



THE WELLS ACADEMY

Integrity Resilience Ambition

Welcome from the Principal

I feel incredibly privileged to be the Principal of The Wells Academy.

At Wells, our motto is 'Be Kind, Work Hard, Achieve Greatness'. This philosophy describes who we are and influences everything we do. We believe all children are entitled to an exceptional quality of education that is built upon a culture of high expectations, an ambitious and inclusive knowledge rich curriculum and teachers that are inspirational subject experts.

Our mission at The Wells Academy is to provide students with an education that allows them to live a life of meaning and purpose. By the end of Year 11, we want each of our students to be equipped with the knowledge, character and qualifications required to make a positive and lasting contribution to their family, community and the world.

Thank you for taking an interest in our Academy, we look forward to meeting you.

George Coles
Principal, The Wells Academy



Who we are

Why do we exist?

We exist to provide our students with an education that allows them to live a life of meaning and purpose. By the end of Year 11, we want each of our students to be equipped with the knowledge, character and qualifications required to make a positive and lasting contribution to their family, community and the world.

What do we do?

We teach students a knowledge rich curriculum and support them to gain the very best qualifications.

How will we succeed?

1. Uphold a culture of high expectations
2. Develop an ambitious and inclusive knowledge-rich curriculum
3. Raise standards of expert, evidence-informed teaching

How do we behave?



Integrity

We are honest and do the right thing, even when no one is watching. We are always kind and courteous in our words and actions. We are courageous and stand up for what is right.



Resilience

We work hard and are self-disciplined. We persevere when things get difficult. We embrace challenges as an opportunity to grow.



Ambition

We hold high expectations of ourselves. We resist making excuses. We form positive habits to achieve greatness.



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Senior Assistant Principal: Character

The Wells Academy is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job details

Salary: L12 – L18 (£58,105 - £67,351)

Hours: 32 hours, per week

Contract type: Full time, permanent

Reporting to: Principal

Responsible for: Assistant Principal

Main purpose

The Senior Assistant Principal, under the direction of the Principal, will take a major role in:

- Formulating the aims and objectives of the academy
- Establishing policies for achieving these aims and objectives
- Managing staff and resources to that end
- Monitoring progress towards the achievement of the academy's aims and objectives

Qualities

The Senior Assistant Principal will:

- Uphold public trust in academy leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the academy community
- Serve in the best interests of the academy's students
- Demonstrate the academy values of Integrity, Resilience and Ambition

Duties and responsibilities

Academy culture and behaviour

Under the direction of the Principal, the Senior Assistant Principal will:

- Create a culture where students experience a positive and enriching academy life
- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in academy
- Use consistent and fair approaches to managing behaviour, in line with the academy's behaviour policy

Teaching, curriculum and assessment

Under the direction of the Principal, the Senior Assistant Principal will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence

- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all students are taught to read

Additional and special educational needs (SEN) and disabilities

Under the direction of the Principal, the Senior Assistant Principal will:

- Promote a culture and practices that enables all students to access the curriculum
- Have ambitious expectations for all students with SEN and disabilities
- Make sure the academy works effectively with families and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the academy fulfils statutory duties regarding the [SEND Code of Practice](#)

Organisational management and academy improvement

Under the direction of the Principal, the Senior Assistant Principal will:

- Establish and sustain the academy's ethos and strategic direction through consultation with the academy community
- Establish and oversee systems, processes and policies so the academy can operate effectively
- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Allocate financial resources appropriately, efficiently and effectively
- Identify problems and barriers to academy effectiveness, and develop strategies for academy improvement that are realistic, timely and suited to the academy's context
- Make sure these academy improvement strategies are effectively implemented

Professional development

Under the direction of the Principal, the Senior Assistant Principal will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs

Governance, accountability and working in partnership

Under the direction of the Principal, the Senior Assistant Principal will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the academy effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other academies and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students

Specific areas of responsibility

- Oversight and coordination of personal development provision
- PSHE curriculum
- Tutor time provision
- Assembly programme
- Extra-curricular, trips and visits
- Work experience
- Careers provision and Gatsby benchmark requirements
- Student leadership

Person specification

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in an academy • Teaching experience • Involvement in academy self-evaluation and development planning • Demonstrable experience of successful line management and staff development • Any experience linked to the specific areas of responsibility
Skills and knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching, and the ability to model this for others and support others to improve • Understanding of academy finances and financial management • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships • Any skills and knowledge linked to the specific areas of responsibility
Personal qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all students and promoting the ethos and values of the academy • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.