



# Robert Barclay Academy

## Education for a changing world

Part of Scholars' Education Trust

#Leadersnotfollowers

### Vision:

In our school community, we have high aspirations for every individual. We firmly believe it is our duty to provide the very best all-round educational experience and prepare students for a happy and successful life in an ever changing world.



APPLICATION PACK

## Deputy Headteacher

L17-21 plus Outer Fringe Allowance and Trust benefits – September 2024 start or sooner

Further Scholars' Education Trust benefits are also available (see within)

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Dear Candidate

Thank you for showing an interest in working at Robert Barclay Academy, part of Scholars' Education Trust. We are seeking to appoint a leader, not a follower, with the vision and expertise to work as part of our Senior Leadership Team and MAT and to help take RBA through the next stages of the academy's development.

You will be joining the school at an exciting time, as we continue our journey of rapid improvement. Since becoming part of the Scholar's Education Trust, our Progress 8 Score over the last 2 years has confirmed that our students perform to national expectations. Sixth Form A-Level results also placed us in the top 25% of all schools nationally for value-added.



Our students are our biggest asset; they are polite and well-mannered, well presented and take pride in their school. Teaching and learning is at the heart of everything that we do. We were particularly pleased with the feedback from our most recent Ofsted report (March 2023) which judged us to be a Good school.

Our ultimate aim is, of course, to be outstanding in every area. Quite simply, we want to ensure that 'hand on heart', we are providing the very best education for our students. The students deserve it, and we want to ensure it is better here than anywhere else. It is this wildly important goal that drives us to success. Hopefully, this is something you can contribute to and help us to make a difference. If appointed, you will have the opportunity to contribute to a professional and hard-working team. Your support and leadership will make a real difference to continue the journey of success of this team.

As an 'outward-facing' school, we work very closely with all the schools across the MAT and with the Alban Teaching School Alliance. We are also a PiXL school which brings the further benefits to training, ideas and resources. I believe strongly in the power of collaboration in school improvement and we are seeing the benefits of this at Robert Barclay Academy through being part of an 'Outstanding' Multi Academy Trust.

We are very much a school on the rise and this is reflected by the recent Ofsted report, the increased number of first choices (up from 67 to 163), and the total number of students who now wish to attend RBA.

This pack contains lots of information about the school. If you would like more information, or to visit, please feel free to contact the school by telephone or by e-mail and we will be more than happy to accommodate your requests. Finally, if you are passionate about working with young people and really believe you can join our SLT in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

**Ced de la Croix**  
**Headteacher**



## Apple School - iPads for all



Since September 2020, the school has been embarking on a new and exciting initiative!

From the experience of the Covid lockdowns, we have recognised that we can further enhance the quality of teaching and learning by ensuring all of our students and staff have access to an appropriate one to one personal device, to work with at home and in school. With this in mind, and with the support of our Trust Board, every member of staff and student have an iPad.



We have chosen iPads because Apple are a market leader in technology and iPad devices have proven themselves to be: fast, slick, robust, user friendly (as most students and staff know how to use iPhones), light (and therefore more portable), and most importantly the apps and functions available on an iPad are extremely intuitive and therefore support teaching and learning. By all students having the same device, it allows staff to plan more easily in the knowledge that all students will have access to the same app and it also allows our IT team to centrally control their usage. There is now an Apple pen which also allows this device to be used in the manner which is familiar to many i.e. making notes, annotating, writing to do lists etc. Finally, moving to iPads also supports our sustainability programme and our drive to become a greener school as iPads will allow us to move to become paperless.

The purpose of the iPads is to supplement the teaching and learning that is in place; not to replace it. Our partner school in the Trust, Samuel Ryder Academy, is already an Apple School and are national accredited trainers. Indeed, all the other schools across the Trust support one to one devices so we are in a good position for our staff to be able to network with others in order to share ideas and good practice.



You will therefore be joining us at a very exciting time as we will be supporting you with developing your IT skills in order to utilise an iPad. This will not only serve to improve your teaching, but we also plan to use iPads to support your workload and therefore your well-being, something that we take great pride in doing.



## Meet the Senior Leadership Team

We value the importance of teamwork. We support each other, working collaboratively to ensure that both consistency and high standards are enforced across the academy. We constantly challenge each other so that we look, act and feel like the best school.

Our existing team has many strengths and is very flexible. We are now seeking an outstanding leader to strategically oversee school improvement in either the academic or pastoral area.



### Current Leadership Structure

Headteacher:	Ced de la Croix
Deputy Headteacher:	Rav Phagura (Quality of Education, Curriculum, Self-Evaluation)
Deputy Headteacher:	Vacancy (Behaviour and attitudes, inclusion, <i>safeguarding</i> )
Assistant Headteacher:	Ben Creasey (Raising Standards)
Assistant Headteacher:	Dan Pomeroy (Behaviour and Safeguarding)
Assistant Headteacher:	Sophie Mars (Teaching and Learning, Apple School)
Associate Assistant Headteacher:	Rachel Williams (Aspirations and Careers)

This is an outstanding career opportunity for a talented and ambitious person who wishes to extend their leadership and management skills at a key moment within the academy and also within an expanding Multi Academy Trust.



## **Introduction**

We wish to appoint someone who is able to support school improvement at the highest level and develop the necessary skills to prepare for future headship. The person appointed will be expected to strategically oversee and shape the ethos, values and systems needed to ensure all of our children remain happy, safe, respectful and can therefore thrive and succeed at RBA. The successful candidate will be the school's strategic leader for behaviour and attitudes, inclusion and safeguarding.

## **Information about the academy**

The Academy has undergone many changes recently. These include:

- Becoming an academy and joining the successful and expanding Scholars' Education Trust
- Improving the quality and consistency of teaching and learning
- Introducing a new Rewards and Consequences system to support behaviour for learning
- Introducing a new House System to promote relationships and leadership
- Providing targeted CPD to develop leaders at all levels
- Investing in an improved learning environment - Sixth Form Learning Centre, Student Reception, ICT and media facilities, science labs alongside school buildings and facilities.
- Becoming an Apple School and launching our new technologies initiatives with iPads for all.
- Becoming a Good school (March 2023)

We have been a four-form entry school, however as the academy's reputation continues to grow within the local community, demand for places is increasing and from September 2021 Year 7s will have 5 Tutor Groups. Despite being a relatively small site, the academy has developed some very good facilities, particularly within the performing and creative arts. The academy's ICT infrastructure is constantly being upgraded and we now have 3 personalised suites of Apple Mac computers. For July 2024, we are expecting to have in place a 4G floodlit pitch and 60m sprint track.

Plans for our improvement are systematic and rigorous and everyone at the academy is now working together to make sure that teaching and achievement continues to improve rapidly. The overall headline figure of L5+ English and Maths this year increased to 42% and we are expecting our GCSE Progress 8 Score to also move up. Behind the headline figures there are some outstanding individual departmental successes. For example, in English Language and Literature, MFL, Photography, Dance, Music, Art, Drama and PE the 9-4 grades were all in line with or exceeding national results. Over the past 3 years our A-Level results have also improved considerably. Whilst our examination results have improved rapidly there is still more we need to do: for example, a key area for us is to improve the achievement of our More Able, PP and SEN students, hence the importance of this new strategic leadership role.

This really is an exciting time to join our team. The examination results now reflect the hard work the staff and students have put in over the last few years and demonstrate what can be done. Now we need to move on to the next level and bring ourselves into line with the best schools nationally.



## **Teaching and Learning**

The current agenda and aspirations for the academy are challenging and motivating, as we aim to be the best. Our self-evaluation last year, confirmed by external reviews and Ofsted, is that teaching, learning and assessment is strong in most areas, with some areas being very strong. We continue to develop our curriculum to meet the needs of the learners and to improve the skills of our staff to deliver this curriculum. For example, we have now phased in GCSE options to Year 9, to enable staff and students to spend longer getting to grips with the GCSE specifications and to allow students to start specialising in subjects which they enjoy. To support this work, the whole RBA community is committed to improving teaching strategies and understanding better how students learn. We know that effective learning cannot be left to chance; we have to refine and change our approaches if we want to make real and lasting improvements.

## **The Staff**

Staff at RBA are loyal and hardworking and staff morale is supported by a positive working environment, and regularly reviewed through staff surveys. The academy puts a great deal of time and resources into training and developing its staff. Our appraisal process has been reviewed to ensure a focus on school improvement rather than data. Staff meetings encourage high levels of discussion and feedback and lots of staff get involved in various working parties. Many staff give freely of their time to run numerous lunchtime, after school and holiday revision and enrichment activities.

## **The Students**

Central to everything which happens at RBA are our students. Staff seek to ensure that every young person feels valued and listened to. Relationships between staff and students at RBA are excellent; students appreciate the fact that they are encouraged to express and discuss their views. The Junior Leadership Team (JLT) have played an important role in the improvements at RBA. Students have taken part in the development of the academy's vision and values and all applicants for teaching posts are interviewed by representatives from the JLT.

## **Ofsted**

As a new academy we received our first Ofsted Inspection Report in June 2019. The feedback then was that RBA was a school on the up, moving towards Good and indeed already achieving that standard in many areas. Then, in March 2023, the inspection team returned and acknowledged the further improvements the school had made. The inspection team also re-enforced our own views of what the areas of strengths and areas of development were. We are delighted and very proud that Ofsted (through ParentView) noted that many of our parents and pupils were effusive in their praise for the improvements they have seen in the academy.



## **Benefits of working for Scholars' Education Trust**

There are many benefits of working within Scholars' Education Trust:

- A leading edge and expanding Trust
- RBA Professional Bursary of £1500 to support relocation
- Bursaries available towards Masters and Chartered Teaching qualification
- RBA iPad for all teaching staff
- Comprehensive training and a commitment to high-quality CPD across the MAT
- Support from colleagues from 'Outstanding' and 'Good' schools across the MAT
- RBA is also committed to becoming an anti-racist organisation. In our relentless efforts to be an anti-racist organisation, we recognise the negative impacts of under representation and lack of diversity in our organisation, our education system and in all aspects of our society.
- Please note that if you are invited to interview, we will expect you to be prepared to discuss unconscious bias with us; we find these conversations more than any others give us all a good idea of what working together will be like.







## Why Teach in the Borough of Broxbourne?



Broxbourne is superbly located. We are a short drive from the M25 and close to the A10. The A10 road runs north to south and provides direct access to Cambridge and London meaning that Broxbourne is very easy to access by car.

There are several train stations within the area providing excellent links to London and Cambridge. Greater Anglia Railway operates regular services to London, Liverpool Street. The fast train from Broxbourne to Liverpool Street takes just 25 minutes. The Academy is situated within a fifteen-minute walk of Broxbourne Station.

Although urbanised with industrial and commercial activity, the whole area retains much of its rural

charm. Some of the loveliest countryside in the Home Counties can be found locally.

By relocation to Broxbourne you can choose to live and stay in a beautiful setting surrounded by attractive parks, woodland and waterways within a short distance of London. You can enjoy a variety of things to do, see and explore in the borough and nearby. Within the local area it is easy to indulge yourself with good quality food, drink and accommodation. Broxbourne also has many leisure attractions to offer.



You may know Broxbourne as the place where Team GB won the Gold and Silver Medals in the canoe slalom events during the London 2012 Olympic Games, as it is the home of the Lee Valley White Water Centre, a world class sporting facility for white water rafting and canoeing. The centre is located on the edge of the Lee Valley Regional Park and is open to the general public.

Due to its location and easy access to London, the Borough of Broxbourne is becoming a very

desirable area to live for commuters. The demand for housing is on the increase and the demographics show that the number of young people in the area is increasing. The academy is situated close by the Spotlight Theatre and Lowewood Museum, both of which the academy has strong connections with.





## Straight Forward Application Process

1. **Complete the Application Form**
2. **Short Covering Letter** – no more than two sides of A4, including:
  - Your Leadership experience to date and what you have learned
  - Why you want to be a Deputy Headteacher
  - How you feel you can make a difference to RBA and help us move forward on the next stage of our academy development

**Send these documents to:** [HR@scholarseducationtrust.co.uk](mailto:HR@scholarseducationtrust.co.uk)

## Interview

Interviews will be held shortly after the closing date. You may be asked to:

- Deliver a lesson
- Meet with our students
- Talk to a staff panel
- Deliver an assembly
- Carry out workshop interviews with SLT
- Make a presentation
- Attend a formal interview

**For further details, assistance or an informal discussion, please contact:**

### HR Team

Scholars' Education Trust  
c/o Samuel Ryder Academy  
Drakes Drive  
St. Albans  
Herts AL1 5AR

**Please email completed applications to:** [HR@scholarseducationtrust.co.uk](mailto:HR@scholarseducationtrust.co.uk)

Please note that references may be requested prior to interview for those who are shortlisted.

Applications should be emailed no later than 9am on the deadline date – Monday 25th September.

We look forward to hearing from you!

<b>Up until Friday 22<sup>nd</sup> September</b>	Potential candidates have the opportunity to contact the school and find out more information about the role. We would welcome the opportunity to show you around and we have planned open mornings/afternoons for candidates.
<b>9am Mon 25<sup>th</sup> September</b>	Deadline for Applications.  Shortlisting by the Headteacher and Governors will take place this week and all shortlisted candidates will be contacted by phone and e-mail in order to share details about the date and time of final interviews.  Candidates will be given a presentation task to prepare prior to the interview.
<b>Thursday 28<sup>th</sup> and Friday 29<sup>th</sup> September</b>	Formal interviews will take place at Robert Barclay Academy and candidates will undertake various tasks.  All candidates will be contacted – both successful and unsuccessful.