



Secondary
Vice Principal
Recruitment Pack

Fast-track Application Guide

Contents

3	Welcome
4 - 5	About Delta
6	Delta's Key Priorities
7	About the Role of Vice Principal
8 - 9	Job Description
10	Person Specification
11	How To Apply

Welcome



Delta Academies Trust is committed to ensuring that pupils and students get the best possible start in life by achieving excellent academic qualifications, gaining confidence through an experiential curriculum and developing a sense of self-worth and aspiration.

The Trust predominantly works in Yorkshire and the Humber and we have a philosophy based on a family of schools.

We value both teaching and support staff and believe that everyone is part of the same team. Schools work together and meet regularly to share best practice, ideas and practical support. This approach has delivered a huge increase in staff CPD, morale and student and pupil outcomes have risen dramatically.

Delta is a vibrant and fast paced Trust characterised by strong governance and highly talented leadership across its academies and core team.

Delta employ a number of specialist directors who work with our staff to ensure that every child receives the support and encouragement to give them the best possible start in life.

We welcome all children into our academies, we value our staff and invest in

their development, and we are fortunate to have excellent support from parents.

Our local Academy Advisory Bodies ensure that our communities' aspirations are reflected in the ethos of our academies.

I am privileged to enjoy the support of talented leaders and staff and welcome others who wish to join our family of schools.

Paul Tarn
Chief Executive Officer



About Delta

Delta's family of schools is made up of 51 academies, including:

- 33 primaries
- 15 secondaries
- 1 through school
- 2 alternative provisions.

Predominantly based around Yorkshire and the Humber, we meet regularly, share resources and ideas, and employ a large team of specialist primary and secondary experts who work and teach across our academies. This approach has given staff great resources and allowed pupils and students to flourish.

The Trust is characterised by very high academic standards but is also widely recognised as a very generous organisation that gives freely of its resources and expertise across the region. We are currently working with over 200 schools and academies as a Trust.

Our Teaching School Hubs serve the Barnsley and Doncaster, and Wakefield and Selby Regions. These are led by regional consortia partners working with UCL and EDT.

Environment and Environmental Education

In the middle of the greatest mass extinction since the dinosaurs disappeared, and one entirely driven by our own species, we recognise the importance of developing children's 'Green Voice'; supporting them to demand change. With this in mind, we've developed our own residential centre and we're developing a Trust-wide Duke of Edinburgh offer based on environmental projects.

Dallowgill is our newly developed centre to allow all children to enjoy a residential experience, regardless of their family circumstances.



Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

- To ensure high quality sustained performance and educational outcomes for all Delta academies.
- To operate a financially sustainable organisation, characterised by high value for money
- To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
- To develop high quality education leadership to enhance the capacity to drive improvement.
- Train and develop high quality teachers and staff creating an opportunity to share best practice through the establishment of 'The Education Exchange'.
- To create a generation of young people who are socially and environmentally responsible.
- To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom.

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the 'Seven Principles of Public Life'
- Promote environmental awareness and protection locally, nationally and globally.

Key Priorities



The key priorities for Delta Academies Trust across the next 5 years are:



- To address the digital divide and improve standards for all, ensuring children have access to equipment required for learning, in school and in the home environment.
- To build a bespoke platform containing high quality resources, videos and podcasts, accessible by staff to aid teaching strategies.
- To develop the pedagogy model and build a Teacher Toolkit to enhance the digital classroom.



- To promote engagement with the global environmental debate within academies and develop environmental activities.
- To develop Delta's Environmental Strategy and reduce the Trust's carbon footprint.



- To ensure the Trust and academies receive best value for money on all purchases and capitalise on all opportunities with professional partners.
- To maximise publicity for new ventures such as Teaching School Hubs and The Education Exchange.
- To partner with education professionals across the region to improve collective outcomes for children across the region.
- To ensure CPD matches development needs and sustained growth of individuals and MATs through The Education Exchange.

About The Role



As a Vice Principal at Delta Academies Trust, we will offer you a challenging blend of strategic and operational responsibilities, together with the support to help you succeed.

This post is flexible in its area of responsibility. It gives the opportunity to lead an area that you feel confident with and we'll give you the CPD in areas where you are less experienced. The role is exciting and developmental with the aspiration that you'll progress to Principal in the future.

This is a very senior role, with a fast-track option into the role of Associate Principal for staff eager to take the next step when you feel ready. You will work closely with the Principal and we will also provide an opportunity to work with others at a similar level across the trust; high quality CPD are the hallmarks of philosophy.

This role will suit a leader who wants to make a difference to children's lives by shaping their educational experience. You will be supported by a committed and talented professional team, including an extensive team of specialist subject leaders; you'll always have friends to call on. The curriculum materials and specialist support is inspiring, allowing leaders and staff to develop the curriculum and innovate teaching practice.

Vice Principal is a challenging role but the support, and investment for you, and in you, is even greater; we want you to flourish and succeed.

We'll support you to do your NPQ qualifications through our double Teaching School Hub status as well as other CPD opportunities.

This is a great opportunity to learn about and experience leadership at a very high level, using your passion and talent to shape education.

Job Description

Post Title: Vice Principal - Secondary
Grade: L18 – L22
Reporting to: Principal

Purpose of the post:

To provide high quality leadership and management commensurate with the needs of the academy and the Delta Academies Trust group

Main role:

1. To undertake the full range of duties and responsibilities as required by the Principal as set out in:
 - The School Teachers Pay and Conditions of Service
 - The roles and responsibilities set out in the job description for the substantive post held by the applicant
 - Any other duties commensurate to the post title and grade, which the Principal may deem appropriate
2. To have a 'deep' as their major role (i.e. Learning / Experience / Support / Leadership)
3. To ensure that intervention, challenge and support is provided across all curriculum areas to ensure the highest possible outcomes are achieved for students
4. To ensure all Delta systems and policies are implemented consistently and to a high standard
5. To ensure effective teaching and learning throughout the academy through effective monitoring, evaluating, challenging and developing staff and modelling excellent practice through their own teaching
6. To participate in continuous professional development and support /consultancy work in at least one other academy per year
7. To actively promote equality of opportunity for all students and staff
8. To act as Principal of the academy as may be required

Data security and confidentiality

- To ensure strict confidentiality in all areas of work.
- To work and process personal and sensitive information in accordance with Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.

- To ensure work is conducted in a way that protects the safety and security of information (e.g. strong passwords, reporting breaches, securing paper records, securely disposing of records).

General

- To understand and comply with the statutory guidance regarding safeguarding of children, ensuring the safeguarding and promotion of children's welfare at all times, reporting any concerns to the Designated Safeguarding Officer immediately.
- To comply with the Trust and academy's policies and procedures at all times.

To undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation.

We expect you to:

- Be flexible in order to meet the constantly changing demand of the role
- Be prepared to undertake outreach work on behalf of the academy
- Keep up to date on educational development, strategy and thinking
- Actively pursue your own development as a potential Principal
- Show commitment to the rigorous continuous improvement of the academy
- Demonstrate a positive commitment to working with all stakeholders (students, parents, staff, etc) to improve the performance of the academy
- Put 'students first' in everything you do
- Be committed to providing a high quality workforce in order to provide the best possible opportunity for all our students.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the postholder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the academy in relation to the postholder's professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Principal or the incumbent of the post.

Postholders will be expected to comply with any reasonable request from a Senior Leader to undertake work of a similar level that is not specified in the job description.

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service certificate and checks of the relevant barred list / prohibition lists.

Person Specification

Knowledge and Qualifications

Graduate with Qualified Teacher Status	A/C
Further professional/academic study including NPQH or the desire to work towards it *Desirable	A/C
Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, research/inspection findings and statutory requirements	A/I
Comprehensive knowledge of performance management requirements in an educational context *Desirable	A/I
A knowledge of the new professional teaching standards	A/I

Experience

Significant experience at senior leadership level	A/I/R
An outstanding classroom practitioner with the highest expectations for the welfare and progress of all students	A/I/R
Have a thorough understanding of recent curriculum developments	A/I/R
Experience of monitoring and improving the quality of teaching and learning through rigorous quality assurance procedures	A/I/R
Proven experience of developing good working relationships with all stakeholders	A/I/R
Proven experience in the analysis of performance data for the purposes of target setting, monitoring and evaluation	A/I/R
Experience of strategic planning	A/I/R
Proven commitment to excellent and respectful behaviour from the whole academy community	A/I/R
Proven successful experience of leading whole school initiatives aimed at raising standards	A/I/R

Skills and Qualities

Demonstrate ability to work effectively in a wide range of partnerships to achieve academy improvements	A/I/R
Proven ability to lead, manage and motivate teams effectively	A/I/R
Excellent communication skills in a variety of contexts	A/I/R
Lead, manage and co-ordinate staff through an effective team based approach	A/I
Ability to understand complex organisations and work with clearly defined line management and supervision structures	A/I/R
Ability to monitor and evaluate the work of others; to offer support and intervention where necessary	A/I/R

Behaviour and Characteristics

Commitment to raising standards and aspirations to ensure high levels of achievement and progress	A/I/R
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/R
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/R
The postholder will require an enhanced DBS if offered the position	A/I/R

A = Application
I = Interview and assessment
R = Reference
C = Certificate

How To Apply



This Recruitment Pack, full job description and application form are available on Delta's Recruitment website: recruitment.deltatrust.org.uk.

Please return your completed application and personal statement directly to recruitment@deltatrust.org.uk.

Closing date:

Applications are welcome up to Friday 14th January 2022, with interviews commencing the following week.

Start date:

Easter 2022.

For an informal discussion about the role(s), please contact Andy Barnett, Senior Executive Principal, on 07583 057786.

Please note that references will be requested only for shortlisted candidates, but prior to interview.

We are committed to safeguarding children and promoting their welfare. We expect all staff to share this commitment. The post is subject to an enhanced Disclosure and Barring Service check.



Find out why you should take the next step in your career with Delta Academies Trust.

Scan the QR code, or **click here to watch** our current leaders speaking about Delta.



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