



Guilsborough Academy

Guilsborough Multi Academy Trust



Interim Assistant Principal

Candidate information pack

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Letter from the Principal

Thank you for expressing interest in our Academy, particularly regarding the exciting new position of Assistant Principal.

I understand the significance of making informed decisions when considering a new opportunity. To help you learn more about us, I encourage you to visit our website at <https://www.guilsborough.northants.sch.uk/> where you can access a wealth of information, including recent newsletters.

For those considering applying, we will be offering tours to provide a firsthand experience of the academy and its values. If you would like to schedule a tour, please reach out to our HR department at hr@guilsborough.northants.sch.uk.

Our Ofsted report, available [here](#), outlines our clear behaviour system and effective safeguarding processes.

While many of our staff members have longstanding tenures, I became the Principal of Guilsborough in September 2020 and was warmly welcomed. The supportive atmosphere among colleagues in their dedication to our students has been a highlight. Positive messages from parents/carers, showcased on our website, further attest to our commitment to ensuring students consistently achieve their potential. Colleagues who have been with us for an extended period often cite the students, their fellow colleagues, and the available training and career development opportunities as reasons for their continued commitment.

I firmly believe that by attracting exceptional staff, prioritizing their well-being, and fostering an environment conducive to their growth, we can continue to provide our students with the high-quality education they deserve.

If you believe that Guilsborough Academy aligns with your aspirations, we welcome your application.

Best wishes for the future.



Simon Frazer
Principal of Guilsborough Academy



About Us

At Guilsborough we believe that learning should be enjoyable and challenging. This belief, combined with the excellent teaching skills, commitment of our staff, enthusiasm and hard work of our pupils, lies at the heart of our success.

We are passionately committed to the achievement of every individual pupil and to providing high standards of teaching and learning. Our reputation with the local and wider community rests on consistently providing quality education for pupils of all abilities. Our pupils' excellent academic achievements can be seen in the national league tables. Every year, our most able pupils achieve very highly and we encourage and support pupils to aim for top universities, whilst also providing strong support for alternative routes to higher qualifications post 18. This is supported by our excellent Careers programme. We also hold the prestigious CEIAG award (Career Education, Information Advice and Guidance).

Guilsborough Academy is committed to a comprehensive intake and accepts pupils of all abilities. As an inclusive school community, our pupils come from a wide variety of different social and cultural backgrounds. We aim to challenge all our pupils to reach their full potential and celebrate their successes. We ensure that those pupils who have special educational needs are provided with appropriate support, so that they too may reach their potential.

Individual strengths within our pupils are encouraged and celebrated. We encourage them to explore a wide variety of interests within and beyond the school curriculum. Our aim is to develop thoughtful, kind and considerate adults, who will not only contribute to the school, but also to the wider community. Pupils' personal development and happiness are very important to us and our extensive programme of extra-curricular activities, including excellent Music, Drama and Sports provision, supports this process. We expect high standards of behaviour and seek to build strong relationships between staff and pupils. Considerate and responsible attitudes and behaviour are fostered through a strong Life Skills programme.

We are a small MAT situated in the idyllic Northamptonshire countryside. We are presently comprised of one academy: Guilsborough (11-19) Academy. Guilsborough is a "converter" Academy and formed a Multi Academy Trust and is a supportive and friendly school that aims to fulfil our mission statement: learning without limits. We are easily accessible from the M1/M6 and A14 in just five minutes, offer outstanding professional development entitlement and provide superb resources.

The aim of GMAT

Our aim is to pursue and promote sustainable excellence in the provision of 11-19 education for the benefit of our pupils, staff, parents/carers and the wider community.

The GMAT Strategy

We play an active role in the wider community of educators. We value productive relationships and partnerships that help us to maintain and further develop our expertise, and we also seek opportunities to share our own best practice with others.

We value the work of our Trustees to hold the academy to account and constructively monitor its progress. Intervention must be proportionate and timely to the identified areas of development.

Advert

Contract Type:

- Temporary
- Full 1.0 FTE

Salary:

- L11-L15

Start date:

- January 2025 – August 2025

Closing date:

Monday 9th December 2024 at 9am

How to apply:

To apply, please complete an application form, which can be found on the vacancies page of our website:

<https://www.guilsborough.northants.sch.uk/vacancies>

Completed application forms should be accompanied by a letter of application

Situated in the idyllic Northamptonshire countryside, Guilsborough Academy is a supportive and friendly school which aims to fulfil our mission statement: learning without limits. We are easily accessible from the M1/M6 and A14 in just five minutes, offer outstanding professional development entitlement and provide superb resources.

Assistant Principal

Do you thrive in a leadership role, driving change and ensuring the highest standards of safeguarding practices in schools? We have an exciting opportunity for an experienced and dynamic leader to join our team. We are seeking an interim Senior Leader who is passionate about creating a safe, inclusive, and supportive environment for all students.

As the Assistant Principal leading on safeguarding, you will be at the forefront of ensuring the safety and well-being of our students and staff. Reporting directly to the Principal, you will oversee safeguarding policies, lead on child protection, and work collaboratively with staff, parents, and external agencies to promote a culture of vigilance and care.

This is an excellent opportunity for a dedicated professional to make a tangible impact on our school community while developing your leadership skills in a supportive and forward-thinking environment.

Are you intrigued? Do you have the drive and determination to contribute to the further wider development of our Academy? Do you want to work for an organisation that has the wellbeing of staff and students at its heart, alongside fantastic new employee benefits? If so, we would be delighted to hear from you.

Visits to the school are warmly welcomed. To come and see us in action, please contact our HR team to arrange a suitable time on hr@guilsborough.northants.sch.uk or 01604 740641.

Closing date: Monday 9th December 2024

Guilsborough Academy is committed to safeguarding and promoting the welfare of children and young people, we expect all our staff and volunteers to share this commitment. All appointments are subject to an enhanced DBS check and by completing this application form, you confirm that you have read the DBS Code of Practice and the Safeguarding & Child Protection Policy which is available on our website. An enhanced DBS check, two satisfactory references, identity and medical checks are mandatory for all posts within Guilsborough Multi Academy Trust. Our safeguarding and Child Protection policy is available [here](#). We are also committed to meeting the requirements of disability discrimination and other legislation.

We occasionally close vacancies early in the event that we receive a high volume of applications. Interviews may begin soon after receipt of applications for shortlisted candidates, therefore we recommend that you apply early.

Online searches

As part of our rigorous Safer Recruitment process, Guilsborough Academy has adopted the practice of online searches including Social Media for external shortlisted candidates. The purpose of the search is to enable us to fulfil our duty under Keeping Children Safe in Education and is part of our due diligence to identify any incidents or issues that have happened, and are publicly available online, which we may need to discuss with you during interview. Therefore, if you are shortlisted for a role, an appropriate online search will be undertaken on your name(s).

Consent to an online search is included in the Guilsborough Academy application form. Searches are based on publicly available information, therefore where your profiles are private or are locked, no further search will be required on these pages. Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.

Guilsborough Multi Academy Trust is passionate about its values of Respect, Aspiration, Responsibility and Equality. We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints.



Job Description

The role of Assistant Principal is a strategic role within the Academy and the focus will be on delivering high quality provision for all students regardless of their starting points. Senior leaders are expected to work across a range of areas and contribute openly in an environment which encourages distributed leadership and professional dialogue.

The core responsibilities of the role are identified below:

Purpose	
Specific Responsibilities	<ul style="list-style-type: none"> • Work with the Principal and Vice Principal(s) to have oversight of Leadership and Management of the academy • Act as the Academy Designated Senior Lead for Safeguarding • Lead the Deputy DSL team ensuring effective training in place for all • Whole school lead on Safeguarding training • Lead on the promotion of student well-being and mental health as Senior Mental Health Lead • Lead on the Academy use of external agencies to support for families in need • Senior Leader responsible for Inclusion across the Academy • Line management of appropriate staff including Curriculum Leaders • Developing positive relationships with key stakeholders including parents and carers and key Primary Schools
General Responsibilities	
Shaping the Future	Knowledge <ul style="list-style-type: none"> • awareness of local, national and global trends • helping to build, communicate and implement a shared vision • contribution to strategic planning process • awareness of new technologies, their use and impact • helping to lead change • creative and innovative skills
Professional Qualities	Commitment to <ul style="list-style-type: none"> • collaborative school vision of excellence and equality (high standards/expectations for all pupils) • helping to set and achieve challenging and ambitious targets • an inclusive community Ability to <ul style="list-style-type: none"> • think strategically • inspire, challenge, motivate and empower others • model the values and vision of the school (actively promote ethos)
Leading Learning and Teaching	Knowledge <ul style="list-style-type: none"> • strategies for raising achievement and achieving excellence • use of new and emerging technologies to support teaching and learning • inclusion strategies • impact of behaviour/attendance on learning and educational progress • assessment/reporting

	<ul style="list-style-type: none"> • ensuring Guilsborough is inclusive for all students • models of teaching and learning (including organisation and learning styles) • principles of effective teaching and learning (lesson observation) • line management responsibilities (performance management) • school self-evaluation (monitoring and evaluation) • strategies for developing effective teachers • oversight of, departments, year groups, cross-curricular issues • data collection tools and analysis (comparative performance, prior attainment, targets etc)
Professional Qualities	<p>Commitment to</p> <ul style="list-style-type: none"> • raising standards for all in pursuit of excellence • the entitlement of all pupils to effective teaching and learning • personalised learning including age appropriate content and resources <p>Ability to</p> <ul style="list-style-type: none"> • demonstrate personal enthusiasm for learning process • demonstrate the principles and practice of effective teaching and learning • develop relevant strategies for improved performance
Developing Self and Working with Others	<p>Knowledge</p> <ul style="list-style-type: none"> • awareness of significance of interpersonal relationships and models of CPD • strategies to promote individual and team development • the inter-connection between managing performance, CPD and sustained school improvement
Professional Qualities	<p>Commitment to</p> <ul style="list-style-type: none"> • effective working relationships – taking the staff with you • shared leadership • effective team working • effective performance management (ensuring that team leaders are properly accountable for the performance of their team members) • CPD for self and others • participation in staff selection <p>Ability to</p> <ul style="list-style-type: none"> • foster an open, equitable culture and manage conflict • develop, empower and sustain individuals and teams • collaborate and network within and beyond the school • give and receive effective feedback and act to improve personal performance
Managing the Organisation	<p>Knowledge</p> <ul style="list-style-type: none"> • models of organisations and principles of organisational development • principles and models of self-evaluation • principles and strategies of school improvement • earned autonomy • implementation of change • supporting policy creation • informed decision-making • performance management • legal issues • support for the Vice Principal(s) as appropriate
Professional Qualities	<p>Commitment to</p> <ul style="list-style-type: none"> • distributed leadership and management • contribution to school policies

	<ul style="list-style-type: none"> strengthening the school's organisational capacity development of a safe, secure and healthy environment <p>Ability to</p> <ul style="list-style-type: none"> establish and sustain appropriate structures and systems manage school effectively and efficiently on a daily basis delegate prioritise, plan and organise self and others make high quality judgements and decisions think creatively to anticipate and solve problems
Securing Accountability	<p>Knowledge</p> <ul style="list-style-type: none"> statutory educational frameworks self-evaluation and multi-agency working use of range of evidence/data to support, monitor, evaluate and improve performance principles and practice of quality assurance systems
Professional Qualities	<p>Commitment to</p> <ul style="list-style-type: none"> principles and practice of self-evaluation individual, team and whole-school accountability for pupil learning outcomes the school working effectively towards the academic, spiritual, moral, social, emotional and cultural development of pupils <p>Ability to</p> <ul style="list-style-type: none"> promote an open and honest environment challenge constructively hold colleagues accountable, including other members of the senior team engage the whole community in systematic and rigorous self-evaluation demonstrate political insight analyse data to understand the strengths and weaknesses of the school combine outcomes of regular school self-review with external evaluations to develop the school

FURTHER INFORMATION

Guilsborough Academy is committed to safeguarding and promoting the welfare of children and young people. All appointments made within Guilsborough Multi Academy Trust are subject to an enhanced DBS check, receipt of two satisfactory references, identity and medical checks within Guilsborough Multi Academy Trust. Our safeguarding and Child Protection policy is available [here](#).

We are also committed to meeting the requirements of disability discrimination and other legislation. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act. If a pending charge, conviction, bind-over or caution has been recorded against you, this will not necessarily debar you from consideration for this appointment. For further information please read out Recruitment of Ex-offenders policy which can be found [here](#).

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

This job description will be reviewed and updated periodically to ensure that it relates to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Headteacher/Line Manager in consultation with the post holder. In these circumstances, it will be the aim to reach agreement on reasonable changes but if agreement is not possible, management reserves the right to make changes to the job description following consultation.

Rewarding & Supporting Guilsborough Academy Staff

We value our staff and we are very aware that the positive contribution of all staff is a significant factor in the success and long-term sustainability of our Academy. Without the energy, drive and enthusiasm of our staff, the Academy would not be in the successful place it is today or as prepared to face new challenges in the future. We are committed to developing well-being initiatives to support all of our staff and are able to offer:

- **A dedicated staff Wellbeing Committee.**
- **Refer a Friend payment scheme, plus a welcome bonus for your friend**
- **A £1,000 welcome bonus to all new employees**
- **Access to trained staff Mental Health First Aiders**
- **A developmental and supportive culture for continued professional development.**
The school strives to deliver personalised pathways and opportunities in order to enhance the growth and development of all staff members.
- **A stunning rural location.**
- **HR Services on site.**
- **Eye Tests.**
Reimbursement on eye tests
- **Free annual Flu Vaccinations for all staff.**
- **Access to 24/7 telephone counselling service for staff and their immediate family via Health Assured**
- **Free access to our Fitness Suite.**
- **Pension Schemes.**
GMAT offers a defined benefit pension scheme which is supported by school contributions as well as those of the employee. GMAT has two pension schemes, the Teacher's Pension Scheme and the Local Government Pension Scheme.
- **Healthy Eating.**
Our in-house catering firm Innovate offer a healthy range of food at both break and lunch-time. Staff are entitled to a free lunch if undertaking an evening duty.
- **Free and secure Car Parking on site.**
- **PTA.**
We have a very active PTA group that all staff can get involved in if they wish.

PLUS, A BRAND-NEW EMPLOYEE BENEFITS SCHEME FOR SEPTEMBER 2024!

Including:

- Car Scheme
- Private Health Care Options
- Discounts & Cashback Schemes
- And much more!



Contact Us

Visit us:

Guilsborough Academy
West Haddon Road
Guilsborough
Northampton
NN6 8QE

Call us:

01604 740641

Email us:

info@guilsborough.northants.sch.uk

Visit our website:

<https://www.guilsborough.northants.sch.uk/>

Follow us on our Social Media

