



VICE PRINCIPAL

RECRUITMENT PACK

Proud to be part of
THE
Fallibroome
TRUST


THE
WINSFORD
ACADEMY
DREAM LEARN TRUST SUCCEED

WELCOME TO THE WINSFORD ACADEMY

WELCOME TO THE WINSFORD ACADEMY



MR GARY EVANS
PRINCIPAL

Dear Candidate

Thank you for your interest in The Winsford Academy and the Vice Principal role.

This position has become available following the promotion of the current postholder to his first Headship. This is an exciting time to join a Senior Leadership Team committed to improving provision and outcomes for all of our students. We are a true 'community school', proud to serve the local area.

The Academy was judged, by Ofsted, to be Good almost 5 years ago following its incorporation into The Fallibroome Trust in 2014. I joined the Academy in June 2020 and am seeking a hardworking, committed, experienced senior leader to join my team as we prepare for the challenges ahead, including our next inspection.

Our Academy is an 11-16 mixed comprehensive school and in September 2021 we will be over subscribed in Year 7 with over 1025 students on roll. Our intake is non-selective and varied, including children from a wide range of homes and backgrounds. We pride ourselves in our inclusive approach but we do not rest on our laurels and acknowledge that there is much for us to do to improve the Academy further.

We are very proud of our Academy and the achievements of our students who demonstrate a diverse range of talents and positive attitudes to learning. Our highly committed staff put the child at the centre of everything they do.

I expect the very highest standards from our students and our strong school systems ensure that students are provided with a safe and friendly environment where teachers teach and learners

learn. Outstanding levels of pastoral care and a diverse curriculum offer, ensure equality and opportunity for all.

We are looking for a Vice Principal with the drive and experience to ensure that our students make even further progress over the coming years and to improve outcomes of all students.

To arrange an informal discussion or tour of the school please contact Jane Fox, Principal's PA, on 01606 595907 or email jane.fox@winsfordacademy.org.uk

Yours sincerely



Gary Evans, NPQH, NPQEL.

WELCOME FROM THE FALLIBROOME TRUST

Dear Candidate

Thank you for your interest in the post of Vice Principal at The Winsford Academy.

To complement the Principal's letter I am delighted to present the Academy and the Fallibroome Trust scenario as a rare opportunity to progress your career and make a real difference to a community with huge potential.

Four years ago Ofsted judged the school to be Good, giving us the opportunity to build a reputation for quality that has resulted in oversubscription for places in year 7. We have many advantages, including an impressive new building and an ambition to become a hub for Fallibroome's National Teaching School agenda. The Academy will become a focal point for the economic and cultural regeneration of Winsford and you will find a deeply committed community that will respond enthusiastically to the opportunities your leadership will bring.

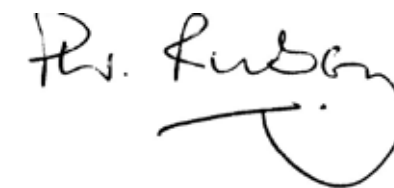
In addition we have the opportunity to contribute to a multi-million pound investment by the FA in a sporting complex that will include a world-class football facility, hotel and alternative provision. The Academy is the education partner for the project and the current Principal will replace the former Principal as a Director. This exciting development will have a profound impact on our KS4 curriculum offer and create motivational career pathways for our students.

The Fallibroome Trust and Teaching School has a national reputation for excellence and will provide you with unique professional development opportunities. My role as CEO is to support each Academy, hold the Heads and their teams to account and create opportunities for best practice to be shared so our students and staff can reach their potential. Winsford makes a strong contribution to our school improvement agenda with several staff accredited as Specialist Leaders of Education and contracted to support other schools.

We are very well connected, for instance we are a pathfinder Trust for the Whole Education network and a lead Trust in the Arts Mark network. Such partnerships bring opportunities to achieve our aim of becoming 'world-class' and bring an exciting international dimension to our work.

We would welcome applications from candidates who are keen to develop their career in a Multi-Academy Trust context. Please do take the opportunity to meet with us to fully appreciate the potential for our community to become something quite special.

With kind regards.
Yours sincerely




P.W. RUBERY
CHIEF EXECUTIVE OFFICER
FOR AND ON BEHALF OF THE
FALLIBROOME TRUST



SCHOOL INFORMATION

Based in Winsford, Cheshire, the Winsford Academy is an 11 to 16 co-educational comprehensive school recruiting from a number of local primary schools. It was established in September 2010 when two predecessor schools, Verdin High School and Woodford Lodge High School, were amalgamated.

In September 2013, the Academy moved into a new £20 million purpose built school which includes 60 classrooms with flexible learning spaces; a 400-seat theatre in the Performing Arts Centre; Learning Resource Centre; sports facilities; science labs; drama and dance studios; music rehearsal rooms; media suites; art studios and technology workshops.

The school is in the 5th quintile for SEND, FSM and profile on entry but the intake profile is changing with numbers on roll growing to a consistent 210 in KS3. The growing confidence of the community is reflected in the high number of applications for entry. As a result the Academy will be oversubscribed in September 2021. Our outcomes are improving, with students demonstrating progress from their starting points.



CURRICULUM

Subjects for Key Stage 3 and Key Stage 4

- English
- Mathematics
- Science (Science, Biology, Physics and Chemistry)
- Performing Arts (Drama, Music and Dance)
- Computing & Business Studies
- Humanities (Geography, History, Travel & Tourism and Religious Education)
- Physical Education
- Modern Foreign Languages
- Health Studies (Food Studies, Health & Social Care and Hospitality & Catering)
- Design & Technology (Art, Graphics, Photography and Product Design)



FACILITIES

The Winsford Academy is committed to creating a space which serves the whole community, before and after the traditional school day and at weekends.

The interior comprises a large and spacious central corridor with glass-fronted classrooms on either side. Open spaces, balconies and a ‘cafe culture’ canteen have been created. The school space includes: - a 400-seat studio theatre with open stage, retractable seating and full audio visual capability; dance studio with wooden sprung floor; gymnasium; five-court sports hall including basketball court, five badminton courts, cricket nets, and a five-a-side football court; a large field with 5 football pitches, 6 tennis courts, a rugby pitch and a running track. An impressive 3G floodlit football facility was opened in 2018. This provides a first class facility for the school and community and generates significant lettings income.



GOVERNING BODY

The revitalised Governing Body and its Committees are effective and forward looking, committed to providing high quality education in an aspirational learning environment. The LGB and its committees meet three times per half-term and convene as ad hoc Committees dealing with a wide range of Academy Business, and are a regular presence in the Academy.

Name	Role	School Link
Michael Fox	Chair of Governors	Leadership & Management
Joanne Watkins	Vice Chair of Governors	Pupil Premium
Paul Thornber	Chair of Resources Committee	KS3 Curriculum
Stephen Broadley	Chair of Standards Committee	Behaviour & Appraisal
Julie Maloney	Co-opted Governor	SEND & Safeguarding
John Stenstrom	Community Governor	Community Facilities
Nicole Harris	Staff Governor	Links with Staff
Andrew Morley	Parent Governor	Attendance & KS4 Curriculum
Bill Kearns	Co-opted Governor	Transition
Peter Rubery	CEO of Fallibroome Trust	
Gary Evans	Principal	



MISSION STATEMENT

It is our core purpose to provide life changing educational experiences and opportunities that allow all children, no matter their starting point or personal circumstances, to experience learning success. We will achieve this by creating the conditions for personal growth for all members of our community. This will include a combination of high expectations, high quality professional development, care for the individual and innovative approaches to curriculum design and pedagogy



MULTI-ACADEMY TRUST

The Fallibroome Trust is a ten school not-for-profit cross phase multi-academy trust established in September 2014 for the purpose of supporting school improvement and contributing to the concept of system leadership.

The Trust has grown organically to three secondary and seven primary schools based in Cheshire. All of our schools are judged by Ofsted to be good or outstanding.

The Trust operates from its headquarters in Macclesfield, Cheshire where the School improvement and Business Support teams are based.

A Trustee Board is responsible for the strategic direction of the Trust and accountable for the outcomes of the ten schools. The Board meets termly to receive reports from the CEO and the Chairs of Governors of the ten schools. Operational accountability is delegated to the Governing Bodies of the ten schools, meeting termly to receive reports from statutory sub-committees.

To find out more about the Fallibroome Trust, please visit the website at: www.fallibroometrust.com/about/



TRUST VALUES

TRUST

We trust in our own ability and our potential to make a difference. We trust in the professional ability of our colleagues. We trust in the ability of our students – knowing that they can and will succeed if we create the right conditions for their success.

RESPECT

We respect and value our staff, encourage and support their development and reward their performance. We respect the thoughts, feelings and ambitions of every member of our community. We respect the differences of others and promote equality, understanding and tolerance.

OPTIMISM

We are optimistic about the future and what it holds for ourselves, our schools, our colleagues and our students. It is through this optimism that we are resilient and persevere to achieve success in everything that we do. We expect all members of our community to demonstrate these values in their interactions with colleagues, parents and students and in their service to the Trust.



JOB DESCRIPTION

VICE PRINCIPAL

The successful candidate will be able to demonstrate clear leadership qualities and a commitment to team-work, and who recognises and is comfortable with the concept of networking beyond the school to seek out best practice and generate fresh ideas.

The person appointed will have well-developed management capabilities and be able to demonstrate a degree of technical skill relevant to the post described, together with the confidence to take a leadership role within a team of experienced colleagues.

CORE PURPOSE

To share responsibility for the leadership of the whole school under the direction of the Principal.

RESPONSIBILITIES

- Leadership of Teaching and Learning at whole school level
- Leadership of 'Remote Education'
- Leadership of significant whole-school projects in both the pastoral and academic arena
- Delivering improved outcomes in key aspects of the school's development plan
- Working with other senior leaders and directing their work with the middle leadership group
- Contributing to effective personnel management, including recruitment, performance management, professional development, etc
- Supporting our work with other schools as appropriate
- Teaching a 4-5 period a week timetable
- Directly line managing senior middle leaders and Assistant Principals
- Acting as a strong presence in school on a day-to-day basis.
- Covering for the Principal of the school as required

LEADERSHIP ACCOUNTABILITIES

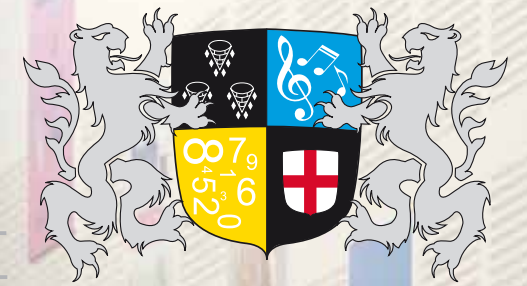
- To contribute to the strategic thinking required to meet our vision
- To promote the school ethos
- To act as a role model for all members of the school community
- To undertake lunchtime supervision and other supervisory duties, such as school detention and assemblies
- To play a part in the leadership team response to problems and support for discipline in lessons and around school
- To participate in whole school marketing events and information evenings, as appropriate
- To communicate with governors, parents and outside agencies on whole school issues, as appropriate to the specific post held
- To participate in the Performance Management programme as an Appraiser
- To undertake professional development to address individual and team needs
- To be available to coach staff and support their professional development
- To share collective responsibility for whole school decisions
- To effectively manage your area of responsibility
- To support the Principal and other members of the team



PERSON SPECIFICATION

	Essential	Desirable
1. QUALIFICATIONS	Qualified teacher status	Further appropriate qualifications
	A good honours degree	
	Evidence of continuing professional development	NPQH or other accredited leadership pathways
2. EXPERIENCE	Minimum 6 years' successful teaching experience.	Experience in at least two 11-16 schools, one with high academic standards
	Substantial and successful senior and middle leadership experience	Experience of working with other organisations and community groups
	Experience of managing change	Significant experience of both pastoral and academic leadership
	Substantial experience of leading whole school initiatives	Experience of supporting other schools.
3. KNOWLEDGE & SKILLS	Experience of managing challenging students, parents and staff	
	Up to date knowledge of teaching and learning; pastoral provision; achievement; curriculum reform; etc	Knowledge of curriculum modelling, staffing and timetabling
	Close familiarity with school accountability frameworks, particularly Ofsted processes and systems.	Knowledge of school budgets and financial monitoring.
	Experience of strategic planning and self-evaluation	

	Essential	Desirable
3. KNOWLEDGE & SKILLS (CONT.)	Excellent communication skills	
	Well developed information technology capability	
4. PHILOSOPHY	A view about what really matters in schools	
	A commitment to raising the achievement of all pupils	
5. PERSONAL QUALITIES	Excellent interpersonal skills	
	The ability to lead effective teams	
	The ability to persuade, influence and enthuse others	
	A strong intellect and demonstrable integrity and resilience.	
	Efficiency in administration and a commitment to achieving high standards of work and presentation	
	Enthusiasm, determination and energy and a good record of health and attendance	
	Resilience, a sense of optimism and a reservoir of hope	



THE
WINSFORD
ACADEMY

HOW TO APPLY

Please return completed application form to admin@winsfordacademy.org.uk

Start date:	Easter ideally or September 2021
Closing date for applications:	25 th January 2021 (at noon)
Shortlisting:	Week commencing 25 th January 2021
Interviews:	Week commencing 1 st February 2021


Due to the current lockdown, the closing date has been extended by one week and the interviews will be held a week later.

For further information or to arrange an informal visit or discussion by telephone, please contact:
Mrs Jane Fox, PA to the Principal on jane.fox@winsfordacademy.org.uk or 01606 592300





Proud to be part of
Fallibroome
TRUST

 **The Winsford Academy**
Grange Lane
Winsford
Cheshire
CW7 2BT

 01606 592300

 admin@winsfordacademy.org.uk

 [@winsfordacademy](https://twitter.com/winsfordacademy)

 www.winsfordacademy.net