



WE ARE ASTREA

VICE PRINCIPAL (PRIMARY)
Applicant Brief

GOOSEACRE PRIMARY ACADEMY
Part of
ASTREA ACADEMY TRUST





Open Letter from the Principal

Dear Candidates,

We are excited to be recruiting a Vice Principal! This pack contains the information of the opportunity with us. The successful candidate will share the Academy's vision for a brilliant education, underpinned by experts in the classroom, a world-class curriculum and excellent behaviours.

At Gooseacre Primary Academy, children are at the heart of everything. Pupils are taught academic knowledge and skills as well as developing the whole child, in order to prepare pupils for their next stage of education and to enable them to lead active and happy lives. The values of Resilience, Empathy, Aspiration, Contribution and Happiness run through all parts of school life and create a calm, happy and hardworking atmosphere with a strong commitment to all pupils achieving their full potential, regardless of their starting points.

Astrea Academies Trust is an inspirational academies network that aims to give children and young people from all backgrounds an education that will transform their lives. Membership of the Astrea Academies Trust provides enhanced CPD opportunities for staff, and, as new Vice Principal joining us, you can expect a programme that will support, reward and challenge you.

Gooseacre Primary Academy offers a wonderful opportunity for any current or aspiring Vice Principal to create an academy that is more than just an Academy but a hub of innovation and creativity that inspires tomorrow's generation.

We are looking for someone who is committed to a knowledge-rich education, with a track record of leading schools to high levels of attainment and with outstanding learning behaviours. Alongside the academic curriculum, Gooseacre also aspires to develop cultural capital and opportunities for personal development that enable pupils to leave our academy equipped for their next educational and life stage. We are looking for an inspirational and committed leader who can continue to build and develop our team, our academy and our community.

If you are a passionate, authentic and driven leader who has high expectations and aspirations and believes that we have a collective responsibility for our pupils please contact me via Diane Robinson diane.robinson@astreagooseacre.org and we can discuss the opportunity further.

I look forward to hearing from you.

Kay Godfrey
Principal



ABOUT GOOSEACRE PRIMARY ACADEMY

Gooseacre Primary Academy is located in Thurnscoe in South Yorkshire, close to Barnsley, Doncaster and Rotherham.

We currently have over 300 pupils on our roll and twelve classes in the school: Foundation Stage 1 and 2, three Key Stage 1 classes and seven Key Stage 2 classes. The school has seen a remarkable pace of improvement in recent times and in March 2020 Ofsted judged us to remain “a good school”. We are proud to have achieved this status, which is due to considerable dedication and effort from the whole team of staff and wider academy community. We are committed to maintaining our rate of progress. We will build on our strengths, ensuring good practice is embedded into the school and drive forward new initiatives to enhance our performance further.

We have consistently high expectations for all children, irrespective of their prior attainment and background.

Barriers to learning are vigorously challenged and we strive to address pupils’ individual needs, adapting teaching styles accordingly to ensure each pupil gets the right level of support. We encourage independent learning and support and encourage aspiration in all pupils. All pupils who attend our school are given the opportunity to develop their potential and to experience success as they learn. We set out to raise standards at every stage through a combination of high expectation and the development of continually improving teaching and learning.

We will ensure every child experiences:

- Exciting, stimulating and enjoyable learning;
- An opportunity to succeed irrespective of their ability and to be challenged in a secure environment;
- Progression in their learning to prepare them to be effective members of their own and the wider community;
- The opportunity to form confident relationships with their peers and their teachers and be appreciative of their environment;
- To achieve independence in learning the skills of self-reliance and the ability to make informed choices; and
- The opportunity to develop a moral, social, emotional, physical and cultural understanding.



JOB DESCRIPTION

SALARY	L8 – L12
CONTRACT TYPE	Permanent
WORKING PATTERN	Full Time
HOURS PER WEEK	37.5

Purpose

The Vice Principal will work in partnership with the Principal and the senior team to establish outstanding teaching and learning, a knowledge rich curriculum and an excellent school culture.

Key Accountabilities

- Support colleagues, including all other members of the leadership team, in their work for the development and improvement of the academy, in order 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

Key Responsibilities

Leadership and Management

- Share responsibility for the management of the Academy and to contribute to the consultative and decision-making processes
- Support whole school aims, objectives and policy decisions, contribute to their establishment and initiation and sustain their implementation and review
- Actively promote the academy and liaise with outside agencies as necessary, representing the Principal, the academy or Astrea as appropriate
- Provide information, advice and perspective to the governing body and to any legitimate external enquiry/evaluation
- Support the Principal in the responsibility for the implementation of performance appraisal for all staff, including line management of particular staff



School ethos and culture

- Support the Principal in fostering a strong sense of academy community and ethos among both staff and pupils. One that is built on high expectations
- Promote consistent implementation by working with and through others on behaviour policy and system of rewards and sanctions, characterised by orderly behaviour, caring and respectful relationships, and no shouting
- Act as a positive role model to staff and pupils
- Be active in issues of staff and pupil welfare and support and demonstrate a commitment to Equality of Opportunity and well-being for all members of Academy staff

Teaching and Learning

- To know what excellent pedagogy looks like in the primary classroom and support the training and development of teaching staff so as to improve the quality of teaching and raise the level of challenge in lessons
- Use regular assessments to monitor progress and set targets, and respond accordingly to the results of such monitoring
- Support the Principal in leading whole school planning and assessment through accurate record keeping and sophisticated data analysis
- Ensure that all pupils achieve at Age Related Expectations or, if well below level, make significant and continuing progress towards achieving at standard
- Teach each outstanding lessons that motivate, inspire and improve pupil attainment
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications

Other

- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Astrea's data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Actively engage in CPD and evidence based research



PERSON SPECIFICATION

Skills & Experience

- Demonstrable commitment to raising attainment of all pupils
- Experience of having led, or significantly contributed to, the success of a school through its leadership, ethos, teaching and learning and outcomes
- Experience and understanding how to improve and sustain an effective behaviour policy
- Experience leading a team and/or working to support the significant success of others, including professional development and effective management of underperformance
- Ability to use data to inform decision making and diagnose weaknesses that need addressing
- Experience of coaching and mentoring staff to improve the profile of teaching and learning

Knowledge & Qualifications

- QTS

Behaviours

- Genuine passion for and a belief in the potential of every pupil
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and you understand how and when to take appropriate action
- Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- Commitment to and understanding of professionalism in line with the National Teaching Standards

This is not exhaustive.

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. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy or requested by emailing recruitment@astreaacademytrust.org