



FURNESS
ACADEMY



**Assistant Headteacher Appointment
Information for Candidates**

January 2018

Dear Applicant

Thank you for your interest in the post of Assistant Headteacher at Furness Academy. The Trust Board and Governing Body believe this is an exciting time to join us and we are looking for someone with the proven ability, experience and character to support the Trust and the Academy as we move forward, in the role of Assistant Headteacher.

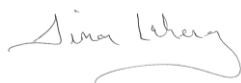
Furness Academy has, in recent years, significantly improved all aspects of teaching and learning and organisational operation. The achievement of a Good Ofsted rating in September 2017 shows that the organisation is poised for a very positive future. It is clear, however, that the successful candidate, who will be a full member of the Academy's senior leadership team, will need to work alongside colleagues in order to bring about further long-term improvements in Furness Academy.

The Trust Board and Governing Body therefore seek to appoint an Assistant Headteacher with the right ambition and the right set of values for the students of Furness Academy and the community the Academy serves.

I hope that the attached application pack and additional documentation will provide you with all the information you need. If you have any queries regarding the application process, then please contact the HR Officer, Vicki Summerson, on 01229 484277, who will be happy to assist you. I believe this post presents an excellent opportunity for an outstanding and visionary professional to support the Academy and the Trust Board as they move forward. Furness Academy has excellent potential for further success; we very much value our students and staff and expect the successful candidate to feel the same.

If you feel you have the qualities we are looking for, we would encourage you to apply for this key post and will be very pleased to receive your application.

Yours sincerely



Simon Laheney
Headteacher

Assistant Headteacher: Student Behaviour, Safety, Welfare and Child Protection

We are seeking to appoint a senior leader to the post of Assistant Headteacher from Easter 2018. The successful candidate will join a leadership group with three Assistant Headteachers and a Business Director.

The successful candidate will be:

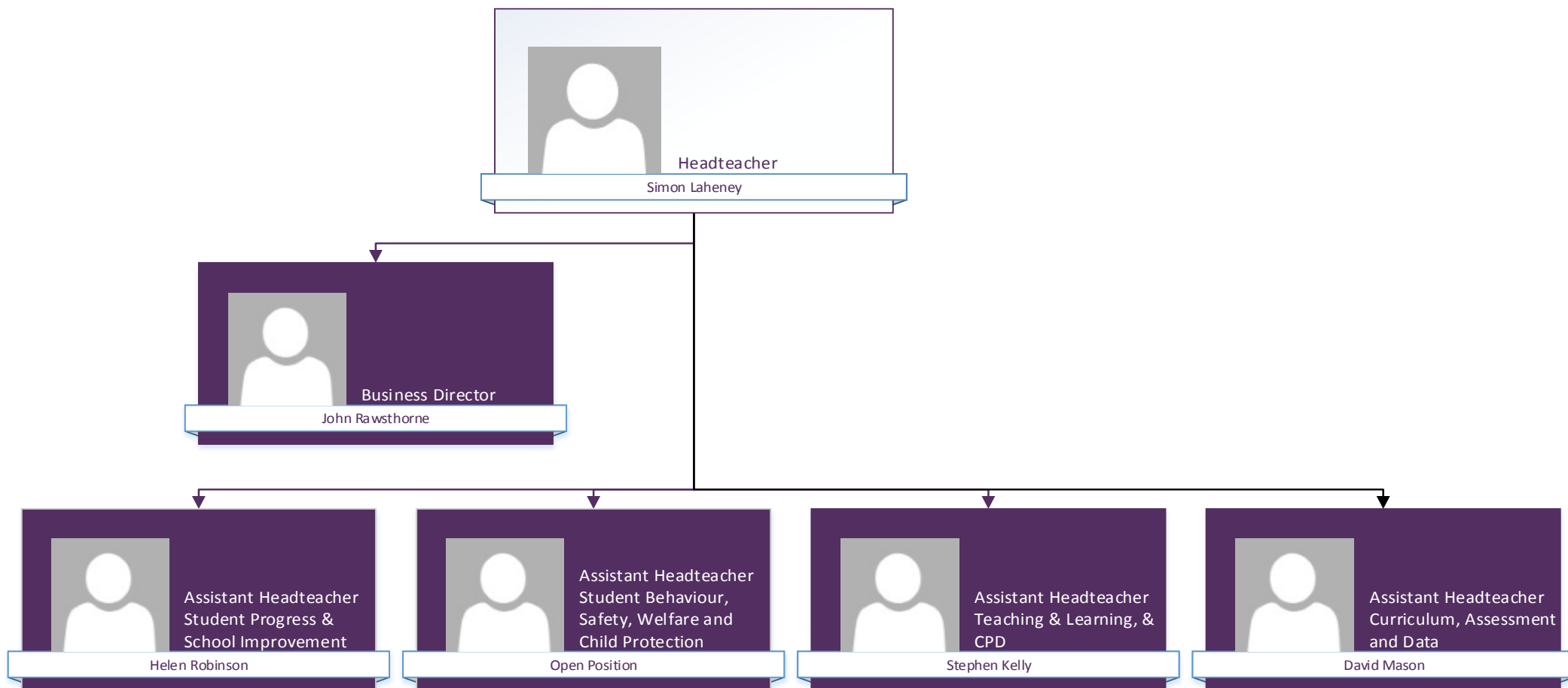
- An experienced teacher with leadership experience already contributing significantly to whole-school developments
- Passionate about high expectations and standards of achievement for all
- Passionate about pastoral care.
- An enthusiastic team player
- Prepared to do what it takes to make the experience of school a positive and productive one.

The key areas of responsibility for the post will be the strategic development and management of student welfare and support services. The successful candidate will have the potential and desire to be active and influential across the whole leadership spectrum. As such it will provide an excellent opportunity for those considering going onto headship.

The successful candidate will have:

- Excellent leadership and management skills, inspiring confidence in staff and students so that they can succeed and achieve their personal best
- Experience of planning and resourcing effective interventions to meet whole school objectives

The role is a fantastic opportunity to join a highly effective leadership team in an up and coming school which benefits from 21st century resources. We have a committed staff body and a growing student population. As Assistant Headteacher this post is key in ensuring the future developments and success of the Academy.



About Furness Academy

Furness Academy is an 11-16 Academy, with a current roll of 789 students. Here, we believe that what matters most is people. We understand that building positive, respectful relationships between everyone in our Academy is really important in making Furness Academy a truly exciting place to work and learn. We believe that it is our students and staff coming together to work and learn that makes our Academy such a special place to be.



We provide a friendly, supportive, but structured environment, in which students are given every opportunity to flourish. We have a commitment to professional development for employees with structured fortnightly CPD time and a culture of change and improvement with strong support from our senior leadership team and the governing body. We are proud of our Academy, our staff, and our students, and are ambitious for the future.

The curriculum at Furness Academy is broad and balanced with a degree of personalised learning established and continually developing. We believe that learning should be interesting and enjoyable. While we support students to develop their knowledge and skills, we encourage them to ask questions, develop their understanding and build their confidence in their own abilities. We provide our students with a wide range of opportunities for them to develop, both during their time at school and externally as well. Most of all, we aim for our students to leave Furness Academy as well-rounded young people; students who have been nurtured and encouraged but challenged and understood. We want our students to leave Furness Academy as confident learners with the skills, knowledge and, importantly, the qualifications that they need to succeed in the 21st century and contribute to their community.

Furness Academy opened its new building in September 2013 offering £22million worth of state-of-the-art facilities. It is a medium sized 11-16 mixed academy, occupying a distinctive site in the heart of the local community. It is located near the centre of the historic shipbuilding town of Barrow-in-Furness and close to the southern boundary of the Lake District National Park a world heritage site.

The Furness Academy community has also benefited from a range of partnerships including those with parents and significant local businesses and organisations, notably BAE Systems.

Student Support

Our teaching and support staff are dedicated to ensuring that every child learns and progresses within a safe and caring environment. They are supported by our strong pastoral team who work hard at developing positive relationships between students and staff. We are committed to offering an inclusive, relevant curriculum to ensure the best possible progress for all our students, whatever their needs or abilities. We place great emphasis on ensuring that students with special educational and additional needs are identified, assessed and that the correct support programmes are put in place to ensure that all of their academic, emotional and physical requirements are addressed.

Governance

The school has a large and active Local Governing Body chaired by John Shields who is an ex Chemistry and Science Teacher with over 30 years' experience in education within the Furness area. The Governing Body includes 2 parents, a local councillor, 2 staff, 5 members, business people and residents from Barrow and the surrounding area. It predominately focuses on education performance and includes senior students and member of the Senior Leadership Team as associate Governors. There is a slimmed-down committee structure which includes a finance committee who have oversight over the Academy's budget.

Sponsorship

BAE Systems are the sponsors of Furness Academy and has established the Furness Academies Trust with an intent for its future development. The Trust Board has 3 sub-committees covering Finance, Audit and Risk, and Remuneration, Search and Governance. BAE Systems has worked hand-in-hand with the Furness community for many years and they place great emphasis on the importance of local education, demonstrating their commitment to Furness Academy from its inception. As a sponsor with a wealth of experience within the



Furness community they are confident they understand the needs both of employers and the community to bring a synergy to the development and future success of Furness Academy.

Why choose Furness Academy?

Our Staff and Students

Furness Academy employs 135 permanent staff across a wide variety of functions.

Our September 2017 intake was the highest Year 7 intake in the Academy's history and in September 2018 we are expecting to have our highest intake yet. Since moving to the new building in 2013, intake numbers have doubled. This year's intake took our total student numbers to 789 students. Our optimum student number would be 1050 across all year groups.

Throughout the year we hold a number of events where we celebrate the successes of our students and of the Academy.

These include:

- Awards Evening to celebrate our Year 11 leavers'
- Prize Giving for Years 7 - 10
- Prefects' Dinner
- Sports Awards Dinner
- Design Technology and Art exhibitions
- Leavers' Prom
- Termly celebration assemblies
- Half termly Afternoon Tea with the Headteacher celebrations



These events present the perfect opportunity for our staff and students to come together in a social environment to celebrate all that has been achieved throughout the year.

Furness Academy also has a strong sense of social responsibility, therefore, alongside the above events we hold a number of charity events throughout the year that our staff and students actively participate in. These include sponsored walks, funfairs, craft fairs and coffee mornings.



Charity Christmas Craft Fair



World Book Day 2016

Our Facilities

Furness Academy opened its new £22million building in September 2013 and has state of the art facilities.

Our general facilities include:

- 260 seat lecture theatre.
- Classrooms with SmartBoard projection capability.
- A large ICT suite.
- Catering facilities with seating for over 600.
- Fully equipped Hair and Beauty salon.



Our sports facilities are exceptional and massively exceed those offered by other local schools.

These include:

- 3G All-Weather Pitch
- County Standard Running Track
- Fitness Gym
- Grass Rugby and Football Pitches
- Five Hard-Standing Tennis Courts
- Large Sports Hall
- Multi-Use Games Area
- Activity Suite with Climbing Wall
- Sprung Floor Dance Studio



Staff are entitled to use our gym free of charge outside of school hours and we often run discounted professional exercise classes for our staff.



Our CPD Programme

A new CPD structure has been developed to support high quality staff development opportunities across the teaching and learning teams in the Academy, which will provide a significant increase in the CPD time available to our staff. Following successful consultation with our parents/carers, the school now operates a shortened school day every second Wednesday which allows for a whole school and departmental CPD slot of 3 hours to be available, from 2:10pm to 5:10pm on these Wednesdays.

Research evidence suggests that investment in the CPD time for teaching staff to develop their teaching pedagogy ultimately yields improvements in educational attainment in the

student population. We have also put in place the BlueSky software tool to record CPD and link this to the School Development Plan and Performance Management Objectives.

Projects and our European Links

New and exciting opportunities for students and staff continue to develop, and this year Furness Academy has been successful in securing a further two European Commission Erasmus+ funded projects to undertake best practice studies in teaching and learning with a range of European partner organisations over the next two years to 31 August 2019.

Projects include:

- ScienceGirls, new development in science learning
- The ELIOT project, the use of drama to develop new learning techniques
- 3D 4 KIDS, use of 3D printing to support curriculum delivery
- ICAP, new innovations in ICT

These projects add significant value to student learning opportunities in the Academy, CPD development for staff at a European level and opportunities for students and staff to visit partner countries.

Our Enrichment Programme for Students

We have an extensive range of extra-curricular and enrichment activities, which include:

- European educational project participation
- Duke of Edinburgh award scheme
- Ski Trip
- Sports Teams
- An annual sell-out School Production
- Healthy Eating Clubs
- Photography Clubs
- Microsoft Qualification Training
- A Lego league
- 'Top of the Form'



Our Employee Benefits

Furness Academy offers a Teachers Pension Scheme or a Local Government Pension Scheme for all our employees.

All employees are entitled to free use of our gym and other onsite facilities

All employees are entitled to register for childcare vouchers

All employees are entitled to register for our cycle to work scheme



About Education in Barrow in Furness

All schools in the South Lakes area work closely and collaboratively through the Furness Education Consortium (FEC), of which Furness Academy is a member. This is a mutually supportive network of local Headteachers who are determined to work together to engage with each other and to build effective learning communities in the local area.

Education in the state-funded sector includes fifteen primary schools, five infant schools, five junior schools and many nurseries. The school shares its catchment boundary with St Bernard's Catholic High School, Chetwynde Free School and Walney School.

In the further education sector there are two colleges. Barrow-in-Furness Sixth Form College concentrates on teaching A-level subjects, while Furness College specialises in vocational courses. Although there is no higher education institution based in Barrow, Furness College teaches several foundation degrees and a small number of Bachelor's and Master's programmes accredited by the University of Cumbria, the University of Lancaster and the University of Central Lancashire.

Furness Academy falls within Cumbria's Local Alliance of System Leaders (LASL) South. This group, which has been developed to promote education networking between all secondary schools, is an invaluable source of support for Furness Academy. Cumbria's wider system leadership (CASL) is keen to support the Academy as is the Cumbria Association of Secondary Headteachers (CASH).

About Barrow in Furness

Location

Barrow-in-Furness is the largest town in south Cumbria and is situated in the southern tip of the Furness peninsula close to the Lake District. Barrow is surrounded by miles of beaches, each unique in character and conveniently accessible to the town centre. Barrow is the perfect location for any outdoor pursuits with many options available right on our door step.

Furness Academy itself is located close to the centre of Barrow and is easily accessible from all areas of the town. Many of our staff choose to live in Barrow-in-Furness or in the towns and villages which surround it, including Dalton-in-Furness and Ulverston.

House prices are relatively low compared to other UK towns and Cumbria is a diverse county with both rural and urban areas. It is one of the safest places to live, work and visit with relatively low levels of crime compared to other areas in England and Wales.

Barrow-in-Furness is a large industrial town and seaport, which grew from a tiny 19th Century hamlet to become the biggest iron and steel centre in the world, and a major shipbuilding force, in just 40 years. Situated at the tip of the Furness peninsula, it is bordered by Morecambe Bay, the Duddon Estuary and the Irish Sea. In 2011 Barrow's population stood at around 57,000, while 69,000 lived in the wider borough, making it the second largest urban area in Cumbria after Carlisle.

Barrow is well connected to both the road and rail network. The A590 connects Barrow with the M6 motorway at junction 36 - a journey of approximately 45 minutes.

The town is served by a train station with services to Preston and Manchester Airport. The train journey from Barrow to London Euston involves just one change at either Lancaster or Preston.

Homes in the Barrow area are often much more affordable than other parts of the UK. Whether its detached family homes off the tree-lined Abbey Road, or executive apartments close to some of the major employers.

There are no commuter delays compared to the major cities, and many people choose to walk or cycle to work.

For more information on our location and the local area please visit www.choosecumbria.co.uk





ASSISTANT HEADTEACHER

(Student Behaviour, Safety, Welfare & Child Protection)

Required for Easter 2018
Furness Academy, Park Drive, Barrow-in-Furness, Cumbria, LA13 9BB
FA23/1701
Permanent post
SALARY: L18 (£59,857) to L21 (£64,417) depending on experience

Following the retirement of a senior leader, the Trust Board and Governing Body are seeking to appoint an ambitious Assistant Headteacher to take a full part in the leadership and management of the Academy.

We are:

- A medium sized 11-16 mixed Academy with approximately 800 students, located near the centre of the historic shipbuilding town of Barrow-in-Furness and close to the southern boundary of the Lake District National Park.
- An Academy with a Good Ofsted rating (September 2017) and excellent potential for the future.
- An Academy with a truly comprehensive intake, playing a key role in our local community and a strong foundation of moral purpose.
- An Academy that has at its heart a sense of ambition and determination to deliver excellent teaching and learning and a fulfilling school experience for all students.

You will:

- Be a member of the Academy senior leadership team, working with the Headteacher, Governing Body and Sponsor, to contribute to the overall strategic leadership and management of the Academy, and its pursuit of excellence in relation to the educational standards enjoyed by all our students.
- Lead on Behaviour for Learning initiatives with strategic responsibility for the implementation of the Behaviour for Learning policy, including bullying within the Academy, ensuring consistent application and responses.
- Ensure high quality Child Protection practices are embedded within the Academy and act as designated senior person on all matters relating to Child Protection.
- Work with the Headteacher to identify the best practice available and use this to create an outward looking Academy culture which promotes in staff and students an ethos of achievement and a desire for excellence, where all stakeholders contribute in positive ways to the Academy and wider community.
- Be an experienced leader already contributing significantly to whole-school developments.
- Lead on the strategic development and oversee management of student welfare and support and services.
- Lead and co-ordinate the development of alternative learning opportunities and provision for students experiencing a range of difficulties in accessing mainstream provision.
- Have the potential and desire to be active and influential across the whole leadership spectrum.
- Be passionate about high expectations and standards of achievement for all.
- Be passionate about teaching and learning and an excellent teacher.
- Be an enthusiastic team player.
- Be prepared to do what it takes to make the experience of school a positive and productive one.

We will offer you:

- A very welcoming Academy where the development of every person matters.
- Hard working, committed and aspirational staff and students.
- The opportunity to support the development and drive up of educational standards to ensure that our students aim for their personal best.
- A fully established CPD programme.
- The whole-hearted support of Furness Academy's leadership team and Governing Body.
- An excellent opportunity to gain the skills and knowledge for those considering going onto headship.

Furness Academy is committed to safeguarding and promoting the welfare of its students. All applicants are subject to the requirements of the Safeguarding Children and Safer Recruitment in Education guidelines. This will include checks with past employers and the need for the successful applicant to hold or undergo a suitable enhanced DBS disclosure.

Closing date: 12 noon Monday 19th February 2018

Shortlisting: Monday 19th February 2018

Interviews: week commencing 26th February 2018

For further information or enquiries regarding this post, please contact the HR Officer on 01229 484277 or via email to hrrecruitment@furnessacademy.co.uk, or alternatively you may download an information package and application form from our website at www.furnessacademy.co.uk. Please note we do not accept CVs without a fully completed application form.

Application Process

To request information, please contact the HR Officer via email on hrrecruitment@furnessacademy.co.uk or via telephone on 01229 484277.

Please see information below on how to apply:

1. Please provide a covering letter, of no more than two sides of A4, that will highlight for us:
 - How you meet the person specification.
 - Your skills and experience to date which make you an ideal candidate for the post.
2. Please provide a completed application form
 - Closing date: 12 noon on 19th February 2018
 - Shortlisting: 19th February 2018
 - Interviews: week commencing 26th February 2018

Please email your application form and covering letter to the HR Officer at hrrecruitment@furnessacademy.co.uk

Job Description

Key Responsibilities:

- To lead on Behaviour for Learning initiatives with strategic responsibility for the implementation of the Behaviour for Learning policy, including bullying within the Academy, ensuring consistent application and responses.
- To ensure all relevant policies are kept up to date and communicated as required, including writing policies when required for national strategies, e.g. PREVENT.
- To ensure effective systems and procedures are in place to ensure the smooth day to day running of the Academy. To monitor and evaluate their effectiveness and adjust and communicate accordingly.
- To analyse all data relevant to student behaviours to identify trends or patterns and deploy resources accordingly with the DoLS to improve matters.
- To co-ordinate and lead on the development of student rewards, effect its implementation and ensure consistency.
- To produce reports for SLT, the governing body and the sponsor relative to your areas of responsibility.
- To lead on student attendance and be responsible for achieving negotiated targets with the Attendance Welfare Officer and Attendance Team.
- To ensure high quality Child Protection practices are embedded within the Academy and act as designated senior person on all matters relating to Child Protection.
- To be responsible for the effective training and deployment of the Safeguarding & Child Protection Officer.
- To ensure high quality Child Looked After practices are embedded within the Academy and act as designated teacher and advocate.
- To develop effective partnerships with Children's Services, health and other external agencies.
- To lead on the strategic development and oversee management of student welfare and support and services.
- To lead and co-ordinate the development of alternative learning opportunities and provision for students experiencing a range of difficulties in accessing mainstream provision.
- To lead and oversee the management of inclusion processes including the use and effectiveness of the inclusion room.
- To be responsible for the effective training and deployment of the DoLS and Year Managers.
- To line manage and maintain strategic oversight of the SENCO to ensure high quality learning experiences for students with Special Educational Needs.
- To promote partnership work with our feeder primary schools by leading the Year 6/7 transition along with the relevant DoLS.
- To work with subject leaders and teachers to remove barriers to achievement for individuals and groups of students.
- To work with SLT with the strategic lead on ensuring that the Academy enhances the spiritual, moral, social and cultural development of all students.
- To ensure that duty rotas are produced annually and shared and adhered to.

Department / Curriculum area responsibility:

- Line management of SENCO and subject departments as requested by the Headteacher.

Responsibilities include:

- Line management of subject leaders and responsibility for teaching and support staff in the departments.
- Leadership of teaching and learning ensuring the departments follow the Academy quality assurance programme to raise standards.
- Leading the subject leaders in following the Academy's Appraisal policy. Ensuring that all staff meet the teacher standards and appropriate training is provided, where necessary. Ensuring high levels of student progress in the department through effective management of the subject leaders in exam/data analysis, tracking and interventions.

Purpose:

- To contribute to the strategic planning process within the Academy.
- To help build support and communicate a shared vision for the aims of the Academy.
- To be accountable for the strategic direction and implementation of agreed aspects of the Academy's organisation.

- To demonstrate commitment for the drive for continued improvement so as to realise increased rates of progress and raised standards.
- To share in the responsibility for Academy self-review, promoting the principles and practice of effective teaching and learning.
- To demonstrate commitment to individual, team and whole school accountability for student learning outcomes.
- To contribute as part of the leadership team, to the day to day running of the Academy.

Strategic Planning:

- To contribute to and to demonstrate a shared vision of high standards and expectations of all students and staff.
- To use creative and strategic thinking to inform the whole Academy planning process.
- To show leadership in the management of change in the Academy.

Leading, Learning and Teaching:

- To demonstrate commitment to the entitlement of all students.
- To be aware of new and emerging strategies for raising achievement.
- To take shared responsibility for the monitoring and evaluation of teaching and learning within the Academy self-review process with regard to the SLT quality assurance processes and calendar.
- To support and promote lead coaching in the Academy, encouraging colleagues to visit lessons, share experience and develop practice.
- To act as a role model for students and staff showing commitment to the Academy ethos of high expectations. lead on the support, development and training of staff with regard to behaviour for learning and team teach de-escalation techniques.

Professional Development:

- To show commitment to effective performance management ensuring that team leaders are properly accountable for the performance of their team members.
- To develop effective working relationships to develop, empower and sustain individuals and teams.
- To receive and act on feedback on personal performance.

School Management:

- To establish and sustain appropriate structures and systems.
- To promote good relationships between all staff, parents, governors, the sponsor and the wider community.
- To demonstrate commitment to the Academy's policies, organisational capacity and the maintenance of a safe secure environment.
- To manage the Academy effectively on a daily basis.

Teaching:

- To fulfil the duties of a teacher (as outlined in the generic job description).

Other:

- To develop and deliver staff INSET.
- To participate in the recruitment of staff as required.
- To prepare reports as necessary for the governing body and the sponsor.
- To undertake any other reasonable duties as may be agreed with the Headteacher.



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