

David Nieper
ACADEMY

Proud to be part of Christopher Nieper Education Trust



CHRISTOPHER
NIEPER
Education Trust

Developing Leaders & Achievers of the future

Recruitment Information Pack

Assistant Headteacher - Teaching and Learning

David Nieper Academy
Grange Street, Alfreton, Derbyshire, DE55 7JA
T: 01773 832331

March 2025

Welcome from the CEO

Thank you for your interest in joining Christopher Nieper Education Trust (CNET) as Assistant Headteacher – Teaching and Learning at David Nieper Academy.

Christopher Nieper Education Trust is a small, growing, dynamic and ambitious Trust rooted in our local communities. Our Vision is to develop leaders and achievers of the future, giving pupils the winning combination of a first-class academic education and life skills for future employability with excellent pastoral care.

The Trust was formed in 2016 with a single school, David Nieper Academy. We were delighted that Stonebroom Primary & Nursery School chose to become the second school and first primary school to join CNET, Shirland Primary School joined the trust as our second primary school in November 2024, with Mickley Village Primary & Nursery School joining April 25. David Nieper Academy has been a pivotal part of our Trust development team, creating the path for future Trust growth and development. We are very much looking forward to the continued growth of the Trust as additional local schools seek to join us.

Are you excited to be part of our Trust team, growing, and developing the Trust for the benefit of all our children, staff, families, and communities?

If you like the sound of the Trust and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application.

Dr Kathryn Hobbs,
CEO
Christopher Nieper Education Trust

Welcome from the Headteacher

Thank you for showing an interest in the post of Assistant Headteacher – Teaching and Learning at the David Nieper Academy.

Our Academy is sponsored by the Christopher Nieper Education Trust, who together with local employer partners, are highly committed in supporting the development and achievements of our students. As we apply best practice in the use of cognitive and behavioural science, providing pupils with hands-on learning experiences in purpose-built facilities, which opened in February 2017, we believe that this is a truly exciting time to join the academy. We are a growing 11-18 school of over 800 students and will soon be at our full capacity of 850. Our September 2022 Ofsted Inspection graded the academy as ‘Good in all areas’, a fantastic improvement from the ‘inadequate’ Ofsted rating when we took over the academy - and we endeavour to build on this as we grow and develop further.

Our aim is to raise standards, expectations, inspire excellence and to encourage students to achieve their full potential. We will help them develop confidence and key lifelong learning skills and to obtain the qualifications required as they look to future careers and explore the many opportunities in further education, apprenticeships, university and beyond.

David Nieper Academy has a clear distinctive character due to the integrated involvement of its prestigious business partners. High profile local businesses, most being either international or national household names such as Denby Pottery, Owen Taylor & Sons Ltd, Places for People, Equip UK alongside David Nieper Ltd, are committed to bringing the world of work into all subject areas. We believe that contextual applied learning assists all students in retaining and understanding more fully the concepts and principles taught in the classroom. We are looking for a candidate who will embrace this and ensure that David Nieper Academy is adopting this approach through its evidence informed learning pedagogies and behavioural science.

If you like the sound of the academy and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application by **9.00am on Monday 7th April 2025**. Interviews are likely to be held on **Wednesday 23rd April 2025 and Thursday 24th April 2025**. Please note: we realise that the Easter holidays fall differently across different regions and to aid candidate planning our intentions are to shortlist and inform successful candidates on Monday 7th April.

If you have any queries or would like to arrange a visit to the academy, please contact Mrs Maria Barnes, HR Manager, via email at MBarnes@christopherniepereducation.org

Mr R White
Headteacher

Christopher Nieper Education Trust

Assistant Headteacher – Teaching and Learning

David Nieper Academy, Grange Street, Alfreton, Derbyshire, DE55 7JA

Age Range – 11-19

Full-time Permanent position

Responsible to Headteacher

Start: September 2025

Salary: L9-L13

Do you want to support our students onto greater things? Are you excited by the opportunities and possibilities for our academy?

David Nieper Academy is an academy in the town of Alfreton, Derbyshire. A brand-new school building was opened in early 2017. A key aspect of our vision is our focus on applied learning within all subject areas and across year groups. We have seen a huge increase in student numbers within each year group and for the past 4 years, have been one of the most oversubscribed schools in the whole of Derbyshire. Therefore, this is an immensely exciting time to be joining the academy and being a key driver in enhancing the academic and social achievement of our students.

The Trust is seeking to appoint an excellent Assistant Headteacher – Teaching and Learning to continue the work of the academy.

Please follow the below link to view the Christopher Nieper Education Trust Safeguarding/Child Protection Policy <https://davidnieper.academy/about-us/academy-policies/>

Benefits

- We are committed to investing in our staff and their development as part of this, you will have access to ongoing training, support and mentoring, including access to National Professional Qualifications and leadership programmes
- The support of a growing Multi Academy Trust in continuing to develop the school.
- Working collaboratively with our growing cluster of schools and the local community.
- The support of very effective and knowledgeable Trustees, Academy Governors, and school improvement partners.
- Free access to Health Assured Employee Assistance Programme.
- Free onsite Parking.
- Generous discount at the David Nieper Ltd factory shop.

Assistant Headteacher - Teaching and Learning

As a member of the David Nieper Academy leadership team, you will:

- Think strategically while being able to deal with immediate challenges
- Provide opportunities for staff to grow and develop
- Set a high standard through personal example
- Contribute in a variety of ways to the day to day running of the academy

General role responsibilities

- To strategically lead all aspects of teaching and learning across the academy
- To have an oversight, lead and organise the Continuous Professional Development programme across the academy
- To lead, monitor and review the teaching and learning quality assurance policies and procedures
- To continually evaluate the effectiveness of our teaching and learning and provide the vision to drive its development
- To monitor and evaluate learner experience within the classroom
- To ensure that work related opportunities and employability skills are embedded within the curriculum and delivered to a high standard across all year groups
- To contribute to the academy development plan and academy self-evaluation, providing regular reports to governors
- To make a full contribution to the wider leadership and management of the academy
- To have a teaching commitment of approximately 30% - any subject area will be considered

Specific responsibilities

Teaching and Learning academy strategy

Work with the Headteacher, Senior Leadership Team, Governors and Employer Partners to

- Review and evaluate the current quality of teaching and learning across the academy
- Review and evaluate the current teaching and learning academy strategy
- Produce a clear action plan to enhance rapidly the quality of teaching and learning to in each year group and faculty, providing sustainable strategies that will allow future improvements
- Ensure that the academy teaching and learning strategy supports the Christopher Nieper Education Trust (CNET) vision and supports the development of high-quality employability skills making sustainable links with our employer partners
- Be responsible for the academy teaching and learning policy

Continuous Professional Development

- To create, lead, monitor and evaluate the teaching and learning continuous professional development programme across the academy
- To identify the key priorities in relation to continuous professional development needs
- To design and lead high quality bespoke professional development
- To oversee and build upon the existing programme of instructional coaching for teaching staff
- To lead on and coordinate any teacher support plans to ensure rapid and sustained improvement in practice
- To coordinate all aspects of the Academy's Early Career Teacher induction and Initial Teacher Education programmes.
- Effectively manage the continuous professional development budget

Quality assurance of teaching and learning

- To lead and oversee the quality assurance of teaching and learning in a transparent manner to ensure that good practice is shared with all, and any areas of development identified are addressed promptly
- To create a quality assurance calendar of activities to effectively evaluate the impact of CPD and assess the impact of teaching across the Academy
- To lead teaching and learning reviews producing and implementing an appropriate action plan
- To lead training of SLT and Heads of Faculty to ensure consistency of approach when quality assuring teaching and learning
- To lead staff training to ensure that all are provided with adequate support, guidance, and advice regarding high quality teaching and learning

Teaching and learning development

- To keep abreast of national and international developments in teaching and learning and share best practice with the SLT, Heads of Faculty, teaching staff and governors
- To work in conjunction with Assistant Head Inclusion and other senior leaders to ensure that high quality teaching and learning supports the wider aims of the academy

Learner experience

- To evaluate the effectiveness of teaching and learning from all stakeholder perspectives
- To continuously seek learner feedback on the impact of teaching and learning
- To work closely with parents to engage them fully in their children's progress

Employability skills

- To work with the Assistant Headteacher for Personal Development and Employability:
 - To ensure that work related opportunities and employability skills are embedded within the curriculum and delivered to a high standard across all year groups
 - To work in partnership with employer partners and teachers to ensure that the academy teaching and learning has a clear focus on developing employability skills

Accountability

- Be responsible for producing a teaching and learning development plan and relevant sections of the SEF
- Lead and co-ordinate the SLT/ link governor teaching and learning meetings
- Prepare and present reports on teaching and learning and performance management for governors and CEO as required.

Personal characteristics:

1. Excellent classroom practitioner
2. Hardworking
3. Enthusiastic
4. High levels of emotional intelligence
5. Resilient
6. Ability to inspire and lead others
7. A strong team player
8. Solution focused, looking for positive outcomes

Person Specification: Assistant Headteacher – Teaching and Learning

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good Honours degree • Recognised Teaching Qualification 	<ul style="list-style-type: none"> • Post Graduate Qualification • Evidence of further advanced study or research • Evidence of recent professional development • Leadership qualifications
Experience	<ul style="list-style-type: none"> • Proven successful experience of developing teaching and learning • Evidence of preparation for a senior leadership post • Excellent classroom practitioner • Planning and implementation of teaching and learning strategies which impact on raising pupil attainment • Practical experience of self-evaluation • Evidence of successful application of Performance management to support development • Evidence of developing coherent systems to allow evaluation of impact • Experience working effectively with a range of professionals and stakeholders 	<ul style="list-style-type: none"> • The capacity and desire to move onto deputy headship and headship • Experience in more than one school • Other management experience • Experience of leadership of teaching and learning • Experience of working directly with employers
Knowledge	<ul style="list-style-type: none"> • Sound understanding of effective teaching and learning pedagogies • Knowledge of key educational issues and priorities • Clear understanding about strategies to develop the quality of teaching and learning 	
	<ul style="list-style-type: none"> • Ability to contribute to strategic planning for whole academy development 	<ul style="list-style-type: none"> • Experience of managing a significant budget

<p>Leadership and Management</p>	<ul style="list-style-type: none"> • Ability to establish excellent working relationships across the whole academy community • Ability to manage change • Ability to draw data from a variety of sources, analyse, synthesise and present this to inform Self Review and Assessment evaluation. • Ability to enable others to achieve success • Evidence of successful leadership and management • Ability to delegate effectively 	
<p>Organisation</p>	<ul style="list-style-type: none"> • Evidence of effective organisation of self • Evidence of effective organisation of teams/ others • Evidence of effective project management • High standard of administrative skills 	<ul style="list-style-type: none"> • Evidence of effective organisation of complex teams
<p>Communication</p>	<ul style="list-style-type: none"> • Ability to communicate a vision to key stakeholders both internal and external • Demonstrate excellent presentational skills • Be able to build professional relationships and work sensitively with a wide range of people 	<ul style="list-style-type: none"> • Evidence of training others in effective communication skills

Method of Application

1. CV's will not be accepted so please apply via our recruitment site, MyNewTerm following this link; <https://mynewterm.com/jobs/142405/EDV-2025-DNA-85902>
2. The statement in your application should focus on:
 - Candidate's previous experience which will help in successfully undertaking the role
 - Personal skills to benefit the learning by students at David Nieper Academy.
3. For any queries or if you would like to visit, please email mbarnes@christopherniepereducation.org
4. The academy operates a NO SMOKING policy on site.
4. Interviews - Candidates invited to interview will:
 - (a) Have the opportunity to tour the academy
 - (b) Teach a lesson
 - (c) Complete a set of exercises
 - (d) Have a formal individual interview with the selection panel.

An enhanced DBS check is required for all successful candidates that are offered a position within our Academy. If you are successful at the interview stage and you have accepted our offer of employment, then a DBS check will be started. If you subsequently withdraw from the position after accepting our employment offer, then you may be required to pay for the DBS check charge.

R White
March 2025