



Enquire Learning Trust Application Pack

Vice Principal

ELTFEB2606

Roseberry Academy
Roseberry Crescent
Great Ayton
Middlesbrough
TS9 6EP



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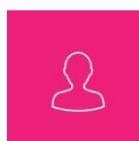
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The Enquire Learning Trust

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.

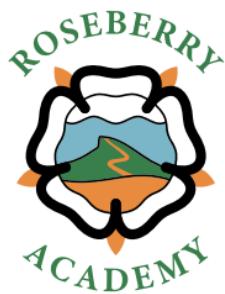
Every role across the Trust is valued, appreciated and purposeful. We believe that the outcome of every role across the Trust should improve the education each of our learners receive. Whether teaching, support or leadership, every single role is vital to the success of our academies.

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.

The Enquire Learning Trust is committed to promoting sustainability and environmental responsibility across all academies, in line with the DfE (Department for Education) Sustainability and Climate Change Strategy. We care deeply about creating school environments that positively contribute to the communities we serve. Our approach includes driving progress towards net zero carbon emissions, protecting biodiversity, and equipping our children with the knowledge and skills to build a sustainable future.



Roseberry Academy is a vibrant, inclusive primary school at the heart of the Great Ayton community, welcoming children from age 2 to 11. We are proud of the strong, trusting relationships that define our school - relationships with our children, our families, our staff team, and our wider community. These connections create a safe, supportive, and aspirational environment where children feel secure, valued, and ready to learn.

Our school is surrounded by extensive outdoor space and the stunning landscape of Roseberry Topping, provides an inspiring backdrop for children to be active, explore, and enjoy time outdoors. Physical activity and outdoor learning already play an important role in supporting pupils' wellbeing and curiosity. As we continue to develop our outdoor learning offer, our beautiful setting will provide further opportunities to strengthen pupils' enjoyment of learning outside.

We are deeply committed to developing confident, articulate learners, and our work on Oracy with Voice 21 plays a central role in this. We want every child to have the communication skills, confidence, and presence they need to stand out and thrive in the future. This focus on language and voice is woven throughout our curriculum and embedded into daily practice.

Our approach to teaching and learning is rooted in strong pedagogy. We place significant emphasis on effective task design, purposeful use of technology, and evidence informed practice that ensures every learner can access high quality learning experiences. This commitment to professional growth is underpinned by our belief that *"if we create a culture where everyone believes they need to improve, not because they are not good enough but because they can be better, there is no limit to what we can achieve."* — Dylan Wiliam. This mindset is lived out at Roseberry every day and has contributed to strong outcomes. 80% of our pupils reached the national standard at the end of KS2 in reading, writing and maths combined in 2025. This reflects the dedication of our team: children, staff and families.

Roseberry Academy is an ambitious school looking ahead to the future. We are currently preparing for a new school building through the Department for Education's capital programme, with work expected to begin in the near future. This marks an exciting new chapter for our school and an opportunity to design modern, high quality learning spaces that reflect our vision and values.

With a strong identity, an ambitious outlook, and a culture where relationships truly matter, Roseberry Academy is a school where children flourish — and where leaders can make a meaningful, lasting impact.

The opportunity to collaborate with other schools and access high quality professional development sets us aside from many schools. As part of the Enquire Learning Trust, we ensure that you will benefit from a vast range of opportunities to develop your skills and learn with likeminded colleagues across the north of England.

EAP Programme

The logo for Health Assured, featuring the brand name in a white, lowercase, sans-serif font. The letter 'a' in 'assured' has a curved line underneath it, and the 'h' in 'health' has a small circle to its right.

health_assured

The Trust offers a plan through Health Assured which provides access to valuable health and wellbeing services.

Key Features:

- Unlimited access to 24/7 confidential telephone helpline
- Up to 10 sessions of face to face, telephone and online counselling
- Access to the portal and wisdom app
- Coverage for spouse/partner and dependants
- Medical information line including articles, webinars and podcasts
- Menopause Support access to other resources such as 'Menopause Matters'
- Access to Perks and Discounts
- Online and mobile access, anywhere and anytime
- Self-help guides, mood and wellness trackers

Vice Principal

ELTFEB2606

Salary Scale Range: L7- L11

Contract Type: Full-time, permanent

Start Date: September 2026

Location: Roseberry Academy, Roseberry Crescent, Great Ayton, Middlesbrough, TS9 6EP

About us

Roseberry Academy is a warm, caring, and ambitious primary school at the heart of the Great Ayton community. We are incredibly proud of the strong, trusting relationships that underpin everything we do — relationships with our children, our families, our staff team, and the wider community. These connections are central to our success and fundamental to the nurturing, inclusive environment our children thrive in.

Our pupils are curious, enthusiastic, and full of potential, and our dedicated staff work hard to ensure every child feels known, valued, and supported. We offer a rich, engaging curriculum, high expectations for learning and behaviour, and a culture rooted in kindness, respect, and belonging. This is an exciting opportunity for someone who is passionate about making a genuine difference, who leads with integrity, and who is committed to helping shape the future direction of our wonderful school.

About the role

The Vice Principal will play a pivotal role in shaping both the strategic direction and day-to-day leadership of the school. Working closely with the Principal, you will help drive improvement, champion high-quality teaching and learning, and support staff to grow, innovate, and thrive, ensuring that all of our children flourish academically, socially, and emotionally.

This role is perfect for an individual who is seeking a significant and rewarding leadership position in which they can make a meaningful and lasting impact.

We are committed to investing in you and giving you access to some of the country's leading providers of professional development to refine and develop your leadership skills. You will have access to a number of leadership pathways that suit your interests and utilise your skills.

As part of the role, you will retain a teaching commitment, ensuring you stay connected to our children, our curriculum and the daily life of the academy. You will also benefit from dedicated leadership release time to support you in fulfilling your wider responsibilities effectively.

What we are looking for

We are seeking to appoint a highly motivated and energetic professional who:

- Is an outstanding classroom practitioner with a deep understanding of high-quality and effective teaching and learning.
- Leads with compassion, fairness, and a strong sense of purpose.
- Has a proven ability to lead teams, inspire colleagues, and support whole school development.
- Is committed to safeguarding, inclusion, and the wellbeing of every child.
- Can communicate clearly, build trust, and develop strong relationships with children, staff, families, and the wider community.
- Brings drive, reflection, and ambition — someone who wants to be part of something exceptional!

What we can offer

- Wonderful children who are curious, kind and eager to learn, and who thrive in an environment where they feel seen, valued and inspired.
- A warm, nurturing school community with a strong sense of pride and shared purpose.
- The chance to help shape an exciting future at Roseberry Academy.
- A culture that prioritises wellbeing and professional growth, including high-quality CPD and leadership development.
- Membership of relevant pension scheme
- Opportunities for development and progression
- Employee Assistance Programme provided by Health Assured
- Cycle to Work Scheme
- Lifestyle savings

For more information, please contact Mrs J Taylor, Business Manager, 01642 722883

Details of visits to school are welcomed and encouraged - please contact the school office on 01642 722883 to book a place at one of the following times:

Friday 27th February at 10:00am
Tuesday 3rd March at 9:15am
Friday 6th March at 3:45pm

How to apply

You can apply for this position by visiting [The Enquire Learning Trust](https://theenquirelearningtrust.com/careers/)

Closing date and time:13th March 2026 at 12pm

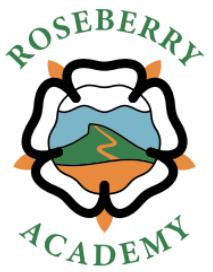
Interview Date: 26th March 2026

DBS/Safeguarding Statement

The Enquire Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. As this post involves access to children or vulnerable adults, the successful applicant will be required to obtain an Enhanced disclosure from the DBS.

Job Description

Job Title: Vice Principal
Location: Roseberry Academy
Salary Range: L7-11
Responsible to: Principal



Main 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 school 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.
- Being Deputy Designated Safeguarding Lead for school and undertaking all duties around this role

Duties and responsibilities

Shaping the future

- In partnership with the Principal and Academy Improvement Committee establish and implement an ambitious vision and ethos for the future of the school
- Support the vision, values, and aims of the school and establish the policies and practices through which they are to be achieved
- Play a leading role in the school improvement and school self-evaluation planning process
- 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 into account
- Communicate effectively with colleagues, parents, and pupils to ensure that positive relationships are formed and then developed at all levels of the school spectrum, helping to contribute towards a thriving whole school community

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, 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
- Regularly undertake opportunities to update own skills and training. Share these with colleagues to open professional dialogue, debate and focused outcome
- Overall responsibility for the quality of our Academy's curriculum

Managing the organisation

- 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, alongside the Principal, 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.

Person Specification**Post:** Vice Principal**Location:** Roseberry Academy

	Ess	Des	Assessment Method
Knowledge/Qualifications			
Graduate with Qualified Teacher Status	*		A/C
Evidence of involvement in INSET as a participant and as a provider	*		A/I
Up to date knowledge in subject, national policy, pedagogy, and classroom management strategies	*		A/I
Experience			
An excellent classroom practitioner with the highest expectations for the welfare and progress of all students	*		A/I/R
Have a thorough understanding of curriculum development	*		A/I/R
Experience of monitoring and improving the quality of teaching and learning	*		A/I/R
Proven experience of developing excellent working relationships with all stakeholders	*		A/I/R
The process of school development and improvement planning	*		A/I/R
Have a proven commitment to excellent and respectful behaviour from the whole school community	*		A/I/R
Monitoring and evaluating the work of colleagues and pupil outcomes	*		A/I/R
Supporting teaching staff, including coaching, mentoring, and modelling good practice	*		A/I/R
Staff recruitment, appointment, and induction procedures		*	A/I/R
Appropriate safeguarding training and a good understanding of safeguarding at leadership level	*		A/I/R
Experience of working with other schools/organisations/ agencies beyond their own setting		*	A/I/R

Skills, Qualities and Attributes			
Strong commitment to the school's vision and values	*		A/I/R
Proven ability to lead and manage whole school initiatives	*		A/I/R
Excellent management, motivational, interpersonal and communication skills	*		A/I/R
Ability to remain positive and enthusiastic when working under pressure	*		I/R
Ability to organise work, prioritise tasks, make decisions and manage time effectively	*		A/I/R
Ability to monitor and evaluate the work of others; to offer support and intervention where necessary	*		A/I/R
Strong commitment to school improvement and raising achievement for all	*		A/I
Behaviour and other related characteristics			
Ability to work on own initiative and be pro-active	*		A/I/R
Work in ways that promote equality of opportunity, participation, diversity, and responsibility	*		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
A commitment to safeguarding and promoting the welfare of children and young people	*		A/I
The post holder will require an enhanced DBS	*		C

Key	
Ess	Essential
Des	Desirable
A	Application
I	Interview
R	Reference
C	Certificate

Roseberry Academy
Roseberry Crescent
Great Ayton
Middlesbrough
TS9 6EP

Principal: Mrs S Anderson
Telephone: 01642 722883
Email: office@roseberryacademy.org

The Enquire Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All ID and qualification checks will be made prior to appointment, as will online searches of candidates (Keeping Children Safe in Education 2023). Any offer of employment will be subject to receipt of a satisfactory Disclosure & Barring Service check and Disqualification by Association Disclosure.

DISCLOSURE AND BARRING AND RECRUITMENT CHECKS

The Trust is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

For posts in regulated activity, the DBS check will include a barred list check.

It is an offence to seek employment in regulated activity if you are on a barred list.

We'll use the DBS check to ensure we comply with the Childcare Disqualification Regulations. It is an offence to provide or manage childcare covered by these regulations if you are disqualified.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the trusts information governance policy which can be found on the website.

Please note this post is in regulated activity and exempt from the rehabilitation of Offenders Act 1974 and subject to satisfactory references and an enhanced DBS criminal records and barred list check for work with children. An online search may be undertaken as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education.

Any job offer will be conditional on the satisfactory completion of the necessary pre-employment checks. Only applicants who have been shortlisted will be asked for a self-declaration of their criminal record or information that would make them unsuitable for the position. Any convictions that are self-disclosed or listed on a DBS check will be considered on a case-by-case basis.

All documentation will be treated confidentially and processed in accordance with Data Protection regulations