

The West Bridgford School

Loughborough Road

West Bridgford

Nottingham NG2 7FA

Tel: 0115 6718411

Email: adminoffice@emet.uk.com

10th November 2022

Dear Prospective Candidate

**Post: Executive Head for The Ripley Academy and John Flamsteed schools**

Thank you for expressing an interest in the position of Executive Headship for the Ripley Academy and John Flamsteed schools. We seek to appoint an experienced and successful head teacher to commence in September 2022.

The previous Executive Head Teacher, Lisa Walton, following her very successful time in charge of these two schools, has become the Trust’s Deputy CEO and will lead on secondary school improvement. Each school presently has an extremely capable Head of School in place.

Both schools are a part of the East Midlands Education Trust, which comprises of 20 schools with another two currently going through the process of formal consultation to join. All of our schools operate with a high degree of aligned autonomy and our head teachers remain accountable to their own local governing body.

Ripley Academy joined the trust in 2014 but was placed in ‘special measures’ in 2017. It was at this point that we brought the two schools of the John Flamsteed Community School (who joined in 2016) and the Ripley Academy under a single governance and single leadership. As a result of this and a great deal of hard work by all of our staff, the Ripley Academy secured an Ofsted ‘Good’ grading in 2020. We believe this would have happened in 2019, however, the school never received a monitoring visit during the whole of 2019.

In taking the school’s journey out of special measures we were determined not to seek any quick fixes but instead build for the longer term success of the school. As such, we believe we have, in Ripley Academy, a solid secure ‘good’ school which is now one of the best performing schools in the area. This, alongside the delightful John Flamsteed School, rated OfSTED 'Good' in 2016 and 2019, makes this a truly exciting opportunity for an experienced head teacher.

Both schools are oversubscribed with PANs of 120. John Flamsteed, in order to ensure it offers a place to all local children, has been offering nearer 180 places per year, with Ripley facing a similar situation and offering just over 160 places per year. Ripley Academy also has a thriving and growing sixth form. In 2017 there were just 75 students on roll and now have 139, with anticipated rising numbers going forward. John Flamsteed is, of course, an 11-16 school and remains a source of future sixth form growth for Ripley.

Both schools have recently seen significant investment in their building stock from the trust. The John Flamsteed School has had new classrooms, a new science lab and extended its dining room and we are presently drawing up plans to invest further in the school by replacing the Ryknield buildings. Ripley Academy has a new sports hall and theatre along with new boilers, roofs and suchlike. Both school campuses are in good condition with the exception of the Ryknield buildings.

Each of the two schools hold very good reserves. Ripley Academy has reserves of £777,309 and John Flamsteed School £359,521. Consequently, the schools are in a financially solid position so that the new executive head teacher will be in a position to invest in the schools for the benefit of the children.

The schools also provide support for Street Lane Primary, another nearby trust school. Street Lane is very small and we seek to aid their expansion by offering to locate their year 5/6 children on the John Flamsteed site. To further support Street Lane, they have governor representation on the combined governing body of Ripley Academy and John Flamsteed schools.

Both Ripley and John Flamsteed make this a group 7 school and our group 7 salary range extends from L32 (£90,376) to L43 (£118,367). However, we would consider paying beyond this range for an exceptional candidate.

If you find yourself interested in this opportunity and would like to find out more about the post, may I suggest you contact the Deputy CEO, Lisa Walton at [lwalton@emet.uk.com](mailto:lwalton@emet.uk.com) to arrange a telephone conversation with her and perhaps visit the schools to see them for yourself.

I do hope you consider applying. If you do, please complete and return the East Midlands Education Trust (EMET) application form along with a letter outlining your vision for these two schools and your priorities in your first year in post. Please limit your letter to no longer than two sides of A4, font size 11. Please do not include a CV.

Please ensure your application reaches us by **Monday 24th January, 12 noon**. We anticipate holding interviews in the week beginning 7th February. We expect interviews to be spread over three days, given we would like to provide candidates the opportunity to see both schools in action. Day one (8th February) would be a half-day welcome at the John Flamsteed Community School and an opportunity to see the school, meet key people and learn more about the post. Day two (9th February) would be a visit to Ripley Academy with interviews. Day three (10th February) would be a formal panel interview and presentation for shortlisted candidates.

Thank you for considering our vacancy.

Yours sincerely

**Rob McDonough**

Chief Executive

EAST MIDLANDS EDUCATION TRUST

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