



Vice Principal Curriculum and Outcomes

The Head of School and Executive Principal are seeking a well-qualified, innovative and inspiring new Vice Principal to take a strategic role in promoting the school educational aims and ethos ('Strive, Achieve and Believe!'). The role offers the right candidate an excellent opportunity to help shape the academic thinking and practice at The Stockwood Park Academy, which is part of a growing and dynamic Multi-Academy Trust – The Shared Learning Trust.

You will join the senior leadership team in this new position, created due to the restructure of senior leadership team roles, supporting the Head of School in driving the Academy forward. This is a very exciting time for the school and its journey towards becoming a good and outstanding Academy. The Trust led the way in the response to the Covid pandemic, with children at the centre. It is a fantastic opportunity for a suitably qualified Senior Leader who wants to make a real difference to the pupils at The Stockwood Park Academy. We are looking for a candidate with ambitions to be a future Head of School/Principal and who can lead on Curriculum and Outcomes.

We are a fully comprehensive school and the successful candidate will be able to engage, inspire and challenge pupils and staff. We are proud to serve our local community – we have high expectations for our students and are driven to remove barriers to their success. The candidate will be values driven and have a clear moral compass and belief that pupils must receive an outstanding education, which is reflected in outstanding pupil outcomes. The successful candidate will gain a wealth of experience, including working alongside an experienced and successful Leadership Team, many of whom have had experience working in London schools and for large national academy chains.

What does TSPA and The Shared Learning Trust offer?

- To be a major part of an experienced and determined Senior Leadership team who are focused on raising the attainment and aspirations of all the pupils across the school.
- An opportunity to shape, develop and embed a clear ethos across our Academy as part of a supportive MAT
- A commitment to excellent professional development and the successful candidate will have access to support from outstanding Senior Leaders, the option to apply for the NPQH and many national CPD opportunities
- A clear vision of 'Strive, Achieve, Believe' for our Academy community underpinned by a staff who work together as a strong and united team.
- A supportive staff and Trust network including access to a confidential staff counsellor, out of school offers and perks courtesy of 'PerkBox' and an employee of the month rewards scheme

Key Duties

- Through outstanding strategic and operational leadership raise the progress and achievement of all pupils in agreed phases of the academy ensuring they consistently make better than expected progress and improve the progress of under-performing curriculum areas
- Curriculum, to provide effective line management of middle leadership/curriculum leaders and any area of academy development outlined through discussions with the Vice principal & Principal.
- To lead curriculum meetings with middle leaders through CPD to bring about consistency and improvements
- Timetabling

The Successful Candidate

- Be an experienced member of senior leadership team
- Comfortable in the public domain and leading whole school projects successfully
- Have the ability to think strategically and solve problems
- Have a clear vision for raising outcomes
- Be inspirational and motivate others
- Be an excellent classroom practitioner particularly in regards to teaching and learning
- Have a passion for outstanding learning

Job Specifics

Start Date	September 2021
Salary	L17-L21 £62,570 - £69,031
Job Role	Full time / Permanent



Recruitment Timeline

30 th April 2021	Position is advertised
w/c 10 th May	Tours
Midnight 16th May 2021	Closing date for applications
w/c 17 th May 2021	Shortlisting and contact with candidates - references will be requested
24 th & 25 th May 2021	Interviews

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.

Why work for Stockwood Park Academy?

- £30 million state of the art building with well-equipped classrooms
- You'll be working alongside a collaborative, forward thinking Principal and Senior Leadership Team who are here to support and develop you
- Unparalleled CPD opportunities with free courses every Thursday catered to your developmental needs
- Excellent opportunities to develop and grow in a successful and expanding Academy
- All teaching staff receive a laptop to use whilst in employment
- Freshly brewed coffee for staff on arrival to the academy every morning
- Employee of the month scheme winning shopping vouchers
- Fantastic staff benefits that make a difference to your work life balance

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on <https://www.thesharedlearningtrust.org.uk/current-vacancies5/845.html>

We look forward to hearing from you!

If you have any questions about the role or would like to visit the Academy, please contact HR Recruitment, Jay Powell on 01582 211226 or j.powell@thesharedlearningtrust.org.uk

If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack with particular reference to the person specification, and outline any relevant experience and personal qualities you would bring to the Trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual Trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Safeguarding

'We believe in the safeguarding and welfare of children and expect all staff to share this view'.

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department for Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding.

Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.



Welcome to The Shared Learning Trust

Firstly, let me start by thanking you for taking the time to read our information pack and allowing us the opportunity to tell you more about The Shared Learning Trust.

I first began working for The Shared Learning Trust, as Principal of The Stockwood Park Academy in 2009. Since then, the trust has grown from strength to strength employing some 500 fantastic staff members who serve over 3,700 children within our communities. It is my privilege to be CEO of our family of schools and work with each Principal or Head of School to ensure the best possible education in their own Academy.



Our ethos is simple, to build a collaborative partnership of academies and schools that will provide exceptional educational provision, both in and outside the classroom for all our children. Our academies ensure students are supported, monitored and encouraged to experience will be challenging, rewarding and memorable. Students enjoy their time at our academies and give back to the wider local community. They are role models and young leaders, who contribute to the collegiate ethos with maturity.

Cathy Barr, CEO

We recruit people for attitude and train for skills

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right teachers and staff help us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to clearly articulate our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who

- are excited by their role and by the prospect of working with young people, even those who are less motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands rather than complaining;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- see break duty as an opportunity to talk to children;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

I am conscious that this may be your first contact with our Academy Trust and first impressions are very important. I hope what you read; coupled with anything else you discover about us, inspires you to apply for this post.

With best wishes,

Cathy



About The Shared Learning Trust

- The Vale Academy, Dunstable 2-11
- The Rushmere Park Academy, Leighton Buzzard 4-9
- The Linden Academy, Luton 4-11
- The Chalk Hills Academy, Luton 11-18
- **The Stockwood Park Academy, Luton 11-18**

We also offer a fantastic **Sixth Form** provision for students aged between 16-19, and this is based at both The Stockwood and The Chalk Hills Academy. Including in our Sixth Form provision is our Football Academy Pathway and **brand-new Cricket Academy Pathway**.

Our Academies are supported in their work by our **Teaching Trust, based at The Chalk Hills Academy**. The structure of our family of schools means that we can be with a child every step of the way, from teaching them to tie their shoelaces right through to congratulating them on their university place or their first job.

Our Trust is vibrant and friendly, supported by 3 state-of-the-art buildings. It is a learning environment where all students have the opportunity to be high achievers, make good friends, contribute to their community and take part in a wide range of extra-curricular activities.

Vision & Values ‘Strive, Achieve, Believe’

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve more than they ever thought possible. At The Shared Learning Trust, we will provide exceptional opportunities for **all** to be aspirational and develop a passion and excitement for learning! We will ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people. Our commitment to this vision can be demonstrated by our behaviours:

Strive we will,

- provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.
- continue to work together to **share** innovative practice and to provide a wealth of opportunities for all pupils and staff
- have a Cross-Trust focus on high achievement and standards, where children are supported to meet ambitious targets.
- focus on the development of all of our staff through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

Achieve we will,

- aspire to provide exceptional lessons and learning opportunities, incorporating effective use of new technologies, enabling our learners to be successful and innovative.
- share strong Trust approaches to our key issues, for example, teaching, assessment, attendance and curriculum development.
- offer an interesting yet challenging curriculum in each of our academies.
- by our all-through education, guarantee excellent 2-19 provision, with clear progression routes for all.
- continue to expect good behaviour and conduct at all times, allowing all to make progress and achieve excellence.
- place emphasis on collaboration with partners *outside of our Trust* to maximise opportunities for all **in** our Trust.



Believe, we will,

- enable all of our learners to develop and flourish, through close working and regular communication with our families and local community,
- care for our families beyond the school day, supporting the development of high self-esteem and belief.
- ensure that every child in our Trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom.
- promote can-do attitudes and resilience across the Trust that develop belief and high expectation.

CPD and Training – We invest in you!

All five Academies at The Shared Learning Trust are a part of our Teaching Trust, which is based at The Chalk Hills Academy. We aim to offer exceptional teacher training and high-quality professional development programmes to new and experienced staff to support them in excelling in their career.

Our programmes are facilitated by experienced school leaders, who have exemplary records in leadership and improving outcomes for their students. We are able to cater for specific requests and can offer custom-made support packages that focus on the quality of teaching and learning, curriculum development and aspects of Leadership and Management.

We currently offer:

- The National Professional Qualification for Senior Leadership
- The National Award for Middle Leaders
- The Outstanding Teacher Programme
- The Improving Teacher Programme
- The Recently Qualified Teacher Programme

As Chalk Hills Academy is part of a Multi-Academy Trust, there are fantastic opportunities to climb the career ladder. The Shared Learning Trust are a firm believer in helping all staff reach their full potential and developing their career within our Academies. If you are willing and wanting, we will do all we can to put you on the relevant courses and give you the right opportunities so you can keep achieving more in your career.



Welcome to The Stockwood Park Academy



Louise Lee, Executive Principal



Mumin Humayun, Head of School

Dear Applicant,

It is a privilege and an honour to serve The Chalk Hills and The Stockwood Park Academy as Executive Principal.

Our students are extremely motivated and have an exceptional desire to achieve and behave impeccably.

Our staff are highly qualified and work tirelessly in the pursuit of world class progress for all of our students.

The facilities at The Stockwood Park Academy are state of the art, providing students with the opportunity to develop their interests and skills in a wide range of areas.

As an Academy within the Shared Learning Trust, we believe our key aim is to give every child the best possible opportunity to flourish and develop into decent, disciplined, well-educated and employable adults.

Learning is clearly at the heart of all we do.

***'It is the supreme art of the teacher to awaken joy in creative expression and knowledge.'* - Albert Einstein**

I am delighted to extend a warm welcome to you.

Best wishes,

Louise Lee & Mumin Humayun



About The Stockwood Park Academy

Providing the very best education for all our students is the simple goal for The Stockwood Park Academy. Whilst firmly rooted in traditional values, we have made our Academy a vibrant and exciting place with a positive ethos that runs throughout the Academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.





Teacher Testimonials

I've been fortunate to develop throughout my career at the Stockwood Park Academy. Since joining as an NQT History teacher, I have led teams as Head of History, Head of Humanities and been a member of our internal Teaching & Learning Team. Most recently, I have had the honour of being responsible for the development of teaching across the academy as Assistant Principal. We strive for every lesson to make a difference and recognise the importance of keeping abreast with the latest educational research and evidence to inform our teaching. We have worked hard to develop a common language across the school when discussing teaching and learning and believe that the teacher is the expert in the classroom so we put our faith in our colleagues to deliver in ways that will benefit our students the most. We support colleagues with a range of high quality internal and external professional development opportunities whilst seeking the best ways to further improve what we do best; teaching students so they can master the subject knowledge and skills that we care so passionately about.

- Joel Toomer, Associate Vice Principal

Since joining The Stockwood Park Academy in September, and even prior to my arrival, I have been absolutely staggered by how friendly this school is. While I could describe how colleagues have been exceptionally supportive, I think it's most important to note just how lovely our students are because it is so refreshing to join a school and feel welcomed by the young people. This has a lot to do with the trusting nature of our students, but also the warm approach to behaviour management advocated and encouraged by the leadership. As an English teacher it has also been amazing to see a school which has not only said it will raise the profile of reading, but is acting upon its word. All students regularly receive books as gifts and the emphasis on reading for pleasure is very strong. The renovations to the academy library and investment in specific reading programmes have made it clear that reading is valued here and is a priority. I have found the leadership team to be highly involved at all levels with a great presence throughout the academy – from break duty to teaching; there's a strong sense that we are all working together which is not always the case in other schools.

- Michelle Lea-Watts, Director of English

I am really enjoying working at the academy and have always felt very well supported since joining last year. I started at the Stockwood Park Academy during lockdown 1 and, now were in lockdown 3, I have no regrets about moving schools during such turbulent times. The leadership team are very visible around the school; as well as in lessons. Leaders are supporting me with my own professional development and I am really excited to now have the role of Coordinator of PP students. I am very excited to see how I can make a difference to our most vulnerable students. As a staff body, we are very welcoming and everybody who visits comments on this.

- Emily Healey, Director of Science



Job Description

Position Vice Principal, Curriculum & Outcomes
Reporting to Head of School & Executive Principal
Salary L17 – L 21

Responsible for: Strategic leadership of raising standards across the academy including development of a robust academic Curriculum & Outcomes

Core purpose: To maximise achievement of all pupils through improving the quality of the curriculum and through the provision and rigorous quality assurance of assessment and teaching.

Curriculum and Outcomes

- To develop, promote and embed a knowledge rich curriculum that is broad and balanced and that will raise outcomes and have a positive impact of the student experience and their learning
- To exercise strategic, curriculum-led and affordable financial planning to ensure the equitable deployment of budgets and resources to ensure positive pupil outcomes
- Have expert knowledge of national curriculum trends, issues and changes
- Manage staffing needs and ensuring a creative and innovative timetable is in place
- Organise and produce academy timetable
- Manage the academy KS4 options system
- To be the strategic lead on raising attainment initiatives across the Academy
- To raise outcomes at the Academy through the delivery of the Raising Achievement plans focusing on plans that reflect the latest Ofsted report
- To agree, monitor and evaluate departmental student progress targets, which make a measurable contribution to whole Academy targets, including robust data management, moderation and organisation of any necessary
- Lead on the review, development and implementation of assessment activities to raise outcomes of teaching to outstanding across the Academy
- To have strategic oversight of the development of resources including differentiation to ensure appropriate challenge in lessons particularly for high ability pupils in order to increase grades 7-9 across the Academy
- Lead on challenging underperformance (departments, teams or individual staff) and intervention and support strategies which lead to improvement
- Manage the examination structure including mocks/internal exams alongside Exams Officer
- To liaise with the senior leader in charge of Teaching & Learning
- Line-manage the Heads of Sixth-form across both secondary Academy sites

Whole Academy Assessment:

- Ensure a consistent academy-wide focus on pupils' achievement, using data and benchmarks to monitor learning progress of every pupil and assess the impact of tracking and intervention
- Lead on the management of academy data, giving direction and sustained emphasis to all aspects of data and intervention
- Manage budgets and resources for intervention and achievement
- Lead on developing and embedding appropriate assessment systems including the implementation of an accurate assessment policy to ensure that assessments are rigorous and robust & internal data is accurate
- Agree, monitor and evaluate departmental pupil progress targets, which make a measurable contribution to whole academy targets, including robust data management, moderation and organisation of any necessary
- Lead on ensuring that data is used to drive achievement, ensuring it is used effectively to challenge expectations to raise attainment and improve intervention including all identified groups, Pupil Premium, SEND, most able, etc
- Quality assure teacher assessments across the curriculum
- Have strategic oversight of programmes to raise attainment of those pupils identified as Pupil Premium and ensuring the use and maximum impact of the Pupil Premium Grant
- Manage and develop the academy reporting systems and parents' evenings.
- Report data analysis to the Head of School, Executive Headteacher and MAT Compliance Team
- Line management of the Data Manager, intervention team and Exams Officer

Other main responsibilities:

- With the Head of School and other senior colleagues, lead the department review process with the quality assurance of attainment and progress at academy and subject level
- Valuing excellent practice by establishing rigorous, fair and transparent systems and measures for managing the performance of all staff

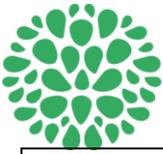


- Line management of Middle Leaders as required
- Be an excellent role model of outstanding academic and pastoral care
- Attend and present at Trust and Cluster board meetings as required.
- Assist the Head of School in the ongoing and annual review of standards of leadership across the academy
- Work closely with the Trust and Community Cluster Board as a member of sub committees as required and through joint working
- Participate in SLT meetings including early morning briefings, weekly meetings and any strategic sessions as required
- Carry out any reasonable requests and roles as outlined by the Head of School

PERSON SPECIFICATION

Vice Principal: Curriculum & Outcomes

Criteria	Essential/ Desirable:	Evidence:
Qualifications		
Qualified Teacher Status	E	S
Post-qualification study relevant to post	D	S/I
NPQH/NPQSL	D	S
Professional Development		
Child Protection Training	D	S
Committed to safeguarding and promoting the welfare of children and young people	E	S
To have undertaken recognised safeguarding training	E	S
Evidence of recent professional development and commitment to the development of others	E	S
Participation in work with other ac academies/agencies	D	S
Experience of leading in-service activities for others	E	S
Experience		
Working in more than one school	D	S/R
Experience of change management in a school setting	D	S
Successful track record in using data to raise achievement	E	S
Excellent understanding and use of assessment, including target setting and tracking	E	S
Extensive knowledge and understanding of MIS system to track progress to targets	E	S/R/I
A minimum of two/three years' successful experience on a school senior leadership team	E	S/R
Experience of having successfully led whole school initiatives (with impact evidenced)	E	S
Experience of monitoring and evaluating teaching	E	S/R/I
Leadership		
Demonstrates behaviours that inspire and motivate others	E	S/R
Aspirational on behalf of the students, the academy and its role in the community	E	S/I
Able to contribute to academy ethos, vision and discipline structures via daily duties/assemblies/disciplinary meetings etc.	E	S/I
A visible leader with whole school presence	E	I
Strategic thinker	E	S/I



Able to support and articulate a shared educational vision	E	S
Experience of working with a governing body/trustees	E	S/R
The ability to nurture and develop outstanding teaching & learning in others	E	S
Ability to lead and manage decisively within a collaborative ethos	E	S
Demonstrate commitment to extra-curricular enrichment	D	S
Achievement in developing links with external partners e.g. feeder primary schools and the wider community	D	S
Experience of promoting school activities within a community	D	S
Experience of successful parental involvement	E	S
Leadership of the professional development of staff	D	S

Personal qualities and attributes

Ability to work under pressure and meet deadlines	E	S/I/R
Innovative and creative thinker	E	S/I
Enthusiastic, energetic and self-motivating	E	S/I
Intellectually versatile, perceptive and innovative	E	S/I
Able to prioritise and delegate as circumstances require	E	S/I
Fluent and effective communicator	E	S/I/R
Able to establish professional working relationships with all members of the academy community	E	S/I/R
Comfortable in the public domain	E	S/I/R
Resilient and responds well to pressure	E	S/I/R
Capable of responding constructively to criticism	E	S/I
Possess a sense of humour and the ability to maintain a healthy work/life balance	E	S/I
Works well as part of a team	E	S/I/R

Safeguarding children		
Committed to safeguarding and promoting the welfare of children and young people	E	S
To have undertaken recognised safeguarding training	D	R

Evidence: S=Supporting statement; I=Interview; R=References

The list could go on and on. Suffice it to say we are looking for an exceptional person who will rise to the challenges for improvement in student achievement at The Stockwood Park Academy and who will work hard to sustain it. There will also be a teaching commitment. The Academy offers a great deal to its entire staff and is an incredibly rewarding place to work.

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.