Associate Director of Finance, to ensure that the Trustees, CEO, COO and Executive Leadership Team have rigorous financial plans, income pipelines, budgets, estimates of income and expenditure, 3 year plan, cash flow projections, capital estimates to ensure the effective financial management and control of all capital and revenue budgets.

To ensure the preparation of appropriate financial reports for the CEO, COO and Executive Leadership Team, Governing Body and Trustees (including ELT/Trustee Finance Meetings) and to present such at Executive Leadership meetings.

Ensure regular monitoring of the budget and the oversight of the use of resources to meet objectives.

Work with Nugent colleagues, the Headteacher/Head of School and Business Managers to maximise the level of external funding that is attracted to support development.

*This job description is not an exhaustive document. It is a reflection of the duties and responsibilities applicable at the time of issue. Details and emphasis are subject to amendment and revision in the light of the changing needs of Nugent.*

## **Additional Duties**

It is the nature of the work of Nugent, that tasks and responsibilities are, in many circumstances, unpredictable and varied and may include weekend and evening working.

All staff are, therefore, expected to work in a flexible way when the occasion arises, when tasks not specifically covered in their job description have to be undertaken. These additional duties will normally be to cover unforeseen circumstances or changes in work and they will normally be compatible with the regular type of work. If the additional responsibility or task becomes a regular or frequent part of the member of staff's job, it will be included in the job description in consultation with the member of staff.

## **Emergency On Call Rota**

Senior Managers and Executive Leaders are required to be on the Senior Manager On Call Rota. There is a new on call system being developed and the salary for this post includes this on-call expectation.

## **Information Governance and Code of Confidentiality**

The Information Governance standards outline how employees must deal with personal information about employees', service users, corporate and finance information. It is a requirement that all Nugent employees', in the course of their work, treat such personal data confidentially and comply with Nugent's confidentiality policies. A failure to comply with Information Governance standards may result in disciplinary action.

## **Equalities**

Nugent affords all employees equal opportunities in employment irrespective of disability, gender, race, religion, age, sexuality, sexual orientation, marital status, parental status etc. Nugent will ensure that discriminatory practices are identified and removed and non-discriminatory practices introduced in all areas of employment.

## **Nugent and Fundraising**

Nugent is a Charity and as such relies on its good reputation and voluntary contributions and donations from members of the public, from grant making bodies and corporate sponsorship.

All employees of Nugent are expected to behave in a way that enhances the reputation and image of the Charity. In addition, staff are expected to be responsive to fundraising initiatives, attend public events whenever possible and generally take seriously their role in raising income for the Charity at every opportunity.

## **Basic Principles**

The post holder is expected to be familiar with and have regard to the Basic Principles of Nugent and work within that framework. He/she must be prepared to operate within a Catholic Agency and promote a Christian ethos, but ensure that people of all denominations and religions have their spiritual needs met.

## **Conditions of Service**

The Conditions of Service are set out in the Nugent Handbook.

PERSON SPECIFICATION	
Essential	Desirable
<b>Qualifications and experience</b>	
A proven track record of significant and successful senior leadership within a primary or high school	Experience of leading a residential school.
Qualified Teacher Status (QTS)	NPQEH / NPQH / NPQSL
Evidence of proactively pursuing continued professional development and being a lifelong learner	
Evidence of CPD covering curriculum, leadership and management within the last two years	
Experience across the whole primary provision including the Foundation Stage	
Experience of strategic financial planning, including setting priorities for expenditure and cost control, to ensure school sustainability	
<b>Safeguarding children</b>	
Current safeguarding training	
Enhanced DBS clearance	
Safer Recruitment Training	Current safer recruitment training
Commitment to safeguarding and promoting the welfare of children	
Evidence of actively maintaining a safe and well-ordered school environment	
<b>Professional knowledge and understanding</b>	
A commitment to embrace faith based and community identities and continue to embed Nugent's core values	Clear understanding of the SENd Code of Practice and proven experience of supporting children in overcoming barriers to learning
Have an excellent understanding of the primary curriculum across all Key Stages including the Foundation Stage	A person who will play a key part in the spiritual development of the school and wider community
Ability to articulate a clear vision, building upon existing strengths and engaging all members of the school community	Experience of a SIAMs inspection at leadership level
Lead by example with integrity, inspiration and creativity; drawing on their own experience and skills of staff and governors	
Understanding of values development within the broader curriculum to support the federation, local community and pupils as citizens of the world	
Ability to provide constructive feedback to staff and children that promotes next step development whilst recognising achievement	
Experience of an OFSTED inspection at leadership level	Experience of achieving Ofsted ratings of good or better.
<b>Pupils and staff</b>	
Evidence of creating an environment which enables personal, social and emotional development of each child	Abreast of the latest educational developments and research (nationally and internationally)
Committed to aspirational educational standards for all pupils and staff	
Demonstrates the ability to be inspiring and motivating	
Evidence of identifying and developing emerging talent and leadership ability	
Demonstrates an enthusiastic and collaborative approach with distributive leadership	
Values mutual support and respect, fostering strong working relationships and building effective teams	
<b>The Self Improving System</b>	
Proven track record to drive for improvement and challenge underperformance	
Able to maintain and develop opportunities for partnerships with parents, other schools and other community groups	Involvement in sector led school improvement, teaching schools and wider education establishments
Welcomes support and challenge from the Governing Body and actively supports the governors to deliver their functions effectively	
Able to maintain and build upon the recent 'Good' Ofsted inspections	
<b>Personal attributes</b>	
A commitment to uphold and promote Nugent's ethos and values	
Be reflective, having the ability to self-evaluate and build on past experiences	
Be approachable and accessible to the children, parents and staff	
Be an excellent communicator and have strong interpersonal skills (written, verbal and oral) and resilience to engage the whole school community	
Able to manage own workload and that of others to allow an appropriate work/life balance	
Ability to nourish the children spiritually, morally, socially and culturally	



people and  
development

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**Nugent**

Address: 99 Edge Lane, Liverpool, L7 2PE

Tel: 0151 261 2000

Email: [info@wearenugent.org](mailto:info@wearenugent.org)

Web: [wearenugent.org](http://wearenugent.org)



together we are  
**nugent**