



Washington  
Academy

*Enriching Lives, Inspiring Ambitions*

# RECRUITMENT PACK

Deputy Headteacher – Quality of  
Education



Consilium  
Academies

*Enriching Lives, Inspiring Ambitions*

# Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of Deputy Headteacher – Quality of Education at Consilium Academies.

At Consilium, we believe in enriching lives and inspiring ambitions through our values of:

Partnerships  
Opportunity  
Integrity  
Excellence  
Equity  
Being people-centred

We recognise the unique value of each individual, whether they are staff or students, and are dedicated to ensuring that every member of our Trust reaches their full potential. To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

Our focus on being people-centred extends to providing exceptional professional development for all members of our Trust, including teaching and support staff. This commitment is reflected in our Centre for Professional Learning, where colleagues have access to tailored training opportunities and resources to meet their specific needs.

We firmly believe that every student, regardless of their background, deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our academies align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally. We aim to instil a passion for lifelong learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is to create a family of academies that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed. We also value our stakeholders as partners in our collaborative efforts with the communities we serve.

Consilium Academies is currently undergoing significant development with numerous opportunities for all staff. Joining us now presents an exciting prospect for professional and personal growth.



Mr Michael McCarthy

Chief Executive of Consilium Academies.

# Welcome from the Headteacher

Dear Candidate,

Thank you for expressing your interest in working at Washington Academy. Washington is proud to be part of the Consilium Academies, read on to find out more about the Trust. Once you have read this application pack, if you would like to visit us, please get in touch.

As our school continues to grow, we have a clear aim. That aim is to ensure our students have access to a dynamic and progressive learning environment. Our exemplary standards of behaviour and respect makes this possible.

Washington is an inclusive school and we are all committed to the following aims:

- Providing students with an exciting, engaging, and rich education;
- Recognising and celebrating the unique nature of every child in our community;
- Celebrating the successes of our Academy and our community to the full


We are seeking to appoint a candidate who shares our commitment to inclusivity and can ensure that all of our students can excel. We want someone who will ensure our students leave Washington Academy with an education that allows them to progress onto the next stage of their journey when they leave us and that they also have the skills needed for daily life.

We are looking for candidates who share our commitment to inclusive education and who would contribute to the genuine warmth of our school. We can offer robust career development opportunities. This includes unrivalled CPD delivered by lead educationalists live from our trust's centre for professional development.

The right candidate will be qualified, creative and vibrant. They will be fully committed to our aims. Moreover, they will be personable and therefore will contribute positively to the welcoming environment we are so proud that Washington has.

I cannot think of a better time to join our team.

I look forward to receiving your application.



Vicky Carter  
Head Teacher



## About the Academy

Washington Academy offers excellent learning experiences to all its students through a very diverse curriculum which caters for the needs of all. The academy opened new state of the art buildings in 2009 and endeavours to ensure all our young people enjoy their lessons in an inspiring learning environment.

Students, parents, staff and governors are proud of recent achievements here and, as well as helping students achieve the results they need to follow chosen career paths, has a huge and varied programme of activities and extra-curricular opportunities on offer.

Washington Academy is fully committed to each individual in our academy, recognising their uniqueness and individual potential. We have high expectations of all students in terms of behaviour and commitment to learning and of our parents in working with us as partners to support individual progress.

Our very strong links with partner primary schools ensures smooth transition from primary to secondary school, allowing a strategic approach to raising aspirations and generating further success.

Washington Academy is a place where all members of its community feel welcome, safe and experience a sense of belonging. We believe that only where this exists can learning and personal development progress successfully. Washington Academy is seeking to develop the whole person.

# About the Trust

## The Consilium Mission

*“Enriching Lives, Inspiring Ambitions”*

We are proud to be Consilium Academies, a Trust that believes in the unique value of each individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

We are committed to enriching the lives of all those involved in our Trust through an ambitious, student-centred approach to education.

Consilium Academies is a Multi-Academy Trust consisting of nine schools based across three hubs in Salford, South Yorkshire, and the North East of England.

We believe in inclusivity, both in the schools and communities we serve and are committed to working with our Academies to ensure our ethos is realised on a daily basis.

- The lives of our young people should be enriched by care, experience, and opportunity. This is achieved by;
- helping children and young people to succeed to their potential academically, socially, and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff, and students achieve their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed;
- ensuring all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a Central Team led by our Chief Executive, Michael McCarthy. The team provide direct services to our schools as well as Trust-level accountability, leadership, and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of our Trust. We work with our schools in a supportive way that does not detract from the individual identity of a school, instead allows them to grow and focus on student achievement and success.

## **WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:**

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 34 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Vivup. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- An excellent CPD offer for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspirations

# About the Role

**Job Title:** Deputy Headteacher - Quality of Education

**Start date:** 1<sup>st</sup> September 2024

**Hours:** Full time

**Contract:** Permanent

**Salary:** Leadership Scale Points L18 – L22. Equal to £71,729 - £79,112 per annum

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Are you passionate and determined to make a real difference? We are seeking to appoint a committed and inspirational Deputy Headteacher who is able to obtain the best outcomes for their pupils and lead on Quality of Education.

We are looking for someone who is passionate about their subject and determined to impart knowledge, skills and understanding to all our young people, whilst exciting and engaging them in their learning. Candidates will have the drive and motivation to continually improve the department, whilst understanding the importance of developing a positive culture.

We are looking for:

- An inclusive individual, with high expectations of their students, who is committed to maximising rates of progress and has innovative ideas to support all pupils.
- Someone with a sense of humour, who understands the importance of developing a positive culture in our organisation.

If you feel you share our values, have the vision and drive for excellence and want to be part of an enthusiastic and dedicated team, committed to ensuring that students fulfil their potential, then we would like to hear from you.

The successful candidate will present the best possible example of professional standards to colleagues.

To apply please download and complete the attached application form. Please note we do not accept CV's. We ask that all completed application forms are sent to David Gilboy-Dodds at [David.gilboydodds@consilium-at.com](mailto:David.gilboydodds@consilium-at.com)

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

**The closing date for applications is 17<sup>th</sup> May 2024**

**Interviews will take place on 22<sup>nd</sup> May 2024**

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check and, where applicable, a prohibition from teaching check will be completed for all applicants.

In accordance with our statutory obligations under Keeping Children Safe in Education, Consilium Academies is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Consilium Academies might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

*Please note: If you have not been contacted within one week of the closing date please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.*





## Job Description

Job Title:	Deputy Headteacher – Quality of Education
Reports to:	Headteacher
Based at:	Washington Academy
Salary:	Points L18 – L22

### Main purpose of the Role

- Support colleagues including the SLT in their work to develop and improve the school in order to achieve exceptional standards in teaching and learning in order to improve standards of behaviour, attendance, academic progress, attainment and personal development.
- Lead and manage the realisation of the school's vision through the implementation of a holistic, ambitious and fully inclusive academic and co-curriculum for all students achieving this through an engaging and inspiring teaching and learning strategy.
- In partnership with the Headteacher, facilitate an exceptional culture of lifelong learning through a comprehensive continuing professional development offer that supports individual staff and ensures high quality teaching and excellent student progress.
- Lead and manage whole school priorities, as determined by the Whole School Development Plan.
- Support and contribute to the development and implementation of the school vision and strategy.
- As a member of the senior leadership team provide support, supervision and direction in the day-to-day operational running of the school.
- Consistently evaluate workload to promote staff wellbeing and a positive culture.

### Core Responsibilities & Tasks

- To establish and maintain an excellent learning environment, demonstrated by regular and robust evidence, that encapsulates the overall vision for the school.
- To ensure that day-to-day operational aspects of the school community run smoothly and efficiently. Encapsulate the overall vision of the school and promote a positive culture.
- To ensure high and consistent standards of work and behaviour from students within the school community.
- To secure the most effective standards of teaching, learning and assessment through exceptional support for colleagues.
- As part of the teaching staff deliver highly effective lessons across the age range.
- To provide leadership, professional support and guidance for staff ensuring that all are treated fairly, equitably and with dignity and respect to create and maintain a positive culture.
- To work with the Headteacher to ensure the best possible use of resources and value for money.
- Undertake such other duties as reasonably correspond to the general character of the post and commensurate with membership of the Senior Leadership Team.
- To carry out all activities in such a manner that data protection requirements are met and are in line with the School's policies for Health and Safety, and Equal Opportunities.
- Supporting the Headteacher and the rest of the leadership team to ensure a culture of safeguarding is maintained at all times.
- To embed the principles of distributive leadership throughout the school.

### Specific Responsibilities & Duties

- To promote all key strategies to support improved outcomes for all students.
- To ensure aspirational aims and objectives are realised in partnership with the Headteacher through the excellent leadership and management of the school. In particular, to support staff in achieving the highest standards of teaching, learning and assessment. Supporting students to achieve the highest standards of behaviour and attendance.
- In partnership with the Headteacher, develop and implement policies, systems and processes to ensure coherent and effective improvement in teaching and learning.
- Develop embed and consistently evaluate the continuing professional development and learning offer for all staff.



- Establish systems for quality assurance to inform the school SEF.
- Line management of assistant Headteacher.
- Working closely with senior leaders to curriculum is delivered consistently and is highly effective.
- In partnership with the Headteacher manage workload of staff and to actively promote staff wellbeing.
- Deputise for the Headteacher in their absence.
- Support to the School Improvement Process including;
  - Supporting the Headteacher to ensure a robust performance management process is in place.
  - To be responsible for the writing and delivery of relevant sections of the School Improvement Plan and the school's Self Evaluation Form (SEF).
  - To hold leaders to account for progress and achievement of all students and the quality of teaching, learning and behaviour within their department.
  - In conjunction with the Headteacher, ensure that pedagogy and subject specific knowledge and understanding reflects current educational research and develop partnerships within school, across the trust and with a range of other partners to support collaboration and development of best practice. In conjunction with the SENCo and the rest of the senior team ensure that the literacy and numeracy strategy is embedded across the curriculum.
- In conjunction with the rest of the senior leadership team ensure that all work undertaken in the departments and across year groups complies with school processes, procedures and policies. Promoting the highest professional standards.
- Demonstrate a passion for education read widely and think deeply about education and related issues and who take a proactive approach to your own professional development.
- Maintain confidentiality inside and outside of the school.
- Support the senior leadership team in developing links with parents, other schools, educational institutions, industry and the wider community in order to enhance teaching and learning and children's personal development.

### Corporate Responsibilities

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues.

### Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check with barred list information will be requested on successful application to a position at the Trust.
- Due to the routine of the school, the workload may not be evenly spread throughout the year. Flexibility of hours, and a flexible attitude and willingness to assist others in the team, when required is necessary.
- Where the post holder has a budgetary responsibility, it is a requirement of the role to work within the Academy's financial regulations.

## Person Specification

	Essential/ Desirable	Method of Assessment
<b>Qualification and CPD</b>		
Qualified Teacher Status	E	AF/C
Permitted to work in the UK	E	AF/C
Evidence of relevant and substantial CPD including Middle Leader Training	E	AF/C/R
National Professional Qualification for Headship NPQH or higher degree	D	AF/C
<b>Experience and Knowledge</b>		
Experience at Senior Leadership Level	E	AF/R
Teaching across the secondary age range and in particular experience of teaching across the secondary range in an area of high disadvantage	E	AF/I/R
Experience of successful curriculum leadership, including monitoring, evaluating and target setting	E	AF/I/R
Experience of working well in partnership with staff, governors, children, parents, carers and the wider community	E	AF/I/R
Experience and knowledge of high standards of safeguarding children	E	AF/I/R
Experience in Ofsted Inspection and post inspection action planning	E	AF/I/R
Experience of the performance management process and the role of reviewer	E	AF/I/R
Experience of working within a pastoral role	E	AF/I/R
Extensive experience of working with multi agencies and other partners	E	AF/I/R
Experience of using a range of creative provisions to support student development	D	AF/I/R
<b>Skills</b>		
Exemplary classroom practitioner and role model for excellent teaching and learning	E	AF/R/P
Able to analyse and interpret data, identify trends and develop and deliver appropriate support and intervention strategies for improvement	E	AF/I/R/P
Has good working understanding of assessment and tracking	E	AF/I/R/P
Has a sound understanding of strategies to enhance teaching and learning opportunities	E	AF/I/R/P
Has a good understanding of school self-evaluation and improvement planning	E	AF/R
Has a good understanding of current educational initiatives and relevant legislation	E	AF/I/R/P
Competent in the use of ICT	E	AF/R
Communicates well orally and in writing at all levels	E	AF/R/P
Able to plan and organise	E	AF/R
Proven Leadership qualities to motivate and inspire others	E	AF/I/R
Has a good understanding of project management	D	AF/R
Has a profound understanding of the needs of children	E	AF/I/R/P
<b>Personal Attributes</b>		
Able to work as part of a team	E	AF/I/R
Embraces change well	E	AF/I/R
Deals with difficult situations effectively	E	I/R
Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community	E	AF/I/R
High degree of motivation for working with children and young people	E	I/R
Willing to take part in extracurricular activities	E	AF/I
Able to demonstrate innovation in school leadership	D	AF/R

<b>Leadership and management – The ability to demonstrate</b>		
An effective leadership style that inspires confidence and collegiality in those they lead, which motivates and encourages others to participate and go the extra mile	E	AF/I
Versatility and flexibility in terms of one’s own leadership style. To be aware of different management styles	E	AF/I
Resilience and motivation to lead the school through day-to-day challenges whilst maintaining a clear strategic vision, staying positive, and focusing on key priorities	E	AF/I
Genuine passion and belief in the potential of every student	E	AF/I
An educational vision aligned with the school’s high aspirations and high expectations of themselves and others	E	AF/I

