



Head Teacher St Machar Academy

Candidate pack



Welcome

Thank you for your interest in the role of Head Teacher at St Machar Academy and for considering Aberdeen as a place where you can use your knowledge, experience, and passion to make a difference.

The Head Teacher of St Machar will drive the strategic direction of learning and teaching and the curriculum to deliver improved outcomes for young people, as well as assisting in helping to drive improvement across the Local Authority by working closely and in collaboration with secondary colleagues.

The school first opened in 1939 and serves the communities of Tillydrone, Woodside, Seaton, Cornhill, Old Aberdeen and Hilton. The school is truly comprehensive and multicultural. The current school role is 924, with over 33 different languages spoken. A range of businesses and partners are established in the school catchment area, including Aberdeen University.

The downturn in Oil and Gas has accelerated work to improve pathways into growth areas and the school has introduced a number of Foundation Apprenticeship routes which young people are benefiting from such as [construction](#) and energy. A broader curriculum offer now sees St Machar perform ahead of the virtual comparator in almost all measures.

Aberdeen, as a place – is a city with and of energy. The Education Service benefits from the passion and commitment of a collaborative group of secondary Head Teachers who support each other to drive positive change and we would welcome applications from collaborative experienced senior leaders who are keen to help us shape the futures of our young people. I look forward to receiving your application.

Eleanor Sheppard
Chief Education Officer

I look forward to welcoming the new Head Teacher of St Machar to the Aberdeen City Secondary Schools Head Teacher Association. The Association was established to support Head Teachers in their strategic role, to foster collegiate working and to provide professional learning on key agreed priorities. The Association plays a critical role in developing and implementing Local Authority strategies such as the Alternative Certification Model used last session and we take great pride in driving developments in partnership with Local Authority Officers. The strength of the Association has been invaluable over the last 2 years. Through our Association Secondary Head Teachers have shared the load as we have all navigated uncharted territory together. Our commitment to collaboration has helped share expertise and insight to benefit young people across the city and helped us all make the best use of our time.

Daphne McWilliam
Chair of the Aberdeen City Secondary Schools Head Teacher Association

About Aberdeen

Aberdeen lies at the heart of a region recognised for its quality of life. It's a city which effortlessly combines the benefits of metropolitan life with a range of sporting activities and outdoor pursuits as well as easy access to the stunning scenery of Royal Deeside and the beautiful North East coast.



Arts and Culture

Along with a fantastic range of first class shops, hotels and restaurants, the city has a varied cultural scene, so you're sure to find something to interest you. We have an exciting calendar of events throughout the year including our award winning festival of light 'Spectra'; street art festival 'Nuart'; and 'TrueNorth' music festival - to name a few! His Majesty's Theatre and the Music Hall attract a range of West End shows and famous names and our art gallery and museums hold some of the finest collections in Scotland.



Sports and the Outdoors

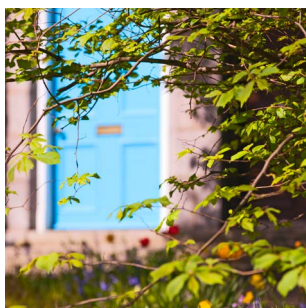
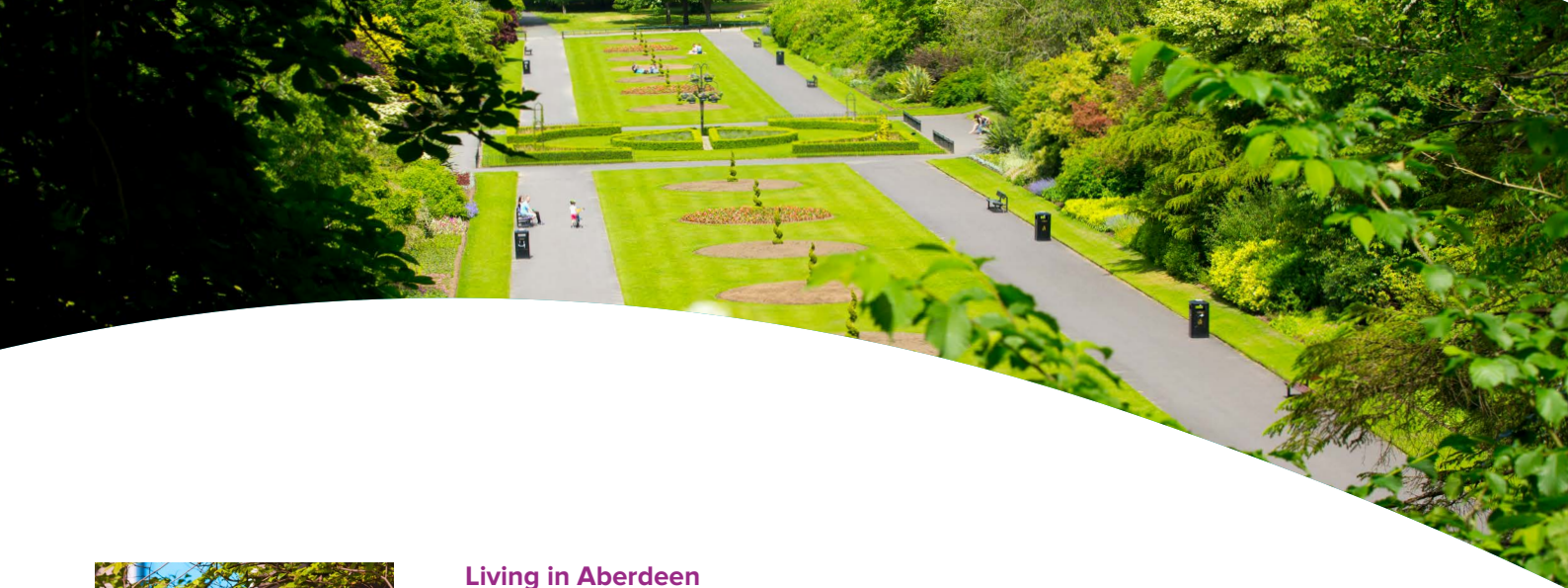
If you enjoy sports and the great outdoors, there are a number of sporting facilities within the city, including Aberdeen Sports Village, Beach Leisure Centre, Transition Extreme and Aberdeen Snowsports Centre. And if golf's your game, there are a great variety of golf courses both within and around the city.

Our parks and gardens are second to none and if you venture further afield, you'll find we're an easy drive to the Cairngorm Mountains for walking or skiing, while Royal Deeside, the North East coast and whisky and castle trails are just as accessible.



Schools and Universities

Aberdeen has an excellent range of educational facilities from nursery, primary and secondary schools to further and higher education institutions. We are proud to offer two of Scotland's most successful and well-respected universities. The University of Aberdeen is Scotland's third oldest university. It is located in the picturesque and historic area of Old Aberdeen and attracts students from around the world, whilst the Robert Gordon University is described as modern and dynamic and is consistently ranked amongst the UK's top universities. North East Scotland College, one of Scotland's largest and most successful colleges is a key partner in completing our top-class city offering.



Living in Aberdeen

We have a variety of housing options within the city centre, suburbs and rural areas with a choice of properties ranging from traditional granite flats and townhouses to new-build properties or unique cottages and farm steadings. For more information, please visit www.aspc.co.uk



Transport

Aberdeen is fortunate to have an excellent transport network as well as a high standard of accessible public transport services across the city and to the surrounding areas of Aberdeenshire. The city is also well served by frequent bus and train links south to Edinburgh, Glasgow and beyond, as well as north to Inverness and the Highlands. Aberdeen International Airport is just a 15-minute drive from the city centre and offers extensive domestic and international flights.

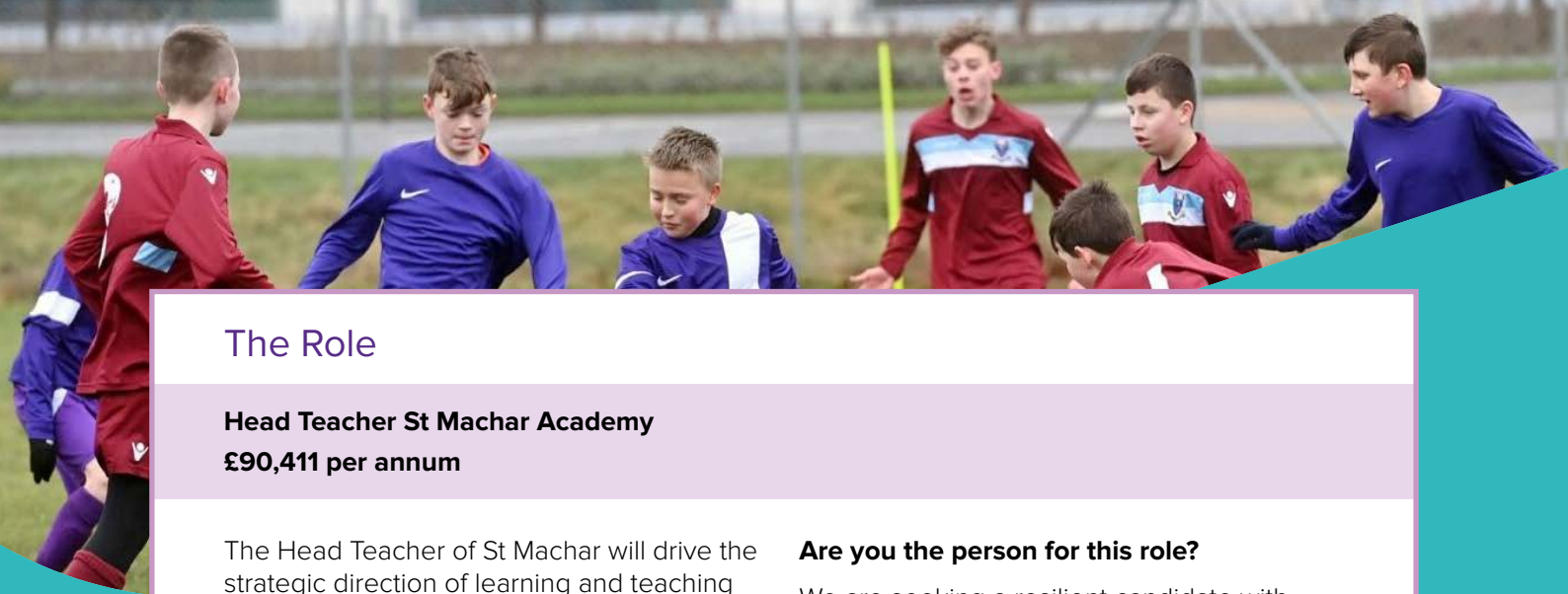


Health

We're proud to offer first rate healthcare provision - within Foresterhill, Europe's largest Health Campus; NHS Grampian's largest hospital, Aberdeen Royal Infirmary; a new Emergency Care Centre; the state-of-the-art Royal Aberdeen Children's Hospital; Aberdeen Maternity Hospital and the University of Aberdeen's School of Medicine and Dentistry.

Image courtesy of NHS Grampian





The Role

Head Teacher St Machar Academy
£90,411 per annum

The Head Teacher of St Machar will drive the strategic direction of learning and teaching and the curriculum to deliver improved outcomes for young people.

The Head Teacher is also expected to help drive improvement across the Local Authority by working closely and in collaboration with secondary colleagues.

St Machar Academy is managed by a Senior Leadership Team of 7 (Head Teacher, 5 Deputy Head Teachers and a Support Services Manager), 8 Faculty/Principal Teachers, 5 Principal Teachers of Guidance, 1 Principal Teacher of GIRFEC & Safeguarding and 2 Principal Teacher posts of Attainment & Wider Achievement. Head Teachers have flexibility in how budgets are allocated and also benefit from a generous allocation of Pupil Equity Funding.

The school has well-established partnerships with Aberlour, Bon Accord Care, Roberstons and NESCol to deliver Foundation Apprenticeships for our young people in developing the skills and knowledge they will need for a successful transition to the world of work. Opportunities for work placements to support individual progression pathways are provided when appropriate, and these are linked to many certificated awards. Partners also provide valuable mentoring and role modelling. St Machar Academy is privileged to be part of the 5 year Excelerate initiative, in partnership with the Wood Goup and NGL Ford.

Are you the person for this role?

We are seeking a resilient candidate with Senior Leadership experience and a good knowledge of using self-evaluation to drive improvement.

The successful candidate will role model leadership and be focussed on building capacity in staff at all levels. We expect the Head Teacher to maintain a relentless focus on overcoming disadvantage, removing barriers to learning and ensuring equity, equality and excellence.

We welcome applications from innovative and strategic thinkers who have the ability to motivate and inspire and are willing to look at new approaches to curriculum delivery as the city transitions from Oil and Gas to renewables.

The successful candidate will have highly developed interpersonal skills and be able to build positive and productive relationships with all stakeholders including parents and carers and our young people.

Full details of the role are included in the [job profile](#).

How to Apply

We hope that you have found the information in this pack useful and informative and that we have inspired you to make your application.

If you would like to discuss the role, please contact:

Eleanor Sheppard, Chief Education Officer, by email on ESheppard@aberdeencity.gov.uk

Selection Timetable

Closing Date:

Midnight Sunday
13 March 2022

Shortlisting:

w/c 14 March
2022

Selection process:

w/c 21 March 2022

