

Recruitment Pack

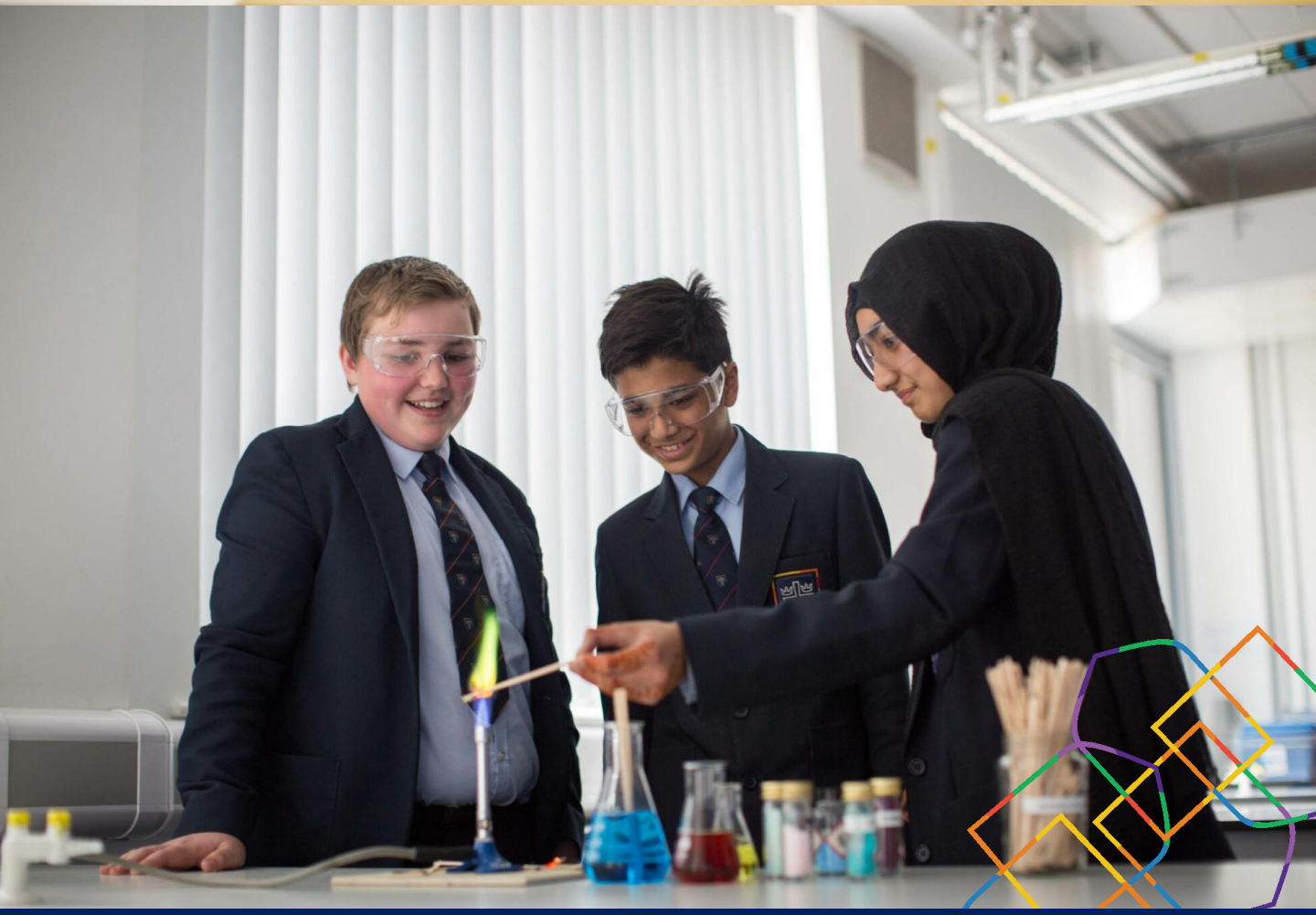
Principal

Permanent, Full Time, All Year Round

Salary: L24 – L30
Actual Salary: £83,080 - £96,237 per annum
Start Date: To be discussed at interview

Bluecoat Aspley
believe in yourself, in others, in God


GEOGRAPHY



Welcome to Archway

Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

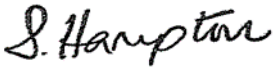
School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer excellent teaching and learning and exceptional personal support in an inclusive, faith based environment.



I became a teacher because I believe in equal opportunities for everyone. I also believe that every child has the right to a great education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our aim is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic Trust.

Sian Hampton, CEO



Our Story

The Trust comprises of Bluecoat Aspley Academy, Bluecoat Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy, Bluecoat Primary Academy, Bluecoat Bentinck Primary School, The Nottingham Emmanuel School and Sixth Form, The Long Eaton School, Lees Brook Academy, Alvaston Moor Academy, Bluecoat Trent Academy and the Bluecoat SCITT Alliance (School Centred Initial Teacher Training).

Our aim as a Trust is to shine a spotlight nationally and internationally on our inclusive ethos so that more schools and academies can be encouraged to take up our approach to inclusive, enriching, knowledge based teaching, preparing young people for lifelong learning based firmly on our Christian principles.

We are in a period of growth which is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.

We are proud of our diverse student population and passionate about creating a staff team reflective of this diversity. We actively welcome applications from all backgrounds and you can be assured of a warm welcome at Archway.

Our Mission, Vision and Values

Archway Learning Trust

OUR MISSION

We are fully inclusive family of learners, providing nurture and an outstanding education experience for all to grow and flourish.

OUR VISION

To transform the lives of all through the power of working together.

OUR VALUES

EXCELLENCE

We have unrelenting ambition for all. We are committed to the hard work and care that will deliver success, ensuring that no one is left behind.

COLLABORATION

We work together to achieve our common purpose of transforming lives. We achieve more together than we do alone.

INCLUSION

We embrace and value difference. Our varied backgrounds and experiences help to enrich us all. We champion the needs of all our young people.

OUR HISTORY

In 1706, beneath the Archway of St Mary's Church, our founders committed to educate the city's poorest children and lift them out of poverty.

OUR CHILDREN

We keep our children at the heart of every action and decision, embracing and celebrating their unique talents and needs.

OUR FAITH

We are proud to be a Church of England Trust, serving those of all Faiths and none with equal passion, care and devotion.

OUR CORNERSTONES: HOW WE LIVE OUR VALUES

EDUCATIONAL EXCELLENCE

We have exceptionally high expectations for all our pupils. Our knowledge-rich curriculum and Inspirational teaching prepares pupils to believe in their abilities, achieve excellent outcomes, maximise their potential and excel in the future.

INVEST IN OUR PEOPLE

We recruit and grow the best people. Through collaboration we lead, develop, challenge and support them to have the greatest positive impact on our children's education. We people to uphold our values and deliver on the mission of our Trust.

COURAGEOUSLY INCLUSIVE

Inclusion is at the heart of everything we do and every decision is made in the best interests of all. We relentlessly pursue equity of opportunity for all. Our children flourish regardless of background, learning need or starting point.

STRONG TRUST

We are financially and environmentally sustainable. Resilient and efficient infrastructure drives our educational excellence. Effective governance ensures our Trust is strong and drives school improvement.

Archway Learning Trust

OUR PRIORITIES 23-28

1. Have a converged, knowledge rich curriculum for all pupils.
2. Develop 'The ___ Way' in academies which embodies the inclusive ethos of our Trust and secures belonging for our all pupils.
3. Develop 'The Archway Way' to embed the same collaborative and inclusive culture across all areas of the Trust.
4. Be a data-rich Trust that makes and refines all decisions based on robust evidence into effective practice.
5. Have scalable, efficient and effective infrastructure.
6. Have a high-quality people offer that develops and retains our talent.
7. Be outwardly looking and known in sector both locally and nationally as an employer of choice and civic leader within our communities.
8. Codify our practice and strategies within the ALT Intranet.
9. Have expert governance that supports and challenges our whole Trust.

WHAT WILL IT LOOK LIKE?

1. All Academies are 'Good' or better within three years of joining the Trust
2. Achievement of pupils in all academies is above national average
3. Attendance all pupils is above national average
4. Suspensions and exclusions are lower than similar schools nationally and locally.
5. Finances are secure and better than national benchmark. Resources are well deployed for maximum efficiency and effectiveness.
6. Colleagues satisfaction and retention is higher than typical in the sector.

HOW WILL WE KNOW?

EXECUTIVE ASSURANCE

- Delivery Plan
- Risk Register
- Line Management
- Code of Conduct
- AIP & SEF
- PDR

INTERNAL ASSURANCE

- Academy Standards Review
- Study Tour
- Data Dashboards
- Academy Report Cards
- Peer Review
- Stakeholder Voice

EXTERNAL ASSURANCE

- MATSE
- Ofsted & SIAMS
- Performance Tables
- Diocesan Audit
- EFSA & DFE
- Parent View

OUR STRATEGIC APPROACH

INFORMED
Our work is evidence-informed to secure valid and measurable improvements in children's learning

FOCUSED
We target our time and resources where we can best secure improvements in children's learning

COLLABORATIVE
We find and share best practice from within the Trust and beyond to secure improvements in children's learning

REFLECTIVE
We evaluate with integrity to shape and improve practice throughout the organisation

Continuous Professional Learning (CPL)

Archway Learning Trust has a proud tradition of providing exemplary CPL for teaching colleagues and is becoming more inclusive in the training and development of colleagues in all education roles within the Trust, such as Pastoral, SEND and Safeguarding teams.

The diagram right aims to show the interconnectedness of the various elements of our CPL Programme for Education Colleagues for the year ahead. Each element will be explained further in the coming pages, but we hope it is clear that the elements work together to develop the skill and expertise of colleagues for their role and provides them with opportunities to develop and grow within their career at Archway.



Our Apprenticeship Levy

SPECIALIST SERVICES

Training Programme	Level
Digital Marketer	3
Content Creator	3
IT Solutions Technician (Hardware/Software)	3
Laboratory Technician	3
Information Communications Technician	3

BUSINESS & PROFESSIONAL

Training Programme	Level
Business Administrator	3
Team Leader or Supervisor	3
HR Support	3
Library, Information & Archive Services Assistant (LIAS)	3
School Business Professional	4
Operations or Departmental Manager	5

TEACHING, EARLY YEARS & SPORTS

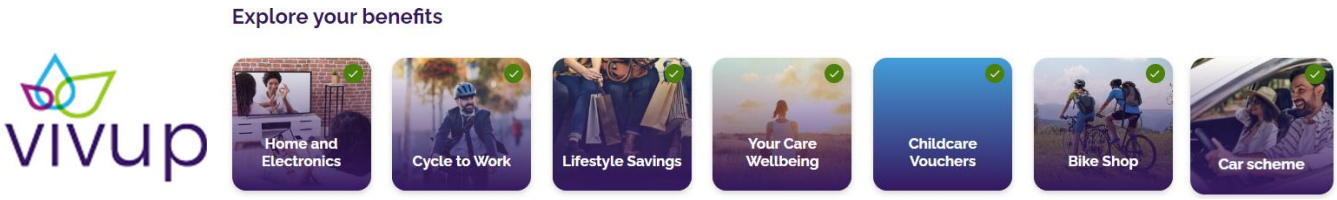
Training Programme	Level
Teaching Assistant	3
Teaching Assistant SEND Pathway	3
Sports Teaching Assistant	3
Early Years Educator	3
School Staff & Community Wellbeing Champion	3
Sports Coach	4
Higher Level Teaching Assistant	4
Higher Level Teaching Assistant SEND Pathway	4
Early Years Lead Practitioner	5
Children, Young People & Families Manager	5

Archway Learning Trust recognises that apprenticeships are an excellent way for individuals to further their learning and gain recognised qualifications whilst gaining employment experience. At the Trust we recognise that apprenticeship roles play a vital contribution to the running of each academy within our multi academy family.

Archway offer courses from LMP Education. Employees who want to progress their knowledge in their field and develop their career are able to enrol onto the course that LMP offer.

To see a full list of the 2023 courses offered by LMP, please follow this link - [Course Listing Apprenticeships 2023 (lmp-group.co.uk)]

LMP EDUCATION
TRAINING PROVIDER



Here at Archway, we offer our employees a variety of benefits. From hundreds of shopping discounts to our cycle to work scheme and our generous pension scheme – we have lots to offer to our employees!

your care essentials

As well as our lifestyle savings, we also offer a wellbeing platform for our employees where employees are able to access expert help and support for life's ups and downs 24/7, 365 days a year!
Within this platform, employees are able to access resources, contact the 24/7 helpline, set fitness goals and take health assessments as well as access counselling services.

lgps

Archway also offer a very generous pension scheme with contributions of over 20% into employees pension pots!



With lots more – Vivup has 350+ benefits to offer!

Other Archway benefits:

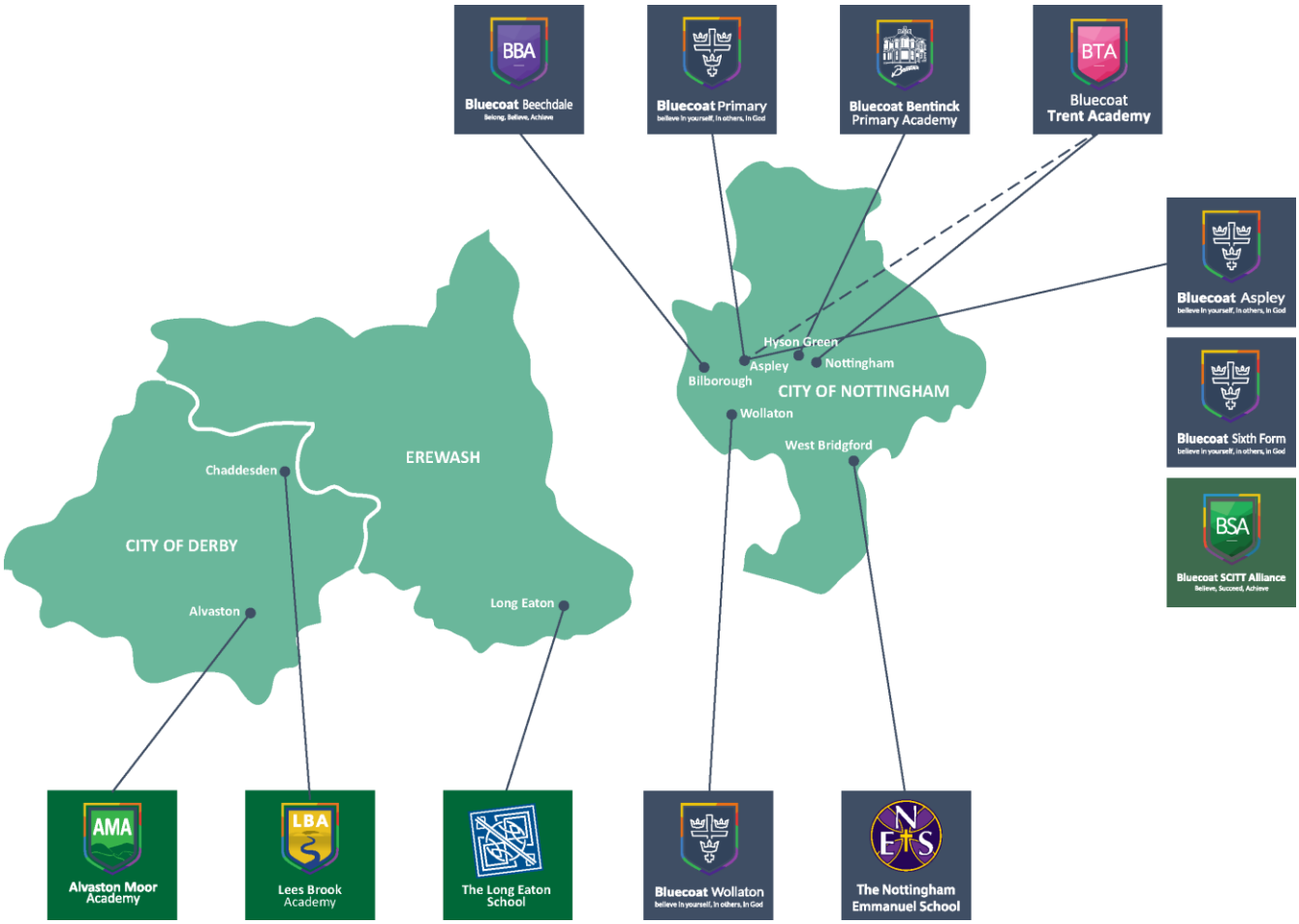
- ✓ Opportunities to develop new skills and progress your career.
- ✓ Access to discounted travel schemes
- ✓ Comprehensive training and support
- ✓ Employee Assistant Programme (EAP)
- ✓ Self help books
- ✓ Eye care voucher scheme
- ✓ Free flu vaccine
- ✓ Access to e-learning and development

Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)
- Online Searches

Our School Locations



Bluecoat Aspley
believe in yourself, in others, in God

Through believing in ourselves, in others, in God, we aspire to be courageously inclusive.

Bluecoat Aspley Academy has approximately 1400 students, including 450 in the Sixth Form, based in the city centre. Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust). The school began back in 1706 and is rich in history.

The Academy is both distinctively Christian and inclusive with all students being part of a large, diverse and multi-ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy is a School of Sanctuary, welcoming students and families from all backgrounds. 'Believe in yourself, in others, in God' centres around everything we do by acting out the values of faith, family, hope and respect. Wellbeing for all is extremely important and the Academy strives to support all.

We are a Church of England Academy and our mission is to create a distinctive educational community for all based upon Christian **faith** and values. Our ethos is based on our mission statement 'believe; in yourself, in others, in God.' This is grounded in the principle from the Bible to "Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind and love your neighbour as yourself" (Luke 10:27).

Our belief is that every student is unique and valued by God. This is critical to the relationships and personal approach to the curriculum that we take with every young person. We aim to develop confident students that have a strong sense of justice and doing what is right. We encourage students to develop belief in themselves in order to be the best they can be. Our students are resilient, they can work independently and have a good understanding of where they have come from and who they are. We want our students to never lose **hope**, hope is at the centre.

Our belief is that we should value, care and **respect** each other. This is reflected in the harmonious **family** that makes up Bluecoat Aspley. Students feel part of a local, national and global community, believing in others and working together towards a common purpose. Students develop into respectful, supportive and considerate members of the community who are passionate about making a difference.

The Vacancy

Archway Learning Trust is driven by an unwavering belief in the transformational power of education for all. We promote and enhance this through collaborative working across our growing family of schools.

As the new Principal at Bluecoat Aspley Academy, you will be a driven and inspirational leader with a strong moral purpose. You will inherit a school with an experienced staff team who are passionate about providing the best possible life chances for children in our local community.

Bluecoat Aspley Academy is eagerly anticipating the right leader to grow and build this community of learners. This is not a school that is standing still and we are seeking a leader who will take this Academy onto the next stages of its journey beyond good. Through your enduring commitment to support young people, you will bring a natural flair for developing those around you to give their best, coupled with a clear understanding of what needs to be in place to ensure sustained improvement**.**

In return to your dedication to the school, you will receive high quality support from a successful and caring trust, alongside a network of Principal colleagues that work in genuine partnership for the greater good.



Bluecoat Aspley
believe in yourself, in others, in God



Applications

For more information about Bluecoat Aspley Academy and the vacancy, please visit www.bluecoataspley.co.uk/vacancies. To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role. We reserve the right to close applications earlier than the advertised date.

Closing Date: 9am, Monday 15th January 2024
Interview Date: Tuesday 23rd January 2024 & Wednesday 24th January 2024

If you have any queries, wish to discuss the role informally or undertake a visit to the Trust, please do not hesitate to contact us via email HR@archwaytrust.co.uk or telephone 0115 678 2653.

Due to the number of applications we receive, it is with regret that we cannot respond to every application, if you do not hear from the HR Department within two weeks of the deadline, please assume that on this occasion your application has unfortunately not been successful.

Job Description

POST TITLE: **Principal**

GRADE: **L24 – L30**

RESPONSIBLE TO: **Deputy CEO**

Introduction

As Principal, the post holder will be responsible for standards and growth at the academy alongside building capacity to support future growth and expansion of Archway Leaning Trust.

Specific Responsibilities

This is an important role for an inspirational individual who is already a strategic, innovative and confident leader with a flexible and calm approach. They will be able to demonstrate a strong track record of high academic standards and be comfortable and confident with the expectations of an overtly Christian faith-based education.

They will have a track record of addressing performance, driving change and raising standards. They will need the tenacity and integrity to deliver in challenging circumstances and the ability to communicate a vision that inspires and motivates staff and students. Previous experience of delivering school improvement will be essential.

Main Duties & Responsibilities

1. Shaping the future

- Provide outstanding leadership of Church of England faith-based education with high aspirations for all.
- Secure the long term and sustainable success of the school.
- Work alongside the Trust to drive up standards and challenge underperformance.
- Work with the Deputy CEO on development plans.
- Support Archway Learning Trust in its growth and development and to uphold the values of the Trust in any such future development and growth.

2. Leading Teaching and Learning

- Provide support to the Senior Leadership Team as well as challenge staff when appropriate to ensure ongoing improvements in school to maximise the outcomes of all students and have an unrelenting focus on continuous development of teaching, learning and assessment.
- Lead and inspire young people and colleagues to achieve.
- Develop existing, and establish new, strategic partnerships to support teaching and learning including links with teaching schools and other providers.
- Develop outstanding strategies for dealing with students who display challenging behaviour
- Be fully committed to inclusive education for all.
- Promote and share good practice across the academies and elsewhere and facilitate networking opportunities to support continuous professional development of staff.
- Develop a consistent approach to tracking student achievement using data and benchmarks to monitor progress.

3. Supporting the development of leadership and talent at all levels

- Line-manage the SLT.
- As the Trust grows, work with other leaders to develop system-wide leadership capacity.
- Ensure the development of effective strategies and procedures for staff induction, development and retention including performance review.
- Build the capacity to develop and retain future leaders across Archway Learning Trust.
- Facilitate opportunities for staff to work collaboratively with, and across, academies to share and develop effective leadership at all levels.
- Regularly review own practice, set own targets and take responsibility for own development.

4. Ensuring compliance with relevant legislation and good practice

- Keep up to date with the relevant statutory, legislative and good practice requirements and ensure they are positively applied throughout the school through training, information and monitoring.
- Work with the Trust and its governance structure to enable it to meet all statutory responsibilities.
- Work within the governance and financial Schemes of Delegation and Archway Learning Trust policies and procedures.

5. Working with stakeholders

- Working closely with a range of stakeholders e.g. Trustees, the Local Authority and local Academy Advisory Boards.
- Building excellent transition working and collaborative working with feeder and partner schools
- Creating links with local employer groups and universities
- Work in strong partnership with the diocese and its leaders.

Staff Conduct

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

Dress Code

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.

	Essential	Desirable
Qualifications	• Educated to degree level	• National Professional Qualification for Headship • Up to date effective teaching experience.
Experience	• Relevant teaching experience or teaching practice; • Experience of working with students of a wide range of abilities.	• Currently working or training in UK secondary school or FE College; • Relevant 'life experience' e.g. time working in business or industry. • Understanding of a SEND specialist provision base. • Worked in a school with a sixth form.
Skills and Knowledge	• Strong understanding of the Ofsted process. • In-depth knowledge and understanding of current educational priorities and developments to include; curriculum landscape, raising attainment, inclusion and specialist provision. • Current knowledge and understanding of the statutory, legislative requirements and good practice to include but not exhaustive: Health and Safety; Data Protection; the Equality Act / residual aspects of the Disability Discrimination Act and Keeping Children Safe in Education and the ability to apply this knowledge to the management of the school and its students. • An ability to lead the expectations of a Christian ethos and demonstrable understanding of what this means in practice. • Ability to understand, analyse and make effective use of a wide range of data. • Strong negotiating, influencing and communication skills. • The ability to engage in clear, open and constructive relationships with the Academy Advisory Board and Trustees. • An ability to build positive relationships with staff, students and wider stakeholders and to grow and build effective teams.	• Financial regulations as they apply to Academies. • Ability to think commercially and engage with a variety of stakeholders. • Appreciation of the SIAMs process and expectations of Church of England education.

	Essential	Desirable
Experience	• Demonstrable impact as a senior leader in a secondary school or academy. • Track record of school improvement and impact on outcomes. • Successful management of (or contribution to) the school self-evaluation leading to rapid improvement of identified priorities. • Track record in striving for excellence and positively improving teaching and classroom practice that brings about tangible whole school improvement. • An ability to grow and build teams. • A strong understanding of different behaviour approaches. • An unwavering commitment to inclusive education.	• Experience as a headteacher or head of school. • Experience of working in challenging schools with high levels of deprivation. • Proven track record of managing and implementing change in relation to teaching practices, standards and student behavioural issues in a similar demographic. • Significant, strategic experience of working with other schools, teaching schools and other agencies to raise outcomes.
Other	• Commitment to Equal Opportunities. • Tact, sensitivity, integrity, good judgement, and a sense of humour. • Suitability to work with children. Enhanced DBS check to be undertaken on appointment.	


drive

