

Primary

Academy
Transformation
Trust

Assistant Principal

Leading on Teaching, Learning and
Assessment

Application Pack

Ravens Academy
Clacton-On-Sea

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01. About Academy Transformation Trust

Our Mission

Transforming lives by *putting education first*.



Our Vision

Transforming Lives of **Our Learners**:

We seek to ensure that all our learners receive a high-quality education from expert staff and aspire to achieve the best they possibly can, no matter their background or ability. Our learners have a safe, supportive learning environments in which they develop, grow, and challenge themselves. We are determined that our learners will receive the very best enrichment and opportunities to help them reach their full potential and ensure they are prepared for the future, wherever it might take them.



Transforming Lives of **Our Colleagues**:

Our colleagues are supported with the very best professional development through our innovative ATT institute, allowing them to stay focused on learning and developing as practitioners whilst they progress in their careers. We share the very best practice across our community of academies to help build systems and processes that really work.



Transforming Lives of the **Communities We Serve**:

We are committed to actively engaging with and addressing inequality in our local areas. We understand that every one of our academies and their diverse communities are different, so we aim to build a supportive, collaborative, and nurturing relationship with each whilst sharing our key values across our Trust.

Our Values

Commitment to Education

Our core purpose is to positively impact the lives of all our learners. Education will always be at the heart of everything we do.



Transparency and Integrity

We are proud of our success whilst being open and honest about our areas for improvement. Our actions are always ethical and in the best interests of all our stakeholders.



Innovation and Improvement

We are committed to innovative education- always moving forward and never standing still. Our learners are ambitious and prepared for a future that is constantly changing and developing.



Dedication to Inclusivity

Our learners are all different and all important to us. We aspire to support, challenge, and help each one of them reach their full potential, regardless of their background or level of ability.



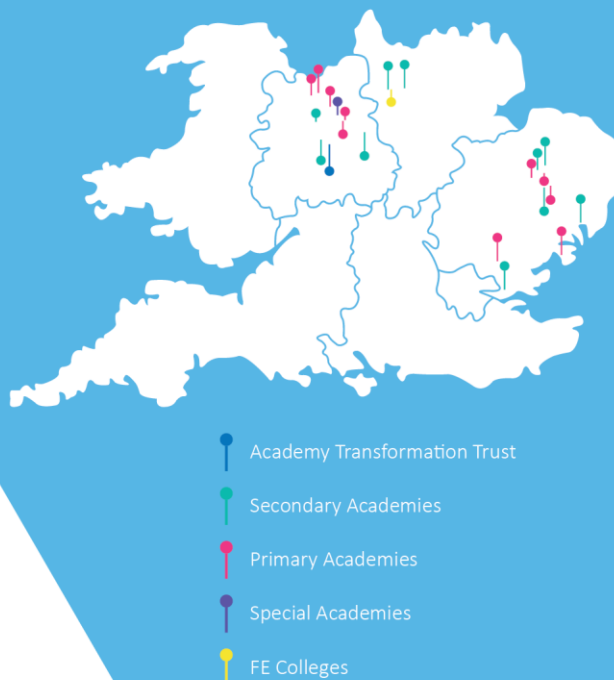
To learn more about our story/journey, please read our [ATT Magazine](#)

Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 21 academies (primary, secondary, post 16 and FE) operating across 10 English local authority areas. We are responsible for the education of over 13,000 learners, for the careers of almost 2000 colleagues and for the most effective spending of nearly £80 million of taxpayer income each year.

Strategic Aims

- To plan and deliver a curriculum which enables students to reintegrate with learning, delivers improving progress and outcomes for all learners and demonstrates that lessons have been learned from the pandemic experience.
- To create the conditions in which our people can demonstrate independent, thoughtful and confident behaviours in pursuit of our vision and aims.
- To continue to improve our financial performance alongside an enhanced reputation in business operations and governance.



ATT | 21 Academies

Local Authority Areas | 10

Staff | 1720

Primary | 409
Secondary | 1130
Special | 30
FE | 76
Other | 75

Learners | 13,334

Primary | 2711
Secondary | 9280
Special | 45
FE | 1298

Governance

People Engaged | 120+
Trustees | 10
Members | 4

Finance

£78 million in funding and other income

ATT Institute | 38 Leadership Development Pathways across all our directorates

Headline Performance Measures

- **Record progress scores** for many of our academies in 2019.
- **Rising Attainment 8** and **Progress 8** rates for three years running across all secondary academies.
- **Rising Key Stage 5 average points scores** across all academies for three years.

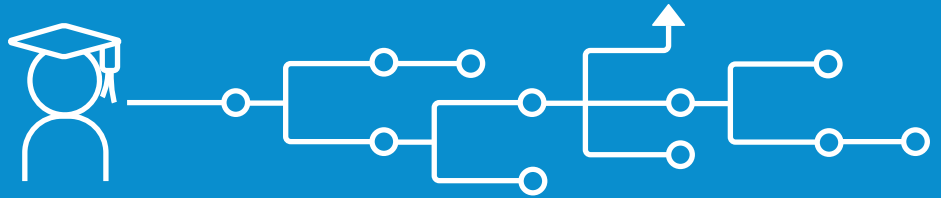
Academy
Ofsted
Ratings

18 Good

2 Requires Improvement

1 Inadequate

02. Career Testimonials



Donovan Stansbury | Teaching Assistant

ATT has helped my career from the very beginning of my adult life. I started my career at Mildenhall College Academy on a Teaching Assistant Apprenticeship, provided by ATT FE. Now with my knowledge and understanding of my role I can succeed further with the support of ATT. I have completed my apprenticeship and now have a full-time role as Teaching Assistant at the academy. My next step is to start an OU degree, again something I will do with the full support of ATT.

Martin Sexton | Lead for Computer Science and STEM Coordinator

Working for ATT has given me many opportunities to progress my career. A move from Westbourne Academy to Mildenhall College Academy 5 years ago gave me my first step up from teacher to leading Computer Science. I received an ATT award for STEM which led to me becoming the STEM coordinator. To help develop my career further I now lead Team Network Group meetings with other Computing teachers from across the trust. ATT has also allowed me to develop my skills knowledge through attending a range of CPD with Computing at School, Barefoot, and Digital Schoolhouse all of which are helping to develop my practice.

Nicola Powling | Faculty Leader, Humanities

Since joining Mildenhall College Academy three years ago, I have been well-supported in my development as a middle leader and with the guidance and advice of senior leaders in the academy I have been able to demonstrate significant impact on the quality of teaching and learning in the Humanities subjects. Last academic year I chaired the Eastern TNG for History, which has given me the opportunity to work with colleagues across the Trust and share best practice. Most recently, I have been seconded to the senior leadership team with a responsibility for teaching and learning; this is an opportunity to continue my career development and to gain insight and experience in senior leadership.

Cat Rushton | Director of ATT Institute

ATT has offered me the exciting opportunity to experience a wider scope of influence over academies, to collaborate with other leaders, and to work with a range of colleagues and stakeholders in various contexts.

03. Academy Information



Ravens is an incredible Academy, which belongs to the Academy Transformation Trust family of academies. We believe that every child, every person, is capable of many amazing things. It is therefore vital that we give our children as many different experiences as possible to ensure they are well equipped to succeed in today's rapidly changing society.

Our curriculum is carefully designed with the children's specific needs and interests in mind. It is built on the firm foundations of providing our children with excellent English and Maths skills. As a school, we also seek to expand our pupils' current reality by broadening their horizons, enabling them to realise that there is a wider world out there and encouraging them to be aspirational.

We are committed to helping our pupils make links across themes and subject disciplines, by providing a cohesive learning journey. We believe the curriculum should be connected in a meaningful way, evidencing clear progression and should demonstrate a consistent approach throughout school.

Our expectations are consistently high; not just of us as educators but of the children and families that join together to constitute a vibrant learning community.

Ravens is about teamwork and about forming binding, positive relationships built on mutual trust. Children thrive here in a happy and nurturing environment. Our staff encourage a love of learning and work closely with parents to create a sharing community where all feel a sense of belonging.

Our children are polite and friendly. Visitors to the school often comment on the friendly and welcoming environment that characterises our community.

To find out more, please visit www.ravensacademy.attrust.org.uk



Our PD Curriculum is delivered through three pillars:

Transformational Leadership

[Click to Learn More](#)

Transformational Teaching

[Click to Learn More](#)

Transformational Services

[Click to Learn More](#)

Professional Development at ATT:

04. The ATT Institute

What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey.

PD Opportunities for Our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise

Find Out More Online:

academytransformationtrust.co.uk/institute

05. Job Description



Assistant Principal – Leading on Teaching, Learning and Assessment

As Assistant Principal you will have the ability to lead from the front, develop leadership in others and effective rapid and sustainable change in raising the standards of student attainment and personal development. You will be able to handle a budget and ensure maximum value for money from strategy routed in research.

Key Responsibilities:

- Share responsibility for the successful delivery of the academy's vision
- Assist in the day to day running of the academy
- Provide leadership and direction to the academy and its community to deliver high standards of achievement through a comprehensive programme of activities
- Ensure all students across the full ability range have the support and opportunities required to fulfill their potential and achieve a position where they can become effective and valued stakeholder in modern society
- Collaborate as a member of the Senior Leadership Team in order to build and realise the shared vision of excellence and high standards for all students
- Assist in the development of effective systems for monitoring/recording the progress of students towards targets
- Actively contribute towards the formulation of all academy policies and procedures, ensuring their consistent implementation throughout the academy
- Support rigorous monitoring, evaluation and review of progress towards these through faculty improvement plans
- Work with subject leaders and those with pastoral responsibilities to ensure that expectations regarding behavior and achievement are established and achieved
- Assist in the management of budgets
- Support staff in developing a stimulating and challenging environment which secures effective learning and provides high standards of support for students and effective behavior for learning
- Engage in the process of appointing new staff including the interview and assessment process
- Line management of designated support staff
- Promote and role model a culture where performance management is rigorous, links clearly to the staff personal development and whole academy professional development
- Work with a range of stakeholders to ensure parental engagement and communication strategies
- Promote equal opportunities and safeguarding in all aspects of the academy

- To be responsible for own health and safety and that of students and staff, in accordance with the Health & Safety policies to ensure wellbeing of all people on site

Leading Teaching and Learning

- To lead by example as a teacher and as a manager achieving high standards of pupil attainment, behaviour and motivation through effective teaching.
- To lead aspects of learning and be responsible for, and lead designated areas of the curriculum.
- Develop a team culture which promotes collaboration, sharing of professional values, knowledge and understanding, celebration of achievements and a team responsibility for outcomes.
- Lead on whole school assessment, monitor and evaluate outcomes achieved from classroom practice and support the target setting process.
- Lead whole school professional development for teachers and support staff.

General Responsibilities:

- Demonstrate a positive commitment to equality and diversity
- Contribute to building the Academy Transformation Trust service culture and team ethos
- Adhere to responsibilities under security information, health & safety legislation and policies
- Observe confidentiality protocol
- To be included in the staff duty rota
- To undertake any other duties that are within the scope of the post, as determined by the Principal

The job description is not intended to be an exhaustive list of all the duties and responsibilities that may be required.

The jobholder will be expected to carry out such professional tasks as are commensurate with the duties and responsibilities of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being proposed. This review will be carried out in consultation with the post-holder before any changes are implemented.

06. Person Specification



Assistant Principal – Leading on Teaching, Learning and Assessment

	Essential	Desirable
Professional Qualifications and learning	<ul style="list-style-type: none"> Undergraduate degree QTS 	<ul style="list-style-type: none"> Evidence of recent and relevant continuing professional development
Experience	<ul style="list-style-type: none"> Experience of leading and managing innovation and change at a middle leadership or lead practitioner level Experience of working with children with a variety of needs Proven ability to improve performance and build capacity through coaching, challenge and support Be an excellent classroom practitioner with a proven track record in improving outcomes in the classroom Demonstrate to be highly competent in the Teachers' Standards. Be able to show examples of significant contribution, where appropriate, to implementing workplace policies and practice and to promote collective responsibility for their implementation. Act as a role model for Teaching and Learning in the Academy. 	<ul style="list-style-type: none"> Experience of middle leadership within a school or academy Experience of having led, or contributed to the success of a school through its leadership, ethos, teaching and results
Competencies	<ul style="list-style-type: none"> Shown impact of leading a whole school initiative Excellent relationships with students and staff Be resilient and determined to improve standards across all areas of Ravens Academy 	<ul style="list-style-type: none"> Experience of working with families to support students at Ravens Academy

Values	<ul style="list-style-type: none"> • Must believe every child can achieve beyond their potential • To be ruthlessly ambitious for all students • To be unwaveringly inclusive and determined to eradicate barriers to educational success 	<ul style="list-style-type: none"> • Experience of improving outcomes for disadvantaged students at Pool Hayes Academy
Other	<ul style="list-style-type: none"> • Demonstrate and outward facing mentality and the desire to learn from research to improve outcomes at Ravens Academy 	<ul style="list-style-type: none"> • Is able to understand how to account for financial spending

07. How to Apply

Assistant Principal

Applying:

Please apply by visiting
www.academytransformationtrust.co.uk/vacancies



Status:

Full time – 0.2FTE Teaching Commitment
All-Year-Round

Salary:

Leadership Group Pay Range L3-L7
£46,548 - £51,470 (pending pay award)



Closing Date:

Thursday 28 September 2023, 9.00am

Start Date:

As soon as possible



Interviews:

To be confirmed



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