



The Collegiate Trust
Exceptional Education for All



ASSISTANT PRINCIPAL, PROFESSIONAL LEARNING

Riddlesdown Collegiate

Riddlesdown Collegiate



Application Pack

Riddlesdown Collegiate

Role Location	Riddlesdown Collegiate, Honister Heights, Purley, CR8 1EX	
Salary	L12-L16 (Outer London)	£65,629-£72,144 (for review in line with national uplift in autumn 2024)
Details	Permanent, Full-time	32.5 hours per week
Start date	1 st January 2025	
Application Closing Date	Monday 30 th September 2024 at 9:00am (interviews will be held on Thursday 3 rd October 2024)	

A Message from the CEO

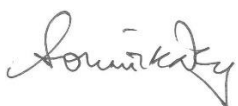
Thank you for your interest in joining the Collegiate Trust. I hope that this information pack will help you to learn more about our fantastic family of schools and the exciting prospect of joining us.

The Collegiate Trust is a dynamic place to work. Our mission is to collaborate to deliver an *exceptional education for all* and our culture of ambition is focussed clearly on our people and their learning. It is this culture which leads to the high academic standards and the enviable reputation that *The Collegiate Trust* is known for. I am very proud of what we do and what we have achieved at the Trust, and I hold the highest aspirations for what we will achieve in the future.

Since 2015, our Trust has been growing and, today, we are a family of 8 schools with c.6000 pupils and 800+ employees. We take our responsibility as an employer very seriously, always striving to do best by our staff and focusing on wellbeing, development and achievement.

We would be delighted to receive an application from you if you feel that this role and our Trust may be right for you.

Yours sincerely



Mr Soumick Dey
Chief Executive Officer



Why work with us? The benefits

At TCT, we understand that your time, wellbeing, career opportunities and work-life balance are key things you will look for when choosing where to work. We work hard to continually develop what we offer, striving to be recognised as an employer who looks after all our employees. On top of our proactive and supportive approach to employee wellbeing and development, we offer a range of additional employee benefits. Please click [here](#) to see more detail about some of the fantastic employee extras we offer.

We have a comprehensive CPD programme, designed to ensure all staff in all roles have the opportunity to grow and develop in their career. Our performance development process ensures that each and every member of staff is flourishing. Whether you are at the very beginning of your career or are looking to develop your experience, a school within *The Collegiate Trust* is a great place for professional growth. ECTs and Apprentices benefit from a focused induction period, prior to appointment, and a well-established programme of support throughout the year, whilst more experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development.

We are an inclusive and supportive trust who understands that our employees have commitments beyond work. We have a generous approach to flexible working, annual leave, compassionate leave and supporting our staff in times of difficulty. Your wellbeing is of utmost importance to us!

An Introduction to the role

A Message from the Principal

Thank you for your interest in the post of *Assistant Principal, Professional Learning*. I hope that this information pack will help you to learn more about our fantastic school and that you will be excited about the prospect of joining our excellent team.

As the Assistant Principal, Professional Learning, you will be responsible for leading professional development across the Collegiate through our extensive and varied Collegiate Development Time programme, including strategic leadership of the South East Learning Alliance and overseeing the provision of effective support for trainee teachers through the Initial Teacher Training programme. This will require a close working relationship with the Assistant Principal, Teaching and Learning to contribute to the leadership of high-quality teaching and learning across the Collegiate to ensure Riddlesdown remains a centre of outstanding practice. The person specification identifies the experience, skills and attributes we are seeking, but in short we are looking for:

- an outstanding classroom practitioner
- a confident role model with the ability to motivate and influence
- an individual with strategic and emotional intelligence
- an ambitious leader

This is an exciting and very fulfilling post, providing excellent preparation for further promotion and, naturally, there will be high quality support and opportunities for further professional learning and development in the role. I would be delighted to receive an application from you if, upon consideration, you feel that this role and the Collegiate may be right for you. To submit an application, please complete the form on our website, attaching where requested a statement of no more than two sides of A4, identifying clearly how you meet the person specification. If you have any further questions about this post, I would be pleased to speak with you; please feel free to telephone me at the Collegiate.

Dr Parimal Bhatt
Principal

About Riddlesdown Collegiate

Riddlesdown Collegiate



The Collegiate Trust
Exceptional Education for All

Riddlesdown Collegiate is an outstanding school (Ofsted, March 2023) with a clear vision to deliver successful outcomes and positive futures for all of our students. They are bright, well-motivated and a pleasure to work with, whilst our staff are talented, hard-working and ambitious for themselves and others. Our superb facilities enable us to provide the very best learning environment and learning experiences for our students and it is the combination of these factors that leads to the high academic standards and enviable reputation that The Collegiate Trust is known for. I am very proud of what we do and what we have achieved at the Collegiate and I hold the highest aspirations for what we will do and achieve in the future.

The aim of our recruitment processes is to appoint colleagues who will share our aspirations and make a major contribution to building the best life chances for our students. In applying to Riddlesdown Collegiate, you will need to understand our “small schools” model and your potential role within it. Our values underpin the way in which we work and describe our high expectations and our emphasis on positive relationships across the Collegiate. Our motto, “learners of today, leaders of tomorrow,” applies as much to staff as it does to students, and it gives an indication of the significance we place on nurturing talent and leadership. We shall make a presentation to shortlisted candidates at the start of the interview day to illustrate our structure further and outline our requirements for all colleagues who work with us.

You can find out more information about Riddlesdown Collegiate on our website:

[Riddlesdown Collegiate | Part of The Collegiate Trust](#)

About the Collegiate Trust

TCT has grown out of *Riddlesdown Collegiate*, a large, **outstanding** (OFSTED, March 2023) secondary school in Croydon with a longstanding reputation for high standards and an exceptional education. Since 2015, our Trust has been growing and, today, we are a family of 8 schools with c.6000 pupils and 800+ employees. The planned addition of a further secondary school will bring our Trust to c.7000 pupils and c.1000 employees.

Our strong culture of ambition is focussed clearly on **PEOPLE** and **LEARNING**. We ensure that the best interests of all those in our communities are always at the heart of our decision-making.

The work of *The Collegiate Trust* is informed by our core values: **Ambition and Collaboration**, leading to **Achievement and Enjoyment**.

There are three particular themes that drive our work and can be described as our *keys to success*:

Partnership – We work hard to cultivate strong professional relationships with each other, with our pupils, with their families and the wider community as we see this as the foundation on which our Trust is built.

Progress – To us, progress means much more than academic improvement. We place a great focus on personal and professional growth for all members of our community and it is this emphasis on continuous improvement.

Preparation – Whether for the next stage of education, for work or for a future that is uncertain, it is our view that the prime purpose of school is to prepare young people for the rest of their lives and it is our intention to prepare all pupils to help them achieve their goals and to go on to enjoy happy and successful futures.

You can find out more information about our Trust on our website:



What Will I be doing?

Job description and details

Contract: Full-time, Permanent
Hours: 32.5 hours per week
Location: Riddlesdown Collegiate, Honister Heights, Purley, CR8 1EX

Reporting to: Deputy Principal

Purpose of the Post: To lead the professional learning agenda including the design, delivery and implementation and monitoring of continuous professional development, provision of effective support for Initial Teacher Training and oversight of Early Career Teachers through the Early Career Framework

To provide operational and strategic leadership of the South East Learning Alliance and its implementation at Riddlesdown Collegiate

To contribute to the leadership of high-quality teaching and learning across the Collegiate to ensure Riddlesdown remains a centre of outstanding practice

To be a full and active member of the Senior Leadership Team, providing vision, leadership and direction

Main Responsibilities

Initial Teacher Training & Early Careers Framework:

- To lead in the Collegiate the delivery and implementation of the Initial Teacher Training programme
- To have oversight of designated areas of the Early Careers Framework within the Trust and ensure the delivery is of the highest quality
- To lead the planning and implementation of Initial Teacher Training, including PGCE and Lead Partner routes
- To work with external partners to promote, enhance and expand the Collegiate's Early Career and ITT provision
- To lead the *South East Learning Alliance* (SELA), a group of schools which facilitate the Lead Partner route into teacher training.

Professional Learning:

- To lead and drive whole school development in areas identified in the Development Plan

- Working with the Assistant Principal, Teaching and Learning, to put in place and ensure high quality delivery of a Collegiate CPD programme
- To support staff development through the implementation of bespoke strategies to improve teaching and learning and behaviour and standards, securing the best possible outcomes for students
- To fully support with the Collegiate's vision of establishing and sustaining high-quality, expert teaching across subjects and phases
- To lead on performance improvement through mentoring, coaching and professional learning development
- To help facilitate and deliver in collaboration with university partners, post graduate qualifications such as the NPQs and Masters Programmes
- To organise high-quality induction programmes for new staff, including Early Career Teachers

Senior Leadership:

- To act on behalf of and represent the Principal when required
- To contribute fully to the evaluation and development of the Collegiate's work
- To contribute fully to the development planning and action planning processes in the Collegiate
- To be a strong role model for high quality leadership in the Collegiate
- To carry out supervisory duties as directed by the Principal
- To represent the Collegiate in appropriate local or regional events
- To undertake tasks as directed by the Principal

The above is not an exhaustive list and the successful applicant may be required to carry out additional duties as required by the role.

Why am I right for this job?

We know that some people may not have 100% of the things we might think we want for a role but can make an EXCELLENT addition to our team and bring new things to the table that we may not have considered. If you think your skills and experience make you a good fit for this role, please do not be put off if you do not match 100% of the desired criteria! The notes should help you see if something is absolutely essential for you to be considered.

Person specification

Qualifications	Notes
Good honours degree	Essential
2:1 or better	Essential
Qualified Teacher Status	Essential
Further professional learning & development	Essential
Experience	
Leading students of all abilities and ages, including experience with post-16 provision	Desirable
Leading a significant team in developing and delivering strategic aims	Essential
Working with and presenting to parents	Essential
Working with and presenting to staff	Essential
Undertaking action research	Desirable

Skills and Attributes	
Ability to teach outstanding lessons	Essential
Ability to coach teachers and leaders to deliver consistently outstanding lessons	Essential
Ability to lead, motivate and inspire teams	Essential
Capacity to challenge teams and individuals to improve performance	Essential
Capacity to work alongside colleagues, coaching and advising in order to improve performance	Essential
Proven track record of leading improvement across a team, resulting in significantly increased attainment	Desirable
Ability to synthesise and analyse data, and draw up detailed action plans	Desirable
Ability to demonstrate and promote good practice in line with the ethos of the Collegiate	Essential
Ability to quickly establish and maintain positive relationships with students, staff and families	Essential
Ability to communicate effectively in written and oral form, including excellent level of literacy	Essential
Understanding of safeguarding issues and promoting the welfare of children and young people	Essential
Suitability to work with children	Essential

All our staff MUST be able to fulfil to following criteria:

- Undergo a full enhanced Disclosure and Barring Service check (which will confirm there had been no criminal activity that means you might be unsuitable to work with young people)
- Right to work in the UK
- Be medically suitable and safe to fulfil the role
- Provide 2 references that support your application, one of which must be your most recent employer (unless this is your first ever job, in we can advise on alternatives)

How to Apply

If you feel that this role and our school may be right for you, we would very much like to receive your application.

To apply, please use the TES application form, attaching where requested a statement of no more than two sides of A4, identifying clearly how you meet the person specification.

If you have any queries or would like an informal discussion about the role, please do not hesitate to contact us at HR@tct-academies.org

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, online searches and the *Disclosure and Barring Service*. Appointment will be dependent upon further health, medical, safeguarding and attendance checks.