



# Ibstock Community College

Respect and Pride brings Success

## **Assistant Principal -Student Progress and Assessment**

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Dear Colleague

## **ASSISTANT PRINCIPAL – STUDENT PROGRESS AND ASSESSMENT, Permanent post, L9-L13**

We are delighted that you are interested in applying for this leadership role at Ibstock Community College, a successful and thriving academy of 570 students, with a strong track record and exciting plans for the future, located in the heart of the National Forest.

### **Context**

Our students come from the Ibstock area and a catchment of surrounding villages in North West Leicestershire. We are at an exciting stage in our development at Ibstock community College, as we are about to grow from being a Key Stage 3/11-14 school to welcoming students from 11-16 from Autumn 2022.

We anticipate exciting future developments and opportunities as we are also about to join LiFE Multi Academy Trust, through choice as a strong and successful school. We have a clear vision for all our students to fulfil their potential and we are working on our key priorities for improvement during this period of change, including curriculum development, teaching and assessment with 11-16 in mind.

This Assistant Principal role is a new role and will be an important addition to our relatively new senior leadership team, helping us to maintain our high standards and to keep improving the college as we expand into Key Stage 4. This is a genuine opportunity to contribute to an ambitious, collaborative and creative Senior Leadership Team. We are fortunate to work with a supportive, caring and dedicated team of staff, and it is a privilege to work with our community of lively and talented students who want to do their very best. We also take our responsibility to look after and to develop our colleagues incredibly seriously. **We are seeking someone who is an excellent teacher, with the ability, experience and potential to lead on the important areas of student progress and assessment.**

As with all schools, we have high expectations of those who are employed here but this is a community in which you will be nurtured, challenged and trusted to implement change and to fulfil your professional potential. We are committed to professional learning and work closely with our local Teaching Schools and a range of networks through LiFE MAT and other local schools, including our primary partners.

### **The role**

Ibstock Community College is a good school and we strive to improve further in all aspects of our work. We want to appoint an Assistant Principal who can help us further develop our use of assessment in a way that will ensure all our students can achieve their potential. You will be expected to lead by example and ensure that student learning and progress at Ibstock Community College continues to improve and ultimately we achieve success for all at KS4. Quite rightly, our community has the highest expectations of those of us who work here, and we all work exceptionally hard to inspire and support every member of our community to achieve excellence through a love of learning and a desire to succeed. We challenge ourselves to continually improve and understand that endeavour and effort are central to meeting the highest of expectations.





We are committed to creating a happy, purposeful and secure environment which provides excellent education and the opportunity for all to develop and grow; to build confidence and self-belief; and to be enriched and stimulated so that we can all contribute significantly and positively to the Ibstock community and beyond. Everything we do is underpinned by our RESPECT ethos which outlines clearly our expectations of ourselves and each other and has had a significant impact in generating a culture of respect and high standards.

We aim to achieve outstanding outcomes for our students as we develop into an 11-16 school with KS4 assessment and examinations. This role will focus on the further development of effective systems for using assessment and data that promote and support good learning through Key Stage 3 into 4. The successful candidate will need to inspire, encourage and motivate our talented and committed staff to deliver the best possible outcomes for all our students, enabling each one to reach their maximum potential. You will also have opportunities to play a wider role, working collaboratively with school leaders in LiFE MAT schools and also have a key leadership role in helping us to successfully bring about the change to 11-16.

### **About you**

This is a challenging and rewarding appointment and we are looking for a highly capable and experienced senior or middle leader to fill the post. You will be passionate about teaching and improving outcomes for children and young people and have a good understanding of the role that assessment can play. You will have practical knowledge of assessment policy and systems in one or more secondary schools and understand how to develop expertise in others, particularly in assessment and the use of data which leads to student success at GCSE. A good knowledge of Key Stage 4 qualifications and accountability measures is essential. You will be an excellent communicator who has experience of building strong, effective teamwork and effective partnerships beyond the college and in the community. You will be resilient, enthusiastic and energetic, plan effectively, listen to and involve people at every step of any changes.

### **The opportunity**

In return, we offer an exciting opportunity to shape and influence the college improvement work and future direction of Ibstock Community College; to innovate and lead change in this successful school that is committed to high expectations and success for all; to work with a supportive Executive Headteacher, Head of School, governors, and dedicated, skilled staff; and the chance to make a very real difference to the lives of our students.

Please see the Job Description and Person Specification documents for further information. If this role sounds like the ideal next career step for you we hope you will feel encouraged to apply. We encourage you to look at our website [www.ibstockcollege.co.uk](http://www.ibstockcollege.co.uk) for further information.

We would strongly encourage candidates to visit prior to making an application.

I have assigned the following dates for an informal visit:

Thursday 18 March 2021 11am

Tuesday 23 March 2021 2pm

Please email [principalspa@ibstockcollege.co.uk](mailto:principalspa@ibstockcollege.co.uk) to book onto one of the visits:

Alternatively I would be delighted to discuss this role with you in further detail, please email : [principalspa@ibstockcollege.co.uk](mailto:principalspa@ibstockcollege.co.uk) to arrange.

We very much hope that you will choose to apply, and we look forward to meeting with you.

Sophie Williams, Head of School





## About Ibstock Community College

Ibstock Community College believes that every student, no matter what their starting point, should have access to the same opportunities as their peers. Our broad curriculum and enrichment opportunities are the vehicles to achieve this. At Ibstock our aim is to develop and encourage all students to be well rounded members of the community, equipped for the next stage of their education and beyond.

Underpinning our ethos are **The RESPECT Standards**. These embody a mutual respect, built from trusting relationships between our staff and students, parents and carers, our governing body, our local community and partner schools. We communicate with each other calmly, politely and respectfully.

**Resilience**

**Equity**

**Success**

**Pride**

**Encouragement**

**Curriculum**

**Trust**



All students embrace their learning opportunities in a positive way. They have a thirst for knowledge and actively participate in engaging lessons, where they develop detailed subject knowledge. Teachers and support staff encourage them to be independent whilst offering personalised support when required. They give feedback and advice for improving and developing further.

Across the college teachers set high expectations of effort and behaviour in the classroom. Communication with parents ensures that everyone is working towards the same goal.

All students are well cared for, supported and helped to develop resilience and good mental health. They are open minded, tolerant and well informed young people who add value to the college, their families and the wider community.

All students enjoy a safe learning environment where anti-social behaviour of any kind is always challenged. They care for the college, making the most of the well maintained buildings and facilities. They are proud to wear their school uniform and are great ambassadors for our college.

## Project 24—our vision for the next 3 years, and beyond

In 2024 Ibstock Community College will have transformed into an 11-16 school and we will look forward to our first set of GCSE Key Stage 4 examination outcomes. We aim to be an exceptional learning environment in which all members of our community have the opportunity be the very best version of themselves.

We will have successfully established our broad knowledge-rich curriculum and developed our Key Stage 4 expertise within our staff team. Our RESPECT ethos will define and secure positive relationships for all, and will ensure that students, staff and parents/carers have the highest expectations of each other, expressed with clarity, kindness and respect. The rich curriculum, delivered passionately and knowledgeably in and out of the classroom, will lay the firmest of foundations for every young person whatever their starting point; it will encourage endeavour, resilience and curiosity and develop knowledge, skill and understanding. Courage will be valued more highly than perfection in order to build confidence, positive wellbeing and happiness. Ibstock students will be expected to become active citizens who take their environmental and charitable responsibilities seriously and our outward-looking philosophy will underpin our work in partnerships which contribute to Ibstock becoming a vibrant and stimulating centre of educational excellence, in which all will thrive and grow.



## Professional Development

At Ibstock Community College we value the critical contribution that continuous professional development makes to improve the quality of care and welfare of our staff in order to raise standards of our students. Ibstock Community College aims to provide a career development programme that uses the best available evidence and research to ensure excellence is achieved together and in partnership with all colleagues. Utilising and developing the good and outstanding practice already present in the College in conjunction with the best research available, we value everyone by maximising the development opportunity of every member of the teaching staff.

### Aims:

- Build a learning community where learning is a focus for all teaching and non-teaching staff.
- Provide a quality programme of professional development that focuses on progression at each stage of a teachers' career.
- Develop a CPD programme where teachers take control of their learning and are continually involved in a process of research and development
- Teachers who feel part of a College where talent is nurtured and good practice is shared recognised and rewarded.
- Encourage collaborations with other local professionals.



- A Leadership team who use their knowledge of the strengths and weaknesses of teaching to mentor and coach staff.
- A clear and effective appraisal policy which links teacher standards to performance targets.

**At Ibstock Community College we nurture talent and develop all staff at every stage of their career.**

We have a whole range of professional development options and colleagues are encouraged to share good practice and collaborate in a range of ways from action research to subject knowledge enhancement to the latest research led pedagogy. All staff are encouraged to have a Careers Conversation with the Head of School in order to personalise their professional development opportunities.



## Pastoral Care

At Ibstock we pride ourselves on the quality of our pastoral care. We see all of our staff and students as part of our Ibstock family and our Pastoral Team are dedicated to providing students with a high level of support within school to help them cope with the demands of life and to enable them to have the opportunity to meet their academic potential.

Our Pastoral Team consists of our Form Tutors, Pastoral Managers, Behaviour Support and a wider team of attached staff mentors. We pride ourselves in knowing each child individually and working very closely with students, and their families, to help each child grow into their full potential.

Our Pastoral systems are tightly interwoven with our SEND interventions and our highly experienced staff build in further support through the extensive network of external support agencies.

We have high expectations of our students' and their positive attitudes towards their learning. Ensuring every child understands and adheres to behaviour expectations, recognises and responds to our attendance and punctuality processes and is proud to represent our school community in retaining high standards of uniform, is a fundamental part of successful wider academic growth.

Building the skills for students to be respectful towards all, resilient in their learning and proud of being Ibstock students, is something our Pastoral Team excels in nurturing.



# Message from the Chair of Governors

Dear applicant,

Thank you for expressing an interest in the position of Assistant Principal – Student Progress and Assessment at Ibstock Community College. Our academy is an 11-14 school that is about to begin an exciting transition to 11-16 as we also join LiFE multi-academy trust, and the person who takes this role will be key to our success in this.

Governors have worked for several years to bring about this change and we are committed to providing the families that put their trust in us with the very best educational experience. This will result in their children becoming well-educated, well-rounded individuals, with excellent qualifications at Key Stage 4 that will give them real choices for the next stage of their education, and ultimately in their choice of careers.

The person who takes up this role will ensure that we assess student's growing understanding of our knowledge-rich curriculum accurately across both key stages, and that teachers are equipped to use this information to inform their teaching. They will also ensure our student's progress towards achieving the very best grades at GCSE is tracked accurately, in order to ensure every child reaches their potential.

Best of luck with your application.

Lee Donaghy

Chair of Governors, on behalf of the Ibstock Community College governing body

## Applications

Please visit <http://www.ibstockcollege.co.uk/content/vacancies.php> and download the full Job Description and application form.

To apply please write a letter of application to Sophie Williams, Head of School, no more than 4 sides A4 font size 12, to address the following:

- Why you feel you are ready to take on a senior leadership role
- How your experience so far has prepared you for this role
- Your knowledge of current education and assessment research and practice at whole college and individual student level, and how you might apply this in the role
- Your initial thoughts on how you might approach the role and any ideas you would want to develop

Please provide the names of two referees: your current Headteacher and someone who has been your line manager and who knows your work.

The closing time and date for this post is 10am, **Monday 12<sup>th</sup> April 2021**. Interviews will be held on **Tuesday 20th April 2021**.



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# **Applications Process**

## **Safeguarding**

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to behave in such a way that supports this commitment. Appointment to this post will be subject to satisfactory pre-employment checks.

## **Data Protection**

Should you be unsuccessful with your application the school will confidentially destroy your Application Form after six months of its submission. If you are successful in your application this information will be kept securely as part of your personal employment record.

## **References**

Applicants must provide the details of two referees. One reference should be from your current employer or if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation or from someone with whom you live. The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form.

## **Equal Opportunities**

We are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justified.