



# Welcome to our Trust

Director of  
The Oakes College  
Recruitment Pack



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# Welcome to Anglian Learning



Thank you for your interest in the position of  
Director of Sixth Form at The Oakes College.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation 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 provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Rosie Holland, HR Officer at [hrrhub1@anglianlearning.org](mailto:hrrhub1@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

**11,100**

pupils

Employing over

**1,650**

members of staff

**3**

counties

**22**

academies



# About The Netherhall School and The Oakes College



We are committed to providing outstanding academies which are a source of pride for the communities that they serve. We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust

The Netherhall School has been offering high quality education in Cambridge for over 150 years and boasts a strong recent track record of exceeding national performance targets and expectations.

Netherhall School has developed and grown since it welcomed its first student on the 9 January 1871, and has adapted constantly to the needs of the community and the changing demands and ethos of the educational sector. The history of the school encompasses being a grammar school, a comprehensive school in 1974, a Foundation school and now an Academy. For many years it was the only school in Cambridge that offered a 6th Form and, still today, one of only two school based Sixth Forms offering A Levels.

In February 2016, Netherhall School became an Academy, joining with Bottisham Village College, to form the Bottisham Multi Academy Trust. On the 1st September 2016, the Trust grew to four schools with the addition of Sawston Village College and Bassingbourn Village College, two high performing schools just outside Cambridge. At the same time, the name of the trust changed to 'Anglian Learning'; this has brought increased opportunities for collaboration and career development. Since that point, two more secondary schools, Linton and Joyce Frankland have joined the Trust.

Our examination results over recent years have been excellent with A level results in excess of targets and GCSE results well above national benchmarks. Our Progress 8 score has been consistently positive which, given the inclusive nature of the school, is impressive: schools in Cambridgeshire do not permanently exclude students so these figures contain students who, in other authorities, would be taken off roll.



## **Our Students**

Netherhall School is set on the outskirts of Cambridge and serves both the City and the surrounding rural villages. As a result, student admissions are from a diverse range of backgrounds.

The whole operation of the school is built upon our values of Inspiring, Individual Inclusive:

Inspiring: We believe that it is our role to provide a setting, curriculum and staff which inspire students.

Individual: We offer a range of pathways for our students, matched carefully to their needs and aspiration. This includes:

- Hobbs – provision for those who would otherwise have been permanently excluded
- ALVIN – provision for those with medical needs
- EAL groups for all year groups

Inclusive: We take every opportunity to ensure students are not affected by economic disadvantage, learning needs, language barriers. As a highly diverse community we aim to welcome cultural difference and create a sense of belonging for all.

Crucially, we want all of our students to feel happy and secure. We have a well-developed pastoral care system and staff genuinely care about the students as individuals. We encourage students to assume and enjoy responsibility as Duty Students and through our Student Ambassador and Leadership schemes. Our highly skilled staff work closely with students, monitoring their progress to ensure they achieve their potential. There is an excellent student volunteer peer-counsellor scheme and students are encouraged to play an active part in the running of the school through School Councils. We understand that students need a range of skills and opportunities to fulfil their potential and therefore encourage students to undertake a full range of extra curriculum activities in addition to the educational requirements. Staff give their time freely to run a very broad range of activities from the traditional sports and drama to Warhammer Club and Language Leaders.

The Ofsted report of October 2018 gave a rating of Good in all areas with some areas of outstanding strength. Typically, we are not resting on our laurels and pushing forward to gain even stronger judgements next time around.

Many of our students choose to stay at Netherhall for seven years, progressing from Year 7 through to our highly successful Sixth Form, The Oakes College, Cambridge. The centre has an excellent reputation in the City of Cambridge and beyond and many students join us from other schools for their post-16 studies. We have an impressive track record in placing students in Higher Education, including Oxbridge and in employment.

In 2021 the A levels qualifications gained by students were impressive with 28% A\*-A 55% of grades at A\* - B; 81% A\* - C and 98% A\* – E.

## **Our staff**

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. To this end, we have a vibrant and varied Continual Professional Development programme, which is personalised each year to support both our main school priorities and the individual needs of staff. This programme includes opportunities to share excellent practice between colleagues as well as drawing on external expertise. Cross collaboration between other local schools and schools in the Trust is also encouraged so that best practice is formulated.

Staff give freely of their time to the broad extra-curricular programme which includes sports, music, drama and a host of trips, exchanges, clubs and other activities. There is a blend of youth and experience among the staff and newcomers have always commented on the warm welcome they have received.

## **The Oakes College**

The Oakes College Cambridge, formerly known as Netherhall Sixth Form Centre, has a long tradition of supporting young people to achieve excellence at A-level and Applied courses. The Oakes College builds on these great foundations, embracing its role as a key provider of post-16 education for the Anglian Learning Trust. We provide continuity of high-quality education, both for students who have progressed through Trust schools and for those adding the richness and diversity from within the high-quality educational landscape of Cambridgeshire.

Oakes College is all about people; ambitious students who are determined to achieve; committed professionals who love teaching and a dedicated pastoral support team. We take pride in knowing each student as an individual and our ethos of "Inspiring, Individual, Inclusive" is reflected in everything we do.

## **Partnership with Parents and Wider Community**

We are a warm and welcoming community which places a high importance on working with families and getting to know each of our students as individuals. We engage with parents through a variety of mediums; parental internet, regular newsletters, Parents' Evenings, written progress reports as well as individual responses to queries. We are keen to engage parents from all backgrounds and to adopt strategies which will enable us to communicate better with all parents regarding their child's progress and development.

Integrate is our provision to bring together local charities, educational institutions, public health and business with parents from across the Cambridgeshire region. We provide training, childcare, online courses, fora and referrals for parents. The support we provide is free to all and is advertised through our website, social media and partner schools. We are based at Netherhall school, co-ordinated by our communities manager, Chika Akinwale. We strive to provide completely inclusive support for parents raising children from 0-18.

The Parents and Friends of The Netherhall School (PFNS; or Puffins!) meet regularly to put on school events but also to provide the stakeholder feedback so vital to continuing and deepening relationships.

# 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 Rosie Holland, HR Officer, on [hrrhub1@anglianlearning.org](mailto:hrrhub1@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



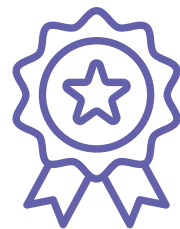
Employee Assistance  
Programme



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

Do you possess the ambition, drive and strategic vision to lead and develop a growing Sixth Form in Cambridge. Oakes College Cambridge is seeking an exceptional educational leader to inspire and shape vibrant and inclusive Sixth Form communities.

As part of this appointment, we are seeking to review the structure of the Oakes Leadership Team, building a vision around which Deputy Directors and other curriculum staff can contribute. The future development of the Oakes is central to our ambitions. We are unashamedly aspirational and determined to provide a educational experience defined by intellectual ambition, inclusion and opportunity. We are looking for a leader who can bring energy, imagination and a transformative impact to our Sixth Form.

As a key member of the Senior Management Team, the Director of Oakes (Assistant Head) will be responsible for cultivating an ambitious and compassionate culture in which every student thrives. You will oversee all aspects of Sixth Form life, from academic management and pastoral care to the delivery of a vibrant co-curricular programme, ensuring that all students are well prepared for life beyond school.

You will drive strategic development, implement an ambitious annual improvement plan and promote academic excellence alongside wellbeing and enrichment. You will also articulate and deliver a compelling and ambitious vision for the Oakes, supporting recruitment and retention while ensuring students receive exceptional higher education application and careers support

**SALARY:** Leadership scale points 13-17 - £69,595 to £76,772 per annum.

**HOURS:** Full Time, 52 weeks

**PENSION** Teachers Pension Scheme

**DISCLOSURE LEVEL:** Enhanced DBS plus Barred List Checks

**LOCATION:** The post holder will be based at The Oakes College

**RESPONSIBLE TO:** The Principal

### MAIN RESPONSIBILITIES

#### **Core Purpose**

•The Director of Sixth Form will lead on all aspects of the management of the Sixth Form, line managing the Oakes Leadership Team  
The Director of Sixth Form will work closely but not have direct line management responsibilities for Pastoral support worker or the Sixth Form administration team.

#### **Leadership**

Strategic Direction and Development of Oakes  
Recruitment, transition and retention

The Director of Oakes will oversee and coordinate the work of the Oakes Leadership Team ensuring effective marketing of Oakes, coverage of the curriculum, pastoral wellbeing, pedagogy, assessment and recruitment.

Additionally they will lead the recruitment strategy for internal and external students. This will include admitting students on or after GCSE results day.

Additionally

1. To provide a strategic oversight of internal and external recruitment strategies, including liaison with pre-16 providers and overseeing taster days.
2. To plan and deliver the Oakes open evening(s)
3. To ensure the attendance of senior staff at CAP 16+ open evenings to promote the Oakes.
4. To undertake a proportionate share of Year 11 guidance interviews and post-16 CAP application interviews.
5. To manage the Year 11 into Year 12 and Year 12 into Year 13 transition interviews.
6. To establish and maintain clear lines of communication with parents/carers, governors and other stakeholders at a level appropriate to this role.
7. Development of the curriculum – support the implementation of the Curriculum, sharing any updates or changes with all stakeholders.

## **Pastoral Leadership**

Working closely with the Oakes Leadership Team, the Director of Oakes will co-ordinate pastoral support for the Sixth Form, ensuring the mentoring of individual students as appropriate.

## **Event Management**

The Director of Oakes will be responsible for supporting the Oakes Leadership Team with regards to all aspects of Sixth Form events including:

Open Evenings  
Celebration of Achievement events  
Leavers' events  
Induction evenings  
Higher Education evenings  
Parents' evening  
Taster visits to feeder schools - talks and presentations to students  
Mock Examinations (PPE)

The Director of Sixth Form will be responsible for communications to staff, students and parents on Sixth Form matters. They will be a public voice of the Sixth Form and speak at public events and governors' meetings as required. They will also be required to liaise with their counterparts in other local schools as required.

## **Responsibility for leadership and management in the following areas:**

### **Student achievement, progress and tracking**

1. To monitor the academic performance of KS5 students, monitoring Directors so that appropriate interventions are in place to support student progress and to evaluate these interventions.
2. To monitor the tracking of the performance of SEN(D), young carers, EAL or other vulnerable students in liaison with the SENCO and deputy directors of sixth form.
3. To monitor the attendance of students, to set up appropriate interventions for KS5 students and to evaluate these interventions.
4. To ensure that data is collected and processed in a timely manner to inform parents / carers, teaching staff and school leaders.

### **Teaching and learning**

1. To Quality assure and provide appropriate CPD that drives improvements in Teaching and learning in the Sixth Form in realising the 'Oakes Lesson'.
2. To oversee the delivery of the Year 12 and 13 tutor / pastoral programme with the support of the Oakes Leadership Team.
3. To develop and monitor the Oakes enrichment programme to ensure enhanced intellectual and cultural activities for students.

### **Additional Specific Responsibilities**

1. To be an emergency tutor if required and to carry out related duties in accordance with the general job description for form tutors.
2. To maintain a high profile for the Sixth Form in the school through participating in or promoting activities such as fixtures, competitions, productions, trips and visiting speakers.
3. To play a full part in the life of the College community, to support its ethos and to encourage staff and pupils to follow this example.

### **General Duties**

1. All teachers are responsible for safeguarding and promoting the welfare of children.
2. To maintain good order and discipline among students and safeguard their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
3. To carry out a share of supervisory duties in accordance with published schedules.
4. To contribute to the supervision and, so far as practicable, teaching of any students whose teacher is not available to teach them subject to the conditions of employment.
5. To participate in appropriate meetings with colleagues and parents / carers relative to the above duties.

### **General**

To carry out any duties commensurate to the role as directed by the Principal.

To serve as part of the school leadership team – engaging in and supporting all activities.

# Person Specification

Director of Sixth Form  
The Oakes College



## Qualifications and Training

### Essential:

- Qualified Teacher Status (QTS)
- Degree or equivalent professional qualification
- Evidence of recent and relevant professional development
- Safeguarding training appropriate to working with children and young people

### Desirable:

- Postgraduate qualification or leadership-related qualification (e.g. NPQML/NPQSL/NPQH)
- Training related to post-16 education, pastoral leadership or curriculum development
- Further safeguarding or mental health training

## Experience

### Essential:

- Successful teaching experience at Key Stage 5
- Experience of leadership or management within a school or college setting
- Experience of monitoring student progress, attainment and attendance and implementing effective interventions
- Experience of working with pastoral systems to support student wellbeing
- Experience of working with a range of stakeholders, including parents/carers and external partners

### Desirable:

- Experience of leading or contributing to Sixth Form provision
- Experience of line management and staff development
- Experience of recruitment, transition or retention strategies at post-16
- Experience of organising and leading events (e.g. open evenings, parents' evenings, celebration events)
- Experience of working with vulnerable students (e.g. SEND, EAL, young carers)



# Person Specification

Director of Sixth Form  
The Oakes College



## Skills and Knowledge

### Essential:

- Knowledge of post-16 pathways, including higher education and careers guidance
- Experience of quality assurance and delivering CPD
- Understanding of enrichment programmes and their impact on student development
- Experience of working collaboratively across departments or school

### Desirable:

- Knowledge of post-16 pathways, including higher education and careers guidance
  - Experience of quality assurance and delivering CPD
  - Understanding of enrichment programmes and their impact on student development
- Experience of working collaboratively across departments or schools.

## Personal Qualities

### Essential

- A clear commitment to the school's ethos and values
- A strong advocate for students and their wellbeing
- Approachable, resilient and emotionally intelligent
- High levels of integrity, professionalism and discretion
- Ability to remain calm and decisive under pressure
- Commitment to equality, diversity and inclusion
- Willingness to play a full part in the wider life of the school community

# How to apply

## Dates

**CLOSING DATE:** 25th February 2026

**INTERVIEW DATES:** 5<sup>th</sup> and 6<sup>th</sup> March 2026

**START DATE:** 1<sup>st</sup> September 2026

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 Director of Sixth Form and meet the person specification we invite you to apply for this exciting opportunity via this [link](#)

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via [hrrhub1@anglianlearning.org](mailto:hrrhub1@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. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

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](http://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

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**SOCIAL MEDIA:**

