A logo for a company

Description automatically generated

**Enquire Learning Trust Application Pack**

**Vice Principal**

Laceby Acres Academy

A red and yellow logo

Description automatically generated



**Contents:**

Icon

Description automatically generated

**1. The Enquire Learning Trust Visions, Values and Mission**

A picture containing text, plant

Description automatically generated

**2. Academy Information**

Icon

Description automatically generated

**3. Health and Wellbeing Package**

Icon

Description automatically generated

**4. Job Advert**

Shape, rectangle

Description automatically generated

**5. Job Description**

Icon

Description automatically generated

**6. Person Specification**

**A group of kids playing outside

Description automatically generated**

**A group of girls in school uniforms

Description automatically generated**

**The Enquire Learning Trust**

We are a multi-academy trust currently responsible for 32 academies in four clusters across the North of England; North East Lincolnshire, Hull, Manchester, Teesside and North Yorkshire.

We work in complete collaboration with each of our academies and place a strong emphasis on school-to-school support and learning. Our academies work in collaboration with one another, sharing both their talent and ideas with others, giving employees the opportunity to learn from individuals within our other academies.

We recognise that the most important assets we have are our employees, and for our academies to succeed we need to ensure we employ the very best people in every single role. Our core values and beliefs are consistent throughout all of our academies, and our keys to success are at the heart of everything we do.

Every role across the Trust is valued, appreciated and purposeful. We believe that the outcome of every role across the Trust should improve the education each of our learners receive. Whether teaching, support or leadership, every single role is vital to the success of our academies.

We also recognise that all of our academies are different, and we encourage individuality. Whilst we believe our academies should work together to support best practice and to share ideas, we don’t believe that implementing blanket priorities and objectives is pertinent to a successful academy, and we encourage autonomy for academy leaders wherever possible.

**Values**

* We believe that all learners can be powerful learners given access to extraordinary learning experiences. We want children and the academies they attend to be confident, successful and ambitious.
* We envisage a Trust where well led, highly skilled and committed professionals collaborate, learn and innovate together to ensure that all academies are successful and where all learners have access to effective and innovative provision that meets their needs and aspirations.
* We want to add value to achievement and raise standards. We also want to change lives. We know this requires our provision and our practice to be world-class – because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.
* We take learning seriously and work together to create a vibrant culture in which this can happen.  We know that it’s what we do that counts and that our thinking must be visible in classrooms if it is to have leverage.  Children are at the forefront of all that we do and aspire to do. We take serious steps to engage them, to hear their voice in authentic ways and then to use their insight and expertise to develop radical pedagogies that tap into their passions and interests and use the potential of emergent technologies.

A red and yellow logo

Description automatically generated

Vision Statement

**Reach for the Stars!**

We aim to ensure that pupils leave Laceby Acres Academy having a sense of their own special individuality.  Our children are taught to challenge self-imposed restrictions. They are encouraged to foster high aspirations and develop positive self-esteem, enabling them to leave our school secure in the knowledge that the world is at their feet.

We motivate and inspire pupils through creative teaching which is innovative and well-paced.

We endeavour to remove barriers to learning and expect that children in our community reach their full potential judged upon a range of measures including national standards.

At our school, we teach pupils to take responsibility for their own actions; children understand that they have choices and learn to evaluate the consequences of the decisions they make.

All members of the school, including pupils, parents, staff and governors, recognise that they hold a stake in our school and the wider community. We are all committed to establishing a life-long love of learning, enabling our children to take their place confidently within a rapidly changing world.

Our Aims

**Creativity**: We aim to have the freedom to be able to enjoy, express feelings and seek solutions.

**Enjoyment**: We aim to have fun and feel enthusiastic at school.

**Responsibility**:  We aim to develop independence enabling us to take ownership of our own learning.

**Compassion**: We aim to develop trust and respect between everybody in our school.

**Co-operation**: We aim to work together to achieve an overall purpose.

**Health and Wellbeing Package**

The Enquire Learning Trust offers an extensive health and wellbeing package to support employees in maintaining health and wellbeing including:

* an employee assistance programme through Westfield Health;
* a mental health first-aid programme;
* access to formal supervision through Applied Psychologies;
* access to a wide range of training and development opportunities;
* subsidised gym/sports facilities;
* a stress risk assessment;
* employee wellbeing support plan;
* special leave arrangements;
* opportunities for flexible working;
* support for workers with disabilities;
* counselling for all employees through Westfield Health;
* counselling through Education Mutual
* support from trade union representatives.



The Trust offers a cash plan through Westfield Health which allows you to claim money back, up to set limits, towards the cost of your essential healthcare, as well as providing access to valuable health and wellbeing services.​

**Mosaic Health Cash Plan:**

* 12 healthcare benefits and services​
* Money back towards your everyday healthcare bills​
* 100% reimbursement, up to set limits, with one year benefit periods​
* Health & wellbeing services​
* Voluntary upgrades and partner cover available by Direct Debit

**Key Features:**

* No medical required before joining​
* No limit on number of claims, up to limits of your cover level​
* ​Pre-existing medical conditions covered for all eligible employees​
* Worldwide cover on most benefits​
* Dependent children covered on key benefits at no extra cost

A red and yellow logo

Description automatically generated

Advertisement

Laceby Acres Academy

Swiftsure Crescent, Grimsby, North East Lincolnshire, DN34 5QN

Vice Principal

Required from September 2024

Salary Scale: L6-10

Laceby Acres Academy is an outstanding Primary Academy based on the outskirts of Grimsby. It is a happy, innovative and forward thinking school. Team-work is highly valued and members of staff work well together to secure the very best outcomes for all of our children. Our ambition is for our children to develop as experts across all areas of the curriculum.

We are seeking an inspirational Vice-Principal to take a leadership role in moving the school along the next part of its developmental journey. We would expect the Vice-Principal to use their own experience as an outstanding teacher to support other members of staff to become the very best teachers possible. The successful candidate will support the Principal in the strategic leadership of the school.

We are a part of the Enquire Learning Trust, a successful Multi Academy Trust. This gives us access to a network of schools giving us excellent opportunities to learn from the very best practice available.

We can offer you:

• The opportunity to lead a dedicated, committed, enthusiastic staff

• The chance to work alongside excellent leaders from our partner schools within the Enquire Learning Trust

• First class professional and career development and on-going leadership development

• A commitment to supporting your own professional ambitions

This is an exciting opportunity for the right person. We are seeking:

• An outstanding teacher with a proven track record

• A motivated and enthusiastic team player who will help to foster a climate where it is safe to innovate

• An inspirational and skilled leader who can be a focal point for support for the whole school community

• A leader who will continue to improve our provision for all members of our learning community

• A leader who has high levels of integrity, courage and a commitment to school-to-school collaboration

The closing date for completed applications is 12 noon on Friday 17th May 2024. Interviews will be held on 22nd May 2024.

For further details and to apply on line, please visit enquirelearningtrust.org. Alternatively, please contact the school on 01472 320601.

Visits to the school are welcomed; If you would like to arrange a visit to the Academy, please contact:

Miss L Gale, Business Manager on 01472 320601 or email- office@lacebyacres.org

Laceby Acres Academy is committed to safeguarding and promoting the welfare of all children. This appointment will be subject to safer recruitment procedures and a full enhanced DBS check and references will be taken up. Shortlisted candidates will be informed that the school may carry out online checks as part of the due diligence process. This is to reflect paragraph 221 of KCSIE 2023.

A red and yellow logo

Description automatically generated

Job Description

|  |  |
| --- | --- |
| **POST TITLE**: | VICE PRINCIPAL |
| **SALARY**: | LEADERSHIP 6-10 |
| **RESPONSIBLE TO**: | Principal |

# Purpose of the job

* Carry out the duties of this post in line with the remit outlined in the current *School Teachers’ Pay and Conditions Document* including the conditions of employment for Vice Principal
* Under the overall direction of the Principal play a lead role:

- In formulating the aims, objectives of the schools and establishing the policies through which they are to be achieved

- Proactively lead staff and manage resources

* Deputise for the Principal in their absence
* Carry out the professional duties of a teacher to meet Teacher Standards 2012.

# Duties and responsibilities

Shaping the future

* In partnership with the Principal and governors establish and implement an ambitious vision and ethos for the future of the school
* Play a leading role in the school improvement and school self-evaluation planning process
* In partnership with the Principal manage school resources
* Devise, implement, monitor and evaluate action plans and other policy developments
* Lead by example to motivate and work with others
* In partnership with the Principal, lead by example when implementing and managing change initiatives
* Promote a culture of inclusion within the school community where all views are valued and taken in to account

# Leading teaching and learning

* Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all members of the school community
* Work with the Principal to raise standards through staff performance management and appraisal
* Lead the development and delivery of training and support for staff
* Work in partnership with the Principal in leading the school through strategic planning and the formulation of policy and delivery of strategy, ensuring management decisions are implemented
* With the Principal, lead the processes involved in monitoring, evaluating and challenging the quality of teaching and learning taking place throughout the school, including lesson observations to ensure consistency and quality of teaching.
* Ensure through leading by example the active involvement of pupils and staff in their own learning

# Developing self and others

* Support the development of collaborative approaches to learning within the school and beyond
* Participate in the selection and appointment of teaching and support staff
* Be an excellent role model for both staff and pupils in terms of being reflective and demonstrating a desire to improve and learn
* Take responsibility and accountability for identified areas of leadership and curriculum
* Work with the Principal to deliver an appropriate programme of professional development for all staff including quality coaching and mentoring, in line with the school improvement plan and appraisal.
* Line manage and lead the annual appraisal process for identified support and teaching staff

# Managing the organisation

* Ensure the effective dissemination of information, the maintenance of and ongoing improvements to agreed systems for internal communication
* Working with the Principal, undertake key activities related to professional, personnel/HR issues
* Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across the school
* Be a proactive and effective member of the senior leadership team
* Ensure the day-to-day effective organisation and running of the school including the deployment of staff as appropriate
* To undertake any professional duties, reasonably delegated by the Principal

# Securing accountability

* Lead and support the staff and governing body in fulfilling their responsibilities with regard to the school’s performance and standards
* Support the Principal in reporting the school’s performance to its community and partners
* Promote and protect the health and safety welfare of pupils and staff
* Promote the positive involvement of parents/carers in school life
* Strengthen partnership and community working
* Promote positive relationships and work with colleagues in other schools and external agencies

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document must not be altered once it has been signed but it will be reviewed annually as part of the appraisal process or as appropriate

A red and yellow logo

Description automatically generated

Person Specification

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Qualifications | Qualified Teacher Status  Evidence of involvement in INSET as a participant and as a provider  Degree Level Qualification |  |
| Experience | The Vice Principal should have experience of:  Working in more than one Key Stage  Leading a key area of curriculum development  Supporting teaching staff, including coaching, mentoring and modelling good practice  Monitoring and evaluating the work of colleagues and pupil outcomes  The process of school development and improvement planning  Participating in a team approach to management, including change management | In addition, the Vice-Principal may have experience of:  Working within a variety of different schools in the primary age range  Working with children from a variety of social backgrounds  Key involvement in the evaluation and prioritisation of elements in the School Improvement Plan  Staff recruitment, appointment and induction procedures  Leadership of assessment across a school |
| Knowledge and Understanding | The Vice Principal should have knowledge and understanding of:  The role of the leadership group within school  The Ofsted Inspection Framework and the process and place of self-evaluation  Effective teaching and its impact on the learning of pupils  Current curriculum management and the school’s role in providing a broad, balanced and engaging curriculum for all pupils  The effectiveness of teamwork  The principles of community education and parental involvement  Monitoring and assessment across a key stage  Safeguarding requirements | In addition, the Vice Principal may also have knowledge and understanding of:  Performance Management Processes  Whole-school issues and their implications for financial management  People management |
| Skills | The Vice-Principal will be able to:  Demonstrate outstanding teaching within the primary class room  Use vision, initiative and leadership in making change, to enhance and raise standards  Support the work of colleagues and promote staff development, with an understanding of its relevance to performance management  Take a key management and leadership responsibility  Involve staff, parents and governors in the process of establishing a clear and shared set of aims, objectives and values for the school  Listen and respond to adults and children, using good interpersonal skills  Be a driver for change and improvement, as a role model for others  Take a positive attitude to behaviour management | In addition, the Vice-Principal might be able to:  Use ICT with confidence and enthusiasm |
| Personal Characteristics | Adaptable  Approachable  Calm  Innovative and forward thinking  Self-confident  Self-motivated  Resilient  Reflective |  |

Laceby Acres Academy

Swiftsure Crescent

Grimsby

North East Lincolnshire

DN34 5QN

01472 320601

[Office@lacebyacres.org](mailto:Office@lacebyacres.org)