

Applicant Brief



Vice Principal

Leadership Scale 18 - 22



Letter from our Principal

Dear Candidate

I am delighted that you are interested in applying for the post at Astrea Academy Dearne. The academy joined Astrea Academy Trust in February 2019 and has approximately 1150 students on roll in Years 7 to 11.

We are within commutable distance from Wakefield, Leeds, Doncaster and Sheffield and are a proud member of the Astrea Academy Trust family of schools. We have the highest aspiration for our students to achieve their very best and grow, both as individuals and as members of their community. We are a truly comprehensive and inclusive academy. This is reflected in our approach to all areas of our work.

Astrea Academy Dearne is on an improvement journey, developing a strong curriculum, good teaching and effective pupil support. 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 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 pupils 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 aim to provide the highest quality of pastoral care and academic standards, helping to develop in our students a keen sense of pride in themselves, their academy and the wider community. We recognise the crucial role that parents/carers have in this respect and so strive to work in strong partnership with them throughout their children's time with us. Our supportive approach enables everyone to develop the skills and knowledge required to be responsible and considerate individuals suited to the demands of our ever-changing multicultural society.

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 recommend that you take the opportunity to make an informal visit to see the school prior to making your application. Please contact Hannah Peace hannah.peace@astreadearne.org if you would like to arrange a visit or an informal conversation with me.

I very much hope that you choose to apply for this post and I look forward to meeting you. I look forward to welcoming you to our Academy.

With very best wishes

Mr Eddie Child
Principal at Astrea Academy Dearne



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 students 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 students 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 student.
- Standardised reading and arithmetic catch-up programmes for pupils 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 pupils, giving them the opportunities they truly deserve.



About the Academy

Astrea Academy Dearne is an age 11-16 academy located in Goldthorpe, close to Barnsley and Rotherham. The academy has over 1,100 students on roll. The school joined Astrea Academy Trust in 2019 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 students 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 students and staff at the academy. 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 - Vice Principal

REPORTING TO - Principal

SALARY - Leadership scale 18 - 22

CONTRACT TYPE - Permanent – Full Time

START DATE - September 2023

Purpose

- To assist the Principal with the strategic direction and development of the Academy.
- To implement the Academy vision.
- To be responsible for matters relating to the efficient and effective organisation, management and leadership of the Academy.
- To deputise for the Principal if absent, on all matters, where required



Job Description

Key accountabilities

- Support colleagues, including all other members of the leadership team, in their work for the development and improvement of the academy, to achieve high standards of behaviour and attainment
- Support and contribute to the development and implementation of the academy's vision and strategy
- Take responsibility for day to day management of the school alongside the Principal and leadership team, and in the Principal's absence, take full responsibility for the school
- In partnership with the Principal and rest of the leadership team, ensure the safeguarding of all pupils, and that the safety and well-being of pupils and staff is promoted and maintained at all times

Leading Strategically

- To have a clear understanding of educational issues at local, national and a global level
- To have a clear knowledge of effective leadership models and organisational structures
- To embrace new technologies and harness their potential in the development of the Academy
- To lead change through creativity and innovation, thinking strategically whilst being analytical
- To embrace and develop ways of achieving social inclusion, diversity and access
- To build capacity and achieve sustainability whilst dealing with complex and sometimes uncertain issues
- To model the vision and values of the Academy
- To inspire, challenge, motivate and empower others to attain challenging targets
- To celebrate achievement and acknowledge excellence and good practice

Leading the quality of provision

- To have an up to date and working knowledge of:
 - curriculum design and management
 - behaviour and attendance management
 - how new technologies support teaching and learning
 - how external, community and family factors can impact on learning
 - tools for data collection and associated analysis
- To be able to procure / arrange external support and expertise
- To engage parents in student learning
- To be flexible and creative in arranging the best possible learning opportunities for all children
- Evaluate, review and develop systems and structures.

Job Description

Leading the organisation

- Support the Principal in organising and managing the people and resources in the Academy to provide an efficient, effective and safe learning environment
- Using self-evaluation and problem-solving approaches to seek organisational improvements and ensure that the Academy remains fit for purpose
- Have due regard and up to date knowledge regarding all matters relating to Health and Safety
- Have due regard and up to date knowledge regarding all matters relating to safeguarding children and young people
- Collaborate effectively with others, to build capacity across the Academy ensuring resources are effectively and efficiently deployed
- Have good knowledge of legal issues relating to leading and managing an Academy
- Be able to manage others within an accountability framework
- Support the Principal in creating an organisation which enables people to perform at their best and underpins effective employee relations
- 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 students
- Support the creation of a positive culture of challenge, support and high expectations, in order to achieve the academy Strategic Academy Development Plan

Leading People

- To act as a line manager to colleagues as per the Leadership Structure for the Academy
- To build and sustain effective relationships and communication strategies
- To seek improvement in your own performance through professional development
- To enable others to develop by creating a professional learning culture within the Academy
- To take account of issues surrounding work-life balance and recognise and value all staff and teams in the Academy
- To have a working knowledge of how performance management can support Academy improvement
- To create a culture in which ideas and contributions from others are encouraged and valued
- To listen, reflect and communicate effectively with staff and partners at all levels
- To negotiate and manage conflict appropriately
- To motivate, develop, empower and sustain individuals and teams
- To hold people to account and challenge under performance

Job Description

Leading in the community

- To understand and have good knowledge of multi-agency working its benefits and risks
- To embrace the diversity of professional cultures and ways of working cross agency
- To develop and promote extended service provision
- To engage the community in systematic evaluation of the Academy's work and act on outcomes
- To engage in Academy to Academy collaboration and contribute to leadership in the wider education system
- Contribute to the achievement of community cohesion
- To engage in cross phase working and transition issues
- Where appropriate to take a leadership role within and across the community.

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 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 & Qualifications

- Qualified Teacher Status
- Good Honours Degree
- NPQH (or equivalent) or a commitment to undertaking the relevant level of training
- Further academic qualifications or management training

Experience

- Evidence of outstanding teaching
- Personal success in leading a major curriculum area or key aspect of school improvement.
- Experience of managing a team successfully
- Experience of working in more than one school/Academy
- Experience of leading both teachers and associate staff
- Experience of monitoring and evaluating aspects of teaching and learning and/or performance management
- Evidence of a commitment to self-improvement as a professional
- Experience of supporting vulnerable young people using a multi-agency approach
- Carrying out a senior leadership post that has impacted on standards and progress, positively

Knowledge, skills and abilities

- Knowledge and understanding of what constitutes high quality educational provision, the characteristics of an effective Academy and strategies for raising students' achievement
- An understanding of how to seek and use data effectively to track and monitor progress and show impact of actions
- The ability to be able to communicate effectively in a range of situations and be able to adapt style and approach where necessary to achieve the desired outcome
- A thorough understanding of current educational issues
- The ability to manage change effectively
- High level personal IT skills and the ability to use these effectively in a range of situations
- Ability to work under pressure and to deadlines
- High expectation of self and others
- Excellent punctuality
- An understanding and commitment to the protection and safeguarding of children and young people
- Excellent organisational skills – especially when logistically planning multiple events involving other institutions
- Ability to establish and maintain good relationships with others, including leaders from across the region
- Energy, imagination, loyalty and personal commitment
- Ability to inspire the trust, confidence and respect of scholars, staff and the community
- Sense of humour and maintain a sense of perspective
- Complement the skills and abilities of the Principal

HOW TO APPLY

LINK TO

Astrea Academy Dearne - Tes Jobs

**Deadline for Applications is
Friday 24th March at 9am**

Interviews: Monday 27th March

