



Assistant Principal Teaching & Learning Lead Information for Applicants



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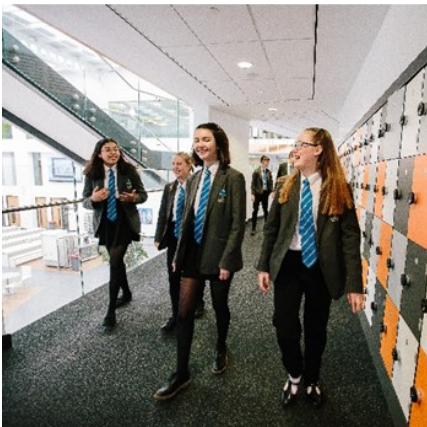
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Welcome



Thank you for expressing an interest in the post of Assistant Principal (Teaching & Learning Lead) at Consett Academy.

First and foremost, this is a rare opportunity to make a tangible impact on the future life chances of our students, irrespective of background or starting point.

As the Principal of Consett Academy it fills me with immense pride to be able to work with the children of the area but also the parents/carers. This will be my second role as Principal and I am really excited about moving the Academy forward and ensure it is a place of outstanding education for all.

At Consett we:

- Have very high expectations;
- Challenge students to achieve their best;
- Ensure progress for all and our students leave the Academy with fantastic results;
- Have a dedicated and positive staff team;
- Believe in inclusivity and that every student, no matter their background, deserves the best possible education.

It is an exciting time to join us as we embark on a period of transformational change. Consett Academy is a rapidly improving school and the importance of this role continuing that journey cannot be underestimated. You could be integral to making this happen!

If you believe you have what it takes to help take Consett Academy to be a Good school it truly can be, we would love to hear from you.

For interested candidates, I would encourage you to visit our fantastic campus to see for yourself the superb learning and working environment that we have. If you would like to arrange a visit, please email our HR Team at recruitment@ncdat.org.uk whereupon a mutually convenient date and time will be arranged.

Yours faithfully



Mr T Urwin
Principal



About us

New College Durham Academies Trust (NCDAT) is a small but ambitious Multi Academy Trust based in North Durham. We have ambitions to grow but wish to remain a Durham MAT for local schools. The trust currently has 2 large secondary schools; Consett Academy and North Durham Academy.

Our Academies are at the heart of their local communities and strive to deliver on our founding principles of Inclusion, Progression and Excellence which supports a central vision of 'Students First'.

The principle of Inclusion provides opportunities for students of all abilities, aspirations and backgrounds and involving staff, governors, students and the wider community in determining the direction of our Trust. Our curriculums are broad and challenging, with the academic success of students at the heart of what we do.

To encourage Progression, the Academy provides effective advice and guidance. This enables learners to make informed and appropriate decisions for future study and employment, encouraging them to take on new challenges and reach higher levels of achievement.

The focus on Excellence underpins all we do whether in learning areas, working in the community or governing and leading the Academy.

The Trust recognises that safeguarding our children and young people is core to all our activities, and we expect all staff, volunteers and wider stakeholders to share this commitment.

Our Aims are:

- To ensure our Academies are centres of excellence with a focus on the nurture and achievement of all their members;
- To promote mutual support, encouragement and benefit between our academies;
- To develop, as the core foundation of academic achievement, a strong culture of professional development amongst our staff;
- To celebrate and maintain the unique identity of communities we serve with each Academy/School at the heart of its community;
- To recognise and enable all those who often remain invisible, through ethnic or cultural disadvantage, or through disability or poverty to achieve their full potential.

Advert

Assistant Principal Teaching & Learning Lead £58,813—£64,918 p.a.

We are looking to appoint an Assistant Principal to start in May 2023.

Applications are invited from highly aspirational and dynamic leaders with a strong track record of sustained school improvement. This role is critical in developing, and delivering the academy's vision and strategy – forging productive partnerships which support the long term future of our ambitious Trust.

You will have senior leadership experience and be able to demonstrate your significant contribution to school improvement. You will have a track record in teaching (pedagogy) & learning. You will have excellent people management skills and be comfortable using data to set targets, identify and address weaknesses. Most importantly you will be an outstanding role model for students and staff as well as being driven by your passion for education and student achievement.

You will provide positive and stimulating learning experiences for our students whilst leading and collaborating with staff to develop a teaching and learning strategy to maximise student engagement, progress toward outcomes and skill development. If you feel that you have what it takes to work with us to get the best out of our students, then we would very much like to hear from you.



Job Description

Job Purpose

Work with the Principal as a member of the Senior Leadership Team to ensure all students maximise their potential through attainment of the required levels of academic progress and outcomes. Ensuring strong leadership via the line management of staff, and by leading on a specific care of whole school strategy.

Base:	Consett
Responsible to:	Principal and CEO
Key area of responsibility	Teaching & Learning

Main Responsibilities

Strategy and improvement

Provide leadership and direction to students, staff, parents/carers, governors/trustees and the wider community, promoting excellent, equality and high aspirations.

Continuously monitor, evaluate and develop the quality of teaching & learning provision and its ability to engage and inspire to ensure the highest outcomes can be achieved.

Work with the Principal to translate the Trust vision and ethos into agreed objectives and operational plans for the academy, which will promote and sustain school improvement.

Teaching and curriculum excellence

Lead by example in displaying those qualities expected of outstanding leaders/teachers with regard to subject knowledge, teaching skills, assessment, behaviour management and tutoring.

Demonstrate and articulate high expectations, aspirations and standards and set stretching targets for the whole academy community.

Support the academy's ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.

Ensure a consistent and continuous academy-wide focus on students' achievement and attainment, using data and benchmarks to monitor progress in every child's learning.

Monitor, evaluate and review the quality of teaching and learning and ensure that there is a process of continuous improvement.

Keep up to date with national and local educational strategies and developments, communicating them to staff and governors and implementing them as appropriate.

Job Description

Leading with impact

Consistently demonstrate the positive attitudes, values and behaviour which are expected within the academy community based on mutual respect between students and staff.

Be keenly aware of the responsibility for safeguarding children and alert pastoral and other staff to problems arising with individual students.

Line manage staff as required, ensuring individual staff accountabilities are clearly defined, understood and agreed. Implement successful performance management processes and continuing professional development programmes for all staff.

Recruit and induct new staff as required. Deploy the staff team appropriately and support them in managing their workload effectively.

Managing resources and risks

Contribute to the effective management of the academy's financial resources.

Manage and organise the academy environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.

Ensure that all safeguarding procedures are followed in all academy practices.

Working in partnership

Create and maintain an effective partnership with parents and carers to support and improve students' achievement and personal development.

Ensure learning experiences for students are linked into and integrated with the wider community.

Represent the academy in meetings and in liaison with parents, members of the community, the Trust, LA and a wide range of other organisations and agencies.

Increasing capability

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support

Operate at all times within the statutory framework for professional duties of teachers, and the policies and procedures of the Trust.

Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined by the Principal from time to time, up to or at a level consistent with the main responsibilities of the job

Person Specification

Criteria	Essential	Desirable	Method of Assessment
Qualifications and training	<p>Degree (or equivalent) in subject specialism</p> <p>Qualified Teacher Status</p> <p>Recent professional development</p>	<p>Recent leadership/ management professional development</p> <p>Relevant qualification (e.g.</p>	Application form
Experience	<p>Successful leadership experience in a secondary school e.g. management of high-achieving department</p> <p>Demonstrable track record in one or more of the following, with evidence of positive impact on whole school performance:- progress & achievement, curriculum planning, inclusion & SEND, teaching & learning</p> <p>Involvement in school development</p>	Experience of leadership/ teaching at more than one school	Application form, References
Professional Skills & Knowledge	<p>Evidence of effective monitoring, evaluating and reviewing performance, through a robust performance management approach</p> <p>Role-model classroom practitioner with a track record of delivering outstanding teaching and positive impact on student progress</p> <p>Proficiency with data analysis and ability to use data to set targets, identify weakness and demonstrate impact</p> <p>Strong behaviour management skills</p>	<p>Knowledge of school finances and budget management</p> <p>Experience of securing additional funding sources</p> <p>High level ICT skills</p> <p>Awareness of current national educational policy and OFSTED developments</p>	Application form, Interview/ Assessment, References

Person Specification

Criteria	Essential	Desirable	Method of Assessment
Professional Skills & Knowledge continued	<p>Ability to respond to feedback, reflect on and develop own professional practice</p> <p>Excellent communicator with strong interpersonal skills (written, verbal, influencing & negotiation skills)</p> <p>Understands and acts on responsibility for the safeguarding and welfare of students</p> <p>Maintains appropriate professional boundaries with students and parents</p>		<p>Application form,</p> <p>Interview/</p> <p>Assessment,</p> <p>References</p>
Personal attributes	<p>A positive role model of professional practice and conduct to others</p> <p>A high level of personal effectiveness including good organisational, planning and prioritisation skills and ability to meet deadlines</p> <p>Ability to work effectively as part of a team</p> <p>Punctual and reliable</p> <p>Personal resilience including ability to work effectively under pressure and responding positively to change</p> <p>Suitability to work with children</p> <p>Ability to drive between Trust sites or access to mobility support</p>		<p>Application form,</p> <p>Interview/</p> <p>Assessment,</p> <p>References</p>



How to apply

Application form

To download an application form please visit our website: [Join our Team | \(consett-academy.org.uk\)](https://www.consett-academy.org.uk)

Alternatively, please contact the HR Team as below:

By phone - 01207 291188

By e-mail - recruitment@ncdat.org.uk

Completed application forms should be emailed to recruitment@ncdat.org.uk

Please **do not** attach copies of CV's/qualification certificates. Only the information detailed on the application form will be used as part of the short-listing process. Applications from recruitment agencies will not be accepted.

Closing Date

Midday Wednesday 15th February

Interview Date

Monday 27th February 2023

Interview arrangements

If you are shortlisted for this vacancy we will contact you by email to inform you of interview arrangements. Please note, if you have a Hotmail email account our email may go into junk so please check this regularly. Shortlisted applicants will be required to complete a self-declaration form as part of our safer recruitment procedures which are aimed at deterring and preventing unsuitable people from working with children

Location

This post is initially based at Consett Academy, however the successful candidate may be asked to work at other schools within the Trust.

Pre-employment Checks

The successful candidate for this role will undergo a range of pre-employment vetting checks prior to appointment including enhanced Disclosure and Barring Service criminal records check for work with children including barred list check. We will also undertake checks on your identity, qualifications, medical fitness and take up employment references before interview, unless you have asked us not to.

Applicants should assume they have been unsuccessful if we have not contacted them within 28 days of the post closing.

Safeguarding Information

Trust Safeguarding Commitment

New College Durham Academies Trust is committed to safeguarding and promoting the welfare of our students and young people. We have a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

Safeguarding Policy

You can find the academy safeguarding policy using the link below:

[Policies | \(consett-academy.org.uk\)](https://www.consett-academy.org.uk/Policies)

Recruitment of Ex-offenders Policy Statement

The trust has a policy in the recruitment of ex offenders which can be found on the Academy website on the job vacancy page should you need to refer to it.

This post is included in the rehabilitation of Offenders Act 1974 (exceptions) order 1975 the successful applicant will be required to obtain a satisfactory enhanced Disclosure and Barring Service check with children's barred list check. It is a condition of employment that the employee should not have been convicted of a criminal offence against children, nor have been dismissed from or resigned from a previous employer for misconduct of a similar nature.

