

Recruitment Pack

Vice Principal Quality of Education

Closing Date: 30th September 2024
at 08:00 am



MARINE ACADEMY
PLYMOUTH

the
university
school

LEADERSHIP | RESILIENCE | ASPIRATION

Ted
Wragg
TRUST

Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

Our Values



Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

Collaboration

- build **trust**
- build strong **relationships**
- **be stronger together**

How will we succeed?





Marine Academy Plymouth

Aim High. Be Kind. Don't Give Up.

Welcome from the Principal

Thank you for your interest in joining our community at this exciting time in the journey of our school. Driven by our passion for social justice, we are incredibly proud to have recently been rated 'Good' by Ofsted, and are now striving to become a beacon of national excellence, eager to redefine what is possible in education. Our mission is ambitious yet clear: to provide every student with the opportunity to get to and through university. By achieving this, we empower our students to excel in top careers and live the best possible lives.

To work here, you must believe in the importance of setting the highest expectations for both student behaviour and academic achievement. We believe that exceptional conduct is crucial to maintaining a safe and happy environment for all and we support our teachers in delivering an unashamedly academic curriculum, where they teach as the subject experts in a calm, purposeful environment. Equally, we believe that joy and community are just as crucial to our school culture. We encourage all staff to create warm, positive relationships and bring moments of joy to students. Our innovative rewards and celebration systems go above and beyond those of other schools, ensuring that students feel valued and recognised for their achievements. This balance of high expectations and a joyful, supportive atmosphere helps our students reach their full potential while building a strong, connected community.

At our school, we believe that the well-being of our staff is fundamental to our success. That's why we are committed to enabling a healthy work-life balance and providing ongoing professional development for all staff, at every level and in every role. We deeply value the contributions of every member of our team, knowing that a culture of collaboration is essential to ensuring our academy continues to improve and evolve. You will also benefit from being part of the Ted Wragg Trust, an ambitious and inclusive family of schools that shares our belief in the transformative power of education. Being a part of this network enables us to collaborate with some of the best leaders, teachers, and communities, further enriching our educational environment and enhancing the opportunities available to both staff and students.

If you share our vision and are passionate about making a real difference in the lives of young people, we would be delighted to welcome you to our school.

Warmest Regards,

Jen Brimming
Principal

Key Details

Job Title: Vice Principal: Quality of Education

Location: Marine Academy Secondary

Salary: Grade L17-21 (Actual Salary £69,970 to £77,195)

Closing Date: Monday 30th September 2024

Interviews: ASAP

Required From: January 2025

Your paragraph text

If you share our ambition, values and commitment to social justice, we would love to hear from you.



How to apply

If you would like an informal conversation about this role, or would like to arrange a visit, please contact at SLT Admin at SLTAdmin@marineacademy.org.uk

Please use the application form available on the Trust website: https://ce0218li.webitrent.com/ce0218li_webrecruitment/wrd/run/ETREC179GF.open?WVID=002975IVaQ



Job Description

Job Title:	Vice Principal (Quality of Education)
Location:	Marine Academy Plymouth
Responsible To:	Principal
Salary Grade:	L17-21
Contract:	Permanent

1. Key Purpose of Job

This is a key role in the strategic leadership of our Academy.

The post holder will be the lead professional for teaching and learning and raising standards responsible for ensuring the curriculum is inspiring, rigorous, engaging and personalised, maximising all students' potential and empowering them to become enthusiastic and independent learners;

The post holder will be responsible for monitoring and evaluating the performance of students and all teaching staff, developing and delivering improvement strategies where required.

2. Key Duties and accountabilities of the post

Undertake all reasonable duties as allocated by the Principal, including those that may sit beyond the remit of quality of education.

Strategic Direction and Development:

- Support the Principal in ensuring the vision for the Academy is clearly articulated, shared, understood and acted upon by all;
- Demonstrate the vision and values of the Academy in everyday practice;
- Motivate, working with and through others to further develop a shared culture and positive ethos;
- Promote high expectations of attainment and progress for all;
- Work with the Principal on the strategic development and implementation of the Academy Improvement Plan;
- Develop and implement effective strategies to evaluate the effectiveness of teaching and learning;
- Lead the Senior Leadership Team and Middle Leaders in reviewing and assessing current teaching practice and developing a personalised improvement approach with all staff;
- Be responsible for the development and review of all Academy policies relating to Teaching and Learning;

Leading Teaching and Learning:

- Be the lead professional responsible for raising the quality of teaching and learning and students' achievement, setting high expectations for students and staff;
- Be coach and mentor for others with the ability to model and exemplify good practice and act as consultant for other teachers;
- Provide regular, diagnostic feedback for colleagues in a way that recognises good practice and challenges where necessary in a way that results in a tangible impact on students' learning;

- Lead on the development of policies and practices across the Academy that promotes inclusion and high achievement through effective and differentiated teaching, learning and assessment;
- Secure and sustain effective teaching and learning throughout the Academy through structured monitoring, evaluation and review processes;
- Work with other members of the Senior Leadership Team to devise and implement highly effective CPD programmes focused on enhancing learning;
- Ensure appropriate support and interventions are put in place, as necessary, to secure high-quality teaching and learning experiences.

Developing Self and Working with Others:

- Work with the Principal and the Senior Leadership Team to build a professional learning community that empowers others to achieve;
- Be the lead professional responsible for raising the standard of teaching from all teaching staff;
- Be responsible for ensuring appraisal arrangements are effective in securing outstanding academic performance and effectively plan and deliver professional development activities for others;
- Ensure a collaborative learning culture within the Academy and actively engage with partnerships to build effective learning communities;
- Committed to your own professional development, regularly review own practice and set personal targets;
- Identify and pursue leadership and management development opportunities (to be agreed and negotiated with the Principal who will give support throughout).

Securing Accountability:

- Work with the Principal to ensure the Academy's accountability to a wide range of groups such as parents and carers, governors, Trustees, Partnership Arrangements and the DfE;
- Work with Trustees and Governors to ensure that the Academy it meets its' responsibilities and offers the appropriate degree of challenge to the Academy's leadership and performance;
- Be responsible for the Academy's Self-Evaluation and be able to present a coherent, accurate and insightful account of the Academy's performance to a wide range of audiences;
- Be responsible for the line management of members of the Senior Leadership Team with subject area responsibilities and the academic progress of students;
- Monitor the standards achieved by subject areas and to lead and monitor the production of Subject Area Reports and Subject Area Improvement Plans;

Strengthening Community:

- Engage effectively with our internal and external community to deepen a sense of partnership;
- Collaborate with other organisations in order to share expertise and bring positive benefits to our Academy and our partnership arrangements;
- Collaborate at both strategic and operational levels with parents and carers, fellow professionals and across multiple agencies for the well-being of others.

Resource Management:

- Work with the Principal and the Senior Leadership Team to provide effective organisation and management of the Academy and seek ways to improve organisational structures and functions based on rigorous self-evaluation;
- Work with the Principal and the Senior Leadership Team to ensure the Academy and the staff and resources are organised and managed to provide an efficient, effective and safe learning environment.

General:

- Support and promote the values and ethos of Marine Academy;
- Be aware of the responsibilities under Data Protection Legislation for the security, accuracy and significance of the personal data held in the Academy's systems;
- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the Academy and to be one of the designated persons for child protection;
- Work in accordance with the Academy's Health and Safety Policies and Procedure;
- Undertake such other duties as laid down in the Academy Teachers Pay and Conditions Document and those delegated by the Principal.

3. Supervision / Line Management Responsibilities of the post

- Line management of assigned senior and middle leaders

4. Working Environment & Conditions of the post

- The post is based at Marine Academy [Plymouth](#), however the post holder may be required to travel and work at other sites from time to time to enable effectively deployment of the responsibilities of this position.

5. Other Information

Every member of the teaching staff, regardless of other responsibilities, has a main role as classroom teacher. Members of the Senior Leadership Team are expected to maintain and exemplify all requirements of the Teachers' Standards.

- a) All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- b) The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- c) The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
- d) The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- e) The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- f) This post is based at Marine Academy Plymouth but the post holder may be required to move their base to any other location within the Trust upon request.
- g) The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- h) To undertake additional duties as required, commensurate with the level of the job.
- i) To attend Awards Evenings and Celebration Events.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.



Person Specification

Key to Evidence:

A – Application Form & Letter

C - Certificates

I - Interview

R - Reference

	Essential / Desirable	Evidence
Qualifications and Professional Development:		
An appropriate, good honours degree (2:2 or higher)	E	A, C,
QTS or equivalent	E	A, C
Evidence of further professional study	E	A, C, I
Instructional coaching qualification	D	<u>A,C,I</u>
Level 3 safeguarding training	D	<u>A,C,I</u>
Experience		
Successful experience in a senior leadership role within a secondary school	E	A, I, R
Experience of leading whole-school T&L provision	E	<u>A,I,R</u>
An excellent track record in improving educational outcomes for students	E	A, I, R
Experience of using data to drive improvements in student outcomes	E	A,I,R
Experience of successfully supporting and developing staff	E	A,I,R
Proven record of innovation and leading change successfully	E	A,I,R
Experience of working and leading in a good or outstanding school environment	E	A, I, R
Experience of managing leaders	E	A, I, R
Knowledge		
Ability to teach your subject across the whole ability range KS3 to post 16	E	A, I, R
A thorough knowledge of the National Curriculum for your subject/department	E	A, I, R
A strong understanding of statutory educational frameworks, including 14-19 reforms, Ofsted, Safeguarding and SEND	E	A, I, R
Understanding of the latest educational research and its impact	E	A, I, R
Knowledge of effective Curriculum design at subject and whole-school level	E	A, I, R
Excellent understanding of and ability to use data	E	A, I, R
	E	A, I, R

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.



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Other skills		
Evidence of strong leadership skills	E	A, I, R
Complete understanding of effective pedagogy and the ability to cite recent quality research in this area	E	A,I,R
Evidence of effective team work and collaboration	E	A, I, R
Ability to inspire and motivate students and staff	E	A, I, R
An ability to evaluate the work of others and enable their development through consultation, coaching and support	E	A, I, R
An ability to analyse data and information, identify patterns and trends and to formulate strategies for improving learning	E	A, I, R
Excellent communication skills, both oral and written	E	A, I, R
The ability to gain the confidence and respect of students, staff and parents	E	A, I, R
Ability to prioritise, plan and organise own work.	E	A, I, R
Other		
Committed to equality of opportunity and the safeguarding and welfare of all pupils	E	I, R
Effective use of ICT packages e.g. Word, Excel or equivalent.	E	A, I, R
Ability to fulfil all spoken aspects of the role with confidence and fluency in English.	E	A, I, R



This post is subject to an enhanced DBS disclosure	E	A, I, R
Commitment to being involved in the wider life of the School through participation in extra-curricular activities.	E	A, I, R

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Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.

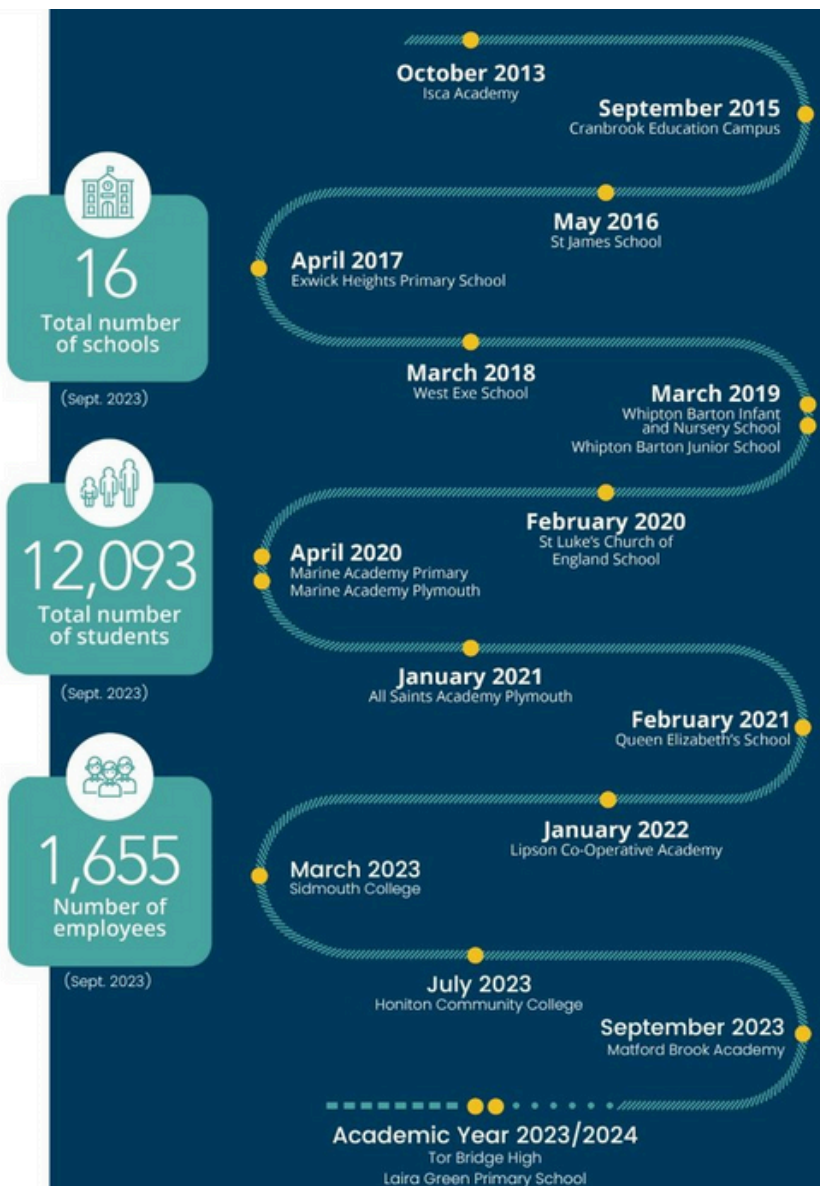


In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.



Colyton Grammar



Thank you for your interest!



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TRUST