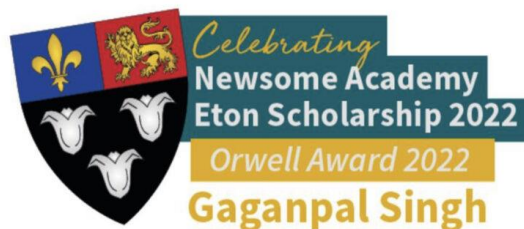


JOIN OUR FAMILY

Information for prospective candidates that
want to join our awesome team!

1. Academy & Trust Information
2. Career Opportunity
3. Application Information



**Newsome
Academy**
Everyone Exceptional Everyday



ASSISTANT HEADTEACHER

WE ARE SEEKING LEADERS FROM ALL BACKGROUNDS!

ACADEMY & TRUST INFORMATION

Before you do anything else – check out our Twitter Page (@NewsomeAcademy). This gives a clear idea of the type of school and ‘vibe’ we embody. The ‘family’ vibe should shine through. If you work with us, you're more than just an employee – you are part of the family. We have posted a specific video on our page for a closer look!



Newsome Academy is a successful, oversubscribed secondary school, set in fabulous countryside in south Huddersfield. We have over 700 students and over 90 awesome teaching and support staff. We are very unique in the fact that we also have two specialist provisions - Hearing Impaired and Physically Impaired. These provisions allow students to be in mainstream lessons whilst getting the specialist support, they need. The Headteacher and the Senior Team are always present around school, whether this be on duty during social times or dropping into lessons to check on the school climate. We promote leadership and this is evidenced through our amazing students and wider staff teams. The school has seen a significant and exciting change and we have celebrated record-breaking results for the past few years. We are also the only school in Kirklees that are celebrating a student securing a Scholarship at Eton College in 2022.

Newsome is one of 8 Academies that form Impact Education Multi-Academy Trust. 2 secondaries, 4 primaries, 1 through school and 1 Alternative Provision, and more are due to join over the coming year. The Trust is on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. Our vision is to be a Trust where hearts and minds connect; values-driven partners working collaboratively to ensure education impacts positively on students, families, communities and staff. Impact Academies are aligned to the Trust Mission, Vision and Aims. Our Academies have individual identities which reflect the diverse communities they serve. They have the autonomy to create, explore and learn from different practices and our Headteachers believe that leadership and personal accountability are founded on self-direction and reflection. We believe that collaborative leadership and strong partnership development can lead to significant positive impact on the quality of education through sharing the best collective practice. Our values of Heart, Mind and Connect underpin everything we do and our Core Principles and Aims articulate how we will live these out.



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Our Trust: Our Family



Our family of academies work collaboratively to create a trust Where Hearts & Minds Connect with value-driven partners to ensure education impacts positively on students, staff and communities we serve.

YOUR **TEACHING & LEADERSHIP** CAREER WITH US...

- **Contract term:** Permanent
- **Salary:** L10-L14
- **Contract type:** Full Time
- **Start Date:** January 2024
- **Closing Date for Applications:** 12PM on Thursday 26th October
- **Interview Date:** Friday 27th October

This is a quick turnaround due to current Leader re-locating.

Newsome Academy are a very quirky, innovative and forward-thinking FAMILY and, due to the growing successes of the Academy, are in an exciting position to be creative in our vision for further expansion! We have celebrated 'above national' achievements and positive progress scores in many areas, and we are now seeking a senior leader to ensure we achieve Good/Outstanding in our next inspection. We welcome applicants from all settings and will assess the talent/experience on application. This position is advertised as generic so that we can assess and tailor the skills and qualities and assign strategic responsibilities accordingly.

We are looking for an ambitious leader, who wants to make the next move to a prestigious leadership role in a progressive academy and Multi-Academy Trust that is constantly growing and gives opportunity to those that have drive. You must be a forward thinking, dynamic and resilient leader who, working in collaboration with the wonderful Leadership Team, will provide high quality leadership to help take the Academy to the next level. You will be a natural inspirer, with the ability to work collaboratively with colleagues. It is crucial that you have a great understanding of the latest educational landscape and how to achieve success within these parameters.

Academy Information

- This is an exciting stage for the Academy as we have made many changes over recent years. The Senior Team consists of 7 wonderful professionals who are warm, friendly and passionate. You will have the advantage of being part of the awesome support and caring network that this generates – the word 'family' resonates throughout our Academy like you wouldn't believe!

Support and further Career Opportunities

- We invest in and support our staff and over recent years have welcomed colleagues onto the Senior Leadership team and other whole school responsibilities as part of their development. We support outward facing initiatives through promotion of school visits and CPD training. We also have opportunities for colleagues to gain wider experience in whole school initiatives and this has supported the promotion of a number of internal appointments over recent years. Being part of a MAT also offers networking and career prospects for candidates wanting to progress in the future as we continue to grow and develop together.



APPLICATION INFORMATION

We welcome informal questions and discussion directly:
yainley@newsomeacademy.co.uk (Headteachers PA)

To apply for this vacancy, please click the following link which will take you to the Every Portal;

<https://candidates.every.education/Vacancies/Details?advertKey=c27102bd-a338-4c81-8857-fb0c198b8a5f>

We are committed to safeguarding staff and students and expect all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.

Speculative CVs are not accepted by agencies. Any CV sent to a member of staff within Newsome Academy or Impact Education Multi Academy Trust without a prior signed agreement to recruit for any role will be treated as a gift and we will not accept liability for any fee or commission should we subsequently employ a candidate to any role within the Trust.

We look forward to hearing from you!





HEARTS & MINDS STRATEGY

SUPPORTING WORKLOAD & WELLBEING FOR EMPLOYEES...

How we go the extra mile to support our staff!



Academy-Wide Initiatives

1. **Over 10% PPA allocation** – our Teachers gain over 30mins extra each week.
2. **More PPA** time by not having a form for 3 days of the week so you can plan for your busy day – equating to **63.5 additional planning hours** over the year.
3. All Teachers get a **laptop supplied** to aid working.
4. **Start of year arrangements to support planning** including additional September start of term INSET sessions for staff to 'settle back' into the new academic year. Staggered year group starts to enable more planning time for staff.
5. **Luxury staffroom & working facilities** with fridges, freezers, water machines and complimentary tea/coffee.
6. **School Dog Mentor** is here every day to bring a smile to our day – available for cuddles and walks at any time.
7. Seasonal **staff events** including Christmas events and Friday meet-ups.
8. **New facilities** & ICT in every classroom.
9. **Free lunch for duties** and **food provided** for Open Evening and Parents Evening commitments.
10. **Half-termly staff voice** to ensure each and every voice and opinion is heard.



Environment

- A **Happy, caring and warm** (family) environment where staff and students are a true family in every sense of the word. You are positively greeted by all when walking through the Academy.
- **Small school** (under 800 students) with a warm heart, meaning you easily know each and every student well.
- **Cutting-edge facilities** & ICT in every classroom including non-projection delivery screens, cutting-edge visualisers and top-speed internet.
- **Personal and public recognition and gratitude** through shout-outs and personal Headteacher meets.
- **Wellbeing music and furnishings** to create a sense of calm and pride

Culture

- **Absolute presence** from the Headteacher, SLT & pastoral members of staff. You will see these all day, every day, uncommon in many schools.
- **Huge diversity** – both in students and staff – proudly having over 25 different languages spoken.
- **Personalised CLPD** – supporting all levels and career progression with over 20 NPQs being ran in addition to a range of apprenticeships.
- **Recognition of religious observance** allowance outside of statutory allowance.

Health

- **Free annual Flu vaccinations** so staff don't have to spend precious personal time and money.
- Free to use professional gym for all staff and reduced rates on facility hire.
- **Adapted facilities** for working health – offering specific aids to enable health/disability-related requirements.
- **An extraordinary feel of positivity** where you are warmly greeted by all when you walk through the building.

JOB DESCRIPTION | PERSON SPEC

Assistant Headteacher: We are looking for a passionate professional who will ensure that no student is 'left behind' and that all students, including the most vulnerable, are given the tools to achieve their best through exceptional support and learning.

Key responsibilities:

- Demonstrate passion and enthusiasm for Newsome's vision and core values and ensure these are demonstrated at all times.
- Fulfil wider expectations of a member of SLT
- Be a key member of the Senior Leadership Team supporting the Headteacher with the strategic leadership of the school.
- In partnership with the Headteacher and the wider team, establish the overall aims and objectives for Newsome, setting high professional expectations and standards, and ensuring stretching educational targets.
- Actively promote and demonstrate creativity, innovation and the use of new technologies to achieve excellence in all aspects of curriculum development, delivery and pedagogy.
- Ensure the SEF and ADEP are robust and kept up to date in relation to your leadership area.
- Work strategically and communicate effectively with other Assistant Headteachers to ensure consistency across all roles.

Strategic Leadership:

- Provide strategic leadership for your area of responsibility including collaboration with the wider leadership team in ensuring that you are driving whole school priorities.
- Ensure the academy is always fully compliant with in all areas of safeguarding including the SCR.
- Line management of curriculum areas, ensuring 'outstanding' teaching, learning and outcomes.

Setting and Achieving High Expectations:

- Ensure consistency of academy procedures and policies.
- Promote a culture of reflective and personalised learning where all students are empowered to take responsibility for their own learning and achievement.
- Develop and embed strategies which ensure high expectations of behaviour for learning and student voice.
- Design and implement policies that support the school vision and help to improve all elements of Student Outcomes.

Operational Management:

- Demonstrate excellent time keeping and keep to all deadlines set.
- Ensure standards of support across this area is effective and in line with current safeguarding regulations.
- Set high expectations for staff and students.
- Support and/or represent the Headteacher at meetings as and when required.
- Monitor appropriate targets for KPI areas.
- Ensure staff are recruited, trained and developed to ensure high standards are consistently met.
- Report to the Headteacher and SLT on progress towards agreed targets.

People and Resource Management:

- Line manage the relevant colleagues involved in delivering for these key areas.
- Provide effective leadership of staff such that they have clear direction and understand the importance of their contribution to the school and its students and are held to account for their actions.
- Ensure staff are developed, performance is managed appropriately and high-quality new appointments are made.
- Manage available resources of space, staff, budget and equipment in your area.
- Monitor and manage appropriately the actual spend against budget in all budgets related to the role.
- Manage an efficient administrative system.

Building Partnerships and External Facing:

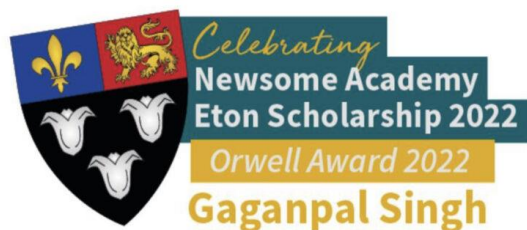
- Develop strong and effective partnerships with other schools, businesses and organisations to further develop strategies within the school.
- Develop strong and effective relationships with all external agencies involved with students within the school.
- Develop strong links with local authorities and schools to ensure our most vulnerable students are supported through all channels available to them.
- Contribute to the marketing activities of the school.
- Maintain good relationships with individuals, groups and staff unions and associations.

Essential Criteria	Desirable Criteria	Evidence
<u>Qualifications:</u> <ul style="list-style-type: none"> A relevant degree Qualified Teacher Status, with subject Specialism(s) related to the Learning Area Ability to teach across the full 11-18 age and ability range 	<ul style="list-style-type: none"> Further professional qualifications Appropriate in-service training / CPD according to experience 	<ul style="list-style-type: none"> Application form
<u>Working Experience:</u> <ul style="list-style-type: none"> A track record of success in learning and teaching, according to experience Involvement in the monitoring of progress and attainment at student and class level Experience in developing learning and teaching in an inclusive environment Experience in monitoring and developing the academic and personal progress of individual students as a tutor 	<ul style="list-style-type: none"> Experience in developing learning and teaching in a multi-cultural environment Involvement in curriculum initiatives and extra-curricular developments Successful Post-16 experience 	<ul style="list-style-type: none"> Application Form Interview Lesson Observation
<u>Skills & Knowledge:</u> <ul style="list-style-type: none"> Professional knowledge and understanding of one or more subjects within the Learning Area Ability to articulate characteristics of effective teaching and learning with evidence of good practice Good classroom management technique Knowledge and understanding of effective assessment and its contribution to learning and progression Knowledge of strategies related to key issues in education, e.g. gender issues, equal opportunities, SEND Abilities to contribute to Programmes of Study / Lesson Plans Knowledge and use of ICT and e-learning 	<ul style="list-style-type: none"> Knowledge and understanding of current Teaching and Learning issues relevant to the needs of the Academy Able to express a vision for subject development Ability to contribute to the SMSC / Citizenship programme Involvement in extended curricular provision Good ICT skills and an awareness of its potential 	<ul style="list-style-type: none"> Application Form Interview Lesson Observation
<u>Personal Qualities:</u> Commitment to an ethos of high standards, personal fulfilment and academic success A capacity to inspire through a love of teaching Ability to relate to the whole community Energy, stamina and determination A record of good health and attendance	<ul style="list-style-type: none"> Involved in educational developments beyond what is required Self-confidence, personal impact and presence Eager to acquire further skills and career enhancement 	<ul style="list-style-type: none"> Application Form Interview Lesson Observation
<u>Management Skills:</u> An ability to establish positive and sensitive interpersonal relationships across the community An ability to plan time effectively and meet deadlines An ability to be a team player	<ul style="list-style-type: none"> An awareness of whole School issues An understanding of accountability Experience of Self Evaluation 	<ul style="list-style-type: none"> Application Form Interview

Visits to the Academy would be warmly welcomed by appointment.

Please email Yvonne Ainley, Heads PA, if you would like to arrange a visit.

yainley@newsomeacademy.co.uk



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ASSISTANT HEADTEACHER