



**Northampton Academy**  
The best in everyone™  
Part of United Learning

# Welcome to Northampton Academy

## APPLICATION PACK

### Head of Elite Sports

Salary: ULT Teachers' Pay Range + TLR2

Hours: Full Time, 37.5 hours

Start Date: September 2021

Closing Date: Monday, 17<sup>th</sup> May 2021 at 12pm

Interviews: Thursday, 20<sup>th</sup> May 2021

## An Academy of Character and Excellence



School of

**CHARACTER**

Respect ■ Determination ■ Ambition ■ Tolerance ■ Integrity

# Northampton Academy is looking for a hardworking and personable Head of Elite Sports

We are looking for a hardworking and personable Head of Elite Sports to lead our growing Elite Sports Programme.

The Head of Elite Sports will lead on a number of key areas, including Football and Netball coaching, national and international links, local and national tournaments, community links, primary links and a comprehensive programme to support the development of the students in their chosen sport. They will ensure that our vision of being an 'Academy of Character and Excellence' continues to be implemented throughout our Elite Sports provision.

The successful candidate will understand the importance of sport being a key driver in developing a young person's character and will be highly ambitious for our students to represent their chosen sports at a national level. The right candidate will also be highly ambitious and will be looking to become an Assistant Principal in the next 3-5 years. They will be able to demonstrate impact at either a whole school or department level.

Northampton Academy is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – high quality staff such as you.

Northampton Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Respect, Determination, Ambition, Tolerance and Integrity, and will have a working knowledge of how these will apply within a Secondary Academy context and within the role itself.







# A Letter From The Principal



Dear Colleague

I am delighted to welcome you to Northampton Academy. You have made a great decision to pursue your career with us and I promise that you will find working here a rewarding experience. With us you will find support and development as you progress in your career.

We are part of United Learning, a group of academies, primaries and independent schools across the UK, whose motto is 'The Best in Everyone', and we wholeheartedly subscribe to this philosophy.

Our vision and mission are simple;

**Our Vision:** "To be an academy of character and excellence. To provide a unique and extraordinary experience that sets us apart: locally, nationally and internationally."

**Our Mission:** "We exist to provide the students of the Eastern District with equal or better life chances than any student in the UK."

We are all working together to ensure we move towards our vision of being an 'Academy of Character and Excellence' and are looking to move the great work we have done in so many areas to both a national and in some cases, an international platform, which we are already doing in our Character and STEM programmes. I am excited to have such a strong body of staff here to help continue this pathway towards realising our vision.

Due to the challenging period with Covid-19, it is vital that we recognise the need to support our community to ensure that we get everyone back to a 'new normal' as quickly as possible. Our mission is as important as it ever has been, and we must 'go that extra mile' to provide our young people with a springboard for their next steps that will make a real difference to their lives.

We are fully committed to the safeguarding and wellbeing of our young people. It is at the heart of what we do and we 'create a strong culture of vigilance' (Ofsted, Nov 2019), and 'students feel very safe in this school' (Ofsted, Nov 2019) because of this. Every decision we make as an organisation puts our students first.

We also run 'quiet November' where meetings are kept to a minimum as we recognise the winter months as particularly difficult for staff.

A work-life balance is vital, and we recognise that spending time with family and loved ones is incredibly important. To this end, there is no expectation to work during weekends and no email communications from 5.30pm on week days and on a Friday through to 7.30am on a Monday morning. That time is yours to spend on activities that make you happy. This year I am delighted to appoint a member of my senior team to work alongside me to focus on optimising staff wellbeing without sacrificing the excellent provision we give our young people. It is a balancing act which we are continually improving. These are just some of the ways we look to support staff wellbeing. You will come across many more as you progress your career with us.

I operate with an open-door policy and welcome any of my staff to come and speak with me regarding any issues they are having. I will always aim to find solutions myself or offer support in finding those solutions.

You often hear the saying, 'I got into teaching to make a difference'. That is something you can do at Northampton Academy. This school has transformed over the last few years and our students have high aspirations and are regularly progressing to the best universities and apprenticeships.

Northampton Academy is a special place, and I am certain it will only continue to get better. I wholeheartedly recommend Northampton Academy for the next step in your career.

Yours sincerely,

Chris Clyne  
Principal

# Our Vision

"To be an academy of character and excellence. To provide a unique and extraordinary experience that sets us apart: locally, nationally and internationally."

# Our Mission

"We exist to provide the students of the Eastern District with equal or better life chances than any student in the UK."

# Our Values

We are providing a safe, caring and exciting environment for young people by putting young people at the centre of every decision. We are developing ambition, confidence and resilience through a relentless focus on opportunities and standards.

We believe that the five core values that best define Northampton Academy are:

## RESPECT

- Showing due consideration for the values, opinions and beliefs of others
- Understanding that we are all different from one another
- Respect for ourselves, others and the environment

## DETERMINATION

- Not giving up, especially during adversity
- Embracing the challenges of learning at a high level
- Supporting each other to achieve

## AMBITION

- Aspiring to be the best people we can possibly be; and know what this looks like
- Aspiring to achieve the highest outcomes possible
- Aspiring to achieve the best jobs, college and university places

## TOLERANCE

- Ability and willingness to accept the existence of opinions or beliefs that are different from our own
- Understanding that not all situations and issues are binary
- Willingness to embrace diversity of religion, race and culture

## INTEGRITY

- Doing the right thing, even when nobody is watching
- Being honest with yourself and others, even when in the wrong
- Having strong moral principles



# Why Work For Us?

The leadership of the academy is highly focused on creating an environment in which teachers can focus on their core role; to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers. Therefore, detentions, follow ups and communications with parents etc. are conducted by the pastoral and senior teams. Teachers at the academy speak of this as one of the major benefits of working here.

In addition to this, teachers are trusted to be professionals through:

- No unannounced observations
- No lesson grading
- A feedback and recognition policy that lets teachers decide the best feedback mechanism for their own classes, rather than having this prescribed centrally
- Departments set their own feedback and recognition policy and have no expectation of teachers spending extra time marking
- 3 extra INSET days per year collaborative team planning
- No emails (except safeguarding) after 5.30pm and at weekends

**'The school's high expectations of learning without disruption is reflected in exemplary behaviour'**

(Ofsted, Nov 2019)





School of  
**CHARACTER**

## A School of Character

Northampton Academy is a nationally recognised school for its Character Development Programme which is systematically delivered into the curriculum through lessons, assemblies, tutor time reading, PSHE and many other facets.

The Character programme is based on our 'pillars of virtue':

- **Respect** - showing consideration for the views, opinions, and beliefs of others
- **Determination** - never giving up
- **Ambition** - aiming high, not just for what you want to be, but who you wish to be
- **Integrity** - doing the right thing, even when nobody is watching
- **Tolerance** - the ability and willingness to accept the existence of opinions or beliefs that are different from our own

Staff play a vital role in this development of students' character and we are all expected to role model these virtues at all times. This is vital in the 'caught' aspect of our character programme. New staff must also buy in to this value led approach, and are expected to understand the importance of developing character in young people.

We firmly believe in developing leadership for all and, as such, we provide opportunities for all staff and students.

We fundamentally believe in nurturing talent within our staff body. Our in-house Continuous Personal Development programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as NPQSL or NPQML. Alongside this, we create succession planning for future senior positions.

For students, we promise the young people of Northampton Academy 'Leadership opportunities for every student, every year' to ensure we develop them to be the future leaders of our country. This strand of opportunity for our young people is one of many that we use to help develop the character of our students.

**'Character development is at the heart of the school's work'**

(Ofsted, Nov 2019)



**One of the first schools  
in the country to be  
awarded the prestigious  
'School of Character'  
kitemark**



School of  
**CHARACTER**



# About Northamptonshire

Northampton is nestled in a curve of the River Nene. It has great transport links direct into London or Birmingham by train in about an hour. It also has direct access to the M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres - [northamptonmuseums.com](http://northamptonmuseums.com), [TheRoyalandDerngate](#)
- Manor houses and gardens - [DelapreAbbey](#), [CastleAshby](#)
- Great retail outlets - [RushdenLakes](#)
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - [CycleNorthants](#)
- Wide range of country walks to take you away from the pressures of modern living
- Great primary schools throughout the county
- Lakes and watersports - [StanwickLakes](#)
- Great sporting scene – [NorthamptonSaints](#), [NorthamptonshireCountyCricketClub](#) & [NorthamptonTownFC](#)
- Picturesque golf courses - [BramptonHeath](#)
- Beautiful parkland and forests
- Canals and rivers



Northampton Saints

Abington Park





Stoke Bruerne



Castle Ashby Gardens



Northampton Saints



Royal and Derngate Theatre



# Part of United Learning

Northampton Academy is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our Group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a Group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing. Our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.









# Part of United Learning

## Job Description – Head of Elite Sports

Northampton Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

### Reporting to:

Assistant Principal

### Hours of Work:

Full time

## Job Purpose

To be accountable for, and provide, professional and strategic leadership as well as day to day management of core responsibilities, under the direction of the relevant member of the Senior Leadership Team.

These include:

- To contribute to the strategic leadership of the Elite Sports Programme, developing, implementing and evaluating systems, policies and procedures
- To implement and manage the Elite Sports Programme and ensure its success
- Liaise with the relevant parties to ensure high quality provision for the high ability students
- Develop links with, and engage with, external clubs

## Safeguarding

- To uphold the academy's policies in respect of Safeguarding and Child Protection and ensure the safety and well-being of all learners

## Key Responsibilities and Tasks

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance and should be seen as enabling rather than restrictive.

- To develop and communicate a clear vision and strategy for the academy, particularly regarding the Elite Sports Programme at all key stages
- Lead on the monitoring and implementing of a rigorous and unbiased application and selection programme for students to enter the Elite Sports Programme





- Liaise with parents/carers of students in the Elite Sports Programme to ensure high levels of engagement from all parties involved
- Liaise with our main feeder primary schools for delivery of 'Gifted and Talented' sessions and taster sessions in order to talent spot and encourage recruitment
- Oversee all student recruitment, engagement and intervention in the Elite Sports Programme
- Coordinate staff and quality assure any external involvement for all Elite cohorts
- Liaise effectively with the wider community fostering strong local, national and international links to promote the Elite Sports Programme
- Continue to develop the Elite provision to incorporate a strand at Key Stage 5
- Maintain a presence around the academy to ensure that the highest standards of behaviour are upheld, especially in the Elite cohorts
- Fully inform staff, students, parents, governors and members of the local community about the Elite Sports Programme and its achievements
- Be active in issues of staff and student welfare and support them throughout the Elite Sports Programme
- Maintain a teaching timetable, modelling outstanding practice in terms of classroom teaching, preparation, marking and assessment
- Adhere to academy policies, procedures and core values as set out in the documentation available to all staff

## Strategic Leadership and Management

- Create and maintain the ethos, vision and aims of the academy including the drafting of relevant policies for the Elite Sports Programme in consultation with staff and governors
- Secure the achievement of key Elite sport performance targets identified in the academy strategic plan
- Ensure that academy systems and accountabilities are delivered according to the key principles of simplicity, efficiency, and effectiveness
- Plan and deliver academy policy in the Elite Sports Programme
- Secure external speakers to deliver engaging and motivational sessions
- Engage with external clubs to explore sustainable links to coaches, facilities and sessions
- Lead on the marketing and promotion of the Elite Sports Programme, liaising with the Marketing and Communications Officer
- Explore and apply to secure external funding sources to develop the facilities and provision of the Elite Sports Programme
- Explore and enter the teams in local, regional and national competitions
- Lead on sports trips and tours to various sports facilities

## Leadership and Management of People

- Provide an approachable, authoritative, and visible presence in and around the academy
- Provide support for staff, students, parents and the local community
- Coordinate and lead Elite staff and coaches to ensure all Elite events are of high calibre and elevate the Elite Sports Programme
- Challenge underperformance and celebrate successes of staff and students in Elite
- Develop a strong sense of teamwork and common purpose among staff and coaches involved in the Elite Sports Programme
- Train, coach, support and direct staff as required to ensure a positive, professional and achievement focused ethos is maintained





## Monitoring and Evaluation

- Ensure that the Elite provision is innovative and imaginative in scope
- Contribute to whole school monitoring and evaluation to ensure consistently high standards of teaching and learning
- Ensure that the Elite Sports Programme is working towards the whole school development plan in association with your line manager
- Liaise with appropriate personnel regarding support for student progress, including SENDCO, Lead Practitioners and parents/carers

## Staff Development

- Continue your own professional development as agreed with your line manager
- Promote teamwork and motivate professional working within the Elite Sports Programme (both internal and external) to ensure effective working relationships

## Curriculum and Assessment

- Quality assure the creation and implementation of specific Elite resources across the school and lead through remote learning
- Lead the design of an Elite Sports Programme which is innovative and challenging and will drive student success across Key Stages 3, 4 and 5
- Ensure all students receive high quality feedback across Elite enabling the identification of skills gaps to ultimately demonstrate progress in their performance

## Accountability

- Advise and report to a member of the Senior Leadership Team and governing body
- Work in accordance with statutory policy
- Develop relationships between the academy and the local and wider community
- Contribute to the process and completion of any self-evaluation procedures
- Be accountable for the delivery of key strategic Elite objectives as determined in negotiation with the Principal and Senior Leadership Team

## General

All academy staff are expected to:

- Work towards and support the academy's vision, values and objectives
- Fully subscribe to the academy values of Respect, Determination, Ambition, Tolerance and Integrity regarding themselves, the academy and our young people
- Support and contribute to the academy's responsibility for safeguarding students
- Work within the academy's Health and Safety policy to ensure a safe working environment for staff, students and visitors
- Work within the academy's Community Cohesion and Equal Opportunities policies to promote equality of opportunity for all students and staff, both current and prospective
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

- Engage actively in the performance review process
- Adhere to academy policies, procedures and core values as set out in the documentation available to all staff
- Ensure that the confidentiality of sensitive information and data is not compromised

This job description will be reviewed after six months and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the academy in relation to the post holder's professional responsibilities and duties, including the provision of high quality teaching and learning across the academy and the pastoral care of the students in their charge.

Elements of this job description and changes to it may be negotiated at the request of either the Principal or the incumbent of the post.

April 2021

Signed: \_\_\_\_\_

Job Holder

\_\_\_\_\_

Date





# Person Specification – Head of Elite Sports

The successful candidate will possess all or most of the following attributes:

E = Essential      D = Desirable

Assessed by:      I = Interview      A = Application

QUALIFICATIONS	Criteria	Selection
Qualified to at least degree level	E	A
Qualified to teach in the UK (QTS)	E	A
Qualified to work in the UK	E	A
Evidence of further in-service training	E	A
Further professional education qualifications	D	A
LEADERSHIP		
Able to work in close harmony with the senior leadership team	E	A/I
Effective management style that encourages participation, innovation and confidence	E	A/I
Strong interpersonal, written and oral communication skills	E	A/I
Takes personal responsibility for their own actions	E	A/I
Resilience and motivation to lead the academy through day-to-day challenges whilst maintaining a clear strategic vision and direction	E	A/I
Genuine passion and a belief in the potential of every student	E	A/I
Motivation to continually improve standards and achieve excellence	E	A/I
Commitment to the safeguarding and welfare of all pupils	E	A/I
Can skilfully manage and maintain effective working relationships with parents and other stakeholders	E	A/I
VISION AND STRATEGY		
Vision aligned with Northampton Academy's high aspirations and high expectations of self and others	E	A/I
Understands how to set high aspirations and effective strategies for meeting targets	E	A/I
Clear understanding of the strategies to establish consistently high standards of behaviour in an urban school and commitment to relentlessly instilling these strategies	E	A/I
Use of data to inform and diagnose issues with student behaviour that need addressing	E	A/I
EXPERIENCE		
Experience of teaching in at least 2 schools or education settings (secondary)	D	A/I
A track record of effectively leading/motivating pupils and developing team approaches	E	A/I
Experience of improving student outcomes	E	A/I
Experience of delivering consistently good lessons to students of all ages and abilities	E	A/I
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes through targeted support	D	A/I
Experience of having contributed to policy formulation, implementation, evaluation and review	D	A/I
Experience of running enrichment and extracurricular activities which inspire and motivate learners	D	A/I



PROFESSIONAL DEVELOPMENT		
Evidence of a commitment to own professional development	E	A/I
Evidence of keeping up to date with educational thinking and knowledge	E	A/I
A strong commitment to the quality of professional development of staff	E	A/I
The drive to develop others' capabilities and help them realise their full potential	E	A/I
SKILLS, BEHAVIOUR AND PERSONAL QUALITIES		
Fully subscribe to our academy value of RESPECT: showing due consideration for the feelings, beliefs and opinions of other people	E	A/I
Fully subscribe to our academy value of DETERMINATION: never giving up – working relentlessly for the benefit of the young people of Northampton Academy	E	A/I
Fully subscribe to our academy value of AMBITION: seeking the very best opportunities for all young people, in line with the most elite schools in the country. Never pigeonholing nor making assumptions about the potential of the young people of the Eastern District	E	A/I
Having a commitment to equality and diversity	E	A/I
Ability to establish a positive ethos with an accent on high achievement for all	E	A/I
Ability to empathise with the needs of pupils and to be firm but fair and consistent	E	A/I
Ability to prioritise and manage time effectively	E	A/I
An effective communicator and motivator of students and staff	E	A/I
A team player with the ability to establish good working relationships with staff, students and parents	E	A/I
The ability to set clear expectations and parameters and to hold others to account for their performance	E	A/I
The ability to challenge underperformance	E	A/I
The tenacity to see things through	E	A/I
Flexibility in approach	E	A/I
The professional respect of colleagues	E	A/I
The ability to demonstrate high level of emotional intelligence	E	A/I
The ability to work under high pressure	E	A/I
An engagement with a coaching style of conversation	E	A/I
Experience of coaching others	D	A/I



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Part of United Learning

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