

EASTERN MULTI-ACADEMY TRUST (EMAT)

DEPUTY PRINCIPAL, GLADE ACADEMY

BRANDON, SUFFOLK

SALARY RANGE: £46,566 - £51,402 PER ANNUM



PRINCIPAL'S WELCOME

Dear Applicant,



Our staff work as a team to engage children in all aspects of their learning. Every child matters to us. We model our core values of Respect, Resilience and Teamwork in every aspect of our work throughout the community. We recognise that every child is unique, with different strengths and areas of need. We work hard to build supportive relationships with all our children, recognising and celebrating their achievements with them, and identifying and assisting with their areas of need.

We embrace each child as a whole – academically, socially and behaviourally; seeking to support and develop each of these areas, to the child's full potential. Our Student and Family Support Team (SaFS for short), and Nurture Group play a key role within this work. Parents and carers know their children best, they are a key part of each child's learning experience; we exploit as many opportunities as possible to develop our relationship with parents and carers, and to ensure they can play as full a role as possible within their child's experience of Glade Academy.

Working together, we strive to create a learning environment which will result in every child at Glade Academy developing confidence, self-esteem, independence, the ability to build and maintain successful, healthy relationships, and a lifelong love of learning. Glade Academy is part of the Eastern Multi-Academy Trust, which currently comprises thirteen primary schools, and one secondary school, in two 'hubs' – King's Lynn, and Breckland. All schools in EMAT are driven by its values of Empower, Motivate, Achieve and Transform.

We are lucky to have one of Brandon's pre-schools on site; Brandon Fledgelings is based in our building, and we enjoy a close working relationship with both the staff and the children.

We would be happy to give you a tour of our school, which we are very proud of – please phone or email our school office if you would like to book a mutually convenient time to visit us; we look forward to meeting you!

With best regards,

Tracey McCarthy,

**Principal,
EMAT, Glade Academy**

“Working here is special. You get to work with a great team of happy and enthusiastic people who go above and beyond to help not only the children but also each other to be the best versions of themselves that they possibly can be. We love the supportive atmosphere that Glade has developed over the past 3 years.”

Member of staff





OUR ACADEMY

The View of our staff

The children and adults at Glade make it a special place to be. We create a fun, safe and nurturing environment throughout the school for all children to learn and strive to do their best every day. We build strong relationships with pupils and families; we are invested in them...the children know that we have their best interests at heart. The children see the strong, supportive relationships we have as a staff and this provides them with a blueprint that they can aspire to. They feel part of a community. It's fun! The children see us having fun and want to be part of that positive, working environment. We spot when children are not "right" and do something about it...we have time for them. We celebrate all their achievements, no matter how small...we are inclusive and we obviously care about our children as people, not just pupils. They are valued for being them.

Working here is special. You get to work with a great team of happy and enthusiastic people who go above and beyond to help not only the children but also each other to be the best versions of themselves that they possibly can be. We love the supportive atmosphere that Glade has developed over the past 3 years. It's OK to not be super human; we all recognise that we are doing our best and we are all pulling in the same direction with the focus being on the children.

There has been a noticeable change over the past three years...a positive one. Everyone is enthusiastic about learning and it shows in the quality of work, the environment around school and the attitude of all. The biggest changes have been in the way children are valued, listened to and understood; also encouraging and facilitating the children to take appropriate amounts of responsibility for their own safety, learning and self-improvement.

Our biggest challenges have been Covid and shaking off the shadows of the past. It has been an uphill battle but we are winning the war! There is a different feel around Glade now.

Our biggest strengths are that we put our children at the centre of everything we do, our staff team is supportive and there's an understanding atmosphere. We want and expect the best for everyone, and from everyone.

We allow everyone, adults and children, to have a voice and to be valued as an important part of Team Glade.

"We are a team and we work as one."

"Everyone is enthusiastic about learning and it shows in the quality of work, the environment around school and the attitude of all."
Member of staff





OUR ACADEMY

The View of our Children

We are proud to be members of Glade Academy. We have amazing friendships, supported by our Core Values (Respect, Resilience, Teamwork) so we achieve more together.

“It’s a good place to make new friends and we all look after each other.” (Jae, Y4).

The community that we are in helps our brains develop new ways of learning. We enjoy learning in super fun ways in different subjects.

“The different lessons inspire me to want to learn more.” (Lily, Y4).

Our school environment looks outstanding. We help to look after it by picking up litter and tidying away after ourselves. Our teachers support us to do our best work for the display boards around the school and it makes us feel really proud and confident about ourselves and what we can achieve when we see our work on display.

Sharing Assemblies give other classes an insight into what we have been learning; sometimes we feel a little nervous but at the end when we get a big round of applause we feel really proud. When we are part of the audience we always learn some new, interesting knowledge.

All the staff members around our school treat all of the children the same, and they help to keep us all safe.

“We feel safe in our school.” (T-J, Y4).

Staff members prioritise our safety and if any of us have trouble hidden deeply inside us there are lots of staff members who will make time for us to talk to them; we are also really lucky to have Paul, our Student and Family Support Worker...he is friendly, kind and funny.

“I am proud that our school is a safe place.” (Any, Y2).

Children welcome new students into the Glade experience with a friendly smile.

Each year students can choose to apply to be a School Councillor – they have to write a speech and read it to the rest of their class, then a ballot is held so that everyone can vote; the one with the most votes wins. The School Council plays an important role because it gives all of the children a voice so that they can play an active role in the life of the school.

Every child deserves the outstanding care and education that we get at Glade Academy.

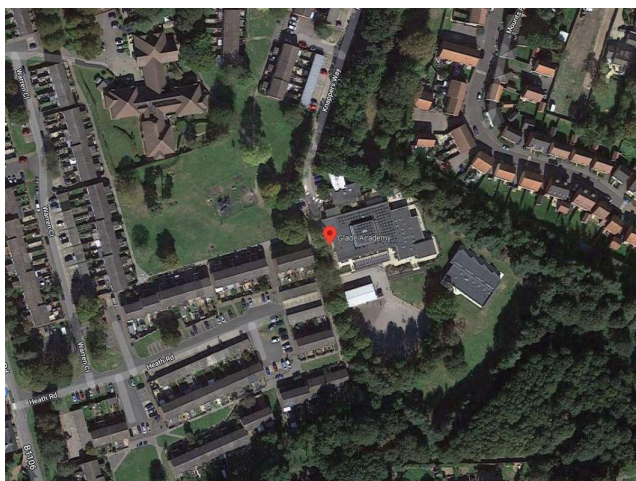
“I am proud of everything in our school.” (Joshua, Y2).

“We allow everyone, adults and children, to have a voice and to be valued as an important part of Team Glade.”
Member of staff





GLADE ACADEMY, BRANDON, SUFFOLK



We welcome every child and family into our school, putting time and effort into building strong and robust relationships centred around meeting the needs of our children, and embracing individuality and diversity.

Glade Academy joined EMAT in 2018, and is one of our two Suffolk based Academies. Glade is a large site providing ample outdoor learning and recreation space. The academy itself is currently within its improvement plan and receives additional investment into its infrastructure and educational facilities. We have had a very positive visit from Ofsted recently and are eagerly awaiting our report.

Brandon is a small market town in the English county of Suffolk with an estimated population of just over 9,500. Surrounded by acres of forest, the town has a number of local attractions right on its doorstep. Thetford is approximately 80 miles from London and 30 miles from Cambridge, Norwich and Kings Lynn. It has excellent rail links to Norwich, Cambridge and London.

Brandon boasts a Country Park, Market and Leisure Centre, as well as being close to Thetford Forest - part of the forestry commission's portfolio. Thetford Forest is the UK's largest man-made lowland forest - straddling the south of Norfolk and the north of Suffolk, this patchwork of 18,730 hectares of heathland, pine trees and broad leaf trees is fantastic to explore on foot or on bike..[Thetford Norfolk - town information \(norfolk-norwich.com\)](http://norfolk-norwich.com)

Nearby villages and market towns including Wymondham, Attleborough, Bury St Edmunds and Diss provide idyllic residential options and a variety of employment opportunities within the NHS, commercial businesses, local government, food, drink, manufacturing and agriculture sectors, or access to public transport for commuters.

To read more about our Academy and our curriculum ambitions, please visit our website <https://www.gladeacademy.co.uk/>





JOB DESCRIPTION: DEPUTY PRINCIPAL

Professional Duties

- To carry out the duties of a class teacher and Deputy Principal as set out in the Academy Teachers' Pay and Conditions document. (Kym – is this wording correct??)
- To undertake the responsibilities of a class teacher and set a high quality example of teaching, organisation and classroom management.
- To be involved in the strategic management and day to day running of the school.
- To play a major role in formulating and evaluating the impact of the Academy Improvement Plan.
- Support with the leadership of the Principal, as part of the Senior Leadership Team.
- Modelling of the academy vision, ethos and aims of the Academy.
- Promote the academy within the local community.
- To deputise for the Principal as and when required.
- To act as line manager to allocated staff.

Teaching and Learning

- To be responsible with the Principal for improving the quality of teaching across the school.
- To drive improvements in children's progress rates throughout the academy.
- To assist in the planning of teaching groups and staff deployment.
- To assist in the monitoring and evaluation of the curriculum alongside Principal
- To ensure consistent and accurate records are maintained throughout the school and statutory and academy policies are met.
- To take on the role of a phase/curriculum subject leader. (dependent on successful applicant)
- To provide guidance and support to other members of staff in implementing curriculum plans, both by mentoring and by working alongside individual teachers.

Pupils

- Ensure that the ethos of the academy in the terms of high standards of physical and emotional wellbeing for all children, is maintained.
- Ensure the good conduct and behaviour of children and assist in promoting good discipline throughout the academy.

Continuing Professional Development

- To support the implementation of INSET within the academy.
- To participate in the Performance Management of staff to inform the individual CPD plans.
- To contribute to the Academy and wider Trust CPD programmes
- To undertake ongoing personal and professional training and development to retain up to date knowledge and practice and pass that on to others

Management

- As a member of the Strategic Leadership Team contribute to the policy and strategic development of the academy.
- To assist the Principal in the management of the school efficiently and effectively on a day-to-day basis, including supervisory duties.
- To play a key role in the academy's pastoral system, supporting staff, pupils and parents when necessary.
- To assist in facilitating good communication within the school and sustain the personal motivation of staff.

Stakeholders

- To develop and maintain good relationship with parents and the local community.
- To develop links with Council members, Inspectors, Advisers and other relevant external agencies.

General leadership

- To ensure that the Academy and Trust's policies and procedures are implemented by staff within the Academy
- To act as a Designated Safeguarding Lead within the Academy in line with the requirements of the Academy and Trust Policy.
- To ensure the health and safety of all within the Academy





JOB DESCRIPTION: DEPUTY PRINCIPAL

Qualifications

- Degree and QTS
- National Professional Qualification Middle Leadership (or willing to obtain)

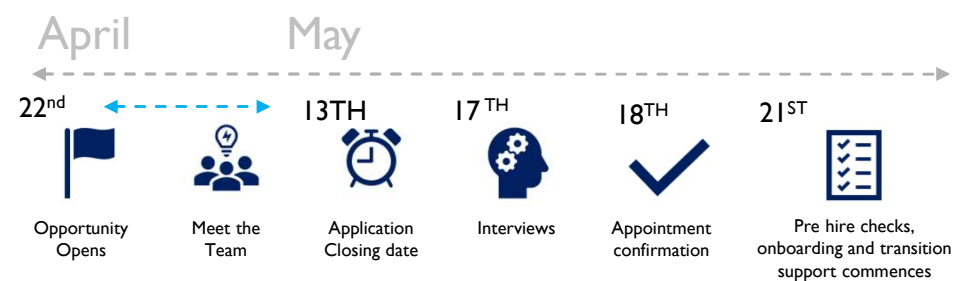
Knowledge, understanding and Experience

- Experience as an existing Assistant Principal or in a leadership position
- Experience in Early years and Key Stage One
- Successful substantive experience of a leadership role within a primary school
- Experience of the successful leadership of change
- Experience of improving teaching and learning
- Experience of ensuring the successful implementation and promotion of safeguarding procedures
- Knowledge of Teacher Training programmes
- Up to date knowledge and understanding of the curriculum at primary level and Ofsted requirements

Personal and Professional Qualities

- Ability to communicate clearly and accurately verbally and in writing
- Ability to lead and inspire staff, parents and children
- Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives
- Ability to produce and implement Academy based policies and procedures including safeguarding and PREVENT

Summary	
Pay Scale	MPS/ UPS to Leadership Scale (Teachers Terms and Conditions)
Pension	Teacher Pension Scheme
Relocation Package	Yes: Subject to eligibility criteria terms and conditions
Subsistence Payment	Yes: Subject to eligibility criteria terms and conditions
Allowance	Recruitment and Retention allowance
Appointment commencing	Available from September 2022





BEING PART OF THE EMAT GROUP

Belonging to a Trust, you will have access to a breadth of knowledge and expertise from within the network of 14 schools within the region and encouraged to collaborate with colleagues from both inside the Trust but also within the education sector and beyond. You will be part of something bigger coupled with the individual identity of leading one of our academies, its staff and its pupils into its future.

Our investment in your success

As a member of academic leadership, you will have access to:

- Regular professional development (CPD) and protected development time.
- Leadership Development days as appropriate.
- Regular performance conversations and appraisal review.
- Access to Leadership Development Programmes, leadership and management training and career progression pathways.
- Support from our Associate team of experts providing Trust-wide guidance, training and sharing of best practice

Benefits of joining EMAT

As a member of staff, you will receive benefits including:

- Teachers' Pensions scheme (TPS).
- Main Scale Pay and Employee (Leadership) terms and conditions.
- Salary Sacrifice for Cycle to Work.
- On campus parking.
- Ability to purchase private health care insurance.
- High Quality Employee Assistance Programme.
- Winter Health Plan and Wellbeing options.
- Access to online user friendly payroll and Employee Information systems, giving instant access to payslips, projections and the ability to submit claims electronically.



Eastgate
Academy



Emneth
Academy



Glade
Academy



Raleigh
Infant Academy



West Row
Academy



EASTERN MULTI-ACADEMY TRUST



We would like to tell you more about Glade Academy and the EMAT group. To arrange a visit to our academy or to discuss the role in more detail please contact Tracey McCarthy on 01842 811580.

YOU CAN APPLY VIA TES USING YOUR TES PROFILE AND 'QUICK APPLY', OR DIRECT VIA OUR WEBSITE:

WWW.EASTERN-MAT.CO.UK/VACANCIES

EASTERN MULTI ACADEMY TRUST (EMAT) IS AN EQUAL OPPORTUNITIES EMPLOYER AND EMPLOYS SUITABLY QUALIFIED PERSONS REGARDLESS OF THEIR RACE, SEX, DISABILITY, RELIGION / BELIEF, SEXUAL ORIENTATION OR AGE. WE ARE COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE AND EXPECT ALL STAFF TO SHARE THIS COMMITMENT. ANY APPOINTMENTS WILL BE SUBJECT TO SATISFACTORY MEDICAL CHECKS, REFERENCES AND AN ENHANCED DBS CHECK INCLUDING THE CHILDREN'S BARRED LIST.

EMAT IS COMMITTED TO PROMOTING A DIVERSE AND INCLUSIVE COMMUNITY A PLACE WHERE WE CAN ALL BE OURSELVES AND SUCCEED ON MERIT. WE OFFER A RANGE OF FAMILY FRIENDLY, INCLUSIVE EMPLOYMENT POLICIES, FLEXIBLE WORKING ARRANGEMENTS, STAFF ENGAGEMENT FORUMS, EMPLOYEE SUPPORT SERVICES TO WELCOME AND SUPPORT STAFF FROM DIFFERENT BACKGROUNDS. OUR AMBITION IS TO WORK TOGETHER TO PROMOTE A MORE INCLUSIVE ENVIRONMENT AND SIGNAL OUR COMMITMENT TO CELEBRATE AND PROMOTE DIVERSITY AND WELCOME PART TIME OR FLEXIBLE WORKING APPLICANTS.