



**Pendle**  
Education Trust

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**ASSISTANT PRINCIPAL  
POSITIVE BEHAVIOUR  
FOR LEARNING**

**APPLICATION  
PACK**

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[www.pendleeducationtrust.co.uk](http://www.pendleeducationtrust.co.uk)

# INTRODUCTION



**Pendle**  
Education Trust

## WHY WORK FOR PENDLE EDUCATION TRUST

This is an exciting time to join Pendle Education Trust. We are developing and always improving the academies within our family to ensure the highest standard of education for our children.

Pendle Education Trust is a family of academies in East Lancashire educating over two thousand children. The Trust is sponsored by Nelson and Colne College. Established in 2013, Pendle Education Trust continues to contribute to the local communities that our schools are at the heart of.

### **We have five schools within our family:**

- **Castercliff Primary Academy**
- **Casterton Primary Academy**
- **Colne Primet Academy**
- **Pendle Primary Academy**
- **West Craven High School**

Our focus is exceptional leadership and meeting the needs of local families and the community. Through close collaboration with local partners and schools, we strive to deliver an excellent education for children in Pendle and surrounding districts.

Our vision is that every child in our family should only be a short walk away from a great school. Our values of Belong- Be Brave and Be Our Best support our vision and are evident in everyday life in our schools

In practice this means that we care passionately about all the children in our schools and believe in the difference our work can make to their lives. We have a fantastic staff of over 350 people across our academies - all dedicated to this single purpose.

We don't apologise for relentlessly driving forward improvements for the benefit of our children and staff and look for ways to collaborate within the Trust and with other schools and academies with like-minded philosophies. There will be considerable opportunities for professional development and there will be coaching and mentoring opportunities. We have strong links with our sponsor, Nelson and Colne College, to develop skills and potential in all Trust staff. We encourage participation in relevant networks and forums with other leaders working in education.

Pendle Education Trust implements National Teachers' Pay Standards and the same annual leave; pension arrangements; sick pay entitlement, etc. apply. We are a flexible and supportive employer and would consider job share or part-time working applications. Please visit our website for more information about Pendle Education Trust.

# JOIN US



## WEST CRAVEN HIGH SCHOOL

West Craven is a small and vibrant secondary school for young people aged 11 to 16 years which serves this local Lancashire/Yorkshire community.

Barnoldswick is located on the Lancashire/Yorkshire border with both Leeds and Manchester drivable in just under an hour. Preston, Skipton and Bradford are easily commutable and the town is on the doorstep of the Yorkshire Dales National Park, Bronte Country and the Forest of Bowland. The Lake District, Morecambe Bay and the Fylde Coast are all a short drive away.

Our vision is to create a culture and ethos which promotes high aspirations and expectations, balanced with the highest level of care and support. We want students to love coming to West Craven, love learning and love being part of the academy family. The vision involves educating the whole child; our academy motto 'Ad Vitam Paramus' means 'We Are Preparing for Life'. We encourage all students to get fully involved in the life of the academy and the opportunities beyond the classroom.

As an academy at the heart of the community we want close links with our feeder primary schools, local businesses, colleges and training providers. The school is on a programme of rapid transformation and improvement. As part of Pendle Education Trust since 2016, the future of the school is bright.

By joining the West Craven High School family you will become part of a supportive and ambitious team. We have regular staff training and dedicate time to continuing professional development and staff wellbeing. Our culture is about always looking at how we can share best practice with each other and improve together.

We collaborate with our colleagues at Colne Primet Academy as well as the three primary academies in our Trust family and have the support of the Pendle Education Trust core team for functions such as Finance, Facilities, Human Resources, Health and Safety, IT, Marketing and Governance.

Please take the time to read the information in this booklet to find out more about this role and we look forward to receiving your application for this role.



## #ASPIRE

**Mr John Bates**  
**Principal**

# VACANCY

# ASSISTANT PRINCIPAL POSITIVE BEHAVIOUR FOR LEARNING



  
**Pendle**  
Education Trust

|                       |  |
|-----------------------|--|
| <b>Salary</b>         | L11 – 14 – up to £ 71,330                |
| <b>Closing Date</b>   | 9am on Friday 6 <sup>th</sup> February   |
| <b>Interview Date</b> | Week Commencing 9 <sup>th</sup> February |
| <b>Start Date</b>     | As soon as notice allows                 |



#ASPIRE

# ABOUT THIS ROLE

## ASSISTANT PRINCIPAL POSITIVE BEHAVIOUR FOR LEARNING



**Reports to: Deputy Principal (Inclusion)**

**Direct Reports to this role: Pastoral Head of Year x 5**

### **Purpose of the role:**

To work alongside the Principal and as part of the Senior Leadership Team to ensure effective strategic and operational leadership across the Academy and hold accountability for standards achieved. This role will lead on behaviour and reward and recognition systems to ensure that all students have the appropriate direction, support and environment for learning and achievement.

### **Key Responsibilities:**

- To lead, supported by the Senior Leadership Team (SLT) a positive behaviour for learning culture where students take pride in their work and the academy.
- To develop, monitor and evaluate behaviour for learning standards for the Academy, to ensure the highest possible standards.
- To implement successful improvement strategies.
- To provide outstanding leadership and promote the vision, values and ethos of the Academy throughout normal daily practice and at internal and external events.
- To establish innovative and effective working relationships within the Academy bringing out the potential for leadership in others and stimulating colleagues with a positive, active and supportive attitude.
- To ensure a continuous and consistent focus on students' behaviour via effective data systems and bench marking to monitor progress.
- To monitor performance to identify, share and promote best practice across the Academy and take action to address inconsistencies and tackle under performance at all levels.
- To provide all staff with regular opportunities to develop professionally and be engaged in inspiring and motivational CPD.
- To lead on regular reporting on behaviour for learning and develop effective links with the governors and parents/carers of students and other key stakeholders
- To ensure that all reporting meets with statutory requirements.
- To ensure effective intervention is in place for all students in order to address key development aims for the Academy and maximise the achievement and progress of students.
- To ensure effective and efficient management, organisation and deployment of resources, including information and communications technology.
- To contribute to the recruitment of staff in the Academy as requested by the Principal.
- To do any other duties the Principal/ Chief Education Officer reasonably requests.

### **Trust Responsibilities:**

- To share the Trust's Vision, Mission, Values and Behaviours and communicate them effectively.
- To participate in Professional Development activities, and be actively involved in the Trust's culture of high expectation.
- To value diversity and promote equality.
- To engage in marketing activities and liaison with employers and the wider community in line with Trust strategies.
- To contribute to cross-Trust events.

# PERSON SPECIFICATION

## Qualifications and Attainments

Education to degree level - **Desirable** \*

Teaching qualification - **Essential**

Higher degree - **Desirable**

Professional qualification in a relevant area - **Desirable**

\* If the successful candidate doesn't hold a teaching qualification, support staff terms and conditions will apply

## Knowledge

A thorough knowledge and understanding of the major aspects of secondary provision and the issues which impact the sector - **Essential**

Knowledge of new Government legislation and curriculum requirements - **Essential**

A sound understanding of equality and diversity - **Essential**

## Experience

Successful experience of leadership in a secondary school setting - **Essential**

Experience of sustaining the delivery of high quality teaching and learning - **Essential**

Experience of responsibility for developing, monitoring and evaluating an aspect of school provision - **Essential**

Experience of monitoring and analysing data at an academy-level to drive improvement  
**Essential**

Experience of leading, managing, coaching and mentoring staff - **Essential**

## Skills and Abilities

To be flexible and able to take both a proactive and responsive approach to change - **Essential**

To be a good communicator and be able to present to a wide range of audiences - **Essential**

To promote equality of opportunity throughout all aspects of Academy life - **Essential**

To lead others with energy, enthusiasm and tenacity to command respect and to provide an environment where others feel valued and motivated - **Essential**

## Attitudes and Beliefs

Commitment to excellence - **Essential**

Commitment to inclusivity, equality and diversity - **Essential**

Commitment to the role of secondary education in developing children's life chances and enabling them to achieve their full potential - **Essential**

Commitment and passion for excellence in teaching and learning for children at all levels  
**Essential**

Commitment to ensuring a healthy and safe environment and the welfare of children and staff - **Essential**

Commitment to quality and to continuous personal and Academy improvement - **Essential**

Commitment to high professional and personal standards of work and conduct - **Essential**

Commitment to the values of Pendle Education Trust - **Essential**

# PRE EMPLOYMENT CHECKS

**Please note:** All of our positions are subject to an enhanced DBS check. If there's any reason why this may preclude you from being considered, please contact the Pendle Education Trust team. In line with Keeping Children Safe in Education 2025, an online search will be carried out as part of our due diligence on shortlisted candidates.

CVs are not accepted. If you're interested and would like to submit an application, please complete the application form which can be found on the Join Our Family page of [www.pendleeducationtrust.co.uk](http://www.pendleeducationtrust.co.uk)

## Equal Opportunities statement

We are an Equal Opportunities employer, welcoming applications from all sections of the community.

## Rehabilitation

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). If successful you will be required to apply to the Disclosure and Barring Service (DBS) for a 'disclosure'. Information provided by you or the Disclosure and Barring Service will be dealt with in a confidential manner in accordance with the DBS's Code of Practice. You may view the Code of Practice on the DBS website at [www.gov.uk/dbs](http://www.gov.uk/dbs) or alternatively a copy is available on request.





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**BB9 7YT**

**Email**

**HR@pendleeducationtrust.co.uk**

**Company Registration Number**

**08263591**

**Place of Registration**

**England and Wales**