

Assistant Principal (Director of Inclusion) Vacancy

We are seeking to appoint an inspirational **Assistant Principal (Director of Inclusion)** for **September 2019** to lead and manage Inclusion, pastoral care, Safeguarding, enrichment and the development of character at the London Screen Academy. We want you to inspire, challenge and support students to achieve outstanding outcomes, overcome barriers and become equipped to join the screen industries or progress to higher education when they leave us.

To be successful in this role, you will:

- have a passion for inclusion, character development and diversity
- love storytelling in all forms and have a knowledge of film and television
- have the ability to ensure students, parents and staff believe in what we are aiming to achieve and choose to join us in our pre-opening phase
- have the ability to inspire, challenge and support students and staff to perform at the highest levels
- fully commit to our supportive but challenging ethos and culture
- thrive on working in teams but be able to work independently
- constantly challenge yourself to become a better teacher and leader
- commit to our comprehensive out of hours student enrichment programme.

In return, we will offer you:

- the chance to make your mark on an unprecedented brand new academy in Islington, central London
- an incredibly supportive group of Founders, Trustees and leaders
- a personalised coaching and training programme so that you can fulfil your potential as a leader
- the opportunity to work on a wider stage through our proud partnership with ELAM through Day One Trust
- flexible working conditions.

For an informal conversation about the role, please contact Nick Watkiss, Principal Designate at principal@lsa.ac.uk in order to arrange a time.

Key Information

Start date:	September 2019 (or before)
Salary:	Highly competitive
Closing date:	Monday 18 February – 12:00pm

LSA is committed to safeguarding and equality of opportunity and expects all applicants and members of the academy community to share this commitment.



1 February 2019

Dear Applicant

Director of Inclusion

Thank you for your interest in joining LSA as a founding member of our Senior Leadership Team.

This post offers a first-class opportunity for career progression at a brand new sixth form academy that will provide an unprecedented education to London's young people from September 2019.

We are committed to ensuring the screen industries become more representative of London's population and we seek a Director of Inclusion to assist LSA's crucial role in this.

Enclosed in this recruitment pack is information about LSA along with details of the role and our expectations of the successful candidate.

I would welcome a discussion in advance of you submitting an application so that I can share more details about the role, the academy and to answer any questions you may have. This can be arranged by emailing principal@LSA.ac.uk or calling the number listed below.

I'd like to wish you the best of luck with your application and I look forward to receiving it.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'Nick Watkiss', is written over a light blue circular stamp.

Nick Watkiss
Principal Designate



About LSA

LSA is a brand new sixth form academy for 16-19 year olds in London who have a passion for film and television and the stories they tell. We will open to 300 students in September 2019 and will educate up to 1000 young people when full.

At LSA, we do not believe that personal circumstances should ever be a barrier to any young person's ability to realise their potential and we are committed to ensuring the screen industries become more representative of London's population.

LSA is unlike any other sixth form. Through its founders we will provide unprecedented access to the screen industries and to its workforces. LSA will teach behind the camera skills covering many screen disciplines.

LSA's founders are a group internationally acclaimed British film producers. They are practising industry leaders who work every day in all areas of the screen industries. Alongside outstanding teachers and leaders, the professional crew members and studio teams with whom the founders work will be closely involved in the teaching of the LSA curriculum.

LSA will provide an engaging and innovative curriculum of academic study and practical training. We will develop students' talents, skills and attitude preparing them for careers in the screen industries and higher education. Our students will leave LSA as well-rounded, confident young adults.

Our teaching and curriculum will be project based and students will explore all the key areas of the screen industries. They will also study English, maths and a cultural enrichment programme so that they are fully equipped to find their way in the world.

We will place a strong emphasis on the development of the whole person. Through our pastoral, tutorial and enrichment programmes, we will equip our students with the life skills needed to progress in their professional and personal lives. Our students will all be known well by staff and challenged and supported to realise their potential. And crucially, within our newly refurbished stunning building, LSA will be a safe, accepting, diverse and fun place to study.

Location

Our building is on Highbury Grove, Islington but we are an academy for all London students and aim to educate young people from every London borough. LSA is easily accessible from all areas of London.

Leadership structure

In addition to the successful applicant for this role, the Senior Leadership Team will consist of the Principal, the Vice Principal (Director of Screen Specialism), and up to two additional Assistant Principals. Roles and responsibilities will be matched to the skills and interests of each member of the team and reviewed regularly. A middle leadership structure will be developed over time in order to meet the needs of the academy, complement the strengths of senior leaders and to provide promotion opportunities for staff as we grow.

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Curriculum

In the first year LSA's curriculum will provide students with a broad knowledge of the many skills and disciplines within the screen industries.

In the second year students may choose to specialise in a specific area.

Across both years all students will be taught Storytelling, English and Literacy as an integral part of the visual creative process.

LSA's students will learn to improve their communications skills, work constructively within a team, gain basic business knowledge and develop self-management skills.

LSA's core course is the UAL Level 3 Extended Diploma in Creative Media Production and Technology and is equivalent to three A Levels.

Eight pods of learning will be taught through projects across the two year syllabus. These are:

- script development, writing and direction
- production which includes budgeting, locations, scheduling, health and safety and legal
- art department which includes drafting, model making and props
- costume, hair and make up
- camera, lighting and sound
- post production and editing
- games, visual effects and post production
- publicity, marketing, distribution and programming.

In addition to the core course all students will study Storytelling, English and maths from GCSE up to A-Level, depending on their starting points. These courses will develop critical, reflective, problem solving and independent learning skills and are complementary to the core course.

Students will also participate in an enrichment programme where they will focus on personal development, explore global citizenship issues and experience the many cultural offerings available in London.

Progression routes

Once students graduate they will be able to join the screen industries, progress to higher education or join other professions.

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Person specification

At LSA we don't believe in a single, carbon-copy model of what constitutes an excellent leader, teacher or member of support staff. The best people come in all shapes and sizes. We're looking for candidates who bring a breadth of experience and fresh eyes, both inside the classroom/studio and beyond.

The following list offers a brief snapshot of the attributes we value. In all cases, we'd be looking for direct examples of how you have embodied these qualities throughout your career along with your potential to move us on and demonstrate excellence:

- **Leadership.** At every level of LSA life, we want people who can take responsibility and shape outcomes for the better
- **Positivity.** Working with young people is a pleasure and a privilege. We expect colleagues to bring a vibrant, can-do approach to the job
- **Willingness to learn and improve.** Professional development underpins our work at LSA from top to bottom. We want colleagues to be receptive to constructive feedback and push themselves to improve
- **Teamwork.** This job is about building partnerships and helping others to thrive in and out of the academy. We're looking for collegiate, good-natured colleagues with a sense of humour and shared purpose
- **Inspiration.** A key responsibility of all LSA leaders is to inspire students to have a thirst for knowledge and aspire to fulfil their potential before progressing into the screen industries, higher education or work.

Eligibility

To be considered for this position, you must:

- hold a degree in a relevant subject area
- hold a teaching qualification
- hold qualifications in special needs education and student support
- have significant experience supporting students of all backgrounds to overcome their educational and emotional barriers
- be able to ensure all members of staff embed a strong culture of student support and safeguarding in everything they do and teach
- demonstrate a commitment to ensuring all our students thoroughly enjoy and thrive on their schooling
- have experience or a passion for working at sixth form and/or FE level
- have the capacity to enable students to make outstanding progress over time
- demonstrate a strong commitment to the development of the whole person through a personalised approach to education and pastoral care
- thrive on working in teams but be able to work independently
- be committed to our comprehensive out of hours enrichment programme.

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How to Apply

In order to apply please send the following to principal@lsa.ac.uk:

- A CV
- A covering letter of no more than three sides explaining
 - a) why you want this job at this stage of your career
 - b) why you are a suitable candidate for LSA
 - c) how you will ensure LSA becomes an inclusive school with an exceptional safeguarding culture and robust methods to support all students to break down educational & emotional barriers
 - d) your career aspirations in the medium and long term.

Timeline

Deadline for receipt of applications: **Monday 18 February – 12:00pm**

Post begins: **September 2019 (or before)**

We will respond to all applications and inform you whether you have been successful in the first stage of long listing. We will offer detailed feedback to all candidates taken through to assessment stages and final interviews.

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