



Dear Prospective Assistant Principal

Thank you for your interest in this post.

We are seeking a colleague who will complete our small leadership team. We don't believe in spending our school budget on lots of chiefs at the top. Instead, we seek to enable those around us and work collaboratively with our wider leadership team of senior middle leaders. This makes the role of Assistant Principal at our school a special one. We work very closely together and our communication within and beyond our team has to be first class. We are a team of Principal, Vice Principal, two Assistant Principals and a Head of Operations. We benefit from additional support from our Trust Assistant Principal. This role arises as our Assistant Principal for Behaviour and Attitudes has gone on to be Vice Principal at our sister academy, Eckington School. Our school is at an exciting stage in accelerating to good and striving for excellence in all we do. We have made considerable strides forward in all areas including in the breadth and depth of our curriculum, in the quality of teaching, learning and assessment, and in the behaviour and attitudes of our students. We still have more to do but have confidence in our wider staff team who are as committed and determined as we are and are a truly talented bunch of professionals. We enjoy working with each other.

You can read our last Ofsted report and our recent remote Ofsted monitoring visit to get some insights into what we are focused on currently but they don't provide the whole picture – we have moved on in leaps and bounds. You need to come and meet us to grasp that in a better way. A recent educational consultant who came to work with us and help us to really think through our curriculum adaptations for SEND commented afterwards that the middle leaders he worked with were most definitely not 'RI' leaders rather they were strategic, intelligent, reflective individuals determined to work together for the good of our students and school. He was impressed. Our wider staff team are equally as impressive.

Our school is truly comprehensive in terms of its students – in prior attainment, home situations and affluence. It has by far the broadest intake of any school I have ever worked with. We have students who go on from sixth form to the top universities, we also have students who struggle with very low levels of literacy and significant SEMH. About 25% of our students live in the bottom 9% of the country for deprivation, and a significant proportion of those in the bottom 3%. We have higher proportions of middle and lower attaining students compared to the National average yet some very high attaining students on entry too. In all we do, we seek to know and serve all our students well and help them raise their aspirations and then seek to fulfil them.

Principal  
Ms R J Staples

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We pride ourselves on our warm welcome – folk say our school has a good feel. We hope so. As well as striving for our Trust vision to Achieve Excellence, we also uphold the Dinnington Way: kindness, respect and excellence in all that we do. We have to get it right for our disadvantaged and vulnerable students as well as those with SEND. If we get it right for them, we will get it right for everyone. Many of us have parts of our backgrounds that link us to the experiences of our students; others among us have come from a more privileged background and want to give something back. Whatever brought us together as a staff team, we are committed to putting our students first.

Our Segrave Inclusion Resource Base is well regarded by the Local Authority and is one of our key strands in seeking to serve all the students in our community not just those who conform easily. Some of the students in there would have been permanently excluded from other schools but we have found a different way of meeting their needs. Watch the video to find out more about them. As the extension to the Newman Special School and the new Free School for SEMH open in the old college next to us, we will also seek to work closely with them. The post-holder will be part of this vital collaboration.

Our leaders work hard together and also laugh together. We look after each other, we work professionally but we never take ourselves too seriously. We sometimes make mistakes, and we apologise for them. There is no space for self-importance or arrogance in our team; as leaders we seek to serve those we lead and to always do our best. We don't seek personal glory but we do seek respect and recognition for our staff, students and school – they deserve that.

We have provided a Job Description and Person Specification. We appreciate that written down, they can look a bit overwhelming and off-putting. If you are not yet a senior leader, we will be looking more at your potential and the difference you have made as a middle leader. The areas of responsibility are flexible for the right person. First and foremost you need to complete our team and to 'get us'.

We really would love to hear from you/meet you before you apply, so get in touch via my PA, Amy Shaw: [a.shaw@din.leap-mat.org.uk](mailto:a.shaw@din.leap-mat.org.uk) or call 01909 550066. Good luck.

Yours sincerely



Rebecca Staples  
Principal

New staff tell us, we should shout about our Dinnington Way for Staff:

- Compassionate leadership that has high expectations matched with high levels of support
- Well-being and mental health graduated response for staff in place
- An approach to improvement based on professional evaluation and development focussed on continual professional development
- Staff appraisal and performance management that is not based on high stakes approach to outcomes but on genuine professional improvement
- Opportunities for training and development
- Supported by a Trust that genuinely cares about students and staff.