



Welcome to our Trust

Deputy Principal
Recruitment Pack



Contents

03

Welcome from the Chief Executive Officer

05

About Anglian Learning and Bassingbourn Village College

07

Working for Anglian Learning

09

Role Summary

10

Job Description and Person Specification

14

How to Apply

Welcome to Anglian Learning



Thank you for your interest in the position of Deputy Principal at Anglian Learning.

We are an ambitious, outward looking school trust consisting of seven secondary schools and eleven primary schools, the latest to join our community being Stour Valley Community School and Clare Community Primary School in March 2025. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Joanna Handsley, HR Officer, on hr@anglianlearning.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.



**Jonathan Culpin,
CEO, Anglian Learning**

Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds



About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties and eighteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.



In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than

9,000

pupils

Employing over

1,300

members of staff

3

counties

18

academies

About Bassingbourn Village College



Bassingbourn Village College has just celebrated its 70th Birthday, being established as part of the Village College movement, opening in 1954. We are proud of this rich academic tradition but are now looking to become a high performing, happy and successful college, with a strategic plan to achieve this ambition by our 75th Birthday in 2029. To achieve this, we will need excellent, passionate leaders who believe in our potential to be a truly inclusive, community centred school that demands the best outcomes for all.

Bassingbourn Village College is an 11-16 mixed comprehensive school with a growing student body, currently 670. This enables us to know our students as individuals and foster our core values of respect, responsibility and residence. With a new Principal starting in September 2024, Bassingbourn is looking to build on its strong foundations and develop a rich and inspiring curriculum led by passionate and high quality staff.

Our close-knit Senior Leadership Team combines diverse professional expertise, hands-on experience, and a shared passion for education. We work collaboratively to set strategic goals, drive key initiatives, and foster a high-performance culture that inspires both students and colleagues within the school and across the Trust. Together, we are dedicated to shaping an environment of excellence and continuous growth.



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a myriad of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Joanna Handsley, HR Officer, via hr@anglianlearning.org.

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



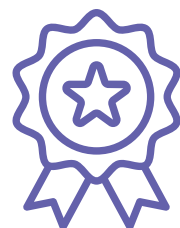
Employee Assistance Programme



Specsavers VDU Vouchers



Boots Flu Vouchers



Perkbox – a benefit, reward and recognition platform offering a wide range of discounts on high street and online shopping



Role Summary

Core Purpose

The Deputy Principal will play a critical role in ensuring that Bassingbourn Village College becomes one of the highest-performing and most inclusive schools in Cambridgeshire. Working within the Anglian Learning blueprints your leadership will foster an exceptional learning environment where all students, particularly those with SEND and other vulnerabilities, can thrive academically, socially, and emotionally. Through strategic leadership, innovation, and collaboration, you will drive cultural change, empower staff, and raise standards in behaviour, attendance, and quality-first, student centred, teaching for all.

Vision and Expectations

At Bassingbourn Village College, we believe in creating a community-centred, inclusive school that demands the highest outcomes for all students. We are on a mission to continue to deliver a high-performing, happy, and successful college. As Deputy Principal you will be a key architect of this vision, ensuring that:

- Respect, responsibility, and resilience are at the heart of our high quality behaviour culture.
- All staff and students feel valued, supported, and empowered.
- Vulnerable students and those with additional needs experience outstanding support and opportunity.
- The College remains innovative and adaptive in its pursuit of excellence.

SALARY: Leadership Pay Scale, Points L14 (£68,586 FTE) to L18 (£75, 675 FTE)

HOURS: Full Time

PENSION: Teachers Pension Scheme

DISCLOSURE LEVEL: Enhanced DBS plus Barred List Checks

LOCATION: The post holder will be based at Bassingbourn Village College but may be expected to work across the Trust and to travel between sites.

RESPONSIBLE TO: Principal

MAIN RESPONSIBILITIES

Under the direction of the Principal:

Strategic Leadership

- Promoting and developing the school's vision, as set out in the College Improvement Plan
- Ensuring that staff and resources are utilised effectively for the benefit of all students in our care.
- Challenge existing practices to drive cultural and systemic change towards excellence.
- Foster collaboration across different College inclusion teams such as safeguarding, attendance and behaviour, to ensure a joined-up approach to inclusion for all.
- Work in collaboration with colleagues to drive forward school and Trust-wide strategic priorities, continually striving for excellence.
- Work with families and external agencies as appropriate to ensure students needs are met and barriers to inclusivity are removed.
- Quality assurance of all aspects of school life, challenging and supporting where necessary.

Safeguarding

- The successful candidate will take a leading role in the leadership of safeguarding at the college and will most likely receive training as a Designated Person.
- The successful candidate will show an unrelenting determination to ensure that safeguarding standards are exemplary.
- To ensure that you always model excellent practice in relation to safeguarding and child protection.

Behaviour

- Develop and uphold the school's policies on behaviour, discipline and bullying
- Lead the college in its approach to behaviour, through the training of staff, liaison with parents and other agencies;
- Supporting the college on a day to day basis with issues that arise;
- Support and challenge students where necessary.
- Undertake responsibility for leading our pastoral structure including transition arrangements.

School culture

- Create a culture where students experience a positive and enriching school life and staff professionalism is upheld at all times.
- Encourage high standards of behaviour from pupils. Role model consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

Staff Leadership and Development

- Coach and empower staff to take ownership of improvements in practice.
- Lead and inspire teams to deliver the highest standards of care and education.
- Role model good management skills and behaviours, providing advice and support where required to grow strong managers and future leaders.
- Promote professional development opportunities to build expertise in inclusive teaching and learning.
- Work in partnership with Trust central support teams e.g. Human Resources, to ensure relevant support is offered to staff and appropriate management action is taken where required.

Teaching

- Ensure that your teaching and associated work is of a consistently high standard and you are always reflecting upon your own practice and support other teachers to do the same.

Monitoring and Evaluation

- Use data effectively to monitor progress, identify trends, and implement targeted actions.
- Report regularly to the Principal and Governing Body on the impact of inclusion strategies.

Other Duties & Responsibilities

- Support and deputise for the Principal
- Line manage other members of the Leadership team, subject and pastoral leaders
- Support the delivery of key policies
- Participation at Senior Leadership Team meetings and other school and trust events as and when required.
- Model for all staff, how to build constructive working relationships with pupils, parents and other staff.
- To maintain a safe, respectful and healthy environment for parents, visitors, and employees.
- To maintain own professional development and to participate and actively take part in the appraisal process of the Trust.
- Any other duty as requested by the Principal which is commensurate with the post and appropriate to the seniority and professional experience of the post holder.

Qualifications and Training

Essential:

- Qualified Teacher Status (QTS) with evidence of outstanding teaching practice.

Experience

Essential:

- Proven track record of improving outcomes and behaviour of students.
- Significant experience in leading cultural change and embedding new initiatives.
- Significant experience in a leadership role, in a secondary school.

Desirable:

- Significant experience of coaching, mentoring and/or managing staff.

Skills and Knowledge

Essential:

- Exceptional communication and interpersonal skills to inspire and empower staff, students, and families.
- Strong analytical skills to evaluate data, identify trends, and plan strategic actions.
- Ability to challenge and innovate, driving improvement in pursuit of excellence.
- A collaborative leader, able to build strong relationships with internal and external stakeholders.
- Awareness of the challenges facing vulnerable students and how to address them effectively.
- Understanding of current research and best practices in relation to SEND and safeguarding.

Desirable:

- Knowledge of the most effective school improvement strategies.
- Experience as both a pastoral and academic middle or senior leader.
- Experience of developing systems for ensuring effective tracking and monitoring of students to ensure all needs are met.

Personal Qualities

Essential:

- Passionate about inclusion and committed to achieving the best outcomes for all students.
- Resilient, adaptable, and solution-focused.
- A role model who embodies the values of respect, responsibility, and resilience.
- Energetic, enthusiastic, and relentless in pursuing excellence.

How to apply

Dates

CLOSING DATE:	30 April 2025
INTERVIEW DATES:	W/C 12 May 2025
START DATE:	01 September 2025

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about advancing your career as a Deputy Principal and meet the person specification we invite you to apply for this exciting opportunity via:

https://ce0976li.webitrent.com/ce0976li_webrecruitment/wrd/run/etrec179gf.open?WVID=612290007I&LANG=USA&VACANCY_ID=9842460IDg

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact Joanna Handsley, HR Officer, via hr@anglianlearning.org.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

Anglian Learning
Lode Road
Bottisham
Cambridge
CB25 9DL

PHONE: 01223 340340

EMAIL: hr@anglianlearning.org

WEBSITE: www.anglianlearning.org

SOCIAL MEDIA:

