



NOTTINGHAM UNIVERSITY
SAMWORTH ACADEMY

Job Application Pack

Deputy Head Teacher

Salary: L19-L22

Contract: Full-time/Permanent

Closing Date: 21 April 2023

Start Date: September 2023





Welcome from the Head Teacher

Dear applicant,

Thank you for your interest in the role of Deputy Head Teacher at Nottingham University Samworth Academy (NUSA).

Following a promotion to Headship for our current Deputy, we are looking for someone who will be a fundamental part of taking our school to the next 'level'.

We are delighted that you have chosen to apply to work at NUSA. NUSA is a popular and oversubscribed 11–18 school located in the heart of Bilborough, Nottingham. The school has increased in popularity over the past two years and we now have a waiting list in several year groups.

I hope the information below and the information on our website provides you with a flavour of what NUSA has to offer, however, to really feel our 'NUSA Magic' we always welcome people to come in school for a tour around so that you can see NUSA in action.

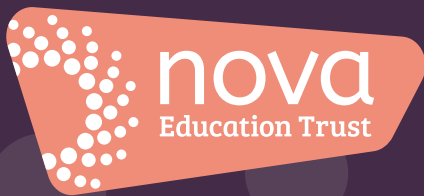
Further details about the school can be found on the website www.nusa.org.uk.

I look forward to receiving your application and meeting you in the future.

Emma Howard
Head Teacher



NOTTINGHAM UNIVERSITY
SAMWORTH ACADEMY



From the CEO

Dear applicant,

Thank you for your interest in working at the heart of Nova Education Trust. I hope that you will find this pack useful and informative in helping you to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards.

Over the last two years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 87% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's MAT performance for Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. This is testament to our brilliant pupils, staff and the communities that we serve.

Our trust support and governance is strong and has been externally recognised as amongst the best in the sector, and our organisation is financially stable.

We understand and we believe that schools belong to their communities – the mission is the same, but the vision may look different in our range of contexts and settings.

We are psychologically committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools.

We are looking for a talented and inspirational leader who is committed to transforming lives, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff, puts your well-being first and provides opportunities for your voice to be heard. Further information can be found at novaeducationtrust.net/careers.

We look forward to receiving your application.

A. Rahman

Ashfaq Rahman

Chief Executive Officer
Nova Education Trust

About

Nottingham University Samworth Academy



Aims

Every child deserves the opportunity to access a high-quality education. Our aim at NUSA is very simple and that is to be recognised as outstanding in every aspect. The determination of staff and governors to achieve this goal is very strong and is based on our core belief that every child can succeed.

At NUSA, all of our staff show genuine care for every student in their charge. Strong, supporting and trusting relationships are a real strength of the school. We ensure that the welfare of each student is catered for. We encourage our students to take pride in themselves, the school and their community. We believe that all members of the school should behave well and have respect for each other. We want our students to become the leaders and achievers of the future and want to provide them with every opportunity possible to allow them to go on to succeed in their chosen career area. We expect our students to attend school regularly, on time, in uniform and with the right equipment, ready to learn and engage with the opportunities that we provide for them.

Curriculum

At NUSA, our curriculum furnishes our students with the subject knowledge and personal development to empower them to 'write their own life story'. The key focus throughout our curriculum emphasises embedding literacy and numeracy across all the subjects that we teach. We firmly believe that both literacy and numeracy are the keys to opening the door to learning and access to a broad range of opportunities beyond NUSA.

Each subject places specialist vocabulary, reading and class talk at the heart of their curriculum planning to create confident, articulate young people who are empowered to write, and own, their story. We carefully select ambitious knowledge to be taught across all subjects and ensure that this builds on the knowledge learnt at KS2.

Alongside the subject specific knowledge, we also ensure that students are provided with the opportunities to develop their understanding of careers in each of the subject areas, so that they are fully equipped to make ambitious choices for their future beyond NUSA.

Pastoral care

At NUSA, we pride ourselves on the quality of support, care and guidance given to individual pupils. We operate a year system which is led by a Head of Year and supported by a group of Pastoral Support Managers who work alongside all year groups.

Our pastoral team is also made up of our attendance and safeguarding team who work together to ensure that pupils receive as much support as is needed to enable them to be successful in school.

Our pastoral system provides your child with the care they need whilst allowing them to nurture friendships and develop a strong sense of community.

As your child progresses through NUSA, their attainment and well-being will be closely monitored, ensuring that students are recognised and rewarded when they succeed and supported when things are more challenging.

Mentors play an active role in ensuring that students are happy, well supported and fully engaged in school life. Mentors also serve as the first point of contact between school and home. You will receive regular updates about your child's progress through termly reports, online data and a Parents' Evening.

NUSA is a very caring community and the health, happiness and well-being of students underpins our overall ethos and philosophy.



About

Nova Education Trust



As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow. We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community. We are committed to excellence; we are confident about our future and determined to achieve our aims.

Our mission is to create transformational schools.

Our family

Our family is currently made up of 15 academies (five primaries, nine secondaries and one sixth form college). In 2019, we entered into a long-term support partnership with Madani Schools Federation in Leicester to work with their two schools.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.

Our principles

Excellence: We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

Partnership: By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

Expertly trained and professional staff: By investing in the professional development of all our staff so that they become experts in their professions.

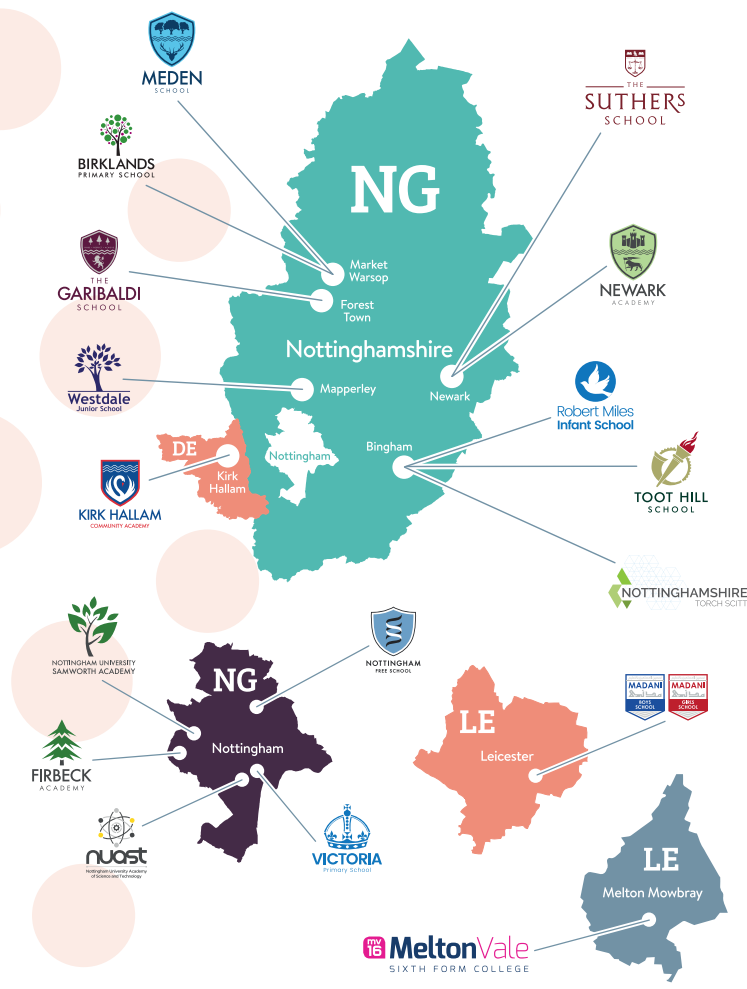
Trust and empower all staff: By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

Focus on learning: An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.

What do we offer?

We offer an exciting, dynamic and collegiate workplace environment. It is our staff that make a difference to children's lives and so staff development and professional learning for both teaching and non-teaching roles are centre of our strategic planning to make this a certainty.

We believe our staff are the people that 'unlock' our children's potential and make a difference to the lives of children and young people every single day. We have a clear people and talent management strategy, and our overall aim is for all staff to feel that they truly belong to a transformational school and trust.



We commit to:

- Put your well-being, front, right and centre
- Actively listen to you and recognise your contributions – big or small
- Develop you as a highly effective practitioner in the leadership of people – ‘coaching, not telling’
- Invest in you and provide flexible and easy access to excellent professional development and progression pathways
- Provide you with the opportunity to network with talented colleagues from within and outside of the trust as part of our commitment to civic collaboration

Staff benefits

All our staff have access to **‘Nova Perks’**, an employee benefits system bring a range of fantastic benefits including:

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts,
- Savings club
- Peer-to-peer
- Liftshare
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Workplace ISAs
- Financial planning
- Healthy living resource module
- Financial education resource module



In our commitment to continue to support employees to achieve a healthy work-life balance, Nova Education Trust offers employees the opportunity to take up to a maximum of one paid **‘Nova Perk Day’** per academic year, in addition to the existing standard leave provisions in place. This can be taken for any chosen reason and does not need to have a defined purpose

Staff are entitled to a generous sick pay entitlement depending on their continuous service.

All staff are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.

Dynamic working

The trust offers a dynamic workstyle solution that benefits everyone. It is about empowering our colleagues to work in a way that supports their well-being, whilst meeting the needs of our pupils, parents, staff and our communities.



Job description and person specification



Post: Deputy Head Teacher

Department/Faculty: Senior Leadership Team

Responsible to: Head Teacher

Purpose

The Deputy Head Teacher will assist the Head Teacher to set and implement the strategic direction of the school. They will provide the highest standards of leadership and management to help us in our mission to move from 'Good to Amazing' and ensure that we achieve excellence in all areas of the school's work. We are focussed on getting the right 'leader' in to the job, so are less concerned about specific areas of responsibility of the successful candidate.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status – Degree or equivalent • Good Honours degree (First or Second Class) 	<ul style="list-style-type: none"> • Higher Professional qualification • NPQH or intention to complete
Experience	<ul style="list-style-type: none"> • Experience of whole school leadership to Assistant Head level at least • Successful teaching experience which has resulted in excellent outcomes • Experience of leading whole school change and seeing it through to positive impacts • Experience of developing others and applying quality assurance procedures • Experience of curriculum planning and delivery • Experience of leading and supporting pastoral teams • Experience of holding staff to account for standards 	
Skills and knowledge	<ul style="list-style-type: none"> • Awareness of what impacts your own well-being and how to support the well-being of others • Ability to network with a whole range of stakeholders • Ability to promote and market new ideas/concepts to a range of stakeholders • Ability to prioritise and organise own work • Ability to build professional relationships • Ability to delegate appropriately and empower others 	
Personal qualities	<ul style="list-style-type: none"> • Sense of humour • The ability to see 'Feedback as a gift' and be able to self reflect on what improvements are needed • Self-motivated • High levels of emotional intelligence • Bravery • Ambitious for both the school and every single student within it • High expectations of themselves and everyone around them • A commitment to being 'well read' 	

Application details



How to apply

The online application form for this role is located on the Vacancies page of the school website www.nusa.org.uk. Wherever possible, please provide email addresses for your referees.

Closing date

Please ensure your application arrives by the time and date specified on the front cover of this information pack. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Interview

Candidates who are shortlisted will be notified of interview dates via email.

Safeguarding

Nottingham University Samworth Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.



Nottingham University Samworth Academy

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Head Teacher

Emma Howard
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Chief Executive Officer

Ashfaq Rahman
BSc (Hons), PGDip, PGCE, NPQH, NLE



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