

Applicant Brief



Principal

Leadership Scale 31 – 37

(£100,586 - £116,523)



Letter from our National Director

Dear Candidate,

Thank you very much for your interest in becoming Principal of Astrea Academy Dearne. Astrea Academy Dearne is a unique school, bursting with potential, the scholars and staff are passionate about their school and there is a strong sense of belonging within the academy. With just over 1,150 scholars on roll, the academy is an average sized 11-16 setting and oversubscribed in a number of year groups. The academy also operates a specialist SEND unit and resourced provision, working collaboratively with the local authority to provide an education for children who would previously have been sent out of area.

The academy is at the heart of the community and has pledged to provide a rich, broad and varied education to all the scholars it serves. The academy and Trust are committed to a knowledge-rich curriculum and a traditional approach to teaching, behaviour and culture, influenced by Lemov's Teach Like A Champion and Tom Bennett.

We believe that schools must teach powerful knowledge, 'the best that has been thought and said' and an 'entitlement curriculum' for all, with an underpinning philosophy that 'education for all should confer the benefits associated with education for the rich' (Michael Young). With careful curriculum design, spaced retrieval practice, detailed assessment and achieving mastery in small steps, rates of progress can increase greatly.

We believe in explicit instruction and have been greatly influenced by Lemov's 'Teach Like A Champion', Rosenshine and recent developments in cognitive science. Excellent teaching must sit alongside a very carefully sequenced curriculum, with a culture of deliberate practice and instructional coaching.

We have recently launched the Astrea behaviour curriculum, where behaviour expectations and routines are explicitly taught and deliberately practised. The creation of a scholarly culture that is warm and strict, disciplined and joyful, where there is 'purpose not power', ensuring impeccable behaviour, where teachers can focus on teaching and scholars can focus on learning, underpins everything. There needs to be relentless consistency with the implementation of the behaviour policy in every classroom, and overcommunication of the 'why' to all stakeholders, to help ensure impeccable behaviour.

We have also embarked on a process of codifying what works across our secondary academies, through publication of a series of frameworks, which inform academy policies. Sir David Carter states 'Without some degree of standardisation, the turnaround process will be lengthier and more chaotic than is necessary and the casualties are not the adults, but the children who only have 2280 days of schooling between reception and the end of Year 11.'

Astrea Academy Dearne is part of Astrea Academy Trust and is on a strong improvement journey, recognised in the recent Ofsted inspection (Good – May 2023). There is a strong, and developing curriculum, good teaching and effective scholar support. We are now looking for a leader who is aligned with our values and will accelerate the school's journey to excellence.

The position is a great match for someone who shares the Trust's vision for educational excellence and has the focus to drive improvement at a pace, building on the school's improving foundations. You will be a team builder, able to motivate staff and scholars. You will expect a lot from people and provide strong support to them.

As a Trust of 27 schools, we have the capacity to support you educationally and operationally. You will be provided with a strong infrastructure of support– with our financial, HR, technology and data teams, who work with Principals in some key areas – and with educational support, from a Regional Director and subject specialists who you can use to support the quality of provision.

If you are aligned to our mission and values, have a strong track record of improving young people's education and a drive to do more, we very much look forward to hearing from you. We fully recommend that you take the opportunity to make an informal visit prior to making your application to see the school for yourself.

With best wishes,

Richard Tutt, Director for Secondary Education



About Astrea Academy Trust

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools.

Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that.

We have grown rapidly over the last four years and now educate around 14,000 scholars in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our scholars and communities deserve.

With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality.

Key Characteristics of our academies

- ◆ High aspirations, with a firm emphasis on academic attainment
- ◆ A knowledge-rich curriculum that develops a general knowledge of the world not simply for progression for the workplace, but for the love of the acquisition of knowledge
- ◆ A calm and purposeful learning environment built on mutual respect and centralised behaviour systems
- ◆ Outstanding pastoral care with the provision of specific trust delivered SEMH services where appropriate to the scholar.
- ◆ Standardised reading and arithmetic catch-up programmes for scholars where this is relevant that are taught by specialists
- ◆ Active parental and community involvement
- ◆ A broad range of extra-curricular activities including sports, music, performing arts and academic clubs

Astrea Talent Programme

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our scholars, giving them the opportunities they truly deserve.



About the Academy

Astrea Academy Dearne is an age 11-16 academy located in Goldthorpe, South Yorkshire. The academy has approximately 1,150 scholars on roll and is proud of its place within the local community.

At Astrea Academy Dearne, we prepare young people for an ever-changing world that values self-confident, well-educated and enterprising individuals. To ensure scholars are prepared for their futures, we provide an exceptional education relevant to the 21st Century that emphasises traditional standards of uniform, discipline and respect.

Standards and high expectations are very important to us and we are extremely proud of the many achievements of scholars and staff at the academy, including our recent Ofsted inspection (May 2023), where the school was graded as Good. We aim to excite young people about their learning and to celebrate their successes.



astreadearne.org



twitter.com/AstreaDearne

Our Values

Scholarship
Respect
Responsibility
Curiosity
Tenacity

Job Description

JOB TITLE – Principal

REPORTING TO – Regional Director / Executive Principal

SALARY – L 31-37 (£100,586 - £116,523)

CONTRACT TYPE – Permanent, Full Time

START DATE – April or September 2024

Purpose

The Principal is accountable to the Hub's Regional Director for ensuring the educational success of their academy within the framework of their individual academy's strategic plans. They will provide professional leadership and management of their individual academy and must establish a culture that promotes academic excellence, equality and high expectations for all scholars. The Principal shall carry out the professional duties as described in the Academy Teachers' Pay and Conditions Document and would be expected to have considered these in relation to the individual academy.



Job Description

Key Accountabilities

- The effective implementation and embedding of the agreed Astrea vision, principles and policies within the academy.
- Providing leadership across all aspects of the internal organisation, professional leadership, management and control of their academy.
- Creating a culture of constant improvement and being an inspirational leader, committed to the highest standards in all areas of academy work.

Strategic Leadership

- Work under the guidance of the Regional Director to develop the shared vision and strategic plan for the academy, which is responsive to the community it serves. At the core of this should be the academic and personal development of the scholars.
- Define and implement the academy's vision and strategic direction so that it is understood and acted upon by all stakeholders.
- Work within the academy community to translate the vision into agreed objectives and operational plans, which will drive forward and sustain academy improvement.
- Ensure the sustained raising of aspiration, achievement and attainment, is met in an academically rigorous, inclusive and sustainable manner.
- Ensure the academy achieves its performance targets.
- Demonstrate the vision and values of Astrea in everyday work and practice. Motivate and work with others to create a shared culture and positive climate.
- Promote the academy, and the Trust and develop effective and productive relationships with a wide range of stakeholders.
- Secure the commitment of parents and the wider community to the vision and direction of the academy and the Trust.
- Challenge, motivate and empower others to attain ambitious outcomes.

Leading the Educational Provision

- Drive and inspire a passion for learning in every member of the academy community.
- Provide a model of outstanding practice to all staff in teaching and academy leadership.
- Ensure the curriculum is rich, relevant and develops a general knowledge of the world.

Job Description

Leading the Educational Provision (cont.)

- Foster a welcoming ambience in which impeccable standards of behaviour are sustained on a daily basis in order to provide a calm and purposeful environment for scholars.
- Secure and sustain effective teaching and learning throughout the academy by ensuring sound strategies are in place for developing, monitoring and evaluating the quality of education delivered using benchmarks and setting targets for rapid improvement.
- Ensure a continuous and consistent focus on academic achievement and personal development.
- Create a positive culture of challenge, support and high expectations, in order to achieve the Strategic Academy Development Plan.
- Ensure that all scholars make good progress including where there are barriers to learning, through clear, consistent and excellent systems and provision for all, actively promoting inclusion.
- Provide effective and appropriate pastoral support is available to scholars.
- Ensure innovation and the use of appropriate new technologies which improves the educational delivery for scholars.

Developing Self and Working with Others

- Treat everyone within the academy fairly and equitably.
- To actively and astutely manage the workload of staff to make sure that the processes within the school are sensible, essential and conducted in an efficient manner.
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance in accordance with Trust Appraisal and Capability policies and procedures.
- Ensure a high standard of professional development for all staff and for yourself, including attending all mandatory training events.
- To build a collaborative learning culture within the academy and actively engage with other academies within the Trust and the wider Astrea family to build effective learning communities.
- Work with all staff to build effective teams.
- Sustain their own enthusiasm and motivation and develop and sustain that of other staff.
- To ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and delegation of responsibilities.

Job Description

Developing Self and Working with Others

- Develop and maintain effective strategies and procedures for staff induction, professional development and appraisal as below.
- Effective and consistent implementation of the Astrea Appraisal Policy and other systems of quality assurance and professional development of teachers.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs and identified through the appraisal process.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academy, the Trust and the wider Astrea family.
- Develop capacity through coaching and mentoring members of the SLT.
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation and contribute to joint practice development across the Trust.

Managing the Academy

- Produce and implement clear, evidence-based improvement plans and policies for the development of the academy and its facilities.
- Work closely with the Trust's Finance team to develop an efficient budget that focuses on making meaningful improvements in the classroom.
- Manage the academy's financial and human resources effectively and efficiently to achieve the academy's educational goals and priorities.
- Work with the SLT and Trust to recruit and retain staff of the highest quality, in line with trust policy and safer recruitment procedures.
- Work with the Trust and senior colleagues to deploy all staff effectively in order to improve the quality of education provided.

This is not exhaustive. The post holder will be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Regional Director / Executive Principal.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. All posts are subject to satisfactory background checks including references and enhanced DBS checks.

Person Specification

Education and Qualification

- Qualified Teacher Status
- Good Honours Degree
- NPQH (or equivalent) or a commitment to undertaking the relevant level of training. Evidence of recent professional development that prepares for this post
- Further academic qualifications or management training

Experience

- Currently a principal/headteacher or senior leader who has a track record of securing clear improvements within your areas of responsibility.
- Raised standards of behaviour by raising expectations through clear communication, thorough organisation and high-quality staff training.
- Developed and maintained effective line management relationships.
- Rapidly transformed and maintained the academic outcomes of disadvantaged scholars.
- Supported and coached different members of staff to improve their own performance and expertise.
- Developed the personal development curriculum to make it more relevant and academically challenging.
- Understand and can demonstrate how you have developed departmental teams to improve aspects of the quality of education.
- Worked closely with Special Educational Needs (SEND) colleagues to improve the academic outcomes of SEND pupils.
- Worked with a variety of stakeholders.
- Within your current post you can demonstrate that you can configure and manage expenditure.
- Evidence of an ability to plan strategically, build and communicate a coherent vision in a range of compelling ways.

Skills and Knowledge

- Ability to use a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance.
- Ability to engage the school community in the systematic and rigorous self-evaluation of the work of the school.
- Knowledge of legislation relating to managing a school including Equalities legislation.

Person Specification

Skills and Knowledge (Cont.)

- Proven ability to inspire, lead and participate actively in building and sustaining a learning community and network with others within and beyond the school.
- Understanding and ability to communicate and successfully implement strategies across all aspects of the school including accountability, learning, curriculum, administration and communication.
- Proven ability to deliver a collective vision and shared purpose across the academy and Astrea family.
- An understanding of and competent use of ICT including emerging technologies to aid and promote the quality of teaching, learning and administration.
- Clear understanding of the ethos and strategies required to establish consistently high standards in outcomes, progress, attitudes and behaviour.
- Excellent organisational skills.
- Well-developed interpersonal and communication skills and ability to use new and emerging technologies to secure impact.
- Demonstrate a personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards.
- Demonstrate personal and professional integrity, including modelling values and vision.
- Evidence of a commitment to safeguarding and promoting the welfare of children and young people.
- Commitment to promote and support the aims of Astrea.

Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer, we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.



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HOW TO APPLY

LINK TO

[Astrea Academy Dearne - TES Jobs](#)

Deadline for applications is
Sunday 18 February 2024

Interview Date: Thursday 22 February 2024

