



Vice Principal

RECRUITMENT INFORMATION PACK

De Warenne Academy

Gardens Lane
Conisbrough
Doncaster
DN12 3JY

RECRUITMENT INFORMATION PACK

Contents

Principal's letter	3
Introduction	4
Delta Academies Trust Vision and Values	5
Why work for Delta Academies Trust	6
Application Process	7
Vacancy Advertisement	8
Job Description	9
Person Specification	11
Academy Statistics	13

February 2018

Dear Applicant

Post: Vice Principal

Thank you for your expression of interest in this post. We are seeking to appoint an exceptional, hard-working and talented colleague to join our academy in the role of Vice Principal, to provide high quality leadership and management to the academy and the Delta Academies Trust group.

Being part of Delta Academies Trust means our staff have access to great CPD opportunities, specialist Director support and trust-wide resources as well as superb career progression opportunities due to our commitment to developing emerging leaders.

De Warenne Academy is a rapidly improving school. We have the highest ambitions for all and work closely in partnership with parents and students to ensure every child can fulfil their potential. In summer 2016, we celebrated the best results in the history of the academy, with 61% achieving GCSE passes in maths and English at grades A*-C, alongside the highest A Level results in Doncaster. This year we focused on raising results across the entire curriculum and we saw GCSE attainment surge to meet similar standards across the vast majority of subjects.

De Warenne Academy is an incredibly vibrant and rewarding place to work, where staff and students know that education is hard work but also fun and enjoyable at the same time. If you take the opportunity to visit the academy you will see the safe, calm and well-organised environment along with the growing pride and rising aspirations very evident in our students.

I am extremely proud to work with such a talented team of students and staff, who work tirelessly to make De Warenne the highly successful and rapidly improving academy that it is today. Should you wish to be part of a team of staff that is determined to move the academy to the next level then De Warenne is the academy for you. If you feel that you have the skills, qualities, experience, drive and passion to join us on our journey of continued improvement, I very much look forward to receiving your application.

Yours sincerely

Anna Rooney
Principal

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve. You can find out more details about Delta and our academies at www.deltatrust.org.uk

Vision

'Changing lives'

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the 'Seven Principles of Public Life'
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- Career Development - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobssouth@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>



**Vice Principal
Permanent / Full Time
Leadership Scale L18 – L22 (£59,857 - £66,017)**

Required for May or September 2018

De WARENNE Academy serves the communities of Conisbrough and Denaby Main on the Doncaster/Rotherham border. We are part of Delta Academies Trust; a network which provides a rich source of support in sharing expertise and good practice. The academy has high aspirations for its students and staff and in February 2013 moved into brand new purpose-built state-of-the-art buildings.

We are seeking to appoint an inspirational and dynamic Vice Principal to join our academy from September 2018, or earlier where possible. The successful candidate will provide high quality leadership and management commensurate with the needs of the academy and the Delta Academies Trust group.

This would be a wonderful opportunity for any candidate with senior leadership experience who wishes to take their career to the next level, working at an academy that places learning at the heart of everything it does.

If you believe you have the experience, vision and drive required for this role then we would like to hear from you.

Visits to the Academy are warmly welcomed by appointment. Please contact the academy directly to arrange this.

We look forward to you joining our dedicated and supportive team.

Closing Date: Friday 16th March 2018 at 12 noon

An application pack can be downloaded from

recruitment.deltatrust.org.uk

or by contacting our recruitment team on

0345 196 0095

or email

jobssouth@deltatrust.org.uk

Delta Academies Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

Job Description

Post Title: Vice Principal
Grade: L18 – L22
Reporting to: Principal

Purpose of the post:

To provide high quality leadership and management commensurate with the needs of the academy and the Delta Academies Trust group

Main role:

1. To undertake the full range of duties and responsibilities as required by the Principal as set out in:
 - (a) The School Teachers Pay and Conditions of Service
 - (b) The roles and responsibilities set out in the job description for the substantive post held by the applicant
 - (c) Any other duties commensurate to the post title and grade, which the Principal may deem appropriate
2. To have a 'deep' as their major role (i.e. Learning / Experience / Support / Leadership)
3. To ensure that intervention, challenge and support is provided across all curriculum areas to ensure the highest possible outcomes are achieved for students
4. To ensure all Delta systems and policies are implemented consistently and to a high standard
5. To ensure effective teaching and learning throughout the academy through effective monitoring, evaluating, challenging and developing staff and modelling excellent practice through their own teaching
6. To participate in continuous professional development and support /consultancy work in at least one other academy per year
7. To actively promote equality of opportunity for all students and staff
8. To act as Principal of the academy as may be required

We expect you to:

- Be flexible in order to meet the constantly changing demand of the role
- Be prepared to undertake outreach work on behalf of the academy
- Keep up to date on educational development, strategy and thinking
- Actively pursue your own development as a potential Principal

- Show commitment to the rigorous continuous improvement of the academy
- Demonstrate a positive commitment to working with all stakeholders (students, parents, staff, etc) to improve the performance of the academy
- Put 'students first' in everything you do
- Be committed to providing a high quality workforce in order to provide the best possible opportunity for all our students

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the postholder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the academy in relation to the postholder's professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Principal or the incumbent of the post.

Postholders will be expected to comply with any reasonable request from a Senior Leader to undertake work of a similar level that is not specified in the job description.

PERSON SPECIFICATION

VICE PRINCIPAL

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
Graduate with Qualified Teacher Status	*		A/C
Further professional/academic study including NPQH or the desire to work towards it		*	A/C
Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, research/inspection findings and statutory requirements	*		A/I
Comprehensive knowledge of performance management requirements in an educational context		*	A/I
A knowledge of the new professional teaching standards	*		A/I
EXPERIENCE			
Significant experience at senior leadership level	*		A/I/R
An outstanding classroom practitioner with the highest expectations for the welfare and progress of all students	*		A/I/R
Have a thorough understanding of recent curriculum developments	*		A/I/R
Experience of monitoring and improving the quality of teaching and learning through rigorous quality assurance procedures	*		A/I/R
Proven experience of developing good working relationships with all stakeholders	*		A/I/R
Proven experience in the analysis of performance data for the purposes of target setting, monitoring and evaluation	*		A/I/R
Experience of strategic planning	*		A/I/R
Proven commitment to excellent and respectful behaviour from the whole academy community	*		A/I/R

Proven successful experience of leading whole school initiatives aimed at raising standards	*		A/I/R
SKILLS & QUALITIES			
Demonstrable ability to work effectively in a wide range of partnerships to achieve academy improvements	*		A/I/R
Proven ability to lead, manage and motivate teams effectively	*		A/I/R
Excellent communication skills in a variety of contexts	*		A/I/R
Lead, manage and co-ordinate staff through an effective team based approach	*		A/I
Ability to understand complex organisations and work with clearly defined line management and supervision structures	*		A/I/R
Ability to monitor and evaluate the work of others; to offer support and intervention where necessary	*		A/I/R
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS	Ess	Des	MOA
Commitment to raising standards and aspirations to ensure high levels of achievement and progress	*		A/I
Ability to work on own initiative and be pro-active	*		A/I/R
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
A commitment to safeguarding and promoting the welfare of children and young people	*		A/I
The postholder will require an enhanced DBS if offered the position (academy will arrange)	*		C

Key:

MOA= Method of Assessment, Ess= Essential, Des= Desirable, A= Application, I= Interview, and assessment, R = Reference, C= Certificate.

ACADEMY'S STATISTICS PAGE

Academy Facts and Statistics		
Type of School	Secondary	
Age Range	11-18	
Location	Conisbrough, Doncaster	
Denomination	Non-denominational	
Co-educational or single sex	Co-educational	
Number of students on roll	686	
No of students in 6 th Form	58	
Attendance	93.1% (2016/17)	
Date school established	September 2009	
Number of teaching staff	45	
Number of associate staff	36	
% of students on free school meals	47% Y7 – Y11	
% of students with SEND - statemented	11.3%	
% of students with EAL	1.3%	
GCSE results 5+ A* to C (and equivalent including English and Mathematics) Basics 4+	2015	40%
	2016	53%
	2017	54%