



Sidney Stringer
Academy



Sidney Stringer
Multi Academy Trust



Assistant Head,
responsible for Social Sciences
& Subject Lead (History)

L9 - L13

Information Pack

Believe | Achieve | Succeed



WHO ARE:

WE

The Sidney Stringer Multi Academy Trust (SSMAT) is a network of five diverse schools educating over 3,500 pupils and employing more than 600 dedicated teaching and support staff. Based in Coventry, England, the Trust encompasses:

- **Sidney Stringer Academy:** The lead school is located in Hillfields, offering secondary education for students aged 11-18.
- **Radford Primary Academy:** Providing a nurturing primary education for young minds.
- **Ernesford Grange Community Academy:** Serving the community with quality secondary education.
- **Riverbank Academy:** A broad spectrum school supporting students with various needs.
- **Sidney Stringer Primary Academy:** Located opposite SSA, provides an all-through provision from reception to 11 years old through to the secondary school.

Collaboration is at the heart of the SSMAT, with all schools working closely together to:

- Share best practices and resources.
- Offer a seamless educational journey across different stages.
- Support the professional development of staff.
- Ensure all students receive an outstanding education, reaching their full potential.

You will be based at SSA but will be expected to visit all of the schools regularly to work closely with the schools' Headteachers, Business, Operations & Finance managers.

We are a growing Trust and have been approved as sponsors for **Woodfield Special School** which will join the Trust in the next 12 months. We have been working closely with the school, since February 2021, and during this time it has gone from Ofsted Inadequate (March 2020) to Good in all areas (November 2023). It also involves relocating the school onto the Old Woodland Boys' School. This will provide us with an excellent opportunity to expand our Community links, deliver our own Alternative Provision and provide a first class education for all these young people.





Sidney Stringer
Multi Academy Trust

CEO/ HEADTEACHER MESSAGE:

"This is an exciting time for our MAT and we are constantly looking at how we can work together for the benefit of all the children in our schools."



TAKING YOUR CAREER TO THE NEXT LEVEL:

"The Trust is forward thinking and if you join our team, your professional development will be a priority. We are looking for someone who has the experience and skills to take us to the next level."

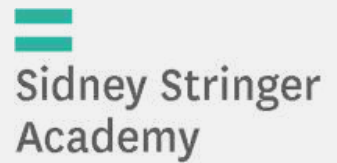
"Sidney Stringer Multi Academy Trust is a very successful group of schools. The Trust is made up of two secondary schools, two primary schools, and one special school, with another special school joining soon. All schools are Good or better and Sidney Stringer Academy and Sidney Stringer Primary are the most popular secondary and primary schools in the city and all schools are full with many year groups having a waiting list.

We are well respected within the city and our Trust leads the Coventry SCITT (School-Centred Initial Teacher Training) where we train the next generation of teachers, for us and also the wider city/region.

Our vision is 'working together to achieve excellence for all' and we do this by working closely as a team of leaders and groups of schools to share good practice and expertise. We try very hard to not do things for the sake of it, but we do things that make a difference.

If you join our team then we will expect you to work hard for the children and in return we, as a Trust, will work hard for you."

OUR ACADEMY VALUES



OUR CORE VALUES:

Our core values are the humanitarian values of **DRIVE:**

- Determination
- Respect
- Integrity
- Virtue
- Equality

OUR CURRICULUM PRINCIPLES:

Immersive:

Students are immersed in their subjects and learning. Change and disruption is minimised.

Inclusive:

Learning, curriculum and timetables are personalised to meet the needs of all students and ensure social justice.

Ambitious:

We have high expectations of our students and what they can achieve in life by overcoming their barriers to development and learning.



WHO WE ARE:

Welcome to Sidney Stringer Academy

Our ambition at Sidney Stringer Academy is to create a vibrant, happy and successful academy which delivers the very highest standards of education and nurtures each student's talents and skills and plays a central role in meeting the needs of our local community.

Sidney Stringer Academy is a very successful school. In 2023, we were judged as outstanding by Ofsted in three categories: Leadership and Management, Personal Development and Sixth-form provision.

We are currently very oversubscribed and an extremely popular local school.

The curriculum we offer both stretches the gifted and talented and supports those with special needs. Ofsted commented that "The Academy supports students exceptionally well". We set high standards and have high expectations of all.

We all look forward to working in partnership with parents and appreciate your support in providing an outstanding education for all of our pupils.

We also lead the Coventry SCITT which involves us training our own teachers.

This is an exciting time to be a student or member of staff at Sidney Stringer. If you want to find out more please come and visit us and see for yourself, you are most welcome.



**Anna Ford - Associate
Headteacher**

WHY WORK AT SIDNEY STRINGER ACADEMY ?



Why should you invest in shaping the future of the students at Sidney Stringer Multi Academy Trust? To shed light on the reasons our dedicated staff members cherish their roles, we've gathered some of their testimonials:

- "I have been at SSA for over 13 years and have worked in a range of Coventry and Warwickshire schools. The team here at Stringer is diverse with a range of skill and every person here is deeply passionate about the power of education."

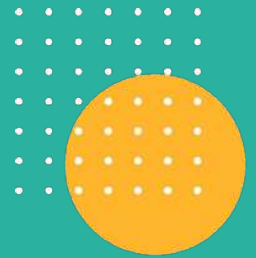


- "During my three years at in the SSMAT, I have met people fuelled by a shared passion for making a difference for the students. The support and collaboration here are truly inspiring and motivates me to push myself everyday. I am confident in the development opportunities available."
- "Riverbank is a very special place to work in. I have always felt valued, worked with some fantastic colleagues, I feel privileged to still work here and have a job where I make a difference to students lives."

- "I work at SSMAT because it's an amazing environment where everyone is treated and valued with respect. We do what we do because we care and we have a heart for the needs of our students."
- The team here at Ernesford is diverse and every person here is deeply passionate about the power of education. We are all working towards a common goal and that is to give young people the opportunity to thrive in their communities.



JOB



Description

Sidney Stringer Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Assistant Head, responsible for Social Sciences & Subject Lead (History)

Post: Assistant Head, responsible for Social Sciences & Subject Lead (History)

Contract/Salary: Permanent - L9 - L13

Accountable to: ALT Line Manager

Responsible for: All staff in Faculty (teachers and faculty clerk)

Our Vision: At Sidney Stringer Academy, we are committed to fostering a learning environment where every student can achieve their full potential. We are guided by our core values of Determination, Respect, Integrity, Virtue, and Equality, and our curriculum is built upon the principles of Immersion, Inclusion, and Ambition. We seek an inspirational and highly effective leader to join our team and champion this vision within the Social Sciences faculty.

JOB PURPOSE

- To lead the Social Sciences faculty, taking responsibility and accountability for the standards of achievement and holistic development of all students within the subject.
- To ensure consistently high expectations are met through outstanding teaching and learning across the faculty, driven by our curriculum principles of Immersion, Inclusion, and Ambition.

KEY TASKS & RESPONSIBILITIES:

- To embody and model the highest professional conduct as outlined in the Teacher Standards, acting as a benchmark for colleagues.
- To actively champion and embed our school values of Determination, Respect, Integrity, Virtue, and Equality in all aspects of faculty life, interactions, and decision-making.
- To contribute strategically to whole-school policy, planning, and development, ensuring the faculty is integral to achieving maximum student success and upholding the school's ethos.
- To foster a faculty culture where ambition thrives, inclusion is paramount, and learning is an immersive and engaging experience for all students.
- To lead History as a subject within the faculty.
- To teach within the faculty.



Continued ...

Key Tasks and Responsibilities:

Accountability & Leadership:

- Ensure appraisal arrangements within the faculty effectively support staff development and uphold Teacher Standards, conducted with integrity and fostering professional growth.
- Monitor the impact of appraisal, reporting annually with a focus on continuous improvement and accountability.
- Strategically deploy staff expertise to achieve faculty and whole-school improvement objectives, aligning with our ambitious goals.
- Take lead responsibility for the pastoral care and welfare of staff and students within the faculty, promoting an environment of respect and equality.
- Report effectively to stakeholders (leadership team, governors) on faculty performance and development when required.
- Manage the faculty budget effectively and with integrity, ensuring resources support ambitious and inclusive curriculum delivery.
- Maintain a strong, visible leadership presence, ensuring students are held accountable for their behaviour and attitudes to learning, reflecting our values of respect and determination.



Continued ...

- Oversee the day-to-day running of the department, prioritising staff wellbeing, amplifying student voice, addressing pastoral concerns with virtue, and engaging the wider community.

Curriculum & Standards (Working with Faculty Teachers):

- Collaboratively identify appropriate attainment and achievement targets that reflect high ambition for all student groups, ensuring equality of opportunity.
- Rigorously monitor student standards and achievement against targets, ensuring strategies address the needs of all learners (inclusion).
- Monitor planning, curriculum coverage, and learning outcomes to ensure alignment with Teacher Standards and our principles of immersion, inclusion, and ambition.
- Monitor standards of student behaviour and attitudes, reinforcing school values.
- Lead evaluation strategies within the faculty, contributing honest self-assessment (integrity) to overall school self-evaluation.
- Plan and implement improvement strategies with determination where needs are identified, ensuring they are inclusive and aim high (ambition).
- Ensure faculty attainment and achievement targets are met through effective leadership and support.



Continued ...

Developing Teaching Practice (Leading & Enhancing Staff):

- Ensuring conditions for effective teaching and learning are consistently outstanding, reflecting best practice and Teacher Standards.
- Lead, manage, and develop the faculty, fostering a culture of continuous improvement and professional dialogue centered on immersion, inclusion, and ambition.
- Take responsibility for the leadership and management of all faculty staff, ensuring high standards of professional development and effective practice aligned with Teacher Standards and school values.
- Actively contribute to the Subject Leaders and the Senior Leadership Team, bringing faculty perspectives to Academy-wide development informed by our core values and principles.
- Maintain personal expertise in subject-specific pedagogy and subject knowledge, sharing best practice proactively.
- Act as an exemplary role model of classroom practice, demonstrating effective strategies that embody immersion, inclusion, and ambition, and reflecting Teacher Standards and school values (determination, respect, integrity, virtue, equality).



Continued ...

- Monitor and evaluate standards of teaching across the faculty constructively and respectfully, identifying areas for improvement with integrity.
- Plan and implement strategies, including coaching and mentoring, to improve teaching where needs are identified, fostering determination in colleagues.
- Induct, support, and monitor new staff (including ECTs), ensuring they understand and can implement school values, Teacher Standards, and curriculum principles.
- Collaborate to identify relevant school improvement issues and define/agree appropriate improvement targets, driven by ambition.
- Coordinate CPD opportunities within the faculty, ensuring they align with individual needs, Teacher Standards, faculty goals, and whole-school priorities (including inclusion and ambition).
- Evaluate the impact of all improvement activities on the quality of teaching, learning, and student outcomes.
- Provide the Headteacher/ALT with timely and accurate subject, curriculum, and performance information, demonstrating integrity.
- Contribute to the leadership and evaluation of cross-curricular literacy provision.



Continued ...

Success Criteria:

- All students in the Social Sciences faculty, regardless of starting point or background, make ambitious progress (Ambition, Inclusion, Equality).
- Standards of behaviour within the faculty are consistently high, reflecting an environment of mutual Respect and Virtue. Staff feel well-supported pastorally.
- Student feedback indicates a positive, engaging, and inclusive learning experience within Social Sciences (Immersion, Inclusion, Respect).
- The faculty makes a significant and positive contribution to the whole-school enrichment programme, reflecting ambition.
- Teaching and learning within the faculty consistently meet or exceed Teacher Standards, with no inadequate practice observed.
- The faculty culture clearly demonstrates the school values of Determination, Respect, Integrity, Virtue, and Equality.
- Curriculum planning and delivery clearly evidence the principles of Immersion, Inclusion, and Ambition



Continued ...

Leadership Group Responsibilities:

- Contribute effectively to senior leadership discussions and strategic planning, championing school values and curriculum principles.
- Share responsibility for upholding standards across the school, including active participation in whole-school supervision and monitoring, demonstrating integrity and respect.
- Undertake duties consistent with a leadership role as reasonably required.
- Engage fully in performance management arrangements for your own role.
- Adhere consistently to published school policies and procedures.

Other Duties:

- Undertake such other duties, training, and/or hours of work as may be reasonably required and consistent with the role.
- Attend regular meetings with your line manager.
- Assistant Heads are invited to join the senior team in their daily briefings (8.20-8.30) and weekly strategic meetings (Wednesday 3.30-5.30)



Continued ...

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Continued ...

Safeguarding

Teachers are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the Academy's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. A copy of the Academy's Child Protection Procedure can be obtained from the jobholder's line manager.
- The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the Academy's Disciplinary Procedure.



Continued ...

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Academy's Health and Safety Policy and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of the Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Academy's Data Protection Policy.

Equality and Diversity

Sidney Stringer Multi Academy Trust is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect and are entitled to expect this in return.



Continued ...

Training and Development

Sidney Stringer Multi Academy Trust has a shared responsibility with the jobholder for identifying and satisfying training and development needs.

The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.

This job description may subject to review and/ or amendment at any time to reflect the requirements of the job.

Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.



PERSON SPECIFICATION



Sidney Stringer
Multi Academy Trust

Aspect	Essential	Desirable	Measured By
Education & Qualifications	<ul style="list-style-type: none"> - Qualified Teacher Status (QTS) - Degree in relevant subject 		Evidence of qualification / TRN
Knowledge & Experience	<ul style="list-style-type: none"> - Either senior or middle leadership experience. - Experience of developing others - Understanding of the National Curriculum - Experience teaching KS3 & KS4 (and KS5 if applicable) - Effective classroom management strategies - Proven track record of outstanding teaching and learning. - Strong understanding of current educational trends and challenges. 	<ul style="list-style-type: none"> - Experience in pastoral roles - Experience with SEN or EAL students - Knowledge of recent educational developments - Experience of developing and delivering professional development programmes. 	Application form Interview References

Skills & Abilities	<ul style="list-style-type: none"> - Excellent communication, interpersonal and presentation skills - Ability to differentiate lessons for diverse needs - Effective assessment and feedback strategies - Ability to inspire and engage students - Ability to work independently and collaboratively within a team. - Excellent IT skills and proficiency in using a variety of digital tools. - Experience in mentoring or coaching - Good communicator – both oral and written. - Ability to work and prioritise under pressure 		Application form Interview References
Other	This post is exempt from provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.		

Document Control

Reviewer	Role of Reviewer	Date of Last Review
A Ford	Associate Headteacher	April 2025





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**Sidney Stringer
Multi Academy Trust**

HOW TO APPLY:

WE LOOK FORWARD TO RECEIVING YOUR COMPLETED APPLICATION FORM.



VISIT OUR WEBSITE

For further details, an application form, and to apply, please visit our website:

www.sidneystringertrust.org.uk

Alternatively you can contact us on WhatsApp on 02476633946.



VIA EMAIL

Please send completed application form electronically to Laura Niblock MAT Head of HR:

recruitment@sidneystringeracademy.org.uk

[no hard copies to be sent in the post].

CLOSING DATE

Monday 28th April 2025 at 12pm

Interview date - Thursday 8th May 2025

QUERIES AND WHATSAPP

If you would like any further information or have any questions then please email

recruitment@sidneystringeracademy.org.uk

or contact us on WhatsApp on 02476633946.

