

Head of College (Vice Principal)

Leigh Academy Tonbridge



More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 31 academies across Kent, Medway and South-East London.



Welcome

Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive
Leigh Academies Trust



Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2023, our Trust comprises 31 geographically organised academies (15 secondaries, 14 primaries and 2 special) educating over 20,000 students, and employing 3,000 talented staff. Nearly 40% of our academies are judged outstanding overall by Ofsted, versus 15% nationally. The Trust is establishing four 'clusters' of academies: North Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our [Vision 2030](#) document available on our website.

We are now recruiting to appoint an exceptional leader to the role of Head of College (Vice Principal) at Leigh Academy Tonbridge. The role of Head of College is a pivotal role in the school's

future journey as our appointed leader will continue to build and evolve our unique and inspirational place of learning. The successful candidate will take responsibility for one of the academy's colleges as well as leading on a key area of whole academy strategic leadership. They will report directly to the Principal and work with other Trust leaders to maintain and further develop a strong network of effective academies in Tonbridge.

Our ideal candidate will be an existing leader with considerable experience of supporting the running of a large secondary school. We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact, achieving outstanding outcomes for our students and ensuring that the academy exceeds current standards and achievements.

Our successful candidate will receive encouragement, support and guidance to develop their own career within the Trust. This is a career defining opportunity and we look forward to hearing from senior leaders who are ready for the next step.

Michael Crow

Principal
Leigh Academy Tonbridge



Leigh Academy Tonbridge

Thank you for your interest in Leigh Academy Tonbridge, where we are committed to ensuring all of our students receive an outstanding education that allows them to access the future universities and careers of their choice. In September 2023, Leigh Academy Tonbridge opened its doors as a mixed academy welcoming both girls and boys in a non-selective, secular academy.

Core values of integrity, courage and imagination underpin all that we do. We are unrelenting in our mission to teach those that we have the privilege to care for to do the right thing, to make courageous choices and to ignite their curiosity and imagination. Our students will leave the academy with the qualifications and skills to access the very best universities, apprenticeships and careers to which they aspire.

As a local resident and parent, I am personally invested in ensuring that Leigh Academy Tonbridge plays an instrumental role in shaping the lives of our young people and the local community. As educators, we are driven by a united purpose: to maximise the future opportunities of every young person that passes through our door. The wellbeing and success of every individual is at the heart of everything we do.

Leigh Academy Tonbridge will always be an institution that values and nurtures every young person in our care. Our small school model means that every child will be known, cared for and challenged to succeed. As has always been the case at the academy, we will continue to value the partnerships with our families recognising the critical value of the home-

academy partnership in ensuring the success of every child.

Leigh Academy Tonbridge is an inspirational community, with high-standards of discipline (described by Ofsted as 'exceptional' in December 2022) creating disruption free classrooms and a broad, innovative digital curriculum, underpinned by the principles of the International Baccalaureate Middle Years Programme. Our curriculum is knowledge rich, promotes diversity of thought and creates a framework within which students explore, understand and appreciate the power and application of knowledge in real global contexts. Through the implementation of our curriculum students mature into reflective and resilient learners who can work both independently and collaboratively to overcome challenges, are confident critical thinkers and master lifelong learning. We provide all of our students with a Chromebook to develop their digital skills and to enrich their learning in their classrooms and to support their independent study.

Our students flourish, becoming curious, caring and culturally astute young people as they move on to higher education or employment. They leave with a broad skill set and the versatility to embrace the future challenges of the modern world.

Vacancy

Due to the success and expansion of Leigh Academy Tonbridge, we are now recruiting for the role of Head of College (Vice Principal) to join an outstanding leadership team supported by a talented and dedicated staff body. This is a truly rare leadership opportunity within a very successful and financially sound, mature and geographically local multi-academy trust that combines management freedom for effective leaders with secure central support that encourages collaboration for success.

We are a values-driven Academy with an unshakeable belief in human potential and are proud of all our students. We have the highest expectations of them in terms of academic achievement, personal development, attitude, behaviour, attendance and appearance. Staff are dedicated and committed to students being stretched, challenged and supported in all their learning experiences so that they can reach their full potential and learn essential life skills to help them succeed in an ever-changing world.

Our curriculum offer is broad, innovative and inclusive with a rich variety of subjects that allow students to aspire, strive and thrive. Lessons, delivered in excellent learning facilities, are stimulating and challenging, meeting the needs of all our students. Our enrichment and extension opportunities support the development of our students as well-rounded, life-long learners.

Our successful candidate will be a talented and highly skilled leader with drive and commitment to excellence as well as strong interpersonal skills, and the ability to communicate to a range of stakeholders. You will be joining a supportive, committed and passionate team who work hard to ensure that all of our students achieve their potential. We are looking for ambitious professionals who can demonstrate strategic leadership and excellent management, and a proven track record of success in raising standards. Specific responsibilities will be agreed with the successful candidate post appointment.

For our successful candidates, being a member of staff at Leigh Academy Tonbridge and the wider Trust means you'll receive access to a great range of employment benefits from day one. [Click here to view the current benefits package](#), and be mindful that the list is always growing.

We wish to hear from you if you are committed to changing our education world and are:

- an enthusiastic, energetic and ambitious leader with a successful track record at secondary level;
- a motivational and inspirational leader with high expectations of staff;
- confident and able to communicate a clear vision for the school;
- able to develop children to reach their full potential regardless of background or circumstance;
- approachable and keen to work with staff across the Trust to ensure wide success;
- able to establish and develop excellent relationships with the community and other stakeholders.

Position	Head of College (Vice Principal)
Location	Leigh Academy Tonbridge
Responsible to	Principal
Basis	Permanent, Full-Time
Commencement	September 2024
Salary	Highly competitive plus performance bonus and private health care

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates may be keen to visit the academy before making a formal application, you can arrange this by contacting Becky Green (PA to Principal). Visits will be offered w/c 19th and 26th February and will be hosted by the Principal. Please ensure you offer Becky a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the academy.

Candidates wishing to have an initial conversation with the SLT about this role can also arrange for a telephone call. Those wishing to do so should also contact becky.green@latonbridge.org.uk in the first instance.

To submit an application in full, please do so online via the following link;

[Head of College \(Vice Principal\) - Online application form.](#)

Closing date for applications	Monday 11th March 2024
Shortlisting date	Tuesday 12th March 2024
Interviews and assessment activities	Monday 18th March 2024

If you have any queries on any aspect of the application process or need additional information, please contact Elene Redelinghuys (LAT Recruitment Team) on elene.redelinghuys@latrust.org.uk

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.



2 Job Profile

Role: Head of College (Vice Principal) - Leigh Academy Tonbridge
Reporting to: Principal

The Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, through an IB curriculum, transforming their lives and ultimately the communities in which they live.

Core Purpose

To assist the Principal in the strategic development and leadership of the academy, creating a climate of learning where expectations are high, clearly communicated and consistently reinforced. To support the development of the whole child, within a safe and healthy environment, fostering positive community values. To promote a culture where students have high aspirations, the determination to succeed, and opportunities to make exceptional progress. To effectively promote the educational vision associated with the Leigh Academies Trust.

Duties

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and the National Teachers' Standards. It may be modified by the Principal, after consultation, to reflect or anticipate changes in the job, commensurate with the salary and job title, also other duties that the Principal may from time to time ask the post-holder to perform.

All Vice Principal's have responsibility for student's academic outcomes with key emphasis placed on knowing the students and how best to support them. The academy aims to appoint the right person for the team; the overarching responsibility allocated for this position will be determined based on the successful candidate's skill-set.

Key Responsibilities

Strategic

- Support the Principal in developing and communicating a clear strategic vision of how to

- develop the academy successfully to Outstanding;
- Have a deep understanding of education theory. We aim to personalise education through innovative approaches to learning, support, experience and leadership;
- Have an 'eye' for standards. Implement accurate performance indicators for students and staff and hold everyone accountable for them;
- Have up to date understanding of Ofsted requirements and ensure the effective and rigorous self review framework is embedded within the academy;
- Lead on designated sections of the Ofsted EIF framework and Academy Performance Agreement;
- Support the development of effective, high performing teams across the academy through the delivery of training and through coaching;
- Support the Principal in managing the academy effectively and ensuring the successful implementation of radical change, and deputise for him in his absence;
- Work in harmony with the Principal, Trust, Governors, local schools, other academies and other partners as appropriate

Behaviour and Attendance

- In consultation with the Principal, lead the pastoral vision for the Academy.
- To lead, direct and manage the Attendance Officers and Student Services Managers within the College.
- To encourage pupils' engagement with the education process by supporting behaviour for learning.
- To oversee analysis of behaviour and attendance data and action plan accordingly.
- To identify teachers' professional development needs in relation to behaviour management and lead training as required.
- To set, develop and implement policies, plans, targets, practices and procedures related to behaviour management systems, including the Behaviour Charter and Anti-Bullying Policy.
- To lead actions to follow up concerns about the behaviour of pupils travelling on buses to and from the Academy.



- To liaise with staff and external agencies to ensure that appropriate interventions for behaviour are implemented whenever necessary so that our most vulnerable students are able to participate fully in the education process.

Learning and Teaching

- Work with the Principal in the strategic leadership for a key area of academy improvement, its development and delivery that meets the needs of individual students and maximises the opportunity for each individual to achieve excellent outcomes;
- Ensure that learning and teaching policy and practice are at the highest standard;
- Effective use of data with the academy to raise standards;
- Regularly review and quality assure the student tracking systems across the academy;
- Understand and implement an assessment framework that will provide accurate and timely information for students, parents, teachers and governors;
- Oversee the quality of learning and teaching through regular reviews within the academy and, at least two designated subject areas, intervening where necessary;
- Use data from stakeholder consultation in order to critically evaluate learning and teaching;
- Have an oversight of the performance of our high prior attaining students (HAPs).

Leading and Managing Staff

- Create a School ethos that fits with the academy vision;
- Lead by example with integrity, creativity, resilience and clarity, demonstrating optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents and Governors;
- Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels;
- Maximise the contribution of staff to improve the quality of education provided and standards achieved;
- Create and maintain good working relationships among all members of the academy community;
- Sustain their own motivation and that of staff for whom they are accountable;

- Promote the academy ethos in which the highest achievements are expected from all members of the Academy community;
- Contribute to an effective and rigorous Performance Management process.

Efficient and effective use of staff and resources

- Work with the Principal, Governors and colleagues to recruit and retain staff of the highest quality;
- Work with colleagues to deploy all staff effectively in order to improve the quality of education provided;
- Support the Principal and Director of Finance and Operations in managing and organising accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements;
- Support the Principal in seeking to ensure adequate resources for the academy.

Standards

- Oversee regular and systematic reviews of standards to ensure early identification of strengths and weaknesses ensuring effective interventions are made;
- Support senior and middle leaders in the effective review of standards in their areas of responsibility;
- Motivate students and staff to achieve the highest possible standards and secure the best possible outcomes;
- Establish and maintain clear improvement plans, milestones, targets and expectations in relation to standards, quality and achievement;
- Use assemblies to motivate and inspire students.

Community

- To attend Governors' meetings, evening and special events;
- Ensure that Citizenship and Spiritual, Moral Social and Cultural aspects are embedded throughout the Academy and its interface with community partners.

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy.

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Person Specification

We seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

Essential	Desirable
Experience	
<ul style="list-style-type: none">• Proven record of significant senior leadership achievement• Proven track record of raising standards• Experience of management of human and financial resources at senior level• Proven behaviour leadership• Successful establishment of links with the local community• Excellent track record as an effective innovator of education• Successful experience of promoting equal opportunities, inclusion and appropriate strategies for children with special educational needs• Experience of developing student involvement in schools• Experience of working with parents• Experience of child safeguarding issues and successful use of measures that promote and ensure the safeguarding of young people• Experience of using performance management processes successfully to contribute to school improvement	<ul style="list-style-type: none">• Experience at deputy/assistant head level or equivalent• Experience of full 11 - 19 age range in a co-educational setting• Experience of leading in challenging circumstances• Experience of leading highly effective whole school assessment systems• Experience of working within a MAT• Experience of developing SEN at a strategic level• Experience of and/or commitment to International Baccalaureate curriculum programmes.
Education & Qualifications	
<ul style="list-style-type: none">• Degree and teaching qualification• Qualified teacher status• Sustained record of professional development	<ul style="list-style-type: none">• Accredited post graduate study• Masters/MBA• NPQH

Essential	Desirable
Leadership & Management	
<ul style="list-style-type: none"> • Positive attitude towards change • Extensive experience of developing staff, of team building and of developing student involvement in schools • In-depth knowledge and understanding of current educational priorities • Good understanding of the Ofsted framework and Self Review • An understanding Performance Management • Setting and achieving ambitious and challenging goals and targets 	<ul style="list-style-type: none"> • Experience of working with a range of agencies • Experience of working with Governors • Experience of challenging 'satisfactory' performance
Skills	
<ul style="list-style-type: none"> • An Outstanding classroom teacher • Proven leadership skills including a range of leadership styles as required • Effective behaviour management • Strategic management, resource management, development planning & personnel management • Effective interpretation, analysis and use of data • Well developed coaching and mentoring skills • Well developed interpersonal and communication skills (including written, oral and presentation) • Wide experience of managing change, leading innovations and meeting challenges successfully • Effective ICT Skills 	<ul style="list-style-type: none"> • Experience of leading staff development in own/ other schools and settings • Advanced skills in one or more areas
Attributes	
<ul style="list-style-type: none"> • Presence, drive and a passion to raise standards for all in the pursuit of excellence • Shared vision with sponsor • Ability to both lead and be a member of a team • Strong solution focused approaches to problem solving • Energetic, resilient, empathetic • Able to develop and maintain good relationships with staff, parents, students, governors and the community • Commitment to continuous improvement • Ability to plan and prioritise • Attention to detail • Innovative and self reflective • Able to deal sensitively with students, parents and staff to resolve conflicts • Stay calm under pressure • Retain a sense of proportion and good humour 	<ul style="list-style-type: none"> • Experience of leading change in challenging circumstances

The background is a solid blue color. A thick yellow line starts from the left edge, goes down, then right, then up, then right again, ending at the top edge. A thick white line starts from the bottom edge, goes left, then up, then right, then up again, ending at the top edge. Another thick yellow line starts from the left edge, goes right, then up, then right, ending at the bottom edge.

'Senior leaders are
relentless about raising
standards and maintaining
high expectations...'
Ofsted 2023

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Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

Culture

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

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An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 31 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich. Nearly 40% of academies are judged outstanding versus 15% nationally.

Leigh Academies Trust – Our Mission: *Education for a better world*

Leigh Academies Trust – Our Vision: Through our Excellence Charter, we will ensure:

- Excellent teaching so that young people achieve their ambitions.
- Outstanding leadership to drive improvement in our own academies and across the sector.
- An exceptional IB curriculum.
- A world class digital strategy for education.
- A highly developed and engaged workforce who make a difference.
- A small school model of education that delivers high quality pastoral care.
- Disruption-free learning and a wide personal development programme.
- Targeted support for those who need it so that they too can succeed.

Leigh Academies Trust – Our Values:

- We care – about our pupils and their families

through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.

- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- We keep getting better – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves to protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

**Our Mission:
Education for a better world**

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