

ASSISTANT VICE PRINCIPAL

ABBEY VIEW PRIMARY ACADEMY

Required for September 2021:

The Trust is looking to appoint an aspirational, skilled and motivated academy leader to join the growing and highly committed leadership team at Abbey View Primary Academy. This is a unique opportunity for the right candidate to help shape and develop the strategic vision of a new and growing academy even further whilst ensuring that all children develop their potential, achieve academic success and develop the Academy's core values.

Job Title: Assistant Vice Principal

Job Salary: 5 point range from L6 to L10 (£47,967 - £52,983, 2020-21 values)
Salary will reflect the applicants experience and qualifications

Contract Type: Permanent

Hours: Full time

Start Date: 1st September 2021

Closing Date of Application: **21st April 2021**

Abbey View Primary Academy:

Abbey View Primary Academy is a brand new, state of the art academy in the heart of the Pine Trees Development in High Wycombe. It opened its doors in September 2019 to children in Foundation Stage, Year 1 and Year 2. The Academy will grow, year-on-year, to a two-form entry primary academy, offering places from Nursery to Year 6 with wraparound care provision.

Abbey View is a vibrant academy where children are enthusiastic and motivated to achieve. We want our children not just to achieve, but to exceed expectations and attain the very best results they can academically, creatively and personally. Our pupils take ownership of their learning, becoming highly aspirational and resilient learners.

Our motto is 'Learning Today...Leading Tomorrow' and this underpins everything we do.

There is no doubt that Abbey View is an exciting place to be for children, staff, parents and the local community.

The Role:

As an Assistant Vice Principal, you will work closely with the Principal to contribute significantly to the development of the Academy as it enters its next stage of growth. The successful candidate will play a huge part in accelerating the development of the Academy as an outstanding provider of education. You will actively participate and lead on a wide range of day to day organisational and strategic responsibilities.

Key Assistant Vice Principal responsibilities:

- Be an outstanding teacher and lead by example
- Strengthen the outstanding practice of the Academy and continually strive for excellence
- Have the highest expectations of students and maximise the progress of all groups of pupils across the Academy
- Lead on whole Academy responsibilities motivating and inspiring all staff

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- Have strategic vision and the leadership skills to lead and implement change
- Establish and develop excellent relationships with the community and other stakeholders
- Be ambitious for the Trust, especially with regards to developing our SCITT, School to School support, Academy sponsorship and Lead School of Wycombe and Marlow Teaching School Alliance.

We are focused upon employing ambitious staff with exceptionally strong leadership skills and will be tailoring the Assistant Vice Principal vacancy to match the requirements of the new Education Inspection Framework. Flexibility exists to shape the positions according to the successful candidate's particular experience, skills and interests. The variety of responsibilities available include:

- Teaching & Learning
- Assessment & Monitoring
- Pupil Premium provision
- Community Engagement
- Designated Safeguarding Lead
- Extra-Curricular provision

Our unique Trust offers you:

- Children who are keen to learn and have high aspirations of themselves
- The support of a highly professional and committed staff team and the opportunity to expand your professional networks beyond the Trust through our external partnerships
- The best opportunities for professional development, career progression and readiness for Headship
- An opportunity to lead a team of highly committed, talented and innovative staff
- A role tailored to suit your strengths and interests
- A competitive salary: a five-point scale from L6-10
- A teaching commitment of 60% ideally focused upon providing PPA cover and high-quality interventions
- Admission arrangements favourable to children of staff
- A positive working environment within an extremely well-resourced academy
- The opportunity to develop your career within an expanding multi-academy trust with a track record of excellent pupil attainment and achievement and staff wellbeing
- Interested applicants should complete the attached application form and write a letter of application, not more than two sides of A4, detailing how they meet some or all of the person specification requirements.

Please address the letter to Ms M Mirza and return via email to: mmirza@avpa.school by noon on 21/04/21.

Closing date: 12pm on the 21st April 2021

Short Listing: 23rd April 2021

Interviews to be held the week beginning: 26th April 2021

Abbey View Primary Academy is part of Inspiring Futures Partnership Trust. Our Trust includes an outstanding National Support School, Wycombe and Marlow Teaching School Alliance and a School Centered Initial Teacher Training Centre (SCITT); these wider educational activities allow us to offer a very wide range of exciting, challenging and enriching professional development opportunities and career progression pathways.

Interviews may happen earlier than the closing date by mutual agreement, early applications are encouraged.

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Inspiring Futures Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The position is subject to satisfactory clearance of an enhanced DBS check.

Person Specification Assistant Vice Principal

Category	Essential	Desirable
1. Qualifications/ Professional Development	<ul style="list-style-type: none"> ▪ Qualified teacher status ▪ Evidence of continuing professional development relating to academy leadership and management, and curriculum/teaching and learning ▪ Ability to identify own learning needs and to support others in identifying their learning needs 	<ul style="list-style-type: none"> ▪ Postgraduate level qualification ▪ NPQ ▪ Experience of working with other schools/organisations/agencies ▪ Experience of leading/coordinating professional development opportunities
2. Experience	<ul style="list-style-type: none"> ▪ Successful experience of leading one or more subject areas ▪ Substantial, successful teaching experience at outstanding grade ▪ Successful experience in a leadership and management role <ul style="list-style-type: none"> • At least 5 years successful teaching experience in the primary age range. 	<ul style="list-style-type: none"> ▪ Teaching experience in at least 2 of the 3 key stages ▪ Curriculum leadership in one or more core subjects
3. Strategic Leadership	<ul style="list-style-type: none"> ▪ Ability to articulate, share and secure buy-in of the Trust's vision of primary education with all stakeholders ▪ Ability to inspire and motivate staff, pupils, parents and trustees to achieve the aims of the Academy and Trust ▪ Evidence of successful strategies for planning, implementing, monitoring and evaluation Academy improvement ▪ Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these ▪ Knowledge of what constitutes highquality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils ▪ Understanding of and commitment to promoting and safeguarding the welfare of pupils 	<ul style="list-style-type: none"> ▪ Knowledge of the role and experience of working with the Board of Trustees ▪ Evidence of having successfully translated vision into reality at whole academy level
4. Teaching and Learning	<ul style="list-style-type: none"> ▪ A secure understanding of the requirements of the National Curriculum in the key stage worked in ▪ Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils ▪ A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning ▪ Experience of effective monitoring and evaluation of teaching and learning ▪ Secure knowledge of statutory requirements relating to the curriculum and assessment 	<ul style="list-style-type: none"> ▪ Understanding of successful teaching and learning across the entire curriculum across key stages ▪ Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management ▪ Whole Academy curriculum leadership ▪ Promoting SMSC of pupils across the curriculum and the promotion of British Values

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Category	Essential	Desirable
	<ul style="list-style-type: none"> Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management 	
5. Leading and Managing Staff	<ul style="list-style-type: none"> Experience of working and leading staff teams Ability to delegate work and support colleagues in undertaking responsibilities Experience of performance management and supporting the professional development of colleagues Understanding of effective budget planning and resource deployment 	<ul style="list-style-type: none"> Experience of working with Trustees to enable them to fulfil Trust responsibilities Successful involvement in staff recruitment, appointment/induction, Understanding of how financial and resource management enable an Academy to achieve its educational priorities
6. Accountability	<ul style="list-style-type: none"> Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, Trustees Experience of effective whole Academy self-evaluation and improvement strategies Ability to provide clear information and advice to staff and Trustees Secure understanding of current practice in performance management, including capability 	<ul style="list-style-type: none"> Experience of presenting reports to Trustees Understanding the criteria for the evaluation of finance and budgets Leading sessions to inform parents Experience of offering challenge and support to improve performance
7. Skills, Qualities & Abilities	<ul style="list-style-type: none"> High quality teaching skills Strong commitment to the primary education High expectations of pupils' learning and attainment Strong commitment to Trust improvement and raising achievement for all Ability to build and maintain good relationships Ability to remain positive and enthusiastic when working under pressure Ability to organise work, prioritise tasks, make decisions and manage time effectively Empathy with children Good communication skills Good interpersonal skills Stamina and resilience Effective ICT skills 	