



Careers at SHARE Multi- Academy Trust

Assistant Headteacher

A SHARE Primary Academy



Application Pack

Valuing People, Supporting Personal Best

Welcome to SHARE Multi-Academy Trust, a supportive and close-knit family partnership of eight academies across West Yorkshire, and a Teaching School Hub.



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At SHARE, we are committed to delivering strong educational standards within our academies and providing our people with excellent careers. This is all underpinned by an unwavering commitment to our vision of Valuing People, and Supporting Personal Best.

I believe our role as educators is to help children and young adults to instil a desire to learn, to overcome barriers to success, and to encourage an ambition to achieve. To reach this standard, we must first deliver for our people and ensure they feel valued, listened to and have a strong sense of belonging. In turn, our colleagues, pupils, and society all benefit enormously.

Two of our guiding principles are that 'quality is our driving force', and 'teams drive success'. We know that recruiting and retaining an outstanding workforce is fundamental to achieving our aims. We therefore make it our mission to ensure every colleague within the trust has access to exceptional training and personal development opportunities, alongside a positive teaching environment, clear and ambitious progression pathways, and highly competitive packages.

We are also committed to sharing best practice across our trust, creating networks for colleagues to learn from one another, and fostering a learning environment and workplace where everyone feels supported and inspired, and can truly thrive. As a result, we are proud to be an employer of choice.

Thank you for your interest in our academies and trust. I hope you will consider joining us as we continue to deliver the very best education for our pupils. Whether you are an education practitioner looking to start your journey, or an established professional wanting to bolster your career – we look forward to working together soon.

John McNally

Chief Executive Officer
SHARE Multi-Academy Trust

We must first deliver for our people and ensure they feel valued.

Quality is our driving force



Teams drive success



We are proud to be an employer of choice.

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About our Trust

SHARE Multi-Academy Trust was first established in 2014, and since then, we have built a solid reputation for high standards and strong achievements.

We operate four successful primary academies and four high-performing secondary academies across the region. Our outstanding provision is supported by our Calderdale and Kirklees Teaching School Hub and national training accreditations, which enable us to deliver exemplary training and development opportunities for education practitioners at every stage of their career, from initial training to executive leadership.

Our academies achieve excellent outcomes across the board. This includes academic attainment and school improvement, as well as maintaining exceptionally high standards in all aspects of school life including behaviour and attendance.

As a result of the trust's supportive and inclusive approach, senior leaders invest significant time in supporting positive pupil behaviour and attendance. Our pupils attend well and are positive about learning. In turn, this creates a positive and respectful teaching and learning environment for staff, with teachers able to focus on delivering an excellent education to students without distraction, and with a manageable workload.

Whilst being close-knit, we are ambitious for the future.

We are always looking for additional ways to expand our positive impact, be that by working with new schools on exciting initiatives, or by collaborating with our talented team of staff.

Our aim has long been to be the best trust, not the biggest. Our priority for the future is to keep improving standards, building on our successes, and raising aspirations so we can support even more pupils to achieve even better outcomes.



Behaviour is excellent, and there are high levels of mutual respect and tolerance amongst pupils and staff.

*Ofsted, 2023**



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*2023 Ofsted report for Thornhill Community Academy, A SHARE Academy

Your Career at SHARE

Our vision of ‘Valuing People, Supporting Personal Best’ underpins everything we do. Central to our work and ability to deliver a transformational education, is our dedication to developing our greatest asset, our staff.

That is why we have an outstanding pledge to teachers and support staff to provide professional development and training opportunities, particularly through our Teaching School Hub. We are committed to investing in our staff, ensuring that they have fulfilling careers and enjoy their jobs every day. This is fundamental to our ability to turn academies around and deliver the very best education to pupils.

We offer a competitive package to all our colleagues.

We have committed to offering our colleagues pay and conditions that are at least as good as those available to colleagues in maintained schools. In practice, we often exceed them. We continue to contribute to the generous Teachers and Local Government Pension Schemes and at least match pay awards agreed or recommended by the Local Government Association and School Teachers’ Pay and Review Body. We use the flexibilities available to us as an academy to enhance our offers where we can.

As well as two generous pension schemes, we also offer employee assistance and wellbeing packages; and flexible and family-friendly policies, such as flexible working, shared parental leave and enhanced maternity, paternity, and adoption entitlement, giving colleagues the control and freedom to work in a way that suits their needs. We offer incremental progression and cost-of-living pay increases, subscribe to local and national discount schemes, and provide exceptional onsite catering facilities.



We work as a collective group of professionals to achieve common goals. Watching new teachers and leaders become established in their roles gives me an immense sense of professional pride, as they help our pupils to achieve excellent outcomes.

Jack Wyatt

*Associate Principal
Shelley College*



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Our Shared Vision and Mission

Our Mission

We believe education is all about people. Our success is measured in how we help our pupils. We can only attain this success by employing talented, committed staff, and working in partnership with our whole academy communities.

Our mission means we endeavour to ensure every one of our pupils and members of staff enjoy coming to our academies, and that all of us try our very best in everything we do. We help everybody, regardless of background or starting point, to gain the knowledge, skills, and habits that lead to happy and successful lives, both now and in the future.

Our Vision

We want to transform education for the better, raising aspirations in diverse communities, increasing knowledge, and developing the skills that children and young people need to make their lives rewarding and successful.

Our vision is for our teachers and staff to continue to choose our academies and our trust as a working environment where, through our high-quality training and progression pathways, they can achieve their career aspirations. Our academies will be the first choice for parents because we provide a safe and nurturing environment, with excellent academic standards and a wealth of opportunities. Our trust will continue to be a well-regarded family network where other schools choose to join us, benefiting from strong support services, collaboration, and best practice sharing.

We live by our vision of 'Valuing people, Supporting personal best', bringing this to life in everything we do. We are all part of a family that has high expectations and a strong moral compass

Jenny Carr
*Executive Principal and
Headteacher, Royds Hall*

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Our Guiding Principles

We have a clear and ambitious strategy as a trust, so that we can ensure we collectively fulfil our overarching vision and mission. This is built upon our guiding principles, with distinct goals and objectives linked to accountability and performance measures.



Guiding Principles

Everyone can achieve



Quality is our driving force



Teams drive success



People thrive in communities



Our Goals and Objectives

Overcome disadvantage, so all pupils achieve outstanding outcomes



Deliver an outstanding curriculum and pedagogy



Recruit and retain an outstanding workforce



Provide outstanding leadership, management and trust infrastructure



Build positive communities that achieve outstanding outcomes, together



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Academies

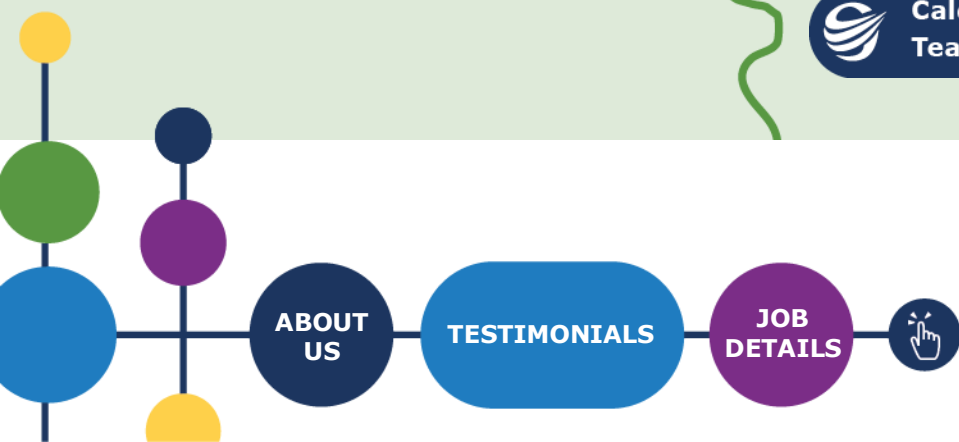


Our secondary academies



Our primary academies

Click below to select the location of the vacancy you are interested in to find out more.



**Most recent Ofsted prior to academisation in 2022*

Our Outcomes

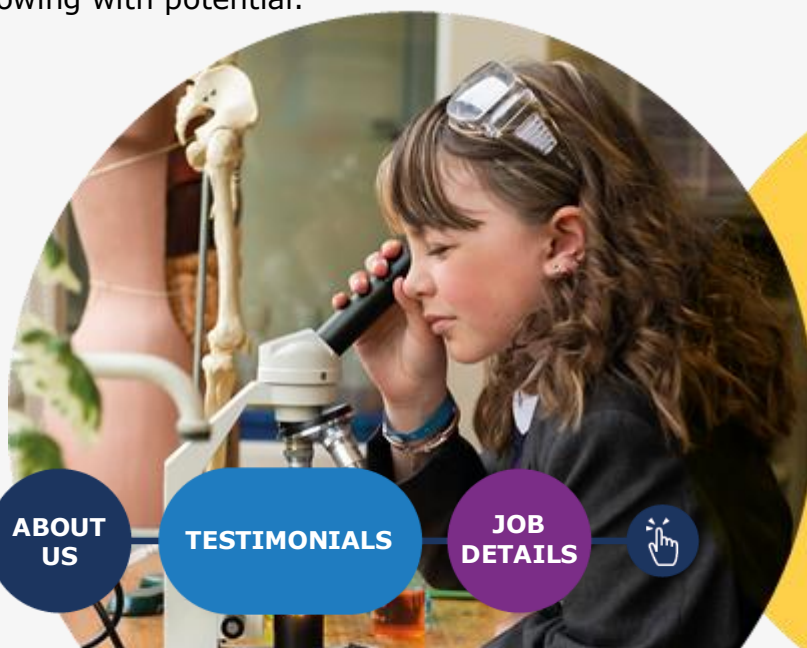
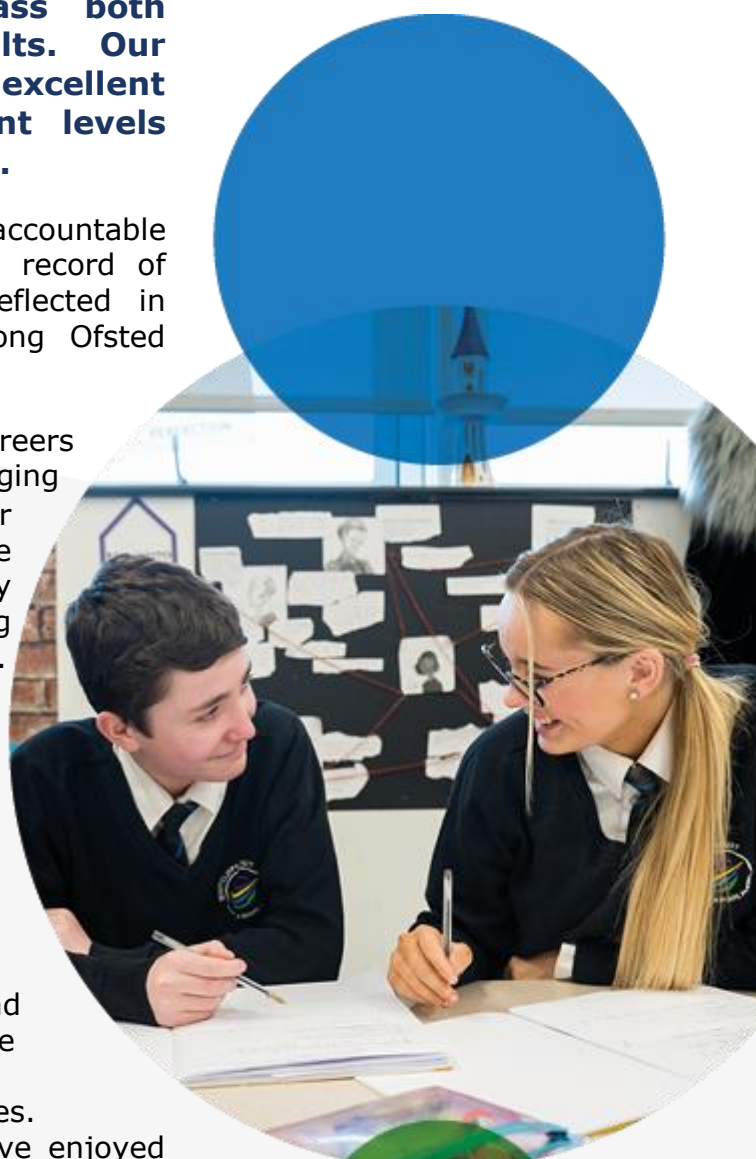
At SHARE, we are proud of the high standards and expectations we set and uphold, across the board. Consequently, we consistently surpass both national and regional school results. Our academies consistently secure excellent academic outcomes, with achievement levels being amongst the highest in our region.

Supported by robust, well-resourced, and accountable improvement plans, we have a proven track record of significantly improving our academies, as reflected in national performance measures and our strong Ofsted outcomes.

Through our broad curriculum, first-class careers education and guidance, and our wide-ranging enrichment offer, we successfully prepare our young people for life beyond the classroom. We ensure no child is left behind, and do so by fostering a safe, inclusive, and nurturing environment where all barriers can be overcome.

We remain committed to developing our staff, who are our greatest asset in achieving our mission.

Alongside our successful Teaching School Hub and training accreditations, we take great pride in one another's individual successes. Many of our most senior leaders have progressed through the routes. That includes the countless colleagues who have enjoyed varied, rewarding, and long careers with our academies and trust, as well as those who are just starting on their journey and are glowing with potential.



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What our colleagues say

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Since joining SHARE as an RQT, the trust has always supported me in my career, giving me ample opportunity to develop and demonstrate my skills, whether through official training courses such as the National Professional Qualification (NPQ) or by offering opportunities to deliver CPD and build leadership skills.

My career progression at SHARE has been rapid thanks to the encouragement of leaders. With every role I have applied for, or training opportunity considered, leaders have always been approachable, supportive, and encouraged these conversations.

There are regular opportunities within the trust to try new things and gain experience in areas that interest us. **I am really glad I joined Share MAT because the culture of recognition, support, and celebration gave me the confidence I needed to chase my career goals.**

Lewis Day

Trust Improvement Leader (Personal Development); PSHE Leader; Teacher of English at Shelley College

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The care and support that has been provided during my time with the trust has not only allowed me to help make a difference to young people's lives but it has **enabled me to excel in a fantastic career and in a role which is so fulfilling.** It has been life changing!

Melanie Delaney-Hudson

Assistant Headteacher (SEND and Inclusion), Thornhill Community Academy

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What our colleagues say

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Alongside being part of the central trust team, **I enjoy getting the chance to meet and work with other colleagues across the trust.** I started as an apprentice and every year SHARE has helped me to progress further, either by supporting me with professional development in the form of external or internal training, which constantly bridges the gap to progress onto the next level when the opportunity arises.

Kieran Miller-Walker

Finance Officer, SHARE
Multi-Academy Trust

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As Phase Leader, I am pleased to be able to support other teachers with passion and excitement to help them lay the foundations that mean pupils thrive throughout their educational journey.

Being a part of the Share MAT family, means there is always a vast amount of knowledge, guidance and support available. The trust annual training day on the first day back really makes you feel like part of a team, with common goals to provide a unique learning journey for all children.

Ben Modeste

Phase Leader of Lower Key Stage 2,
Luck Lane Primary School

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First-class careers, through bespoke training and support

Our success as a trust depends entirely on our colleagues who are the bedrock of all we do. That's why we're determined to recruit and retain the best staff by offering first-class training and support, alongside highly competitive packages.

Across the trust, we pledge to deliver outstanding professional development and training opportunities that are bespoke for our teaching and support staff. We support colleagues through ongoing training, coaching, and mentoring using the latest evidence-based research, to strengthen their expertise.

Alongside career pathways carved out for our support staff, we similarly offer a variety of progression and promotion routes for teachers. In addition to the traditional progression journey, we deliver a full suite of specialist and leadership National Professional Qualifications (NPQs), offer Lead Practitioner positions for those with classroom-based preferences, alongside middle and senior leadership training programmes for new and aspiring leaders. With additional development opportunities for staff including research projects, subject enhancement training, and access to The National College online development platform, we are dedicated to supporting our staff to develop and grow as educators.

We also champion cross-trust collaboration and best practice sharing, maximising the opportunities and expertise available across our schools. All colleagues are encouraged to meet regularly, including through various forums where they can discuss ideas, and share experiences and resources.

We are committed to protecting our staff's wellbeing by providing the support, guidance, and training needed to achieve the highest standards they are capable of.

Just as we encourage our pupils to achieve their personal best, we want the same for our staff, with colleagues having their own personal development plans.



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Endless opportunities through our **Teaching School Hub and Training Accreditations**



HUB

Our commitment to professional development and raising opportunities and aspirations in the communities we serve and beyond, is best reflected through our Teaching School Hub and Training Accreditations.

We are immensely proud to be the Teaching School Hub for Calderdale and Kirklees, enabling us to connect with, shape, and inspire teachers and practitioners of the future.

Through our Teaching School Hub and training platforms, we induct Early Career Teachers (ECTs) into the profession through an outstanding Initial Teacher Training programme. All our academies similarly play an important role in supporting trainee teacher placements through the Hub and with other local trainee teacher providers. We also offer a full suite of specialist and leadership NPQs through the Hub, including for staff themselves to facilitate Early Career and NPQ frameworks.

Since its launch, we are delighted that 1,000 new teachers have progressed or are progressing through our Early Careers Framework Course, with over 600 studying NPQs. We also continue to provide the Appropriate Body Service for nearly 500 new teachers.

Having the Hub as a central part of our trust family means it continually informs our approach to staff development and how we can enhance our training based on learnings and insights. It has also shaped our approach in recognising that development is a long-term, meaningful investment in our colleagues and therefore our pupils.

Since the launch of the hub...

1,000 teachers
have progressed or are
progressing through
the **Early Career**
Framework

600
teachers
are studying
NPQs

500
teachers
using our
Appropriate
Body Service

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JOB ADVERT

Job title:

Assistant Headteacher

Setting:

A SHARE Primary Academy – Academy tbc

Primary Executive Principal:

Lauren McCaffrey

Section:

Primary Senior Leadership Team

Reporting to:

Head of School/Executive Principal

Contract type:

☒ **Permanent** ☐ **Fixed Term**

Time commitment:

Full time

Band/Range:

Leadership range L3 - L7

Further salary information:

L3 – L7



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JOB ADVERT

Information:

We are seeking to strengthen our leadership capacity across the primary cluster and are looking to recruit an Assistant Headteacher.

The successful candidate will be based at one of our primary schools. The location of this post will be determined upon appointment and will be dependent on school improvement priorities and candidate expertise/experience.

All our primary academies are located within good commuting distance from Leeds, Huddersfield, and Wakefield. Our primary academies are proud to offer:

- A supportive and ambitious environment where all pupils are encouraged to go beyond what they think they can achieve and to enjoy learning, helping them to lead successful, healthy and happy lives
- A vibrant place to work which equips staff to deliver their best every day, under the strong belief that Valuing People, Supporting Personal Best is the key
- A commitment that staff are happy, engaged, and well supported at work, taking pride in pupils' attendance, behaviour, progress and development as well as their own
- Excellent training and guidance relevant to individual job roles, so expectations are understood and staff are motivated
- Great benefits, as an employer of choice, including outstanding CPD, supportive line management, and meaningful networking opportunities across the trust to aid personal development
- Supportive leadership, encouraging a healthy work-life balance
- A high-quality teaching and learning environment, alongside good facilities
- A culture where children are happy, settled and confident, accessing a broad and balanced curriculum which provides a memorable educational experience for pupils and staff

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JOB ADVERT

We are looking to recruit:

A dynamic Assistant Headteacher to join our leadership team.

If you are looking for an exciting opportunity to become part of The SHARE MAT Senior Leadership Team, then this could be your ideal career move.

To commence in September 2024, we are seeking to recruit an ambitious and dynamic Assistant Headteacher who is passionate, dedicated and has a proven track record of engaging and inspiring both pupils and colleagues alike.

Ideally the right candidate would have experience of leading SEND, although the portfolio offered will be determined upon appointment according to the experience of the candidate.

We offer ongoing and outstanding professional development to support your leadership career including the opportunity to undertake the NPQ in Senior Leadership (NPQSL) or Early Years Leadership (NPQEYL). We know our success depends entirely on our colleagues, so we are determined to recruit and retain the best staff by offering first class training and support, as well as highly competitive terms and conditions.

The ideal candidate will:

- Be an innovative and outstanding teacher who has a clear understanding of how children learn.
- Be passionate about teaching and learning and be able to work with others to help them develop their practice;
- Have high quality teaching, pupil learning and wellbeing at the heart of everything they do;
- Have highly developed interpersonal and organisation skills;
- Have a strong commitment to supporting the Head of School to help achieve excellence and success at every level across the academy.

For more information, get in touch with:

Kelly Chapman, Admin Manager on 01484 505229

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JOB DESCRIPTION

Overall purpose of the role:

- Assist with leading and managing a primary school to a high standard, working towards and fulfilling the standards described in the National Standards for Headteachers 2020, the Governance Handbook and the School Teachers' Pay and Conditions document.
- Undertake other duties commensurate with the role, as directed by the Head of School, to support colleagues and to strategically lead areas of academy-wide development helping to build partnerships that ultimately support the delivery of the trust's objectives.
- Assist achieving the highest standards of education for pupils in the academy.

Safeguarding requirements:

This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household. Applicants **MUST** complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications, and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the Headteacher.



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JOB DESCRIPTION

Key Outputs:

Ethics and Professional Conduct

An Assistant Headteacher is expected to demonstrate consistently high standards of principled and professional conduct. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

The post holder must uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- selflessness
- integrity
- objectivity
- accountability
- openness
- honesty
- leadership

The post-holder must uphold public trust in trust leadership and maintain high standards of ethics and behaviour.

Both within and outside trust, the Assistant Headteacher must:

- build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position.
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law.

As a senior leader in the trust community and profession, the post-holder must:

- serve in the best interests of the trust's pupils.
- conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen.
- uphold their obligation to give account and accept responsibility.
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities.
- take responsibility for their own continued professional development, engaging critically with educational research.
- make a positive contribution to the wider education system.

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JOB DESCRIPTION

Leadership Domains

School culture

- assist with establishing and sustaining the school's ethos and strategic direction in accordance with the trust's overall objectives, under the direction of the Head of School, in partnership with those responsible for governance and through consultation with the school community.
- support creating a culture where pupils experience a positive and enriching school life.
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- ensure a culture of high staff professionalism.

Teaching

- establish and sustain high-quality, expert teaching across all subjects and designated phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- ensure effective use is made of formative assessment.
- support the development of high-quality teaching across the trust Curriculum and assessment.
- support the Head of School in ensuring a broad, structured and coherent curriculum entitlement sets out the knowledge, skills and values that will be taught.
- as a Senior Leader, support ensuring the school's curriculum fulfils the common approaches and standards agreed at trust level.
- ensure that all pupils are taught to read through the provision of evidence.
- informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading.
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

Behaviour

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy.
- implement consistent, fair and respectful approaches to managing behaviour.
- ensure that adults within the school model and teach the behaviour of a good citizen.
- fulfil the common standards and approaches agreed at trust level.

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JOB DESCRIPTION

Additional and special educational needs and disabilities

- ensure the academy holds ambitious expectations for all pupils with additional and special educational needs and disabilities.
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively.
- ensure the academy works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate.
- work in partnership with colleagues from across the trust as required, to help deliver the best support available for pupils with the additional needs and special educational needs and disabilities - support the SENDCO and other professionals to develop best practice across the academy - ensure the school fulfils its statutory duties with regard to the SEND code of practice.

Professional development

- assist with ensuring staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- prioritise the professional development of staff in your team, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development.
- contribute to the development of teacher trainees, teachers in the early stages of their career and those progressing into leadership positions.
- support the aims and activities of the trust's Teaching School Hub, encouraging and supporting staff who wish to participate in professional development activities, such as NPQs.
- play an active role in academy-wide professional development activities, recognising a collective responsibility for developing staff in the academy.

Organisational management

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- support the Head of School to ensure staff are deployed and managed well with due attention paid to workload.
- support and oversee systems, processes and policies that enable the academy to operate effectively and efficiently.

Continuous school improvement

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness and identify priority areas for improvement.
- support the development of appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.



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JOB DESCRIPTION

- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.
- actively support trust-wide school improvement approaches

Working in partnership

- forge constructive relationships across the trust and beyond, working in partnership with parents, carers and the local community.
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

Governance and accountability

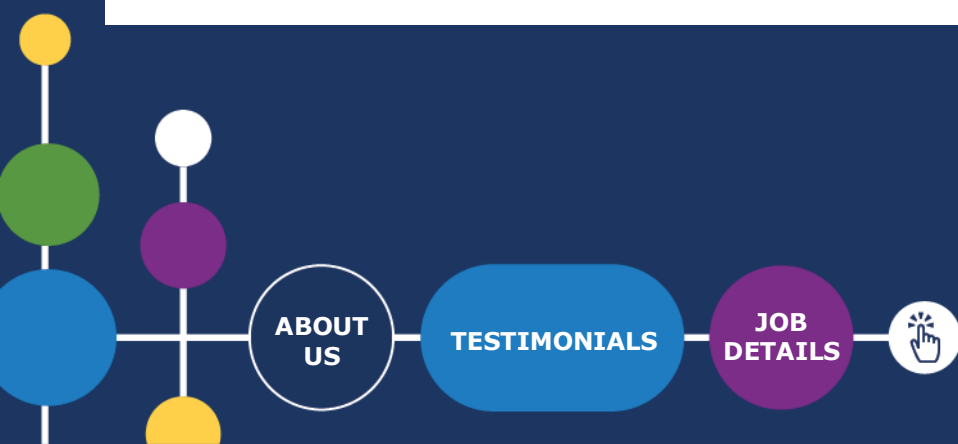
- assist the Head of School with ensuring that staff know and understand their professional responsibilities and are held to account.
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

Dimensions:

- Range of Pupils – TBC.
- Number of direct reports – TBC including SLT links
- Working with and supporting other leaders across the MAT.

Work/Business contacts:

Headteachers and trust senior leaders; senior staff, including headteachers, in partner schools.



JOB DESCRIPTION

Expertise in role required (At selection – Level 1):

ESSENTIAL

- Quality Teacher Status
- Degree or equivalent.
- Evidence of continuing professional development and a willingness to undertake further development as appropriate.
- Good working knowledge of the OFSTED framework and other measures for evaluating the performance of a school.
- Successful teaching experience as measured by pupil data and lesson observations.
- Successful leadership experience at a significant (e.g. whole school) level.
- Experience of improving standards for teachers, key stages or a subject.
- Able to develop strategies for improving the teaching & learning in a school.
- Able to analyse data with a view to developing strategies to improve performance.
- Able to monitor and evaluate impact of interventions and strategies.
- Knowledge of innovative teaching and learning strategies.
- Excellent communication skills. - Excellent behaviour management skills.
- Commitment to the safeguarding of young people.
- Ability to coach others to improve leadership & teaching.
- Able to successfully lead others, identifying clear priorities, communicating effectively and supporting improvements.
- Good role model in terms of promoting trust aims and values, together with professional standards for teachers and leaders.
- Is willing to work flexibly within scope of overall hours, e.g. evening meetings.
- Willing to work at different trust school sites for short or medium term placements.

DESIRABLE

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JOB DESCRIPTION

Expertise in role – After initial and advanced development:

- Wide network of school improvement contacts both within the trust and with external bodies
- Evidence of on-going continuing professional development at a senior level

Structure/Department Information:

Head of School - Assistant Headteacher - Line management arrangements to be confirmed

HOW TO APPLY

Please note that CVs will not be accepted. To apply, please complete an application form on the Every Candidate Portal using the application link below.

Application link:

<https://candidates.every.education/Vacancies/Details?advertKey=55e05bf1-4b48-4474-ab3c-7ab181bc986e>

Closing date:

Thursday 16th May 2024 midnight

Interview date:

21st / 22nd May 2024

Share MAT is committed to the Equalities Act 2010 and also to promoting the welfare and safeguarding of children and young people, by adhering to the "Keeping Children Safe in Education" guidance. All staff and volunteers are regularly trained regarding our expectations in keeping our students safe. An enhanced DBS is required for every post. An online search will be undertaken for all shortlisted candidates.

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*Ready to start your career with Share MAT?
Get in touch:*

Visit

sharemat.org

Email

info@sharemat.co.uk

Call

08452 415175

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HD8 8NL