



External Advertisement
Assistant Vice Principal (Mill Road Campus)

We are looking for a dedicated, hardworking, and dynamic Assistant Vice Principal to lead our Mill Road Campus. Reporting directly to the Vice Principal, this role is pivotal in ensuring that our academy fulfils its core aims and objectives, embodying our vision, values, and ethos.

As Assistant Vice Principal, you will collaborate with our team to enhance student achievement and ensure their safety and well-being. You will play a key role in supporting all students to sustain our high expectations of behaviour and attitudes, ensuring that every student receives the attention and support they deserve through our extensive pastoral support provision. Creating resilience within our students' character as well as enabling them to impact our wider community will be paramount to the successfully creating a respectful and successful Mill Road Campus for our students in Year 7 and Year 8.

Working within the Senior Leadership Team, you will foster a secure, challenging, and inclusive environment for both students and staff. Your role will involve guiding and managing our dedicated team and promoting teamwork and mutual respect. Additionally, you will partner with the Vice Principal to oversee the day-to-day operations of behaviour and attitudes across the Mill Road Campus, ensuring all students are supported with reasonable adjustments linked to factors such as special educational needs, disadvantaged, or looked after status.

If you are ready to make a real difference in the lives of the community of Maldon and contribute to the success of our academy, we want to hear from you!

Join us in creating an aspirational educational journey for all students at our Mill Road Campus.

Personal Qualities

The successful applicant should have a good honours degree and a QTS or equivalent teaching qualification and be able to demonstrate top-level operational management. Evidence of further study and continuing professional development is also positively encouraged.

Applicants should have a tremendous work ethic, unrelenting enthusiasm and be fully committed to fostering the learning and personal development of year 7 and 8 students. They should also have a vested interest in curriculum structure, a high level of integrity, and the ability to show strong entrepreneurial skills. They should also have a proven track record of meeting deadlines.

Responsibilities of the Post Holder

The responsibilities of the post holder are in accordance with the job description entitled Assistant Vice Principal (Mill Road Campus).

Pastoral

At Plume Academy, our students take pride in their appearance, behaviour inside the academy and outside in the wider community and they instinctively set high standards for meeting deadlines, being punctual and sustaining good attendance. As Assistant Vice Principal with responsibility of Mill Road Campus, it would be expected that these areas are led upon and our team around the students, in our student support centre, are led and driven to maintain high standards of all these key behaviour and attitude factors. As Assistant Vice Principal it will be imperative that support is given to all our stakeholders by members of the team that are in place whilst also ensuring that decisions, outcomes and processes are followed in line with the academy expectations. Being consistent, fair and balanced whilst also ensuring that we are ambitious in the expectations of our students, staff and parents and carers.

Wider Contribution

Full-time teaching staff may also have opportunities to contribute to the extra-curricular programme. This is very wide-ranging and can often enable staff to contribute skills and interests where they meet academy needs. Applicants should indicate if they have interests, and this will be discussed at the time of the interview.

Remuneration

The annual salary for a qualified teacher will be in accordance with the Leadership Pay Scale, which, from an appointment for a full-time post, currently involves a salary in the range of L16–L20, however, the current salary of the applicant will be taken into consideration in respect of the salary offered. Salaries are reviewed by national negotiation with effect from September 1st each year. Progression through the Leadership Pay Scale is subject to an annual performance review process.

Application Process

If you are interested in the position and wish to discuss the post prior to application, please email Mrs. Dorcas Ologunde, Director of Human Resources, via d.ologunde@plume.essex.sch.uk to arrange a telephone conversation.

We are exceptionally proud of our academy and what we can offer new members of our team, and our Director of Human Resources will be pleased to discuss the post and provide further information about the academy with you.

To apply, please complete the Plume Academy application form (see link via our website). This must be completed and submitted to HR@plume.essex.sch.uk by the closing date stated (unaccompanied CVs or third-party application forms will not be accepted).

Closing Date: **noon on Monday, April 15, 2024**, and interviews will take place on April 22 and 23, 2024.

Plume Academy remains fully committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and Trustees to share this commitment.