



Recruitment Information Pack

Interim Assistant Headteacher Achievement

David Nieper Academy
Grange Street, Alfreton, Derbyshire, DE55 7JA
T: 01773 832331

March 2023

Dear Applicant

Thank you for showing an interest in the post of Interim Assistant Headteacher – Achievement at the David Nieper Academy.

Our Academy is sponsored by the Christopher Nieper Education Trust (previously David Nieper Education Trust), together with local employer partners, who are highly committed in supporting the development and achievements of our students. With a clearly defined approach to teaching, applied learning and brand-new purpose-built facilities, which opened in February 2017, we believe that this is a truly exciting time to join the academy. We are a growing academy now of 780 students 11-18 and will soon be at our full capacity of 850 students 11-18. This role is a new post due to our growing pupil numbers. Our September 2022 Ofsted Inspection graded the academy as 'Good in all areas', a fantastic improvement from the 'inadequate' Ofsted rating when we took over the academy - and we endeavour to build on this as we grow and develop further. We are currently the only academy within the Trust however the Trust is likely to grow in the very near future with several other schools actively looking to join.

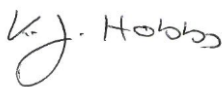
Our aim is to raise standards, expectations, aspirations, inspire excellence and to encourage students to achieve their full potential. We will help them develop confidence and key lifelong learning skills and to obtain the qualifications required as they look to future careers and explore the many opportunities in further education, apprenticeships, university and beyond.

David Nieper Academy has a clear distinctive character due to the integrated involvement of its prestigious business partners. High profile local businesses, most being either international or national household names such as Denby Pottery, Owen Taylor & Sons Ltd, Bowmer & Kirkland, Places for People, Equip UK alongside David Nieper Ltd, are committed to bringing the world of work and 21st Century employment practices into every classroom. Practical contextual applied learning has been proven to assist all students in retaining and understanding more fully the concepts and principles taught in the classroom. We are looking for a candidate who will embrace this approach and ensure that David Nieper Academy is adopting this approach through its world class learning pedagogies.

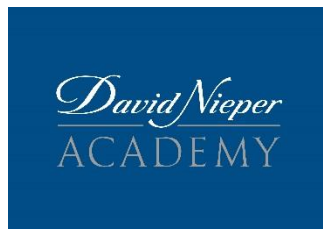
If you like the sound of the academy and Trust and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application by **9.30am Friday 24th March 2023**. If you would like a conversation or tour of the academy prior to application these are warmly welcomed.

If you have any queries or would like a conversation or tour of the academy please contact Mrs Jacqueline Rodgers, HR Manager, via email at jrodgers@davidnieper.academy

Yours faithfully



Dr Kathryn Hobbs
Headteacher/ CEO



Christopher Nieper Education Trust

Interim Assistant Headteacher – Achievement

David Nieper Academy, Grange Street, Alfreton, Derbyshire, DE55 7JA

Age Range – 11-18

Fixed Term position until 31st August 2024 in the first instance

Responsible to Head of School

1st September 2023

Salary: L9 to L13

Are you a visionary leader who wants to shape the future of young people?

The David Nieper Academy is a newly formed academy in Alfreton. A new school building opened in early 2017 therefore this is an immensely exciting time to be joining the academy and being a key component in the future development.

Due to the growth of the Trust and changing roles within the current SLT whilst this initial growth takes place the Governing Body is seeking to appoint an Interim Assistant Headteacher to lead on key Achievement areas of the academy.

The successful candidate must be an inspiring role model, able to lead and work well as part of a flexible team, have excellent communication and interpersonal skills, have a 'can-do' attitude, be highly organised and have the ability to work under pressure.

The Governing Body is committed to the safeguarding of children and young people, so all staff appointments are subject to employment checks and a satisfactory enhanced DBS check.

Candidates should indicate an acceptance of, and a commitment to, the Academy's policies in relation to equality and safeguarding and promoting the welfare of children.

It is an offence to apply for this role if an applicant is barred from engaging in regulated activity relevant to children.

Please follow the below link to view the Christopher Nieper Education Trust Safeguarding/Child Protection Policy <https://davidnieper.academy/about-us/academy-policies/>

How to Apply

To apply please complete and return an application form along with your covering letter, clearly demonstrating your suitability for this post. CV's will not be accepted. Send via email for the attention of the HR Manager, Mrs Jacqueline Rodgers, jrodgers@davidnieper.academy

Closing date for applications: 9.30am Friday 24th March 2023.

Interviews are likely to be 30th & 31st March 2023; however, this is subject to change.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Job description – Interim Assistant Headteacher – Achievement

As a member of the David Nieper Academy leadership team, you will:

- Think strategically while being able to deal with immediate challenges
- Provide opportunities for staff to grow and develop
- Set a high standard through personal example
- Contribute in a variety of ways to the day to day running of the academy
- Support all academy events

General role responsibilities

- To strategically lead Achievement areas including:
 - Key stage 4 & 3 Achievement and Progress including Academic Boards
 - Academic intervention including Academic mentors
 - Pupil Premium
 - More Able and Talented
 - Attendance
 - Admissions
 - Parents liaison including parents evenings
- To line manage:
 - Heads of Faculty (to be agreed)
 - Pupil Premium coordinator
 - More Able & talented coordinator
 - Key Stage 4 Progress & Achievement Leader
 - Admissions & Attendance Officer
- To strategically lead and develop the Academic progress and achievement across the academy working with and through Heads of Faculty and the leads in Pupil Premium, Academic mentors & More Able & Talented
- To lead and oversee the Academic Boards tracking impact
- To strategically lead, develop, monitor and review the development of parental liaison and communication including parents' evenings and other such events
- To strategically lead, develop, monitor and review Attendance & punctuality at and within the academy, working with and through the Attendance team and Pastoral Team
- To lead, develop, monitor and review Admissions to the academy including within year requests and appeals
- To monitor and evaluate impact of initiatives on pupil progress and skill development
- To support all aspects of Safeguarding across the academy

- To contribute to the academy development plan and academy self-evaluation, providing regular reports to governors
- To make a full contribution to the wider leadership and management of the academy
- To lead a duty team as part of the leadership team
- To attend SLT operational meetings each day 8am and strategic meeting 4pm- 6pm each Tuesday
- To have a teaching commitment of approximately 45% - any subject area will be considered however the following subjects are particularly welcome: French, Psychology, Health & Social Care, Science or Maths.

A reduction in teaching commitment will be provided to ensure the time to carry out the roles.

Accountability

- Be responsible for producing development plans and relevant sections of the SEF for all areas of responsibility
- Be a full and contributing member of Senior Leadership Team
- Attend relevant governor meetings as required taking a lead role in the Pupil Matters Academic committee and meeting with link governors for Pupil Premium and More Able & Talented with the relevant leads
- Prepare and present reports on areas of responsibility for governors as required

Personal characteristics

- Outstanding classroom practitioner
- Hardworking
- Enthusiastic
- Resilient
- Ability to inspire and lead others
- A strong team player
- Solution focused, looking for positive outcomes
- Good sense of humour

Benefits

- Ongoing training, support and mentoring will be provided
- Free access to BUPA Employee Assistance Programme
- Free onsite Parking
- Generous discount at the David Nieper Ltd factory shop

Person Specification: Assistant Headteacher

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good Honours degree • Recognised Teaching Qualification 	<ul style="list-style-type: none"> • Post Graduate Qualification • Evidence of further advanced study or research • Evidence of recent professional development • Leadership qualifications • NPQ
Experience	<ul style="list-style-type: none"> • Proven successful experience as a Middle Leader • Experience of developing Academic progress & achievement • Excellent classroom practitioner • Practical experience of self-evaluation • Evidence of developing coherent systems to allow evaluation of impact • Evidence of successful pupil progress and outcomes • Evidence of keeping up to date with national developments • Experience working effectively with a range of professionals and stakeholders 	<ul style="list-style-type: none"> • Senior Leadership Team experience • The capacity and desire to move onto Deputy Headship in the future • Other management experience • Experience of working with Employers to support and enhance curriculum provision •
Knowledge	<ul style="list-style-type: none"> • Detailed knowledge and understanding of the importance and impactful ways to implement an effective Academic support programme including areas such as Pupil Premium and More Able & Talented • Detailed knowledge of how to create a coherent curriculum programme based around applied learning principles • Knowledge of key educational issues and priorities • Clear understanding about strategies to support pupil progress and outcomes • High level of IT skills including social media 	<ul style="list-style-type: none"> • High level of knowledge and expertise with SIMS • Clear understanding about strategies to support Pupil Premium and More Able & talented pupils
Leadership and Management	<ul style="list-style-type: none"> • Ability to contribute to strategic planning for whole academy development 	<ul style="list-style-type: none"> • Experience of managing a budget

	<ul style="list-style-type: none"> • Ability to establish excellent working relationships across the whole academy community • Ability to lead and manage change • Ability to draw data from a variety of sources, analyse, synthesise, and present this to inform Self Review and Assessment evaluation • Ability to enable others to achieve success • Evidence of successful leadership and management • Ability to delegate effectively 	<ul style="list-style-type: none"> • Undertaken nationally recognised leadership training
Organisation	<ul style="list-style-type: none"> • Evidence of effective organisation of self • Evidence of effective organisation of teams/ others • High standard of administrative skills 	<ul style="list-style-type: none"> • Evidence of effective project management
Communication	<ul style="list-style-type: none"> • Demonstrate excellent presentational skills • Be able to build professional relationships and work sensitively with a wide range of people 	<ul style="list-style-type: none"> • Ability to communicate a vision to key stakeholders both internal and external

Method of Application

1. We will only accept applications on the David Nieper Academy application form. Curriculum Vitae will not be accepted.
2. The statement in your application should focus on:
 - Candidate's previous experience which will help in successfully undertaking the role.
 - Personal skills to benefit the learning by students at the David Nieper Academy.
3. For any queries or if you would like to visit, please email jrogers@davidnieper.academy
4. Completed application forms to be returned via email for the attention of Mrs Jacqueline Rodgers, HR Manager, at jrogers@davidnieper.academy
5. The academy operates a NO SMOKING policy on site.
6. Interviews - Candidates invited to interview will:
 - (a) Have the opportunity to tour the academy
 - (b) Meet Senior Leadership team
 - (c) Complete a set of exercises
 - (d) Have a formal individual interview with the selection panel.

An enhanced DBS check is required for all successful candidates that are offered a position within our Academy. If you are successful at the interview stage and you have accepted our offer of employment, then a DBS check will be started. If you subsequently withdraw from the position after accepting our employment offer, then you may be required to pay the DBS check charge.

K. Hobbs
March 2023