



Lord Grey Academy
Lord Grey Can



Vice Principal - Quality of Education and Personal Development

L19 - L23
(£73,509 - £81,070)

Required for September 2024

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“Lord Grey Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.”





Lord Grey Academy

Lord Grey Can



Welcome from the Associate Principal

This is an exciting opportunity to join the Leadership Team of a successful and popular Academy. Lord Grey joined the Tove Learning Trust in April 2018. I joined as Associate Principal in September 2021. We secured a Good in OFSTED in June 2022 and since then we have gone from strength to strength: improving in line with national basics outcomes, improving outcomes at KS4 and 5. We are winners of three awards including Secondary School of the Year at the MK Education Awards

Quality of Education is a huge strength of the school with a strong staff body who are dedicated to the students here. We have worked incredibly hard on those routines, implementation strategies and pedagogical approaches across the Academy and now focus fully on driving outcomes for all and developing the Character and Personal Development of our young people.

The Leadership Team is a cohesive group of very experienced and capable leaders and with renewed focus and vision, are making real and lasting change happen. This post has become available as a new post in the structure since the creation of Associate/Executive Principal. We have a Vice Principal Behaviour, Attendance and Safeguarding. Making up the rest of the team we have five Assistant Principals with responsibilities as follows:

- Inclusive Learning
- Teaching & Learning
- KS3 Achievement, behaviour and Attendance
- KS4 Achievement, behaviour and Attendance
- Curriculum

In addition we have a very experienced Business Manager to keep the Academy running.

They will lead specifically on delivering the Lord Grey curriculum so that the intent is clear and understood by all, the implementation is highly effective and the impact on student outcomes is positive. We have the outline of our Lord Grey curriculum in place but there is much to do to ensure that the impact is positive on all our learners and that we are really properly preparing them for future life and career in our community. A large focus of the role will be in driving through the improvements that we have made in Teaching and Learning so that we can continue to secure better student achievement and to continue the work in the area of Personal Development which includes Careers, Enrichment, and Extracurricular as well as working with our Ethos Team. .

The Leadership Team meets for a two hour meeting each week where we formulate policy, agree action and intervention and evaluate progress towards our strategic goals. We are an open and honest team and we hold each other to account in an objective, and supportive manner. We promote this approach through line management of other leaders in the Academy - we never forget that we are all people. As Vice Principal you will work closely with me to provide leadership across all aspects of the Academy. The Vice Principal, Business Manager, Executive Principal and I meet each week for a strategic meeting and I meet with each member of this team individually too. Although I expect the new Vice Principal to be autonomous in their role and highly accountable for their actions, support and challenge will always be there from the team and me.

We encourage pre-application visits.

Samantha Satyanadhan





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Advertisement

VICE PRINCIPAL - QUALITY OF EDUCATION AND PERSONAL DEVELOPMENT

TLT - L19 - L23
(£73,509 - £81,070)

Required for September 2024

Lord Grey Academy is a large successful secondary school in Bletchley, Milton Keynes and is part of the Tove Learning Trust. We are seeking to appoint a Vice Principal to join our team as we travel further along our journey to provide the best education for our amazing students.

The right candidate will be totally aligned to our character values and ensure all students are the best they can be as well as completely committed to promoting our motto of Lord Grey Can!

A vacancy booklet, information for candidates booklet and the application form are all available on the vacancies section of Lord Grey Academy's website:

<http://www.lordgrey.org.uk/general-information/vacancies/>

Please note the application form and information for candidates booklet are available on the right hand side of the above link. Details on how to apply for this post are in the How to Apply Section of this booklet. Please do look at our recruitment video of our staff talking about working at Lord Grey and our document: *Why work at Lord Grey?* Completed application form and covering letter should be submitted to Human Resources at Lord Grey Academy or emailed to hr@lordgrey.org.uk by 9am on Thursday 7th March 2024. Interviews will be held on Tuesday 12th March 2024.

Only successfully short listed candidates will be contacted.

Join an Academy part of a highly supportive and growing MAT. Lord Grey joined Tove Learning Trust in April 2018 and is situated in Bletchley on the outskirts of the growing city of Milton Keynes. We achieved our GOOD OFSTED status in Summer 2022. Since then we have gone from strength to strength with improving GCSE and level 3 results; a football partnership with Paris St- Germain and winners of MK Inspiration Awards 'Inspiring Secondary School' 2023 and MK Educations Awards 'Secondary School of the Year'; 'Maths Team of the Year' and 'Lifetime Achievement Award' November 2023. The right candidate will join us on our exciting journey and enable us to continue to provide a great education for our amazing students as we prepare them for adult life. We have a strong collegial team who create a real atmosphere of collaboration and community who embody - Lord Grey Can!

Tove Learning Trust

The trust is committed to ensuring that all students achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes. We aim to have academies that are excellent communities of learning where students thrive on success. There are seven secondary schools and one primary school in this growing Trust. *The Academy is committed to safeguarding children. The successful applicant will require an enhanced DBS check.*





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JOB DESCRIPTION

Our motto is: Lord Grey Can. Our Core Values are: Determination, Ambition, Curiosity, Integrity and Civility. Our expectations are high and we believe that Lord Grey Can! It is expected that the post holder will carry out his/her responsibilities within this philosophy.

The job description defines the responsibilities of the post holder as being:

- under the reasonable direction of the Principal to carry out the professional duties of a school teacher
- to comply with “Health and Safety” at Work legislation
- all teaching staff must adhere to all aspects of the Teachers’ Professional Standards
- a commitment to ensure the effective implementation of the school’s Safeguarding and Child Protection Policy
- job descriptions are subject to review and amendment

Specific tasks in addition to those of a School Teacher

Responsible to: Associate Principal

Responsible for: Line Management of 2 Assistant Principals and several subject/team leaders

Working hours: This is a full time post

Salary: L19-23

Purpose of the Role:

To provide professional vision and leadership for Lord Grey Academy which secures its success and improvement, ensuring high quality education for all students and improved standards of learning and achievement. You will also be leading the strategic plan of Personal Development across the Academy.

Responsibilities:

You will be responsible for leading the curriculum so that all Lord Grey learners can achieve well and are well prepared for adult life. You will have Line Management responsibilities for Assistant Principal(s), Faculty Leader(s) and/or other support professionals as appropriate.

General Leadership Team responsibilities include:

- Providing clear strategic vision and leadership for the academy which achieves the highest quality educational provision
- Modelling the highest professional standards to staff and students in all aspects of the role, maintaining a visible presence around the Academy and leading by example
- Being committed to working in a cohesive, supportive and forward-thinking team of leadership team colleagues which shares an ambitious vision to transform education at Lord Grey Academy.
- Deputising for the Associate Principal in their absence
- Accounting for the standards in your key areas of responsibility to the Associate Principal, Governors and external agencies
- Contributing to the formulation and implementation of key sections of the Academy Self Evaluation and Strategic Plan as designated by the Associate Principal
- Being prepared to work flexibly, actively supporting the work of other leaders, in order to achieve organisational objectives
- Responding to unplanned situations which arise in the daily running of the academy.
- Promoting good student discipline and to support staff, especially in dealing with sudden crises and emergencies
- Contributing to academy activities including assemblies; break and lunch lunchtime supervision.



- Undertaking effective line management.

Ensuring a safe and healthy environment is maintained within the academy, referring any areas of concern to the Associate Principal and Site Team where required

- Attending Leadership Team meetings and other academy management meetings including governor meetings as required.
- Meeting the professional duties of all teachers (School Teachers' Pay and Conditions Document).



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VICE PRINCIPAL - PERSON SPECIFICATION

Education and Training	Essential	Desirable	How evidenced
Good honours degree	✓		A
Qualified Teacher Status	✓		A
Further relevant professional training including evidence of preparing for senior leadership	✓		A I
Further study, e.g. NCSL programme		✓	A
Knowledge and Understanding	Essential	Desirable	How evidenced
Well informed about current developments and initiatives in education.	✓		A I R
Understanding of use of data to monitor student progress and assessment tools to monitor teaching and learning	✓		A I
Understanding of barriers to learning, ways of motivating people and strategies to address underachievement	✓		A I
Experience	Essential	Desirable	How evidenced
At least 7 years of highly successful teaching experience	✓		A I
At least 5 years of senior leadership experience with significant line management responsibility and demonstrative impact	✓		A I
Implementing improvement plans, identifying priorities and evaluating impact	✓		A I R
Identifying excellent classroom practice to enable teachers to improve through effective feedback	✓		A I
Monitoring, evaluating and reviewing to identify strengths and intervene to improve progress	✓		A I R
Using information to increase attainment and identify effective interventions to ensure students make progress	✓		A I R
Whole school initiatives, working in a senior leadership team and with the Governing Body	✓		A I R
Work in more than one school		✓	A
Professional Skills	Essential	Desirable	How evidenced
Ability to make and sustain excellent relationships and build rapport with all stakeholders, promoting the school's vision and values	✓		A I R
Excellent leadership skills, adaptable and flexible, holding people to account and getting the best out of others	✓		A I R
Demonstrating consistently good and outstanding classroom practice	✓		A I R
Ability to make and implement difficult decisions	✓		A I R
Ability to work with staff, motivate teams and individuals to implement changes across the Academy	✓		A I R
Ability to see a job through to conclusion, deliver and demonstrate outcomes	✓		A I R
Ability to be a team player	✓		A I R



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Strong communication skills orally and in writing in order to work with different audiences and report effectively	✓		A I
Ability to think strategically	✓		A I R
Quality assurance: strong monitoring, evaluating and reviewing practices	✓		A I R
Ability to give clear direction, determine priorities and ensure that others uphold policy and practice	✓		A I R
Strong ICT skills and good numeracy	✓		A I
Professional Values and Practice	Essential	Desirable	How evidenced
High expectations with regard to all Academy standards and the ability to foster success in others	✓		A I R
High standards of professionalism and consistency of message in line with the Academy's ethos, values and expectations	✓		I R
Collaborative, collegiate and inclusive leadership, sharing effective practice in approaches and resources	✓		A I
Genuine interest in young people and their futures and a belief in the potential and ability of all	✓		A I
Ability to manage and ensure that effective child protection and safeguarding practices are followed	✓		A I
Ensure that equality and diversity are reflected in all aspects of Academy culture and practice	✓		A I
Commitment to all aspects of Academy life	✓		A I
Personal	Essential	Desirable	How evidenced
Aspiring to Headship in the future		✓	I
Strong moral purpose, commitment to equality and diversity	✓		I R
Creative, innovative thinker, willing to take calculated risks	✓		A I R
Able to inspire, motivate and engage, bringing people along	✓		I
Energetic, enthusiastic, resilient	✓		I
Excellent communicator	✓		A I
Strong personal impact, presence, self-efficacy and confidence	✓		I
Able to lead assertively and encourage initiative in others	✓		A I
Able to reflect on own practice and that of others, being flexible and adaptable	✓		A I
Calm under pressure, prioritising and managing time effectively	✓		A I
Ability to respond immediately to changing needs and circumstances	✓		A I
Reliability, integrity and commitment, a genuine interest in learning	✓		A I
Commitment to restorative practice approaches	✓		A I
Commitment to student well-being and the safeguarding and protection of young people from harm	✓		A I

A – Application form I – Interview R - Reference

