



Outcomes Focused, Child Centred



Primary Vice Principal Candidate Pack

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Welcome from the Chief Executive

On behalf of the Northern Education Trust Board, welcome to the Northern Education Trust.

We are unswerving in our commitment to ensure that the outcomes our young people secure prepare them fully for life beyond school. Our Academies are happy and thriving communities where children both achieve and feel safe and cared for. As an inclusive Trust we strive to help young people overcome any barrier to learning.

We are a caring employer and invest heavily in professional development, allowing our staff opportunities to take the next steps in their career. We hope you find our website holds all the information you need to believe that whether you are a parent or prospective employee, your next steps should be taken with us.

Mr Rob Tarn CBE

Welcome from the Principal

I would like to offer a warm welcome and thank you for your interest in the Vice Principal position at Northern Education Trust, The Ferns Primary Academy.

I am incredibly proud of the journey our wonderful academy has undertaken over recent years. We have a consistently strong focus on standards and, in turn, this has led to excellent outcomes for our students year on year. We have a real passion for securing welfare and education of the children in our care and we 'live and breathe' our vision of being 'Outcomes Focused, Child Centred'.

At The Ferns Primary Academy we deliver a broad and balanced curriculum that enables all children to 'be the best they can be'. The English and mathematics curriculum follows 'mastery principles': ensuring children have opportunities to embed learning before moving onto the next topic. The curriculum is inclusive and imaginative: stimulating young minds as well as preparing them for the modern world.

Our focus on outcomes is unparalleled, as we understand that life chances are paramount. Our outcomes for our 2022 cohort are far above national average and our children are aspirational. We are looking for a vice principal to join our team to work within our excellent academy delivering our aspirational curriculum to an outstanding level, achieving outstanding outcomes. If you feel you are ready to embark on a new role in an academy where hearing rounds of applause are commonplace, children and staff are happy, supported and fulfilled, with a collegiate spirit of working together to ensure the highest possible standards in all that we do, then please put in your application. I feel that The Ferns Primary Academy is a unique opportunity, and very hard to not instantly fall in love with. I encourage you to put in your application and be inspired!

For the successful candidate, our school will offer a fantastic chance to work with a collaborative and passionate staffing body and senior leadership team, and to join a team with a passion for developing students' love of learning. We work hard to foster our collaborative ethos and reward our staff with good career opportunities, a clear focus on ensuring 'teachers can teach', numerous benefits, and ultimately the satisfaction of supporting schools like ours in their quest to give every child the opportunity to succeed and reach their full potential.

The best way to get a real flavour of our school is to arrange a visit to take a look for yourself. Visits to the school prior to application are both welcomed and encouraged or visit our website at <https://tfa.northerneducationtrust.org/>.

As I hope you can see, we wish to appoint a well-qualified, experienced, enthusiastic and highly motivated leader to join our passionate senior leadership team.

After reading the supporting job description and information pack, I hope you will pursue an application for this exciting and rewarding role.

Danielle Broadbent

May 2023

Northern Education Trust

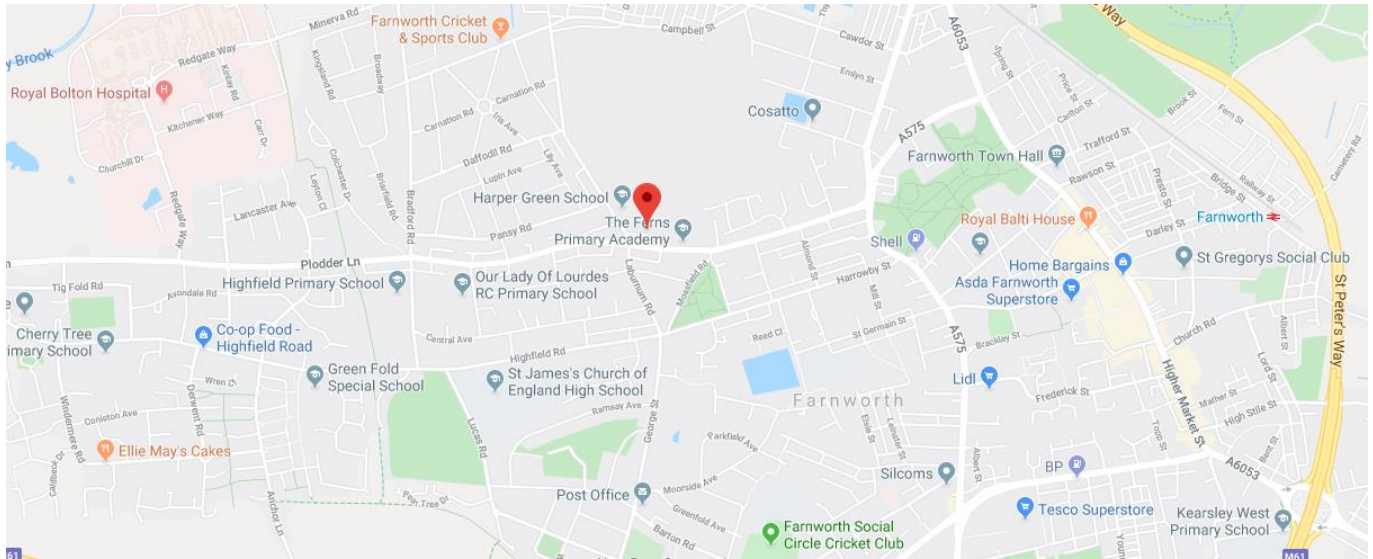
Our Vision

We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

The 10 values which underpin our vision:

1. We care passionately about the education and welfare of young people
2. We believe that all young people, irrespective of background or ability will be successful in our Trust
3. We are not and will never be selective. We believe that local schools are for all children
4. We are always inclusive. Our mechanisms to support the most vulnerable child to succeed and overcome barriers to learning are a key aspect of our work
5. Our approach to education recognises that outcomes are paramount and also allows children to gain experiences and values which prepare them fully for life in modern Britain. This includes workplace skills and appropriate advice for future progression
6. We have high expectations of behaviour
7. We adopt the local authority admissions protocol and work closely with them
8. We would always wish to act in such a way that has a positive effect on a neighbouring school or community. We care passionately about children in all schools, not just our own
9. That all employees act with integrity and embrace the value that 'we are the Trust'
10. We work regionally and nationally to develop approaches to MAT improvement that influence the wider school-led system

Where to Find Us



Directions to The Ferns Primary Academy

From the M61, exit at junction 4 towards Walkden/A6. At the roundabout take the first exit onto Watgate Lane. Turn right on to Plodder Lane/B6199. Continue down Plodder Lane for 2 miles and the academy will be on your left.

From Bolton via St Peter's Way A666, head north-west on Manchester Road/B6536. Continue on to Bolton Road/A6053. Turn right onto Gladstone Road/A575. Turn right on to Glynne St/B6199. The academy will be on your right in 0.3 miles. Once at the academy follow the sign for visitor parking and report to the main entrance.

Contact Details

The Ferns Primary Academy
Plodder Lane
Farnworth
BL4 0DA

Phone: 01204 471277

Email: ferns.enquiries@northerneducationtrust.org

Web: <https://tfa.northerneducationtrust.org>

Job Advert

Post: Vice Principal – The Ferns Primary Academy

Contract Type: Permanent

Salary Range: Leadership Range L10 – L14 (£55,360 - £61,042 FTE)

Working Type: Full Time

Base: The Ferns Primary Academy, Plodder Lane, Farnworth, Bolton, BL4 0DA

Please note: the post holder will be engaging in regulated activity, working mainly or wholly with children. This position is exempt from the rehabilitation of offender's act 1974. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

Northern Education Trust is a not-for-profit education charity, operating within the North East and North West of England, and works with schools by invitation only. It was formed in 2012 and currently sponsors 22 Academies – 10 primary and 12 secondary – making it one of the largest Multi Academy Trusts in the North of England. All of the Trust's primary schools are rated either Good or Outstanding by Ofsted, as are all the Trust's secondary schools which have been inspected whilst sponsored by NET.

We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

The Ferns Primary Academy is part of Northern Education Trust, a nationally recognised and trusted multi academy trust with vast experience of school improvement.

This an exciting opportunity for an exceptional leader to work closely with the Principal to help shape the continuous improvements required to ensure all our students have access to the educational provision they deserve. You will join a friendly and supportive team of professionals, contributing to regular networking meetings to enhance collaborative working across the Trust.

This will be underpinned by our vision 'We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for our children. By doing this, we enhance the life chances of the children and young people in our care'.

We are looking for a forward-thinking, hardworking and can-do leader who understands our vision of being 'Outcomes Focussed, Child Centred'. You must have the passion, drive and commitment to continue the outstanding work already achieved, working in collaboration with the Trust family of schools.

The ideal candidate will:

- Have experience of leading a team on a whole school development area and can demonstrate your impact.
- Be an outstanding teacher.
- Have experience of working as a member of a senior leadership team and / or managing school improvement.
- Be able to lead, motivate and inspire others.
- Demonstrate clear, strategic thinking in managing the school to achieve its aims and vision.
- Be committed to, passionate about and inspirational in continuing to raise standards.
- Have high expectations of learners in all areas.
- Achieve high effective partnerships with staff, pupils, parents, academy council members and the community.

- Be enthusiastic, creative and innovative.
- Have proven skills to monitor evaluate and report on standards of attainment, learning and teaching, and data analysis.
- Have excellent organisational skills.
- Be flexible and adaptable to the changing needs of our organisation.
- Have a proven track record of action planning and implementing for school development with evidence of impact.
- Have enthusiasm and sound common sense and are relentlessly positive.

In return we can offer you:

- An opportunity to work within an inclusive and values driven organisation.
- Extensive support to develop your potential in this forward-thinking trust at an exciting time in our development.
- An opportunity to be part of a team of welcoming, dedicated and hardworking individuals.
- A true commitment to Continuing Professional Development with access to over 180 courses via the National College.

In accordance with Keeping Children Safe in Education 2022, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the interview process.

The Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. All posts are subject to enhanced disclosure and barring service checks. We expect all adults to share our commitment to safeguarding and the health and wellbeing of our pupils.

In order to apply for this position, please visit: <https://northerneducation.octo-firstclass.co.uk/candidates/account/login/156732?aisId=12&rmlId=3350>

For more information, please contact Chloe Edwards, Assistant HR Advisor, at c.edwards@northerneducationtrust.org.

Closing date: Noon, Tuesday 4th July 2023

Interviews: Tuesday 11th July 2023

Job Description



Northern Education Trust – Job Description

Job Title:	Vice Principal		
Base:	The Ferns Primary Academy		
Reports to:	Principal	Grade:	L10 – L14
Service responsibility:		Salary:	£55,360 - £61,042
Additional:	Some travel will be required.	Term:	Permanent

If the Principal is absent, the Vice Principal will deputise, as directed by the Trust, and be expected to fulfil the professional responsibilities of a Principal, as set out in the School Teachers' Pay and Conditions Document (STPCD)

JOB PURPOSE

- Modelling the vision and values of the Trust and the academy compellingly and support strategic leadership
- Formulating the aims and objectives of the academy
- Ensure the academy achieves the aims and objectives set out in the academy development plan
- Actively promote the NORTHERN model of school improvement to promote excellent outcomes for all children across the work of the academy
- Embed all elements of the 'Deeps' within the day-to-day workings of the academy
- Constantly promote the personal development of all staff and participate in the work of the academy to achieve this
- In conjunction with the Principal, oversee the day-to-day management of the academy.
- Lead by example, holding and articulating clear values and moral purpose
- Build positive relationships with all members of the academy community, showing positive attitudes and promote equal opportunities at all times
- Keep up to date with developments in education and have a good knowledge of education systems locally and nationally
- Seek training and continuing professional development to meet own needs and the needs of the academy and the trust
- Collaborate with academies within the Trust and beyond to improve outcomes for children and to promote excellence in all areas
- Receive and act upon feedback to build on the strengths and improve personal performance within the academy systems
- Contributing, where appropriate, to the implementation of Trust and academy policies and practice. Promote collective responsibility for their implementation

Develop and sustain DEEP LEARNING across the Academy and the Trust through:

1. Providing support to all staff to improve the quality of teaching and learning across all curriculum areas
2. Using outcomes of assessment to support teachers in planning sequences of lessons to meet the needs of all children
3. Reflecting on the success of teaching strategies, individual lessons and curriculum plans in meeting the needs of students
4. Applying current research evidence to ensure that practice is effective
5. Taking part in coaching and mentoring programmes to support colleagues and develop own practice
6. Applying and expanding teaching repertoire and feedback to colleagues on effectiveness
7. Striving to deliver outstanding lessons
8. Providing good quality assessment using formative and summative methods in conjunction with the Academy's T&L policy
9. Overseeing the work of other '**core**' subject leaders to make sure that they maintain accurate records/evidence of their area of responsibility and that they are knowledgeable about the standards in relation to national expectations
10. Ensuring that other '**core**' subject leaders are knowledgeable about progression within their subject, that they contribute to the development of Trust curriculum plans and that other members of staff are adhering to curriculum requirements
11. Ensuring that the learning from the core subjects is embedded throughout the curriculum
12. Developing the use of technology to support learning across core areas
13. Taking responsibility for planning and execution of training days

Develop and sustain DEEP EXPERIENCE across the Academy and the Trust through:

1. Providing support to all staff to improve the quality of teaching and learning across all curriculum areas
2. Using outcomes of assessment to support teachers in planning sequences of lessons to meet the needs of all children
3. Reflecting on the success of teaching strategies, individual lessons and curriculum plans in meeting the needs of students
4. Applying current research evidence to ensure that practice is effective
5. Take part in coaching and mentoring programmes to support colleagues and develop own practice
6. Applying and expand teaching repertoire and feedback to colleagues on effectiveness.
7. Striving to deliver outstanding lessons
8. Providing good quality assessment using formative and summative methods in conjunction with the academy's T&L policy
9. Keeping portfolios of evidence and ensure that these are maintained by individual subject leaders
10. Overseeing the work of '**non-core**' subject leaders to make sure that they maintain accurate records of their area of responsibility and that they are knowledgeable about the standards in relation to national expectations

11. Ensuring that '**non-core**' subject leaders are knowledgeable about progression within their subject, that they contribute to the development of Trust curriculum plans and that other members of staff are adhering to curriculum requirements
12. Ensuring that the learning from the core subjects is embedded throughout the curriculum.
13. Developing the use of technology to support learning across the wider curriculum
14. Providing means of gathering information for self-evaluation: Student Voice, questionnaires, viewpoints of stakeholders and use opportunities for co-construction of the curriculum
15. Taking responsibility for planning and execution of training days
16. Co-ordinating displays with regards to events, opportunities and work which promote the academy

Develop and sustain DEEP SUPPORT across the Academy and the Trust through:

1. Supporting learner outcomes, irrespective of age, ability or background to achieve their full potential academically and socially
2. Having the strategic overview of the academy SEN policy and hold responsibility for the day to day practical implementation by all teaching and support staff
3. Working with the Principal and Academy Council to ensure the academy's responsibilities are met under the Equality Act (2010)
4. Complying with the Trust's Child safeguarding procedures and personalise them to the academy context
5. Reporting concerns, or take and act upon concerns, as appropriate to the Designated Safeguarding Lead
6. Working in collaboration with the Welfare and Attendance Officer to take responsibility for leading on the implementation of behaviour and classroom management within the classroom and the academy's environment
7. Promoting the consistent and fair use of the Consequences system within the classroom and the academy environment
8. Overseeing the work of the Pupil Support Team in improving outcomes for all children

GDPR

9. To adhere to GDPR and Data Protection Regulations, whilst maintaining confidentiality

Safeguarding

1. To follow all safeguarding and child protection policies and procedures
2. This role wholly or mainly involves working with children

General

1. To participate in wider Trust meetings and working groups as required

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

Person Specification

			Assessed by:	
No	Categories	Essential / Desirable	App Form	Interview / Task
QUALIFICATIONS				
1.	Qualified Teacher Status	E	✓	
2.	Degree (or equivalent)	E	✓	
3.	Recent participation in relevant professional development	E	✓	
4.	Higher degree or post graduate curriculum or leadership qualification	D	✓	
5.	Evidence of further professional development in the leadership and management of whole academy improvement	D	✓	
EXPERIENCE				
6.	Recent successful and effective leadership in raising achievement and attainment	E	✓	
7.	Recent successful experience as a senior leader in primary education	E	✓	✓
8.	Successful teaching experience across the primary phase	E	✓	
9.	Effective leadership of a team	E	✓	
10.	Substantial experience as a core subject/ phase leader	E	✓	
11.	Evidence of rigourously monitoring, evaluating and reviewing performance	E	✓	✓
12.	Evidence of the implementation of successful strategies used to raise pupil progression, achievement and attainment	E	✓	
13.	Evidence of promoting effective relationships between staff, students, employers, Governors, parents, multi-agency partners and wider community	E	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
14.	Experience of using assessment data to identify underachievement and lead successful intervention strategies	E	✓	✓

No	Categories	Essential / Desirable	Assessed by:	
			App Form	Interview / Task
15.	High level interpersonal skills	E	✓	✓
16.	Ability to lead effective student achievement and intervention programmes	E	✓	✓
17.	A clear vision and understanding of ways to remove barriers to learning	E	✓	✓
18.	Ability to communicate effectively in a variety of situations	E	✓	✓
19.	The ability to build and sustain effective working relationships with staff, students, Governors and parents / carers	E	✓	
20.	Ability to plan strategically	E	✓	✓
21.	Knowledge of current thinking in promoting the attainment of able students	D	✓	✓
22.	Knowledge of current thinking in utilising latest technologies to promote learning	D	✓	✓
23.	Knowledge of how to use pupil premium funding to bring about sustained improvement	D	✓	✓
24.	Experience of working within the senior leadership team	D	✓	
25.	Experience of reporting to Governors	D	✓	
PROFESSIONAL DEVELOPMENT				
26.	Evidence of leading successful staff development and training	E	✓	✓
27.	Evidence of recent training and development	D	✓	✓
PERSONAL QUALITIES				
28.	Pleasant and friendly manner	E	✓	✓
29.	Polite and punctual	E	✓	✓
30.	Reliable	E	✓	✓
31.	A commitment to working as part of the whole academy team and supporting the vision and aims of the academy	E	✓	✓
32.	Commitment to life long learning	E	✓	✓

No	Categories	Essential / Desirable	Assessed by:	
			App Form	Interview / Task
33.	Flexibility and adaptability	E	✓	✓
34.	Ability to demonstrate personal initiative and independent thinking, whilst working in a team environment	E	✓	✓

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

Chief Executive: Mr R Tarn

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