

Recruitment Information Pack

Deputy Headteacher – Teaching & Learning

David Nieper Academy
Grange Street, Alfreton, Derbyshire, DE55 7JA
T: 01773 832331

December 2017

Dear Applicant

Thank you for showing an interest in the post of Deputy Headteacher –Teaching & Learning at the David Nieper Academy.

Our Academy is sponsored by the David Nieper Education Trust, together with local employer partners, who are highly committed in supporting the development and achievements of our students. With an innovative approach to teaching, hands-on learning and brand new purpose-built facilities, which opened in February 2017, we believe that this is a truly exciting time to join the academy.

Our aim is to raise standards, expectations, inspire excellence and to encourage students to achieve their full potential. We will help them develop confidence and key lifelong learning skills and to obtain the qualifications required as they look to future careers and explore the many opportunities in further education, apprenticeships, university and beyond. The opening of our Sixth Form Centre is a further development in our growth. The Sixth Form provides a first class education combined with fully integrated employability skills, cementing our ongoing working relationships with our business partners. We started with Level 2 BTEC provision only in September 2017 and are now recruiting onto Level 3 BTEC provision for 2018.

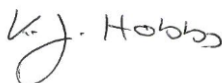
The David Nieper Academy has a clear distinctive character due to the integrated involvement of its prestigious business partners. High profile local businesses, most, being either international or national household names such as Thorntons, Denby Pottery, John Smedley, Owen Taylor, Bowmer and Kirkland alongside David Nieper are committed to bringing the world of work and 21st Century employment practices into every classroom. Practical contextual Applied learning has been proven to assist all students in retaining and understanding more fully the concepts and principles taught in the classroom. We are looking for a candidate who will embrace this approach and ensure that David Nieper Academy is adopting this approach through its world class learning pedagogies.

We are currently a small school of 400 students 11-17. We need to grow to 850 students 11-18 and therefore effective marketing, based on rapidly improving teaching and learning, pupil progress and outcomes, is essential to our academy development and sustainability.

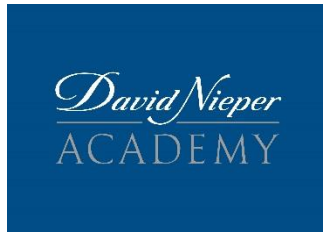
The current leadership team comprises of: Headteacher; Deputy Head – Teaching and learning (one-year post); Assistant Head – academic; Assistant Head - Pastoral and inclusion and Finance and operations manager.

If you like the sound of the academy, and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application by 9am on Friday 2nd February 2018. Interviews are likely to be week beginning 12th February 2018. You are very welcome to visit the academy prior to making an application, please contact Michelle Hackett mhackett@davidnieper.academy to arrange a visit or phone call.

Yours faithfully



Kathryn Hobbs
Headteacher



David Nieper Education Trust

Deputy Headteacher – Teaching & Learning

David Nieper Academy, Grange Street, Alfreton, Derbyshire, DE55 7JA

Age Range – 11-18

Full time position

Responsible to Headteacher

Start: September 2018

Salary: L16-L20

The David Nieper Academy is a newly formed Academy in Alfreton. A new school building opened in early 2017 therefore this is an immensely exciting time to be joining the academy and being a key component in the development of the new academy.

The Governing Body is seeking to appoint a permanent Deputy Headteacher to lead on teaching & learning. It is vital to the long-term future success of the academy that quality first teaching is at the forefront of our endeavours. Our intention is to move quickly to good and then outstanding for teaching and learning.

The successful candidate must be able to lead and work well as part of a team, have excellent communication and interpersonal skills, have a 'can-do' attitude, be highly organised and have the ability to work under pressure.

The Governing Body is committed to the safeguarding of children and young people so all staff appointments are subject to employment checks and a satisfactory enhanced DBS check.

Job description – Deputy Headteacher – Teaching & Learning

As Deputy Head you will:

- Deputise for the Headteacher when required

As a member of the David Nieper Academy leadership team you will:

- Think strategically while being able to deal with immediate challenges
- Provide opportunities for staff to grow and develop
- Set a high standard through personal example
- Contribute in a variety of ways to the day to day running of the academy
- Support all academy events

General role responsibilities

- To strategically lead all aspects of teaching and learning
- To have an oversight, lead and organise the Continuous Professional Development programme across the academy
- To oversee NQT and School Direct trainees throughout their programmes in the academy
- To have an oversight, lead and organise the Performance management of Teaching staff and appraisal of teaching support staff across the academy in conjunction with the Headteacher
- To lead and manage work supporting the teaching and learning, progress and outcomes of the most able and talented pupils across the academy
- To lead developments in teaching and learning to address any differences in the performance between groups
- To lead, monitor and review the teaching and learning quality assurance policies and procedures
- To continually evaluate the effectiveness of our teaching and learning for education in the 21st century and provide the vision to drive its development
- To monitor and evaluate learner experience within the classroom
- To lead on student voice including the academy council
- To lead on SMSC and FBV, ensuring that teaching and learning supports the development of these areas
- To ensure that work related opportunities and employability skills are embedded within teaching and learning and delivered to a high standard across all year groups
- To contribute to the academy development plan and academy self-evaluation, providing regular reports to governors
- To act as line manager and performance manager for identified members of staff
- To make a full contribution to the wider leadership and management of the academy
- To have a teaching commitment of approximately 35% - any subject area will be considered

Specific responsibilities

Teaching and Learning academy strategy

Work with the Headteacher, Senior Leadership Team, Governors and Employer Partners to

- Review and evaluate the current quality of teaching and learning across the academy
- Review and evaluate the current teaching and learning academy strategy
- Produce a clear action plan to enhance rapidly the quality of teaching and learning to good in each year group and faculty, providing sustainable strategies that will allow future development to outstanding
- Ensure that the academy teaching and learning strategy supports the David Nieper Education Trust (DNET) vision and supports the development of high quality employability skills making sustainable links with our employer partners
- Ensure that SMSC and FBV are integral components of teaching and learning
- To ensure that the academy teaching and learning approach supports rapid pupil progress for all including Pupil Premium, SEND, More able and talented, boys and girls
- Be responsible for the academy teaching and learning policy and related policies

Continuous Professional Development

- To create, lead, monitor and evaluate the teaching and learning continuous professional development programme across the academy and in conjunction with our cluster Junior, Infant and Nursery schools
- To identify the key priorities in relation to continuous professional development needs
- Ensure a high quality professional development programme creatively utilising the resources within the academy, Trust and cluster group to meet the needs of the academy development plan, faculty development plans and individual performance management targets
- Effectively manage the continuous professional development budget
- To design and lead high quality bespoke professional development
- To advertise appropriate continuous professional development sessions to others in order to generate additional resources for the academy
- To oversee NQT programmes and support within the academy to ensure that all are provided with a high quality experience and support
- To oversee School Direct training programmes working in conjunction with Derby University and Alfreton Nursery Teaching Alliance

Quality assurance of teaching and learning

- To lead and oversee the quality assurance of teaching and learning in a transparent manner in order to ensure that good practice is shared with all and any areas of development identified are addressed promptly
- To create a quality assurance calendar of events
- To lead teaching and learning reviews producing and implementing an appropriate action plan
- To contribute to Faculty reviews with a focus on quality of teaching and learning

- To lead training of SLT and Heads of Faculty to ensure consistency of approach when quality assuring teaching and learning
- To lead staff training to ensure that all are provided with adequate support, guidance, and advice with regard to providing and continually developing high quality teaching and learning

Teaching and learning development

- To keep abreast of national and international developments in teaching and learning and share best practice with the SLT, Heads of Faculty, teaching staff and governors
- To work in conjunction with the Assistant Head Academic and Assistant Head Pastoral and Inclusion to ensure that high quality teaching and learning supports the wider aims of the academy
- To continuously evaluate the effectiveness of the academy teaching and learning

Performance management

- To lead and coordinate the Performance management process for teachers and the appraisal process for teaching support staff across the academy
- To lead ongoing staff training and support for performance management
- To lead, manage and review the related policies and procedures around Performance Management
- To quality assure target setting and ongoing work towards targets
- To work with Performance Managers leading support plans and programmes where required as part of the Performance Management process
- To review progress at the end of each cycle providing a detailed report to the Headteacher to allow robust and consistent decisions to be made
- In conjunction with the Headteacher to prepare full annual reports to Governors

Learner experience

- To evaluate the effectiveness of teaching and learning from all stakeholder perspectives
- To continuously seek learner feedback on the impact of teaching and learning
- To work closely with parents to engage them fully in their children's progress
- To lead and organise student voice activities including the academy council

Employability skills

- To ensure that work related opportunities and employability skills are embedded within teaching and learning and delivered to a high standard across all year groups
- To work in partnership with employer partners and teachers to ensure that the academy teaching and learning has a clear focus on developing employability skills
- To present our teaching and learning ethos and values to employers to allow mutually beneficial dialogues to take place
- To ensure that the delivery of high quality employability skills are central to the teaching and learning strategies across the academy.

Accountability

- Be responsible for producing a teaching and learning development plan and relevant sections of the SEF
- Lead and co-ordinate the SLT/ link governor teaching and learning meetings
- Prepare and present reports on teaching and learning and performance and other areas of responsibility for governors as required
- Be responsible for the successful implementation and management of Performance management of teachers and appraisal of teaching support staff leading to successful outcomes for the academy

Personal characteristics:

1. Outstanding classroom practitioner
2. Hardworking
3. Enthusiastic
4. Resilient
5. Ability to inspire and lead others
6. A strong team player
7. Solution focused, looking for positive outcomes
8. Good sense of humour

Person Specification: Deputy Headteacher – Teaching and Learning

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good Honours degree • Recognised Teaching Qualification 	<ul style="list-style-type: none"> • Post Graduate Qualification • Evidence of further advanced study or research • Evidence of recent professional development • Leadership qualifications • NPQSL or NPQH
Experience	<ul style="list-style-type: none"> • Proven successful experience as an Assistant Headteacher or Deputy Head • Proven successful experience of leading and developing teaching and learning • Excellent classroom practitioner • Planning and implementation of teaching and learning strategies which impact on raising pupil attainment • Practical experience of self-evaluation • Evidence of successful leadership of Continuing Professional development • Evidence of developing coherent systems to allow evaluation of impact • Evidence of successful pupil progress and outcomes • Experience working effectively with a range of professionals and stakeholders • Experience of successful NQT programmes 	<ul style="list-style-type: none"> • The capacity and desire to move onto headship • Experience in more than one school • Other management experience • Experience of leadership of teaching and learning • Experience of working directly with employers • Experience of effectively leading Performance Management • Experience of School Direct training programmes and provision
Knowledge	<ul style="list-style-type: none"> • Sound understanding of effective teaching and learning pedagogies • Knowledge of key educational issues and priorities • Clear understanding about strategies to develop the quality of teaching and learning 	

	<ul style="list-style-type: none"> • Clear understanding about strategies to support pupil progress and outcomes • High level of IT skills including social media 	
Leadership and Management	<ul style="list-style-type: none"> • Ability to contribute to strategic planning for whole academy development • Ability to see a task through to successful completion • Ability to establish excellent working relationships across the whole academy community • Ability to build on current practice • Ability to manage change • Ability to draw data from a variety of sources, analyse, synthesise and present this to inform Self Review and Assessment evaluation. • Ability to enable others to achieve success • Evidence of successful leadership and management • Ability to delegate effectively 	<ul style="list-style-type: none"> • Experience of managing a significant budget • Undertaken nationally recognised leadership training
Organisation	<ul style="list-style-type: none"> • Evidence of effective organisation of self • Evidence of effective organisation of teams/ others • Evidence of effective project management • High standard of administrative skills 	<ul style="list-style-type: none"> • Evidence of effective organisation of complex teams
Communication	<ul style="list-style-type: none"> • Ability to communicate a vision to key stakeholders both internal and external • Demonstrate excellent presentational skills • Be able to build professional relationships and work sensitively with a wide range of people 	<ul style="list-style-type: none"> • Evidence of training others in effective communication skills

Method of Application

1. We will only accept applications on the David Nieper Academy application form. Curriculum Vitae will not be accepted.
2. The statement in your application should focus on:
 - Candidate's previous experience which will help in successfully undertaking the role
 - Personal skills to benefit the learning by students at the David Nieper Academy.
3. For any queries or if you would like to visit, please email mhackett@davidnieper.academy
4. Completed application forms to be returned via email for the attention of the Headteacher's PA, Mrs Michelle Hackett, mhackett@davidnieper.academy by 9am on Friday 2nd February 2018. Interviews are likely to be week beginning 12th February 2018.
5. The academy operates a NO SMOKING policy on site.
6. Interviews - Candidates invited to interview will:
 - (a) Have the opportunity to tour the academy
 - (b) Teach a lesson
 - (c) Complete a set of exercises
 - (d) Meet other members of the SLT and middle leadership teams
 - (e) Have a formal individual interview with the selection panel.

K. Hobbs
December 2017