



Hard work

Trust

Fairness

MARSDEN HEIGHTS COMMUNITY COLLEGE
RECRUITMENT INFORMATION PACK
ASSISTANT PRINCIPAL—QUALITY OF EDUCATION
CLOSING DATE: 28TH FEBRUARY 2025
INTERVIEWS: W.C 3RD MARCH

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Welcome

Marsden Heights
COMMUNITY COLLEGE

Marsden Heights Community College joined United Learning in November 2020. In 2023, following rapid improvements, Ofsted inspected the school and rated it **Good** in all areas.

At Marsden Heights we believe that children deserve the very best of all that has been “thought and said” in every subject area by the careful selection of our core knowledge. We desire to support our pupils to grow into confident, creative and resilient adults who have a lifelong love of learning. We seek to ensure that our pupils are effective communicators, active participants and independent learners who can take their next steps into an increasingly uncertain world with secure knowledge from the range of subjects we offer.

In order to support our pupils in their academic and personal development, we believe it is essential they experience a wide range of opportunities. Our commitment to ‘Education with character’ provides wider opportunities for our pupils to access a well-rounded curriculum that extends learning beyond the classroom.

The college’s focus on learning is the driving force behind everything that we do and students are offered a diverse and challenging curriculum both inside and outside the classroom. We have high expectations and we make no apologies for being very demanding of our students and our staff, as only the best will do for our children.

Honesty, respect and trust are important to us, as is being prepared to learn and take on new challenges. We know that no one is the ‘finished article’ and we strive to do our best for our students every day. We are a welcoming school and if you join us, you will experience our ‘no blame’ culture, where everyone works together for the good of the students. It is essential that you have a restless determination and belief that all students can and will perform to the highest level.

As a United Learning academy whose motto is ‘The Best in Everyone’ you will be someone who wants the very best for all young people, irrespective of their background. We are earnest in our commitment to safeguarding our young people.

I hope you find the information you need in the accompanying pack and am sure you will find other useful information from visiting our website. You are also warmly invited to contact us by phone or visit Marsden Heights Community College ‘in action’ and meet our fabulous pupils and staff. Please visit our website:

www.marsdenheights.co.uk

I look forward very much to welcoming you to our school.

With kind regards



James Delve, Principal



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Our Ethos & Values

At Marsden Heights Community College, our vision is work together to ensure that every pupil reaches their full potential every day and is prepared for life after school.

Our Ethos	Our Values
<p>Pupils are proud to be members of Marsden Heights Community College and aspire to demonstrate these characteristics in lessons and beyond:</p> <p>AMBITIOUS To achieve the best.</p> <p>CONFIDENT To have the courage of their convictions and to take risks in the right cause.</p> <p>CREATIVE To imagine possibilities and make them real.</p> <p>RESPECTFUL To be respectful in all that they do.</p> <p>ENTHUSIASTIC To seek opportunity, find what is good and pursue their talents and interests.</p> <p>DETERMINATED To overcome obstacles and reach success.</p>	<p>We foster an environment where our values are at the core of everything we do:</p> <p>HARD WORK We encourage and support hard work, teaching pupils resilience and inspiring them to strive for their goals and future success.</p> <p>TRUST We build trust through open communication, integrity and mutual respect, creating a safe and supportive community.</p> <p>FAIRNESS We promote fairness so that every student is treated equally, and offer opportunities for growth and success for all, regardless of background or ability.</p>

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The Role

Assistant Principal, Quality of Education

Salary: Leadership Pay Scale—Competitive plus benefits including: Teachers Pension, Health Care Cash Plan, Generous Staff Discount scheme, 3 extra inset days for planning, at least one personal leave day per year.

We are seeking to appoint an Assistant Principal with responsibility for Quality of Education at Marsden Heights Community College. The Assistant Principal for Quality of Education will play a crucial leadership role in driving student outcomes. The successful candidate will work closely with senior leadership, curriculum leaders, and staff to ensure the effective delivery of the curriculum, monitor student progress, and implement strategies for raising standards. This role requires a passionate and experienced educator who is dedicated to improving student achievement and creating a culture of high expectations.

The successful candidate must:

- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Evidence of good to outstanding teaching and results.
- Excellent leadership skills and competencies.
- Have a commitment to support our enrichment programme by facilitating co-curricular clubs.

Closing Date: 28th February 2025

This job description is current at the date shown but following consultation may be changed by the Principal to reflect or anticipate the changing demands of the post commensurate with the grade and job title.



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Rewards & Benefits

Rewards and Benefits

Our pledge, to all our academy teachers, is that by working for us you will benefit from **more pay, more time, and more support.**

More pay...	More time...	More support
<ul style="list-style-type: none"> ■ We pay an average of 5% above national scales – the best rates of pay in the sector. ■ Cash towards medical treatment. ■ Generous staff discount scheme. 	<ul style="list-style-type: none"> ■ Three extra INSET days for planning. ■ At least one personal day a year. 	<ul style="list-style-type: none"> ■ Great training for your career. ■ Exceptional curriculum resources. ■ Expert subject advice. ■ Support for your wellbeing.

United Learning

Marsden Heights Community College is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our Group-wide intranet, our own curriculum, and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

JOB DESCRIPTION
ASSISTANT PRINCIPAL

Hours of work:	37.5 hours per week	Contracted weeks:	52 weeks
Supporting work/life balance:	5 Inset days per year, plus an additional 3 planning days, at least one personal day per year		
Reporting to:	Principal	Direct Reports:	Heads of Department
Remuneration Package:			
Salary: Leadership Pay Scale—Competitive	Dependent on Experience	Employer Pension contribution:	Teachers' Pension Scheme

Post: The Assistant Principal for Quality of Education will play a crucial leadership role in driving student outcomes. The successful candidate will work closely with senior leadership, curriculum leaders, and staff to ensure the effective delivery of the curriculum, monitor student progress, and implement strategies for raising standards. This role requires a passionate and experienced educator who is dedicated to improving student achievement and creating a culture of high expectations.

Key Responsibilities:

Strategic Leadership and Accountability:

- Lead the development and implementation of strategies aimed at raising student outcomes across all key stages, with a particular focus on disadvantaged students and those with additional needs.
- Support the Principal and leadership team in setting clear, ambitious academic targets and strategies for improving attainment and progress.
- Oversee the implementation of school policies related to curriculum design, teaching, learning, and assessment to ensure that they support high-quality education for all students.

Curriculum Development and Delivery:

- Work collaboratively with Heads of Department and Subject Leaders to monitor the delivery of the curriculum, ensuring it is relevant, challenging, and inclusive, and that it prepares students effectively for further study and employment.
- Regularly review and analyse student data to identify trends, gaps, and areas for improvement in teaching and learning.
- Support the continuous development of a broad and balanced curriculum that promotes high standards of academic performance and personal development.

Monitoring, Assessment, and Reporting:

- Lead and manage the school's systems for monitoring and tracking student progress, ensuring that teachers are using assessment data effectively to inform their planning and interventions.
- Work with staff to analyse outcomes from internal assessments, external exams, and progress data to drive performance improvements.
- Ensure high-quality feedback and reporting systems are in place to communicate student progress to parents/carers, students, and governors.

Improvement and Quality Assurance:

- Support the school's approach to continuous improvement by evaluating and monitoring teaching and learning standards.
- Lead and support initiatives to improve the quality of teaching and learning, including coaching, professional development, and peer observations.
- Use evidence-based strategies to drive improvements in outcomes, including intervention programmes and differentiated support for vulnerable students.

Collaboration and Staff Development:

- Support the recruitment, induction, and professional development of teaching staff, ensuring that high standards are set and maintained across all subject areas.
- Act as a model of excellent teaching practice, providing guidance and support to staff in the delivery of high-quality lessons.
- Foster a positive and collaborative team culture focused on shared accountability for student achievement.

Stakeholder Engagement:

- Engage with parents/carers and external stakeholders to ensure a holistic approach to improving outcomes for students.
- Present reports and updates on student outcomes and the quality of education to the governing body and other stakeholders as required.
- Ensure that the school's vision for high-quality education is communicated effectively to students, parents, and the wider community.

Marsden Heights Community College is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The academy is committed to safeguarding and promoting the welfare of children and young people and it expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION

Qualifications	Requirement	Evidenced
A degree in education or a relevant subject area.	Essential	Application
Qualified Teacher Status (QTS) or equivalent.	Essential	Application
Strong understanding of the UK secondary education system and educational policy.	Essential	Application
Experience		
Proven leadership experience in a secondary school, ideally at a senior level.	Essential	Application/ interview
Demonstrated success in improving outcomes for students, particularly in challenging or diverse school environments.	Essential	Application/ interview
Extensive experience in using data to drive decisions and improve academic achievement.	Essential	Application/ interview
Experience of leading or contributing to whole-school curriculum development.	Essential	Interview/ interview
Knowledge and Skills		
Deep understanding of teaching, learning, and assessment strategies that lead to improved outcomes.	Essential	Application/ Interview
Ability to analyse and interpret complex data to inform strategic decision-making.	Essential	Application/ Interview
Knowledge of current educational trends, Ofsted frameworks, and government education policies.	Essential	Application/ Interview
Strong organisational skills with the ability to manage multiple priorities and deadlines.	Essential	Application/ Interview
Excellent communication skills, with the ability to engage and motivate staff, students, and parents.	Essential	Application/ Interview
Ability to lead and inspire teams, and foster a culture of continuous improvement.	Essential	Application/ Interview
Personal Attributes		
Passion for education and a clear commitment to improving the life chances of all students.	Essential	Application/ interview
High expectations for self and others, with a clear focus on achieving excellence in student outcomes.	Essential	Application/ interview
A collaborative approach to leadership, with the ability to build strong, effective working relationships with all stakeholders.	Essential	Application/ interview
Resilience, adaptability, and the ability to thrive in a fast-paced, challenging environment.	Essential	Application/ interview
Strong problem-solving and decision-making abilities.	Essential	Application/ interview
Postgraduate qualifications in educational leadership or a related field.	Desirable	Application/ interview
Experience of working with data management and progress tracking systems.	Desirable	Application/ interview
Knowledge of effective strategies for improving outcomes for disadvantaged students or students with additional needs.	Desirable	Application/ interview
Additional Information		
The post holder will be expected to work flexibly, including attendance at evening events and meetings as required.		
This role involves a significant level of responsibility and leadership and will require a high degree of professional integrity, commitment, and passion for improving education.		