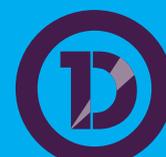




Applicant Brief
Vice Principal
One Degree Academy

We STRIVE for
excellence, step-by-step.



ONE DEGREE
ACADEMY

Dear applicant,

Thank you for taking an interest in One Degree Academy. It's an exciting time to join our school as we strive to offer unique opportunities and world-class aspirations.

One Degree Academy is an innovative school. We opened in September 2016 and were graded as outstanding in all areas by Ofsted in February 2019. A founding principle is the idea that tiny changes can have profound effects and that a committed focus on seemingly minor details leads to continuous and sustained improvement. In short, we know that any giant leap to success is preceded by lots of small steps. That is why we place a high value on teacher training and development. One Degree Academy is a great place to develop your career and become part of an inspiring team.

We aim for our academic achievements to be amongst the best in the country and for our young people to become successful employees, citizens, and family members. We are proud to have created an environment where our children are happy, inspired and eager to attend every day.

We also aim for our students and staff to strive constantly for excellence. In our small community, teachers ensure that each child is known and cared for. We firmly believe in scholarship and aim for every child, no matter their background, to be given the ambition and the practical tools to succeed academically and personally, giving them the basis from which any career or academic goal is achievable.

We work tirelessly to ensure that every parent is engaged in their child's learning, that businesses and charities provide real-life experiences for our pupils, and that through our partnerships with top universities and world-class employers, our students are constantly offered opportunities to explore the range of future paths which lie before them.

Our aspirations for One Degree Academy are simple and ambitious: through our persistent focus on the actions necessary for great teaching and learning, every One Degree Academy student will develop the knowledge, character attributes and cultural capital to succeed at university, enjoy a productive career, and lead a great life.

Jo Addleton
Principal



All candidates will have a commitment to upholding the One Degree Academy's STRIVE values:

Scholarship: We focus relentlessly on academic achievement, great learning and continuous improvement to get results. We show a zest for new learning.

Team work: We work together to overcome difficulties. When one of us succeeds, we all do. We are kind and supportive to all our teammates.

Responsibility: We take ownership of our actions, caring for each other and for our environment. We look to ourselves to do what's right or to find solutions. We do what needs to be done.

Integrity: We tell the truth even when it's hard; we do the right thing; we make good choices; own mistakes; are honest and trustworthy.

Value: We are useful and kind. We embrace new opportunities to develop wisdom. We add value to our local communities.

Effort: We never give up on trying to improve - even when it's hard. We know there are no shortcuts: achievement comes step-by-step.

Our strategic anchors: The '4 Cs'

Core Knowledge: We develop powerful knowledge which leads to academic success.

Character Attributes: We foster character strengths and attributes necessary for a great life.

Cultural Capital: We raise aspirations and aim to broaden horizons.

Care: We ensure that staff and child well-being underpins everything, through safe and effective processes.



How do we look after our staff?

We know that working in schools can be challenging. Looking after our staff means our children will get the support and help they need to succeed.

The most important way that we make sure that staff are happy is by ensuring ODA is a supportive environment that listens to staff and is committed to getting better.

ODA Perks

Wellbeing

- Clear whole school behaviour systems that are implemented by all
- Large teaching team to support the learning and behaviour of students more effectively
- Recognition - we take the time to give shoutouts and say thank you to colleagues
- Additional days of holiday to say thank you for volunteering to support students on events that are outside the usual school day e.g.residential trips, attending student performances etc
- No late-night parents evenings - we hold them during dedicated progress review days
- Termly 'Golden Weeks' where we celebrate staff well being
- A golden ticket, enabling staff to enjoy an afternoon off when needed
- A two week winter half term to enable staff to take holidays outside of normal term time and can rest and recharge from those longer darker evenings
- Free breakfast, lunch, tea and coffee
- Discounts on a new bike via the 'Cycle to work' scheme
- Free flu jab
- Free eye test
- Leaders given project planning time to drive forward whole school initiatives

Staff Development

- Week Bootcamp to induct new staff and set up for the year effectively
- Weekly CPD & Coaching
- Supportive Line Management Structure
- Collaborative Planning time
- 14 whole school staff inset days dedicated to incremental improvement, planning and data analysis
- Free admission to Research ED
- Senior Leaders have access to coaching externally

Staff of ODA Children

- Free breakfast club
- Free after school wrap-around care
- 1 x free after school club

Other

- Laptop/devices are lent to all staff who require them
- 10% off Pure Gym Membership
- 10% off car service and MOT at local garage
- Length of service rewards



Specific duties:

Strategic direction and development of the school

- To develop the overall direction of the academy
- To keep up to date with current issues in teaching and learning and in school improvement, and to share this with staff
- To work in partnership with the Principal and other members of the leadership team in the cycle of planning, implementation, review and evaluation of the Academy Development Plan
- To evaluate the effectiveness of the school's policies and plans, and analyse their impact on pupil achievement and attendance
- To contribute to the setting of highly ambitious targets for pupils and staff, and to be accountable in their delivery
- To support all staff in achieving the school priorities and creating a culture of collective responsibility
- To further develop links with parents, guardians and carers of children in the school, and the wider community

Teaching, Learning and Assessment

- To be an outstanding role model for all staff in all aspects of classroom practice and to lead by example to raise standards of teaching and learning.
- To teach students across the academy as needed
- To play a major role in the development of high-quality teaching, learning and assessment
- To lead the team in the creation and delivery of a rigorous curriculum
- To help to ensure that all the students are able to learn and make exceptional progress.
- To ensure that assessment and moderation processes lead to excellent learning for students, and meet all statutory and other requirements
- To seek ways of sharing good practice and to ensure dialogue about teaching and learning amongst academy staff
- To ensure curricular policy development is focused on continuous improvement
- To rigorously monitor the impact of improvement strategies and refine as appropriate
- To ensure excellent outcomes across all statutory assessment points leading to exceptional KS2 outcomes

Leadership and Management

- To share in and support the leadership of the academy and to bring out the potential for leadership in others.
- To challenge and support others in developing professionally, both formally and informally
- To act as a coach and/or line manager to staff where appropriate and to organise induction
- To help lead the academy through external accreditations where appropriate
- To ensure own continuing professional development including attending training opportunities
- To organise the day to day running of classes including the efficient management of academy resources

- To organise and lead INSET and workshops for teachers or parents/carers as appropriate
- To work within the Senior Leadership Team to present an accurate and coherent account of the academy's performance to a range of audiences, enabling them to play their part effectively
- To be able to stimulate students and colleagues through a positive, active and supportive attitude
- To organise opportunities for students, and to lead assemblies where appropriate.

Pastoral Care

- To support the academy's Designated Safeguarding Lead (DSL) promoting and safeguarding the welfare of all students in line with Keeping Children Safe in Education and other relevant statutory guidance and legislation
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them
- To ensure that a high standard of care and good order for all students is maintained through the development and implementation of behaviour systems

Communication and Community Links

- To fully support the life and work of the academy.
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors
- To provide information to the Governing Body to enable it to meet its responsibilities
- To ensure that parents and students are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement

Other

- Undertake and when required, deliver or be part of the appraisal system and relevant training and professional development
- Assume responsibility in the event of the Principal's absence
- Take on specific tasks related to the day to day administration and organisation of the school as requested by the Principal
- Take on any additional responsibilities which might from time to time be determined
- To engage with appropriate training opportunities to promote professional effectiveness in this role

Culture

- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop an academy culture and ethos that is utterly committed to achievement
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professional in and beyond the academy, covering lessons and providing other support as required

This document is considered to provide an outline of the areas that this role involves.

This document does not preclude the post holder developing systems and structures not specifically mentioned but related to his/her broad areas of responsibility. The roles outlined above are indicative and do not preclude anything else which may be reasonably requested commensurate with the post held and duties undertaken.

Salary:	ODA L9-L14 + LGPS pension Starting salary point negotiable dependent on experience and subject to annual pay review in September
Start Date:	Required from September 2024
Reports to:	Senior Leadership Team
Working hours:	Full time

E/D Essential/ desirable

Education

	E/D
1 Good Honours Degree	E
2 Qualified to teach and work in the UK	E

Experience and training

3 Proven track record of outstanding leadership	E
4 Proven track record of outstanding teaching and learning	E
5 Experience of working with students with SEN	E
6 Experience of leading and evaluating successful whole school initiatives	E
7 Experience of raising attainment of all pupils in a diverse and challenging classroom environments	E
8 Experience of using a range of strategies to build positive and nurturing relationships with pupils and parents	E
9 Evidence of improving standards of teaching and learning through curriculum development and work outside of the classroom	D
10 Experience of seeing tasks, plans and ideas through to completions	E
11 Experience of problem solving	E
12 Experience of communicating effectively in a wide variety of forms to a range of audiences	E
13 Experience of managing change	E
14 Experience in coaching for improvement	D
15 Ability to inspire and lead others	E
16 Understanding of school systems or the ability to learn these quickly	E

E/D Essential/ desirable

Behaviours and Attitudes		E/D
17	Genuine motivation to continually improve standards of teaching in the quest for outstanding student outcomes	E
18	Alignment with One Degree's vision and values and a strong commitment to delivering it	E
19	High expectations of students, self and others	E
20	Ability to use data and evidence to analyse outcomes, identify issues, draw conclusions, inform actions and reinforce success	E
21	Well-developed ICT skills	E
22	Strong interpersonal, written and oral communication skills	E
23	Takes personal responsibility for their own actions	E
24	Work collaboratively with colleagues to improve practice and outcomes for students	E
25	Ability to lead, enthuse and inspire others, bringing the best out of team members	E
26	Ability to think strategically but with an eye for detail	E
27	Commitment to the safeguarding and welfare of all pupils	E
28	Highly professional approach to work	E
29	A passionate desire to make a difference and to close the achievement gap	E
30	The ability to thrive in a 'no excuses' culture	E
31	Drive to make things happen	E
32	Recognition that it is the role of leadership to provide active support and challenge to colleagues in the best interests of students	E
33	A good sense of humour, energy and enthusiasm	E
34	Evidence of commitment to equality and diversity	E
35	An entrepreneurial style and desire to work in a dynamic work environment	E

To apply

- Download an application pack from onedegreeacademy.org/vacancies
- Completed applications should be e-mailed to: HR@onedegreeacademy.org
- Closing date: 1st May (shortlisting 2nd May)
- Early applications and school visits are encouraged – We will process all applications on a rolling basis.

To arrange a visit or if you have any questions, please email Katie Palmer:
HR@onedegreeacademy.org

Encouraging Diversity

ODA is committed to eliminating discrimination and encouraging diversity amongst our employees. We consider ourselves incredibly fortunate to be opening a school in London, one of the most diverse cities in the world. Our aim is that our workforce will be representative of all sections of society and each employee will feel respected and able to give their best.

Fairness in how we recruit and select our employees plays a significant part in creating an equal opportunities environment. Our aim is that every internal and external applicant who applies for a position within the School is considered against criteria, which relates only to the requirements of the job. To that end, we are committed to providing equality and fairness for all.

Appointment is conditional upon receipt of references from appropriate referees, which, in the view of the Academy, are satisfactory.

Safer Recruitment

ODA is committed to safeguarding and promoting the welfare and safety of our children and young people in our schools. We expect all staff to share this commitment in line with “Keeping Children Safe in Education” (2020). The Academy will not unfairly discriminate against any applicant for employment on the basis of conviction or other details revealed. The Academy makes appointment decisions on the basis of merit and ability. If an applicant has a criminal record this will not automatically debar him/her from employment within the Academy. Instead, each case will be decided on its merits in accordance with the objective assessment criteria.

ODA requires all employees to undertake an Enhanced DBS check because of the nature of our work. Applicants are required, before the appointment, to disclose all previous convictions, cautions, reprimands or warnings (except those which are “protected” as defined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013). A failure to disclose a previous conviction, caution, reprimand or warning may lead to an application being rejected or, if the failure is discovered after employment has started, may lead to termination of employment.

Further information can be found at www.gov.uk/government/organisations/disclosure-and-barring-service

