



HEANOR GATE SPENCER ACADEMY



"Develop all learners to achieve their full potential"
"Create a culture of aspiration"

Post Title: Assistant Principal
Location: Heanor Gate Spencer Academy
Salary/Pay Range: L11 - L15
Hours of work: Full Time
Reporting to: Principal
Start date: January 2024

Following the successful promotion of the previous postholder to another academy within the multi-academy trust, we are looking to appoint an ambitious and highly effective Assistant Principal to support the academy in its drive to continue its growth as an exceptional education provider for our students, staff, families and wider community. Senior leaders' portfolios are broad and interchangeable with the opportunity to develop in a full range of responsibilities. For this academic year this vacancy will focus specifically on wider student experiences, including but not limited to:

- Outcomes for disadvantaged students, including management of pupil premium funding;
- Careers, advice and guidance;
- Educational trips and visits including compliance, risk assessment and training.
- Extra-curricular experiences and community partnerships
- Personal development, equality, diversity and inclusion
- Coordination of the house system.
- Celebration of achievements

We are looking for a leader who is dynamic, inspirational, and passionate. The successful candidate will need to demonstrate the following core values:

- Excellent interpersonal skills to lead, motivate and inspire both staff and students to reach the highest levels of achievement;
- A set of personal characteristics and ambitions which align with that of the Principal and senior leadership team;
- Evidence of impact towards school improvement through sustained work at leadership level;
- The ability to operate at a strategic level with clear ideas for how our academy can continue to grow, thrive and excel in the years ahead;
- The ability to work at pace and manage the demands of strategic and operational thinking in a challenging environment.

Senior leaders are expected to contribute to all aspects of school life including a deliberate focus on providing a visible presence around the academy site. This specific role will assume responsibility for wider student experiences and ensure students from **all** backgrounds thrive and access the very best information, guidance and experience to maximise their experience at school and beyond.

Candidates will need to demonstrate:

- Strong knowledge of the national and local agenda around raising achievement and opportunities for disadvantaged students;
- Strong knowledge of the national careers agenda, including the Gatsby Benchmarks, the increasing need to expose students to meaningful employability opportunities and competitive destinations;
- Strong knowledge of the statutory guidance around PHSE, SMSC and RE and the need to prepare our students for modern Britain;
- Immaculate logistical / organisational skills in order to manage both the academy's immersion days and educational visits.

Due to the strength and flexibility of existing senior leaders, candidates from all areas of school responsibility are welcome, including existing senior leaders or outstanding middle leaders with either curriculum or pastoral backgrounds.



Heanor Gate Spencer Academy

Heanor Gate Spencer Academy is an '**Outstanding**' secondary school and sixth form (Ofsted, June 2023) which is oversubscribed in Year 7 for the second successive year. We are extremely proud of our inspection report which is a testament to 7 years of school improvement. It states that "teachers are subject experts", "pupils are ambitious about their future", "classrooms are calm places, where pupils focus on their learning" and "leaders are relentless in their desire to provide the absolute best education for all pupils and to serve the local community".

Read more about our Outstanding Ofsted report here:

<http://heanorgatespencer.com/wp-content/uploads/2023/09/10268033-Heanor-Gate-Spencer-Academy-137606-Final.pdf>

Over the past 7 years we have developed an inclusive, disciplined culture which has culminated in a student body full of aspiration, commitment and success. The staff buy into #TeamHeanor and this ethos of collegiality, team values and moral compass is what makes the unique working environment at Heanor Gate so enjoyable and fulfilling.

As well as the staff being united by the concept of #TeamHeanor, to ensure that our students succeed at school and in life, all students work towards demonstrating the following values in all aspects of school life:

- Respect
- Pride
- Unity
- Resilience
- Integrity
- Organisation

Through an ethos of 'Aspire, Learn and Achieve', we believe that all of our students will achieve their very best educational outcomes. This ethos is at the heart of everything that we do. We want our students to believe that they can achieve whatever they want to with hard work, resilience and self-motivation.

We deliver a challenging yet inspiring curriculum and an unrivalled level of academic and pastoral support, and believe that what we offer students will support them to achieve success in the classroom and beyond; academically, personally and socially. Through our curriculum and extra-curricular offer, we aim to instil students with a love of learning as well as helping them to become responsible, independent members of the community who go on to a range of destinations including Russell Group universities, higher level apprenticeship and local industry.

We have a strong culture of professional development for teachers and support staff at all stages of their careers. Our ECT development plan is extensive with bespoke in-house training, closely aligned with the Spencer Academies Trust ECT programme. For experienced staff, our in-house CPD programme is bespoke to need. All of this is complemented by access to opportunities to pursue NPQ qualifications, alongside CPD provided by Spencer Alliance for Leadership and Teaching. We also have a close working partnership with the Chartered College of Teaching, providing routes into obtaining Chartered status.

Alongside the wealth of CPD opportunities, we also recognise the importance of staff wellbeing. We offer a broad wellbeing package ranging from free access to our on-site gym, staff support groups and weekly wellbeing breakfast.

Spencer Academies Trust

SAT is an educational charity, Multi-Academy Trust and Sponsor of Academies. We have approaching 18000 children and young people in our academies and employ more than 2500 teachers, leaders and educational support professionals across the East Midlands. We aspire to be a leading regional high performing Trust, with a national reputation for excellence.



We currently have 16 primary academies, 8 secondary academies and one primary aged special school in our family of schools. All of our schools benefit from the collaboration and added value that being a member of our Trust offers, and share our values and beliefs. Spencer Trust academies share an ambition to deliver results that compete with the very highest performing schools in the country, and deliver a curriculum for students that is underpinned by breadth, opportunity and quality: one that seeks to give young people the opportunity to develop into well rounded global citizens that believe they can influence positive change in the world.

Mission: Our Mission is to deliver the best possible outcomes for children and young people.

Vision: Spencer Academies Trust is an exceptional Trust, providing an outstanding education for local children.

We Believe:

- All children have a right to a quality education regardless of background or ability, and have an entitlement to the opportunity of a secure progression route in their learning and development
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership
- We grow the effectiveness and sustainability of our schools by developing the people within them, and that through shared and equitable responsibility for quality and outcomes; we achieve more

Applicants would be expected to share the Trust's high aspirations and expectations for pupils and staff.

How to apply – please complete your candidate profile via our new Every portal. If you are accessing the portal for the first time, you will need to register to add and save your information before tagging your profile to this vacancy. There is a video to help

<https://vimeo.com/737845492/c1b8e43656>.

Spencer Academy trust Vacancies: <http://satrust.com/sat-vacancies/>

For more information on this post please contact Claire Worth, PA to the Principal, claireworth@heanorgatespencer.com , 01773 716396.

In line with safer recruitment policies references will be called for, prior to interview.

Closing date for applications: 12 noon Thursday 5 October 2023

Interviews taking place: 12 -13 October 2023

Our application deadline may end earlier where we have received a high and early positive response, so if you are keen to apply, please add your profile to this vacancy as early as possible.

Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our students and all posts are subject to enhanced DBS with children's barred list checks and completion of Level 2 safeguarding training. Spencer Academies Trust is a Disability Confident Committed Employer