

Tapton
SCHOOL

ACADEMY TRUST

Realising the life chances and dreams of every child

Director of Secondary Education

Application Pack



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A Message from our CEO



David Dennis
Chief Executive Officer

Thank you for your interest in joining Tapton School Academy Trust.

Through clear leadership and governance we plan to support and improve outcomes across all of our schools, transforming all our learners and becoming an outstanding Trust.

Engagement with every family is the touch stone for our work, ensuring a culture of high trust, common values, low threat and a shared moral compass. At the heart of all our endeavours is outstanding teaching, high quality learning and effective support for individual needs.

We employ over 900 staff and work hard to foster the right conditions to make the Trust a great place to work. We know that our staff are our greatest resource, and put in place support and opportunity to enable colleagues to progress within the Trust and reach their full potential.

Thank you again for your interest in joining us and the best of luck with your application.

About Tapton School Academy Trust

Tapton School Academy Trust was formed in 2011 and has grown to 9 schools, 5 primary and 4 secondary, providing learning to over 7,500 learners from 2 – 18 and employing over 900 staff.

Children joining the Trust have a broad range of abilities and social backgrounds. We recognise and celebrate different aptitudes and interests and believe that everyone can develop through dedication and hard work, and leave our schools fully prepared for successful lives.

Our Vision

To realise the life chances and dreams of every child.

Our Mission

To provide a safe place to be; provide great teaching and learning; create an environment where all opportunities are in reach.

Our Values

- A culture of professionalism
- A focus on nurture as well as achievement
- Involvement of the family and wider community in everything we do
- Make visible those who feel invisible through disability, poverty, ethnic or cultural disadvantage
- Mutual support and development
- The health, well-being and safety of all our people.

Our ways of working

- Schools sign up to our 'Mission, Vision and Values' and collaborative ways of working
- Schools collaborate 'in partnership for excellence with TSAT'
- Each has something to bring to the table and can lead on this
- Schools retain their identity and are part of something special
- Differentiated solutions according to support needs
- Mentoring, coaching, directing
- A clear scheme of delegation and decision making to ensure that all our children get the best educational experience.

Our Strategy

The Trust Board are responsible for the schools within the Trust and determine the mission, vision and MAT improvement strategy. Local context and community links are provided by Local Governing Boards.

Our strategic objectives sit within 4 key aims:

Aims	Objectives
Effective Schools	<ul style="list-style-type: none">• Securing high levels of attendance and low levels of persistent absence• Ensure safeguarding policies and practices operate effectively• Build relationships further between schools and vulnerable families• Further focus on vulnerable learners to reduce suspensions and exclusions• Close the attainment gap between disadvantaged learners and other learners.
Outstanding Outcomes	<ul style="list-style-type: none">• Improving the quality of education in each school• Provide learning in every classroom for every learner that is at least good and addresses each learners need• Continue to develop a Trust in which learners achieve high rates of progress.
Sustainable Trust	<ul style="list-style-type: none">• Actively communicate and engage with all stakeholder groups• Continue to ensure best value and use of all resources• Develop revenue raising opportunities• Future proofing buildings and facilities.
A Great Place to Work	<ul style="list-style-type: none">• Continue to build capacity through cross Trust collaboration and support. With an emphasis on improving workload and subject level collaboration to further develop common approaches• Develop a Trust talent management plan. Continue to create opportunities for staff to develop and gain further experience• Develop a succession plan with an emphasis on executive leadership• Further develop our approach to staff wellbeing.

Further information about the Trust, including full governance structure and current performance, is available in our [Annual Report and Accounts](#).

Our Secondary Schools

Bradfield [Bradfield School - Home](#)

Bradfield is an 11-16 school with around 1100 students, situated in beautiful Peak District surroundings. Our vision is '**where all people thrive**' and we strive to deliver an education that supports students to fulfil their potential, and to be successful, confident people who are equipped to explore what life and the world have to offer.

Our belief is that school should be a fun place to be – where the activities, teaching and facilities foster enthusiasm, enjoyment and strong relationships. Happiness and success at school are closely related and so most of all we want our students to be happy to come to school.

Chaucer [Home - Chaucer School](#)

Chaucer school is an 11-16 school based in the North of Sheffield. Performance is rapidly and continually improving and we place a very strong emphasis on achieving well in the subjects of English, Maths and Science.

Each student is unique and precious to us, and is equally valued for their culture and contribution. Our positive reputation for achievement, care and Positive Discipline is well established. High expectations are instilled in all our students from the start of their time at Chaucer. These include hard work, self discipline, courtesy and respect.

Forge Valley [Forge Valley - Home](#)

Forge Valley is a safe, inclusive learning community where students and staff learn and thrive together. Our ethos is based upon **everyone striving to become their very best**.

As a school we believe that ambition and endeavour provide our students with the mind-set needed, not only to succeed academically, but in adult life in an ever changing modern world. Success at Forge Valley is not just measured in terms of academic performance. We aim to develop our students into reflective, confident, innovative, morally grounded, ambitious and resilient individuals ready to take their part in a dynamic and diverse 21st century.

Tapton [Tapton School - Home](#)

Tapton is an 'outstanding' 11-18 school (Ofsted 2012) with around 1700 students, including a sixth form of around 500. Our ethos of **Valuing Everyone, Caring for Each Other and Achieving Excellence** underpin everything that happens in our school.

We believe that education should have a positive impact on all students. We aspire to improve the life chances and dreams of all our students through ongoing progress and improvement in learning.

Students are treated as individuals. We recognise and celebrate different abilities, aptitudes and interests and believe that everyone can develop through dedication and hard work. We aim high. Our aspiration is to have the best behaviour, conduct and manners of any school in the country, whilst recognising that children learn and grow at different rates as they become responsible citizens.

The Role

The Board of Trustees are seeking to appoint a Director of Secondary Education to join the Core Executive Team, which consists of the Chief Executive Officer , Deputy Chief Executive Officer and the Director for Primary Education.

The Director of Secondary Education will provide inspirational leadership and be accountable for strategic development, improvement, performance and quality in order to:

- Enable the Trust to give every secondary student a high quality education, with the highest possible standards of achievement to enable each student to achieve their life chances and dreams.
- Secure the long-term success of the secondary schools by maximising potential through the skills and resources available across the Trust.
- Build and develop leadership capacity.
- Promote the growth of the Trust.

Salary Range:	L37 – L43 (depending on experience)
Responsible To:	CEO / Deputy CEO
Responsible For:	Secondary Headteachers
Hours of Work:	As defined by School Teacher Pay and Conditions Document
Holidays:	As defined by School Teacher Pay and Conditions Document
Benefits:	<ul style="list-style-type: none">• Teachers Pension Scheme• Salary Sacrifice Car Scheme• Cycle to Work Scheme• Discounted membership for Westfield Health• BUPA health package• Occupational Health• Wellbeing Programme• Continuous CPD and Training

Responsibilities

Overall Strategy

- To work with the Board and Core Executive team to develop a strategic vision for secondary education and promote this to all stakeholders.
- To provide strategic leadership and be accountable for strategy, development, performance and quality in the secondary schools.
- With Headteachers, translate the strategic vision into agreed objectives and operational plans.

Strategic Aim – Effective Schools and Outstanding Outcomes

- To ensure high quality teaching, learning and quality leadership of educational provision including:
 - Learning, teaching and assessment
 - Learner Experience
 - Personal Development, welfare and behaviour
 - Leadership development
 - Staff deployment and talent management.
- Utilises experience and track record in school improvement to support the design of intervention strategies to improve academic standards and outcomes.
- To lead the development of school improvement in each secondary school across the Trust.
- Facilitate the smooth transition of students into secondary schools and into 6th form, working closely with primaries and other secondary schools.
- Understand the different needs of the schools and students within the schools to meet their needs through collaborative solutions.
- Working with the Director of Inclusion to deliver behaviour, inclusion and SEND strategy.
- To ensure Headteachers drive a continuous and consistent focus on students achievement, using data and benchmarks to monitor progress.
- Ensuring high expectations and challenging targets are set for each school.
- Support and facilitate school to school collaboration by working with the CEO to improve academic achievement.
- Supports and works toward the aim that all schools maintain at least a 'Good' rating, with the goal of eventually becoming 'Outstanding.'
- Drives and supports transformational change in those schools identified as causing concern.
- Creates a culture of challenge and support where all learners can achieve success and be engaged

Responsibilities

Strategic Aim – A Great Place to Work

- Builds own leadership capacity and takes responsibility for own professional development by actively engaging and seeking out areas for improvement.
- Support, build and develop leadership capacity in all schools with professional development and succession plans.
- Motivating Headteachers to promote a culture of shared learning and a positive educational climate.
- To hold Headteachers to account, tackling underperformance and developing robust improvement plans.
- To provide inspirational and strategic leadership to ensure the highest standards of teaching and learning.
- Ensuring there are effective strategies for staff professional development and performance management.
- Recruit, retain, manage, develop and motivate a committed, effective and diverse workforce.

Strategic Aim – Sustainable Trust

- Building strong outward facing relationships with key stakeholders – parents, students, local authorities and agencies, local governing boards, trustees.
- Actively promote the schools as centres of excellence for education in the local community.
- Support growth.
- Ensure the effective deployment of resources to ensure maximum impact.
- Ensure long term financial sustainability by working with the Deputy CEO and school business managers.
- Report to the Trustees at the Learner Experience sub committee and full board meetings where required.

The Person

The successful candidate will demonstrate the following:

Education and Qualifications:	<ul style="list-style-type: none">• Educated to degree level• Evidence of continuing professional development.
Experience and Knowledge:	<ul style="list-style-type: none">• A proven track record of accomplishment as a strategic leader• An excellent understanding of the education sector and education more broadly, with a strong grasp of contemporary educational issues including the inspection and school improvement agenda• Thorough knowledge of strategies for raising students achievement and advancing effective teaching and learning• Proven track record of accomplishment in the performance management of professional staff, driving morale, raising standards and promoting a team ethos, particularly in relation to a multi site organisation and/or multi-academy Trust• Proven experience of working effectively with a Trust board/governing body• Successful experience of promoting equality and diversity in relation to employment and service delivery.
Skills, Abilities and Personal Qualities:	<ul style="list-style-type: none">• A strategic thinker who can work with the board and other stakeholders to implement the Trusts vision, underpinned by a strong moral purpose• Committed to education and to raising the academic standards amongst children and young people• Highly effective negotiating and influencing skills, with the ability to inspire confidence, forging effective partnerships with all stakeholders , partners and colleagues• Excellent communicator, including public speaking and a proven ability to communicate effectively with a variety of audiences• Evidence of highly effective leadership – a colleague who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire all staff, students and stakeholders to achieve their full potential• A leader who can analyse and process complex information and data quickly and rigorously to make the best opportunities• Strong negotiation skills and ability to influence at all levels• To be able to hold others to account and provide support and challenge• To be able to develop key relationships and collaborations.



How to apply

Applications for this role are via the TES website.

We regret that we are unable to offer tours of our schools during the pandemic, however David Dennis, CEO, is available to answer any questions you may have. Please contact Lyndsey Appleyard, Trust Executive PA and Communications Officer, to arrange an informal discussion:

lappleyard@taptonttrust.org.uk

The closing date for applications is Sunday 16th January 2022. Interviews will be held on the 24th and 25th January.

Please note:

- References for short-listed candidates will be requested before the interview.
- Successful applicants will be required to undertake a DBS Enhanced Disclosure check.