ATHENA
LEARNING TRUST

Assistant Principal

Application Pack

Closing date:
17th April 2023, 9am

Interview date:
19/20th April 2023



www.athenalearningtrust.uk







Job Title: Assistant Principal
Start date: September 2023
School base: Atlantic Academy
Contract type: 1.0 FTE
Closing date: 17th April 2023, 9am
Interview date: 19th/20th April 2023
Salary: L9 – L13 (£53,973 - £59,558)
Contract term: Permanent

At Athena Learning Trust, we are inspired by wisdom, creativity, collaboration, innovation and learning. At our six schools - Altarnun Primary, Atlantic Academy, Bideford College, Egloskerry Primary, Launceston College, and Launceston Primary School – we are dedicated to providing a learning environment that develops all to their full potential.

We believe that education is the key to unlocking a better future, and our mission is to support all schools and their communities in achieving world-class education. With many years of experience in the field, we understand that knowledge brings freedom - freedom from illiteracy, innumeracy,and exclusion from learning. We are passionate about helping schools to provide the education to bring opportunity, choice and freedom to all.

This incredible new vacancy at Atlantic Academy will suit a dedicated and inspirational educationalist, who is looking to develop their school leadership skills.

This is a great opportunity to support the strategic growth of an improving school in beautiful Devon.

We are seeking applicants who are aligned with our values and have the talent and passion to deliver our vision successfully. You will be joining a team of dedicated individuals who are committed to fostering a positive school culture and community that encourages interaction, friendship, collaboration, understanding, and cultural diversity among students and staff.

If you want to make a meaningful impact and support the leadership and improvement of the trust while taking advantage of the lifestyle that our beautiful coastal settings provide, we want to hear from you. Apply now and be a part of our dedicated team working towards a brighter future for all of our students.







These are just a few of the reasons to join Athena:

People:
Our teachers, leaders and staff are great people and a great team together

10 inset days:
We love learning together; we devote 10 inset days a year to all-staff CPD

No burnout:
We cut low-impact workload and champion staff wellbeing

Distraction-free:
We help bring about distraction-free learning

Backing:
We back our teachers 100%, with access to practical support when it's tough

Impact:
We improve our children's reading, revision, results and life chances

Leaders:
We see every staff member and student as a future leader

Time:
We value staff time really highly and devote ourselves to always investing it well

Balance:
We want staff to enjoy holidays to do things that make us happy and healthy

Wellbeing:
We give all our staff access to a range of wellbeing and employee benefits

Why Athena?

At Athena Learning Trust, we pride ourselves on creating an inclusive and diverse work environment where staff happiness and wellbeing are a top priority. As part of our team, you'll also have access to a range of benefits, including:

- Competitive pay and opportunities for professional development, as we are a growing trust
- Generous holidays and access to the outstanding teacher pension scheme
- Perkbox, our benefits scheme that offers a wide range of savings and perks
- An employee assistance programme to support your health and wellbeing
- Modern, well-equipped schools, with outstanding facilities and on-site parking
- The option to participate in a nationally recognized cycle to work scheme
- Access to quality CPD to ensure professional success and personal satisfaction
- A team of dedicated staff who are passionate about supporting teaching and learning
- A trust culture which is creative, innovation, fun, fair, developmental, values diversity and inclusion and which is supportive of staff and pupils

Join our team and be a part of an organisation that is committed to providing an excellent education for all students, regardless of their background or circumstances. Apply now and experience the difference in a rewarding and meaningful career in education.

Thank you for your interest in the position of Assistant Principal at Athena Learning Trust.
If you have any questions, or if you would like a further discussion about the role, in the first instance please contact our People team: Tel: 01566 701683 E-mail:people@athenalearningtrust.uk







Job Description:

Job Title:	Assistant Principal
Grade:	L9 – L13 (£53,973 - £59,558)
Responsible to:	Principal

Important Functional Relationships:

Internal: Principals, senior leadership and teaching staff, as well as Governors and Trust Shared Service.

External: local/national improvement networks

Main Purpose of Job:

The Assistant Principal will be a member of the Academy senior leadership team (SLT), attending weekly SLT meetings and assisting the Principal and other members of the team with whole Academy leadership and management, focusing on supporting the effectiveness of behaviour and attendance systems and the delivery of a world class curriculum.

Key Responsibilities:

- Promote high standards of attitude and behaviour among the students, consistently modelling and implementing behaviour and attendance systems, routines and provisions on a whole-school basis
- Improve outcomes for all students, including the most disadvantaged using a range of academic, pastoral and extracurricular strategies
- Deliver knowledge via CPD and line management on our Teaching Principles (recap, model, check, practice), leading on our 'Speedback' cycles to ensure all teachers receive one strength and one area of development every 2-3 weeks throughout the academic year
- Lead in staff development and staff performance management where necessary
- Encourage and develop co-operative approaches among staff and students and among students themselves.
- Chair meetings of staff and to lead working parties of teachers as the need arises
- Provide statistical information about the Academy to the Principal for internal purposes or when required by external agencies
- Participate in and lead Academy assemblies as and when required
- Contribute to the overall ethos/work/aims of the school and help promote a good relationship with the local community
- Recognise own strengths and areas of expertise and use these to work collaboratively, advising and supporting others
- Comply with and assist with the development of policies and procedures
- Be aware of and adhere to applicable rules, regulations, legislation and procedures including the Trust's Equal Opportunities Policy and Code of Conduct, national legislation (including Health and Safety, Data Protection).
- Maintain confidentiality of information acquired in the course of undertaking duties for the department
- Undertake other duties appropriate to the grading of the post as required

Person Specification

Qualifications:

Must be a qualified teacher, preferably with a bachelor's degree in education or related field. Knowledge of national legislation relating to safeguarding and working with children and young people is essential, along with evidence of CPD relevant to the post.

Knowledge:

- Knowledge around the science of learning
- Knowledge of evidence-informed teaching practice.
- Knowledge of evidence-informed CPD practice. Be a well organised, purposeful leader of systems and processes.

Experience:

- Experience of improving standards of teaching with demonstrable impact
- Experience running high quality CPD with demonstrable impact
- Experience supporting individuals to improve their practice
- Experience improving outcomes for students through excellent classroom practice

Skills and Abilities:

- Demonstrate a passion and commitment to education and improving the aspirations and outcomes for pupils.
- Demonstrate consistently high standards of teaching
- Build shared expertise around high standards of teaching
- Be a high-quality leader with the ability to inspire, lead and empower staff and pupils to perform and achieve their best.
- Hard working, fun and engaging, have high energy and be thorough
- Provide clarity, direction and accountability for key areas and departments.
- Organise, break down, and prioritise solutions to complex challenges, through personal effort, experience, and by delegating effectively to others.
- Demonstrate a high degree of personal integrity and resilience and be committed to maintaining and developing strong, positive relationships with pupils, staff, parents, other schools, and people and organisations important to the running of the school.
- Be committed to the school and wider Trust's existing values but also prepared to challenge and develop current practice.
- Be able to work collaboratively with leaders across the Trust, including the Academy Leadership Team.
- Contribute to the wider co-curricular offer at Atlantic Academy.

To apply:

To apply for this job, please complete our application form on the website.

We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are warmly invited.

Safeguarding Statement:
Athena Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to DBS clearance and appropriate pre-employment checks.



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