



- Hard work
- Trust
- Fairness

**MARSDEN HEIGHTS COMMUNITY COLLEGE**  
**RECRUITMENT INFORMATION PACK**  
**VICE PRINCIPAL**  
**CLOSING DATE: 28TH MARCH 2025**  
**INTERVIEWS: W.C 31ST MARCH 2025**

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# Welcome

Marsden Heights  
COMMUNITY COLLEGE

Marsden Heights Community College joined United Learning in November 2020. In 2023, following rapid improvements, Ofsted inspected the school and rated it **Good** in all areas.

At Marsden Heights we believe that children deserve the very best of all that has been “thought and said” in every subject area by the careful selection of our core knowledge. We desire to support our pupils to grow into confident, creative and resilient adults who have a lifelong love of learning. We seek to ensure that our pupils are effective communicators, active participants and independent learners who can take their next steps into an increasingly uncertain world with secure knowledge from the range of subjects we offer.

In order to support our pupils in their academic and personal development, we believe it is essential they experience a wide range of opportunities. Our commitment to ‘Education with character’ provides wider opportunities for our pupils to access a well-rounded curriculum that extends learning beyond the classroom.

The college’s focus on learning is the driving force behind everything that we do and students are offered a diverse and challenging curriculum both inside and outside the classroom. We have high expectations and we make no apologies for being very demanding of our students and our staff, as only the best will do for our children.

Honesty, respect and trust are important to us, as is being prepared to learn and take on new challenges. We know that no one is the ‘finished article’ and we strive to do our best for our students every day. We are a welcoming school and if you join us, you will experience our ‘no blame’ culture, where everyone works together for the good of the students. It is essential that you have a restless determination and belief that all students can and will perform to the highest level.

As a United Learning academy whose motto is ‘The Best in Everyone’ you will be someone who wants the very best for all young people, irrespective of their background. We are earnest in our commitment to safeguarding our young people.

I hope you find the information you need in the accompanying pack and am sure you will find other useful information from visiting our website. You are also warmly invited to contact us by phone or visit Marsden Heights Community College ‘in action’ and meet our fabulous pupils and staff. Please visit our website:

[www.marsdenheights.co.uk](http://www.marsdenheights.co.uk)

I look forward very much to welcoming you to our school.

With kind regards



James Delve, Principal



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# Our Ethos & Values

At Marsden Heights Community College, our vision is work together to ensure that every pupil reaches their full potential every day and is prepared for life after school.

Our Ethos	Our Values
<p>Pupils are proud to be members of Marsden Heights Community College and aspire to demonstrate these characteristics in lessons and beyond:</p> <p><b>AMBITIOUS</b> To achieve the best.</p> <p><b>CONFIDENT</b> To have the courage of their convictions and to take risks in the right cause.</p> <p><b>CREATIVE</b> To imagine possibilities and make them real.</p> <p><b>RESPECTFUL</b> To be respectful in all that they do.</p> <p><b>ENTHUSIASTIC</b> To seek opportunity, find what is good and pursue their talents and interests.</p> <p><b>DETERMINED</b> To overcome obstacles and reach success.</p>	<p>We foster an environment where our values are at the core of everything we do:</p> <p><b>HARD WORK</b> We encourage and support hard work, teaching pupils resilience and inspiring them to strive for their goals and future success.</p> <p><b>TRUST</b> We build trust through open communication, integrity and mutual respect, creating a safe and supportive community.</p> <p><b>FAIRNESS</b> We promote fairness so that every student is treated equally, and offer opportunities for growth and success for all, regardless of background or ability.</p>



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# The Role

## Vice Principal

**Salary:** Leadership Pay Scale—Competitive plus benefits including: Teachers Pension, Health Care Cash Plan, Generous Staff Discount scheme, 3 extra inset days for planning, at least one personal leave day per year.

We are seeking to appoint a Vice Principal, with responsibilities in line with candidates experience at Marsden Heights Community College. The Vice Principal will be a pivotal leader ensuring their area of responsibility is rigorous, innovative, and aligned with our high standards. Working closely with the Senior Leadership Team (SLT), you will lead on developing and maintaining a culture of excellence in teaching and learning, ensuring that all students are engaged, challenged, and supported to reach their full potential. You will be responsible for monitoring and improving your area of responsibility, driving continuous improvement in line with local and national expectations, and fostering a passion for learning across the school.

The successful candidate must:

- Be someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Have evidence of good to outstanding teaching and results.
- Have excellent leadership skills and competencies.
- Have a commitment to support our enrichment programme by facilitating co-curricular clubs.

**Closing Date: 29th April 2025**

This job description is current at the date shown but following consultation may be changed by the Principal to reflect or anticipate the changing demands of the post commensurate with the grade and job title.



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# Rewards & Benefits

## Rewards and Benefits

Our pledge, to all our academy teachers, is that by working for us you will benefit from **more pay, more time, and more support.**

More pay...	More time...	More support
<ul style="list-style-type: none"> <li>■ We pay an average of 5% above national scales – the best rates of pay in the sector.</li> <li>■ Cash towards medical treatment.</li> <li>■ Generous staff discount scheme.</li> </ul>	<ul style="list-style-type: none"> <li>■ Three extra INSET days for planning.</li> <li>■ At least one personal day a year.</li> </ul>	<ul style="list-style-type: none"> <li>■ Great training for your career.</li> <li>■ Exceptional curriculum resources.</li> <li>■ Expert subject advice.</li> <li>■ Support for your wellbeing.</li> </ul>

## United Learning

Marsden Heights Community College is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our Group-wide intranet, our own curriculum, and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

## JOB DESCRIPTION

### VICE PRINCIPAL

<b>Hours of work:</b>	37.5 hours per week	<b>Contracted weeks:</b>	52 weeks
<b>Supporting work/life balance:</b>	5 Inset days per year, plus an additional 3 planning days, at least one personal day per year		
<b>Reporting to:</b>	Principal	<b>Direct Reports:</b>	Assistant Principal/Heads of Department
<b>Remuneration Package:</b>			
<b>Salary: Leadership Pay Scale—Competitive</b>	Dependent on Experience	<b>Employer Pension contribution:</b>	Teachers' Pension Scheme

#### Post:

The Vice Principal will be a pivotal leader ensuring their area of responsibility is rigorous, innovative, and aligned with our high standards. Working closely with the Senior Leadership Team (SLT), you will lead on developing and maintaining a culture of excellence in teaching and learning, ensuring that all students are engaged, challenged, and supported to reach their full potential. You will be responsible for monitoring and improving your area of responsibility, driving continuous improvement in line with local and national expectations, and fostering a passion for learning across the school.

#### Key Responsibilities:

##### Curriculum Leadership & Development:

- Lead the development, implementation, and evaluation of a rigorous and inclusive curriculum that prepares students for future success, with a particular focus on ensuring alignment with local and national standards.
- Champion innovative teaching and learning practices that promote deep understanding, critical thinking, and independent learning.
- Collaborate with Heads of Department to ensure that the curriculum is broad, balanced, and offers a range of pathways to meet the needs of all students.

##### Leadership & Management:

- Drive a culture of continuous improvement by regularly evaluating the quality of teaching and learning through lesson observations, work scrutiny, student feedback, and performance data.
- Lead the school's self-evaluation process, ensuring that the quality of education is consistently monitored, assessed, and enhanced.
- Coordinate and lead the school's responses to local authority inspections and other external assessments, ensuring the school meets or exceeds required educational standards.

##### Staff Development & Support:

- Lead professional development initiatives that empower teaching staff to continually improve their practice, with a focus on pedagogy, curriculum delivery, and assessment.
- Mentor and support teachers in their professional growth, helping them reflect on their practice and encouraging a collaborative approach to sharing good practice.
- Drive performance management processes to ensure all staff meet high expectations and benefit from regular, constructive feedback.

### **Assessment & Data Analysis:**

- Lead the development and implementation of a robust assessment framework that accurately tracks student progress and informs teaching and learning.
- Analyse data to identify trends and areas for improvement, using this insight to implement effective strategies that support the academic achievement of all students.
- Ensure that assessments are fair, inclusive, and provide accurate measures of student progress.

### **Student Support & Wellbeing:**

- Collaborate with the pastoral leadership team to ensure that educational practices are inclusive and accessible to all students, including those with SEND and disadvantaged students.
- Monitor and evaluate the academic progress and wellbeing of students, ensuring targeted interventions are implemented when necessary.
- Promote high expectations of behaviour and effort, cultivating an environment where students feel motivated, engaged, and supported.

### **Policy & Compliance:**

- Ensure the school's teaching, learning, and assessment policies comply with national regulations and local authority guidelines.
- Lead on reviewing and updating policies related to quality of education, ensuring they remain aligned with best practices and educational developments.

### **Strategic Vision:**

- Actively contribute to the development of the school's strategic vision, in line with the values and ethos of the school community.
- Be a proactive member of the Senior Leadership Team, sharing responsibility for shaping the direction of the school and ensuring the delivery of a high-quality education.
- Represent the school in local and regional forums, contributing to networks and partnerships that enhance the school's educational provision.

## PERSON SPECIFICATION

### Vice Principal

Qualifications	Requirement	Evidenced
Qualified teacher with proven track record of success in secondary education	Essential	Application
<b>Qualifications &amp; Experience</b>		
Experience of senior leadership, contributing successfully to school improvement.	Essential	Application/interview
Experience leading curriculum development, teaching quality, and educational improvement at a secondary school level.	Essential	Application
Knowledge of national and local education frameworks, including inspection standards (Ofsted).	Essential	Application/interview
Strong understanding of assessment practices and the ability to use data to inform decision-making and improve student outcomes.	Essential	Interview
Strong skills using MS Office and presentation packages.	Essential	Interview
An understanding of data protection and GDPR compliance in relation to processing personal information.	Essential	Application/Interview
<b>Personal Attributes</b>		
Inspirational leader with a clear vision for improving the quality of education.	Essential	Application/interview
Strong communicator, able to engage effectively with staff, students, parents, and external stakeholders.	Essential	Application/interview
Analytical thinker with the ability to use data and feedback to drive continuous improvement.	Essential	Application/interview
Supportive and empathetic, with a deep commitment to promoting the welfare and academic success of all students.	Essential	Application/interview
Passionate about making a difference to young people and our communities.	Essential	Application/interview
<b>Other</b>		
Committed to the safeguarding of young people.	Essential	Application/interview

Marsden Heights Community College is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The academy is committed to safeguarding and promoting the welfare of children and young people and it expects all staff and volunteers to share this commitment.