



Alsop High School



APPLICATION PACK

ACADEMY:

Alsop High School

ROLE:

Associate Assistant Principal
Pastoral Care, Culture and
Attendance (Non-Teaching)

START DATE:

As soon as possible

SALARY:

FTE £44,711-£49,764

Actual £39,269-£43,707

GRADE:

Grade 8 SCP 35-40



“I have worked at Alsop High School since 2000, when I started my career in education, as a PE Learning Support Assistant. It was working with such a passionate and enthusiastic staff team that inspired me to complete my PGCE and return as a member of the teaching staff in 2002. I have taken advantage of every opportunity and experience Alsop has offered, which has led me into my current role of Assistant Headteacher.

Alsop is a very special and unique school and our students and families are at the centre of all we do. We ensure everyone has the opportunity to be the very best that they can be, both personally and academically. I am immensely proud to work alongside my amazing colleagues to help shape the generations of families we serve within the school community and beyond”.

Kathy Begley

Assistant Headteacher



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MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Alsop High School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of seven schools serving the metropolitan Borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.



The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In recent months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in every school Ofsted Inspection.
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,



Mr Christian Wilcocks
CEO Omega Multi-Academy Trust



MESSAGE FROM SENIOR LEADERS

It is our great pleasure to welcome you to Alsop High School. We are both proud and privileged to be leaders of our caring, dynamic and truly amazing school. It is an exciting opportunity to be joining our school at this time, as we are on a journey to excellence and our school motto of *Achieving Excellence Together* embraces this vision. We are looking for talented, committed and passionate colleagues to join us on this journey to excellence.

Alsop High School is a school at the heart of our community, steeped in history as the largest High School in our vibrant City of Liverpool, and we have been serving the families of Walton for over 100 years. We are “Team Alsop” and our strong sense of community is evident across our staff body, with new colleagues often highlighting the support from others as a real strength of our school.

Built upon our three core values of *Ambition, Respect* and *Community*, and in line with our Omega Multi-Academy Trust mission and aims, our school vision is to provide the best possible school experience for every child. We are ambitious for every student, with high standards and expectations underpinned by compassion at the core of our drive for students to be successful.

We are committed to our students mastering the knowledge, understanding and skills to ensure that they achieve great things, fulfil their potential and leave Alsop articulate, resilient, compassionate and culturally aware. Our talented and committed colleagues go above and beyond to ensure that every student is provided with the challenge, opportunities and support to be successful and achieve to their full potential.

Built upon a research and evidenced based approach to curriculum development and teacher pedagogy, we have built a knowledge rich curriculum and believe that if children understand the purpose of what they are learning and why they are learning it, not only will they be more engaged but they are much more likely to remember what they have learnt and be able to use it again in the future.

In November 2020 we converted to become an academy and became part of Omega Multi-Academy Trust. Our staff are our greatest asset, with colleague well-being and workload being something we are very mindful of, and as part of Omega Multi-Academy Trust colleagues benefit from strong collaboration, network opportunities and a broad and varied professional development programme at every level.



In joining Alsop High School and Omega Multi-Academy Trust, you will be part of a forward thinking, reflective and driven organisation whilst working within a community centred secondary school.

We thank you for your interest in becoming a member of Team Alsop and we hope our approach resonates with you and that you are inspired to want to join us in delivering on our vision. If you are passionate about career development, passionate about working with like-minded colleagues and passionate about developing positive student and parent relationships as part of our journey to excellence, then we would welcome your application.

Yours faithfully,

Senior Leadership Team



JOB DESCRIPTION

Job Title:	Associate Assistant Principal- Pastoral Care, Culture and Attendance (Non-Teaching)
Academy:	Alsop High School
Salary:	FTE £44,711-£49,764 ACTUAL: £39,269-£43,707
Grade:	Grade 8 SCP 35- 40
Accountable to:	Head of School/Senior Leadership Team
Start date:	As soon as possible
Closing date:	Wednesday 26 th February 2025 3pm
Contract Type:	Permanent –Term time plus 2 weeks (37 hours)

We are a school on a mission - to provide the best school experience for every child in our school community so that their life chances are transformed. To support us on this mission, we are seeking to appoint a highly motivated, talented, and inspiring Associate Assistant Principal (Pastoral Care, Culture and Attendance) to join us at Alsop High School.

PURPOSE

To support the strategic development of the academy focusing on student's Pastoral Care, Culture and Attendance with a consistent approach to our Positive Behaviour policy.



Main Responsibilities

- Be an Associate member of the Senior Leadership Team and a member of the extended Safeguarding Team.
- As an associate member of the Senior Leadership Team, take appropriate steps to ensure that all students are safe and happy both inside and outside of the Academy.
- Be responsible for ensuring high standards of Pastoral Care, Culture and Attendance, and the consistent application of the behaviour policy, by all staff, as it applies to your designated key stage.
- Line manage the work of a number of Year Managers within your designated Key Stage, ensuring the effective deployment of resource and consistent application of the behaviour policy, to ensure an orderly, safe and effective learning environment.
- Oversee all individual behaviour plans; organise / direct the implementation of the appropriate behaviour modification plans for students with challenging behaviour so that targeted intervention is applied effectively.
- Lead by example and insist upon a visible presence around school supporting teachers and other colleagues in ensuring an orderly and safe learning environment.
- Work with staff who struggle to manage 'significantly challenging' students with individualised strategies as well as leading on whole school de-escalation strategies.
- Oversee all incoming/outgoing managed moves within the appropriate key stage.
- Rigorously monitor/analyse patterns of behaviour and provide a half termly report to the leadership team including key actions/priorities for the term ahead, relating to designated key stages.
- Where considered appropriate liaise with parents/carers.
- Coordinate the collation of behaviour data and sharing of that data/information with other relevant stakeholders, as required, such as Governors, Trustees or Omega MAT Colleagues.
- In cases of suspension and permanent exclusions, assist in the preparation and tracking of all documentation for the Governors/Trustees panel.
- Attend and contribute to the Senior Leadership Team within the school, as required and when relative to the role.
- Lead assemblies, as part of a rota, to promote positive behaviour and engagement.
- Lead detentions, and other specific interventions, as required, to promote positive behaviour and engagement
- To carry out morning, break, lunch and after school duties as required by the leadership team.
- Carry out any other duties as directed by the Executive Principal / Senior Leadership Team.



Equal Opportunities:

- To promote equal opportunities so that all children and families will gain optimum benefit from the service provided
- To promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing

Generic Staff Requirements:

- Uphold the professional standards expected of every member of Academy staff in all dealings with colleagues, students, parents / carers and the wider community
- Adhere to the principles expressed in the aims of the school and its mission statement
- Actively contribute to the continued development of the school by attending training, participating in relevant meetings, and putting forward ideas for improvement
- Be a positive, collaborative team member
- Apply school and trust policies in all aspects of the role
- Keep up to date with all aspects of the safeguarding children policy as it applies to the post

This job description will be reviewed annually.

The post-holder may be required to take on additional responsibilities when necessary to ensure the effective running of the Academy.



“Beginning my teaching journey in Alsop High School is an experience I am truly grateful for. Having been an Alsop student myself, I have always admired the dedication, hard work, and heart of the staff body. Throughout my training year, I was given the utmost support and felt inspired daily. That inspiration is something I endeavour to share with our students. I aspire to create an environment in which all pupils believe in themselves and encourage them to see what I see in them.

The continued professional development from Alsop and Omega Multi-Academy Trust during my ECT year have been invaluable. I have been encouraged and guided to become a reflective practitioner and undoubtedly, this has had a positive impact on my confidence and classroom presence. My experience since joining Alsop High School has enabled me to see the true heart of our school and I am enjoying the privilege of positively contributing in any way I can.”

Eve McArdle

English Teacher



PERSON SPECIFICATION

Academy: Alsop High School

Job Title: Associate Assistant Principal

You should be able to demonstrate that you meet the following criteria which are all essential

E= Essential D=Desirable

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

QUALIFICATIONS

D	Degree or equivalent qualification	A
D	Additional qualifications relevant to the post	A

KNOWLEDGE AND UNDERSTANDING

D	Strong working knowledge of the current challenges within a mainstream school environment	A/I
D	Knowledge of equal opportunity issues for young people	A/I
E	A flexible and open-minded approach to learning and the development of young people	A/I
E	Demonstrate knowledge of the SEN code of practice and child protection policies and practice	A/I
E	Demonstrate an ability to establish effective relationships with young people and those with challenging behaviours	A/I
E	Ability to lead by example by following and working to all policies and procedures, including Behaviour and Safeguarding	A/I
E	Ability to engage positively with varying key stakeholders including Parents, Staff and Students.	A/I

**EXPERIENCE**

D	Recent experience within a school setting in a pastoral role as a Head of Year, or similar	A/I
E	Recent experience of working with young people (Teaching or Non-Teaching)	A/I
E	Recent experience of working with your people with social, emotional and/or behaviour needs	A/I
D	Experience of change management and data analysis	A/I

PERSONAL QUALITIES AND SKILLS

E	Highly effective interpersonal, communication and presentation skills; the ability to lead and enthuse others; the ability to co-operate and co-ordinate with other departments	A/I
E	Excellent administration, organisation and management skills	A/I
E	Excellent information and communication technology skills	A/I
E	A commitment to raising achievement and improving behaviour across the school	A/I
E	Ability to multi-task and deal with numerous challenges simultaneously	A/I
D	Willingness to be involved in extra-curricular activities	A/I
E	Commitment to developing links with parents, the community and business	A/I
E	Driven towards achieving results for all in terms of levels of progress	A/I

PRE-EMPLOYMENT CHECKS

E	Positive recommendation from all referees, including current employer	R
E	DBS Clearance post appointment	N/A

GENERAL REQUIREMENTS

E	Commitment to the Trust's ethos and values	A/I
E	Commitment to providing a responsive and supportive service	A/I



THE SELECTION PROCESS

HOW TO APPLY:

If you wish to apply for this post with Omega Multi-Academy Trust, then you should follow the below steps:

- If you would like to discuss this role with a member of the Senior Leadership Team or organise a visit to our school, then please email recruitment@omegamat.co.uk with your request and we will coordinate a mutually convenient date and time to visit.
- Download and complete the Omega Multi-Academy Trust application form from our website.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible).
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Alsop High School. CVs cannot be accepted.
- The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. There should be no unexplained gaps in career history.
- Email completed application forms to recruitment@omegamat.co.uk by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

TIMETABLE FOR THE SELECTION PROCESS

Closing date for applications: Wednesday 26th February 2025 3pm

Start date: As soon as possible



“From the first minutes of starting my role as pastoral support officer, Team Alsop has always made me feel welcome, valued and supported. In my role, I count myself lucky to be able to forge excellent relationships with the students and their families. The role brings me great job satisfaction in assisting students to become the best, happiest and most successful versions of themselves.

Alsop has always supported me with my own continuing professional development, encouraging me to take part in both whole school and individual projects and this has given me opportunities to further my own knowledge and expertise in my role. I am proud to be part of such a supportive and caring team of staff, who work tirelessly to ensure the students stay at the center of everything we do.”

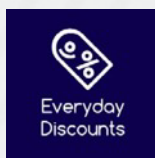
Dave Taylor
Pastoral Support officer



STAFF WELLBEING & BENEFITS

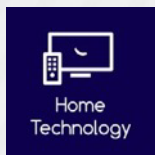
Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



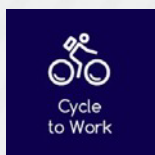
Everyday Discounts

Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



Home Technology

An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



Cycle to Work

An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Octopus Electric Vehicles

An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Health Club Membership

Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK



STAFF WELLBEING & BENEFITS



Online Health Portal

Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



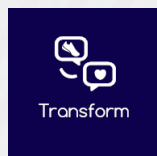
Online GP

Video or phone consultation with a GP at a time that suits you.



Employee Assistance Programme

Legal, money advice and personal support and guidance.



Transform

Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



ALSOP HIGH SCHOOL

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