



Candidate Information Pack

Deputy Headteacher: Quality of Education

The Birley Academy



L.E.A.D. Academy Trust



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Welcome from the CEO

L.E.A.D. Academy Trust comprises primary and secondary academies across the East Midlands. Our mission is to be a pioneering, confident, high-performing Trust with national and international influence.

We are determined to bring about change and improvement to education standards in the East Midlands by appointing visionary leaders who believe in the Trust's vision and values and are committed to making a tangible difference to the lives of children and young people.

As a Trust, we pride ourselves on the support and advice we give to all our leadership staff, enabling them to be exceptional leaders and teachers who can inspire both pupils and staff.

This role represents an exciting opportunity to be part of something special; developing and supporting our Trust in improving educational outcomes while retaining the school's individual identity and specific needs of their children, young people and community.

If you are ambitious, determined, energetic and passionate about education and want to join us on our mission, then we look forward to receiving your application.

Diana Owen CBE

Chief Executive Officer





L.E.A.D. Academy Trust
comprises of:

23
primary

..... and

3
secondary
academies

..... across

5
geographical
regions

..... with

11,000
pupils

..... and

1,500
members
of staff





Our Academies

Within our Trust, all academies strive to achieve:

- The highest standards of behaviour and conduct.
- Outstanding teaching and learning.
- A fully inclusive approach in which all children are equally important.
- A climate of mutual respect between the children, staff and community.
- Positive relationships.
- High aspirations for all involved with the school – a ‘can-do’ attitude.
- A wide range of enrichment opportunities for all to get involved in.
- A celebration of all the cultures and faiths represented in the school.
- An organisation in which there are no excuses for underachievement.

"The headteacher is a visionary leader. Leaders, including subject leaders, are a united team."

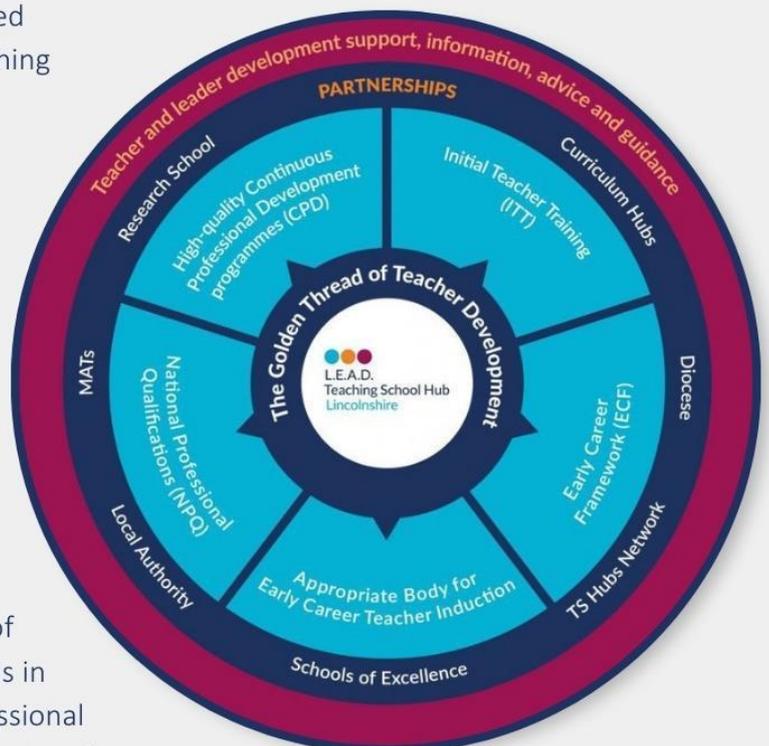
Witham St Hughs Academy
Ofsted Report, 2012

L.E.A.D. Teaching School Hub

'Working together to lead the highest outcomes for all.'

L.E.A.D. Teaching School Hub Lincolnshire was launched in 2021 as one of the 87 organisations to be awarded Teaching School Hub status by the DfE. The Teaching School Hub is designated to work with schools across Lincolnshire and throughout our Trust. It supports every school type and phase, including nursery, primary, secondary, special and alternative provisions.

The role of the Hub and the Trust is to promote the importance of high-quality continuing professional development, from Initial Teacher Training through to executive leadership, supporting teachers throughout their career in a sequential and cohesive way. During 2021/2022 the TSH delivered 167 days of CPD to 2,163 participants, supporting 233 schools in total. The ability to access this high-quality professional support is therefore a significant opportunity associated with joining our Trust.





Help to shape the future direction of The Birley Academy

Welcome, and thank you for your interest in joining the Leadership Team of The Birley Academy as Deputy Headteacher responsible for the Quality of Education. You will be joining us at a truly exciting time – as a team, we are fully committed to transforming the school into an exceptional place to learn. As the new Deputy Headteacher, you will play a key part in helping to shape the future direction of our school.

This post has a key focus on the quality of education. We are seeking someone with a passion for developing and implementing our approach to staff development - developing skilled teaching, promoting a culture of positivity, high aspiration and expectation, and ensuring a high-quality curriculum is enacted across all areas of the academy.

We are looking for someone who will embrace taking The Birley Academy to be one of the best schools in the city and beyond! We are seeking a Deputy Headteacher who will become a core part of our school community, with a can-do attitude and a passion for getting the best out of everyone. You will be self-motivated but collaborative, passionate and research informed, demonstrate radical candour but with humility. Your standards will be high, but with a base of warmth and care.

Collaborative working across the Trust

You will have the opportunity to work collaboratively with leaders across L.E.A.D. Academy Trust, shaping our curriculum offer and quality assurance. You will be the linchpin in the implementation of our Teaching and Learning Excellence Framework at The Birley Academy. We need a leader who is dynamic, enthusiastic, ready to drive rapid improvement, is passionate about teacher development, interested in research and one who understands how we can utilise this to improve our pedagogical practice. We are seeking a leader who can work at pace and one who works with relentless optimism.

If you think you could be the resilient, enthusiastic, intelligent and brilliant leader we need, we can offer you students who are keen to become their best selves. Students who will make you laugh; who will make you proud; students who will make you remember why working in a school is so special; staff who are hardworking and who want the best for our school; a leadership team who are passionate and dedicated to making Birley brilliant, and a supportive and aspirational Trust in L.E.A.D. Academy Trust.

Please get in touch with us if you would like to discuss this vacancy or if you would like to arrange a visit to our school.

Yours truly

Victoria Hall
Headteacher



Benefits of being part of L.E.A.D. Academy Trust for Teaching staff

We recognise that successful people place value on a range of benefits associated with their careers, including receiving professional recognition, commensurate financial reward, job satisfaction, opportunity to innovate and a balanced approach to work and personal time. We place value on these aspects too.

Employee benefits from day 1

1. National teacher pay and conditions, including generous TPS scheme with minimum 23% employer contribution rate.
2. Superb CPD opportunities via various established routes including dedicated Teaching School Hub.
3. Access to Trust EAP service: 24/7 free advice on range of issues and wellbeing counselling.
4. Free eyecare vouchers and flu jabs.
5. Access to free Occupational Health Service, including physiotherapy service.
6. Access to free staff discounts and cashback for a huge range of products.

Ofsted feedback

"Leaders and staff are highly ambitious for all pupils. They take their responsibility to the pupils and the community very seriously. This is seen in their careful work to develop a knowledge-rich curriculum that promotes character development and raises aspiration."

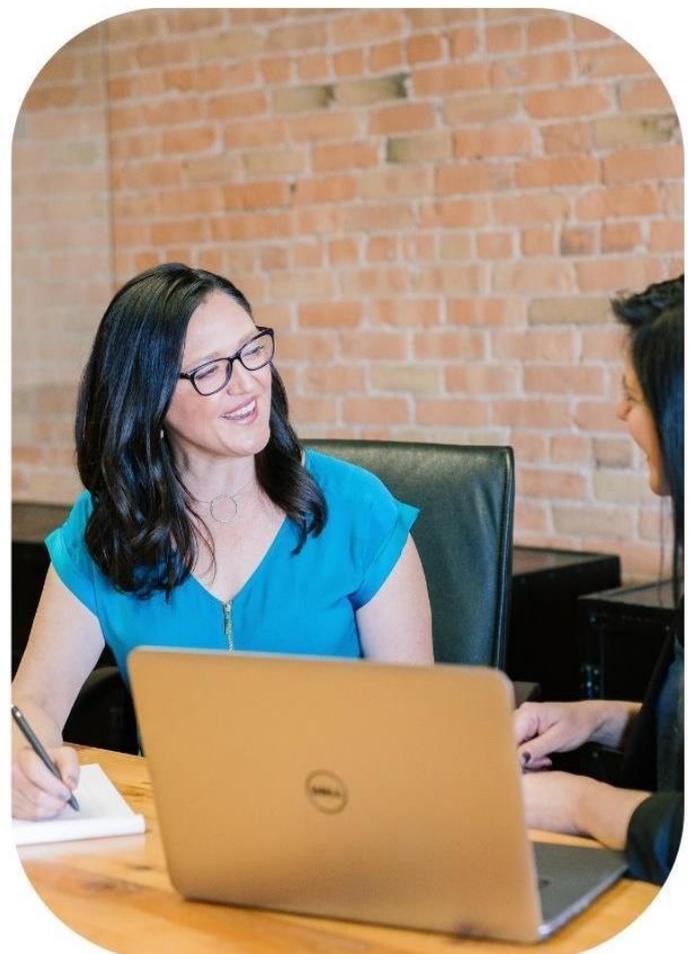
Radford Academy Ofsted Report, Jan 2023

"Staff feel that leaders are considerate of their well-being. They talk about leaders being approachable."

Bishop Alexander Academy, March 2023

"Staff value the training that they have had and the time to develop subject leadership roles. Teachers at the early stage of their career feel well supported and valued as members of staff."

Forest Lodge Academy, June 2022



“Leaders have introduced a careers curriculum. Pupils in Year 10 enjoy participating in work experience.

They gain confidence and learn more about their own talents and interests.”

Ofsted, 2023



How to apply

Please send a completed application form and covering letter explaining your interest in the role and how you meet the person specification to : hr@leadacademytrust.co.uk .

CLOSING DATE: 9.30am on Wednesday 24th April 2024

INTERVIEWS: We expect interviews to take place Monday 29th and Tuesday 30th April 2024

Applications will be reviewed upon receipt, therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

For an informal, confidential discussion about this opportunity, please email: hr@leadacademytrust.co.uk .



"I wanted to be part of an organisation that works in partnership, believes in collaboration and invests and understands the importance of high-quality leadership and management."

Rebecca Riley, Deputy Headteacher,
Huntingdon Academy



Job description

Key responsibilities and accountabilities

Deputy Headteacher: Quality of Education

Salary: L18-22

Role Purpose:

To contribute to the overall leadership of The Birley Academy, taking a leading role within the Senior Leadership Team.

To take responsibility for the strategic leadership of driving up standards at the academy, ensuring an outstanding provision and outcome for every student.

Deputise for the Headteacher in their absence.

Key Responsibilities:

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance.

- Develop and communicate a clear vision and strategy specifically around the quality of education, including CPD and quality assurance.
- Strategically and operationally lead the drive for improvement in your designated area.
- Working with the Headteacher and Deputy Headteacher(s)/ Assistant Headteacher(s) to lead, manage, coordinate, and evaluate whole academy monitoring and evaluation, and review processes to ensure that the school secures the highest standards of teaching and learning, attainment, progress, behaviour and attendance.
- Oversee the process of drawing together priorities for development from internal and external reports, self-evaluation, and performance management into an effective plan for training and development.
- Be the strategic lead for the quality of education as designated by the Headteacher.
- Develop systems, strategic plans and policies that will support the leadership of the academy and ensure that these plans are enacted.
- Develop short-, medium- and long-term plans which support the development and resourcing of specific areas of responsibility.
- Create and maintain an agenda of aspiration and achievement for the academy, working with staff to do so.
- Provide a consistent team approach to routine and behaviour/ethos matters.
- Leadership of effective external relationships with the community and other stakeholders.

Safeguarding

- To act as a Designated Safeguarding Deputy within the Academy
- To uphold the academy's policies in respect of Safeguarding and Child Protection and ensure the safety and performing of all learners.

Strategic Management

- In consultation with staff, the Headteacher and L.E.A.D. Academy Trust create and maintain the ethos, vision and aims of the academy including the drafting of relevant policies.
- Work with the Headteacher to raise the quality of teaching and learning and pupil's achievement, setting high expectations and monitoring and evaluating effectiveness of learning outcomes.
- Develop whole staff, phase teams and individuals to enhance performance. Undertake coaching and mentoring; plan, organise and deliver staff meetings, including utilising colleagues and external speakers to develop pedagogy, practice and managing of behaviour in the school.
- Ensuring that academy systems and accountabilities are delivered according to the key principles of simplicity, efficiency and effectiveness.
- In collaboration with the Headteacher design, refine, implement and manage effective processes for developing the quality of education across the Academy, including CPD for teaching and support staff, and quality assurance processes.
- In collaboration with the Headteacher, ensure that the Academy values and culture are evident across the school and that these can be articulated clearly and evidenced.
- Planning and delivering academy policy in key areas.

Accountability

- Advising and reporting to the Headteacher, Governing Body and Trust teams as required.
- Working in accordance with statutory policy.
- Liaising with officers, inspectors and other outside agencies.
- Developing relationships between the academy and its local community.
- Contributing to the process and completion of any self-evaluation processes.
- Being accountable for the delivery of key strategic objectives as determined within this job description, and in negotiation with the Headteacher.
- Line management and responsibility for whole school systems, including but not limited to those for the quality of the curriculum, teaching and learning, quality assurance and CPD.

Leadership and Management of People

- Deputising for the Headteacher as required.
- Providing an approachable, authoritative and visible presence in and around the academy to provide support for staff, students, parents and the local community.
- Developing a strong sense of teamwork and common purpose among staff.
- Carrying out performance management of key leaders and managers.
- Performing other duties determined in discussion with the Headteacher.
- Training, coaching, supporting and directing staff as required to ensure a positive, professional and achievement focused ethos is maintained.
- Developing a shared expectation of outstanding curriculums and teaching and learning.
- Creating and supporting an aspirational and innovative culture of learning in the academy.
- Developing middle leadership and ensuring the impact of middle leaders upon pupil progress and attainment.
- Ensuring staff members line managed are held accountable and meeting the expected standards of their role.
- Creating a climate of reflective practice and professional development that enables all members of staff to flourish and achieve their very best.

**Class Teacher Responsibilities:**

- Carry out duties of a schoolteacher as set out in the current School Teachers' Pay and Conditions Document.
- Model the Academy values and expectations to a high standard when teaching.
- Carry out the duties of a general class teacher as detailed in the school's class teacher job description, including some provision for cover of absent teachers.
- Be responsible for teaching across Key Stage 3 and/or Key Stage 4. To deliver high quality lessons that meet the expected standard.
- Maintain positive working relationships with students and staff.

Person specification

The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The two right-hand columns provide guidance as to whether these items are essential (E) or desirable (D) criteria.

Area	Essential	Desirable
Knowledge & Experience	<ul style="list-style-type: none"> • Graduate (with a good degree) • Qualified Teacher Status • Minimum of three years at senior leadership level • Experience in more than one school • Experience of delivering high quality INSET to teaching staff • Evidence of leading, supporting and managing others, both individuals and teams, ensuring high quality performance • Experience of raising standards of teaching across a school • Experience in developing CPD processes and plans across school • Experience of working with teaching staff at all levels to drive improvement in standards of teaching across school • Successful experience of processes of monitoring, evaluation and review that provide data which improves the quality of education • Successful experience of processes of monitoring, evaluation and review that provide data which improves standards of teaching • Good level of ICT skills and experience of how new technologies can be used to raise standards 	<ul style="list-style-type: none"> • Experience in urban academies • Evidence of continuous self-development and updated knowledge in the fields of teaching and learning and education management, particularly in the areas of responsibility for this post • Further study e.g. at Masters level or NPQH • Knowledge of school funding • Understanding of strategic Multi Academy Trust (MAT) development.



	<ul style="list-style-type: none">• Experience of presenting to a wide audience including teachers, leaders, governors and parents• Ideas of how language, literacy and numeracy can be used across the curriculum to raise standards.• Experience of embedding systems to develop teaching and learning, CPD, and quality assurance.• Experience of managing and implementing change successfully at whole academy level• Experience in holding others to account, and ensuring standards and expectations are met and upheld.• Experience of being a Deputy DSL, or willingness to learn.• Experience liaising with and building relationships with external agencies and families.	
Personal Qualities	<ul style="list-style-type: none">• Enthusiasm for and commitment to the achievement of the academy's overall vision• Willingness to work hard.• Good sense of humour• High levels of emotional intelligence.• Confident and proficient ability to analyse, interpret and make inferences using a wide range of performance data.• Calm, positive and optimistic whilst under pressure.• Flexible and adaptable• Ability to instil trust and confidence in pupils, their families and staff.• Strong communication (literacy and oracy) and numeracy skills.• Active team member.• Able to manage time and prioritise effectively.• Patience, reflectiveness and curiosity. Able to model best practice for all staff.• Values collective responsibility.• Enthusiastic and exceptional teacher, with a proven track record of excellent results in public examinations.• Awareness of and commitment to equal opportunities and valuing diversity• Creativity and enthusiasm to promote a positive academy image to the local and national community	



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

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