



The Collegiate Trust
Exceptional Education for All

Deputy Principal

Information for Applicants

Academy	<i>The Quest Academy, South Croydon</i>
Required	1st January 2022
Salary	TCT L19 - L25 (£69,086 - £79,488)
Closing Date	Monday 27th September 2021
Interviews	Week beginning Monday 4th October 2021



Welcome



Dear Applicant

A very warm welcome to the Quest Academy. We are a great place to begin or further your teaching or support staff career.

At the Quest we know that having great people is our biggest asset and we work very hard to make sure that the posts we offer, the professional development we provide and the environment we create are the cornerstones of a highly successful Academy on a journey from 'good' to 'outstanding'.

As a new or experienced colleague, you'll be joining an Academy which has already demonstrated considerable success. In the main Academy all of our students make excellent progress that is above the national average by the end of Year 11 (our Progress 8 figure is +0.25 as an average over the last 3 years) and in our thriving Sixth Form, Quest6, nearly all of our students pass every subject (98%+ A*-E in 2018, 2019 and 2020) and an impressive record of sending almost every student to University, including Oxbridge.

I know that the atmosphere at the Academy and the climate in the classroom are key considerations for staff. At the Quest we have created a disciplined environment where you can share the passion of your vocation with well-behaved and curious learners. Levels of attendance are above the national average because our students enjoy coming to school and we have very well-crafted systems of support in place to make sure there is no distraction from learning in the classroom.

We also believe we are outstanding in the support we provide for staff development. We have achieved the 'CLPD Gold Mark' for our professional development work. We run in-house training sessions every week to update and further our colleague's skills and we offer part-time taught Masters and Doctoral programmes for more experienced teaching staff.

We are also very fortunate to occupy a stunning 17 million pound building with extensive grounds which we moved into in 2014. Every teaching area is brand new and across the campus we have invested in nearly one million pounds of cutting edge IT equipment to support great learning.

Geographically we are ideally located just 15 minutes from the M25, forty minutes from central London by train and Croydon itself is undergoing major investment as a place to work and live. Rents are relatively low for London and the town centre, with venues such as Boxpark and the Southend restaurant quarter, mean there is always something to do.

I do hope that our vacancy will be of interest to you. We welcome visits at any time to see us at work so that we can show you all of this in person.

With best wishes

A handwritten signature in black ink, appearing to read 'A Crofts', written over a white rectangular background.

Mr A Crofts
Principal



Key Information

The Quest Academy is committed to ensuring that each student succeeds academically and personally. Our motto, *Learning Changes Lives* (Eruditio Vitas Commutat) reflects our belief in the importance of our work. We are committed to making sure that every student makes outstanding progress. We have high expectations of every student, offer the best quality teaching and insist on the highest standards of behaviour and respect.

The Quest is a positive, rich and innovative learning environment where every student can achieve excellence in all that they do, in the classroom and beyond it.

We offer a wide range of enrichment activities to extend learning in a range of contexts and promote leadership, teamwork, reflection, confidence and high self-esteem.

We are constantly searching for new ways to encourage participation and service to others as the basis for the development of lifelong learning and a happy and successful life.

Our strength comes from strong partnerships: with our parents, the community we serve and the close links we have with the Collegiate Trust. Together we have extensive experience and expertise to guide our work.



You can find out more information about our school, and our Trust at the following websites:

www.thequestacademy.org.uk

www.tct-academies.org

Information about *The Collegiate Trust*

Our Trust works in the Crawley and Croydon areas with a clear vision to deliver *exceptional education for all*. Such an education achieves excellent outcomes in pupil progress and attainment, a rich creative, cultural and physical learning experience, and great personal and social development for all pupils. We achieve this by working with and developing strong teams of staff in each school, under the direction of the Principal of the school and the *Local Governing Body* (LGB)

The Trust has grown out of *Riddlesdown Collegiate*, an **outstanding** (OFSTED, May 2016) secondary school in Croydon with almost 2000 students and over 200 staff. *Gossops Green*, in Crawley, was the next school – and the first primary – to join the Trust, followed by *Waterfield Primary* (also in Crawley) on 1st March 2018. *The Quest Academy* joined the Trust on 1st June 2018 and *Courtwood Primary* and *Gilbert Scott Primary* joined the Trust on 1st September 2018.

Each school within the Trust is supported centrally by a designated *Director of School Improvement* on teaching and learning issues, the *Chief Operating Officer*, *Finance Manager* & *HR Manager* on business management and HR issues, and the *CEO* on wider leadership issues. This complements rather than replaces in-school functions and allows the Principal and LGB to operate with a high level of autonomy in delivering the highest standards in their school. The LGB works to a *Scheme of Delegation* approved by the Trust's Board of Directors.

Our Values

Strong moral values underpin the ethos of The Quest Academy. We welcome students from a wide range of cultural and faith backgrounds and expect all families to value and support the moral values at the heart of all aspects of life at The Quest Academy.

We foster understanding, tolerance and mutual respect whilst producing confident, capable and respectful young people. At all times, we aim to create an environment that nurtures and develops:

- Integrity
- Compassion
- Respect
- Tolerance
- Kindness
- Courage
- Generosity
- A life-long love of learning

These values make The Quest Academy a positive and inclusive community in which all students feel safe, valued and part of the family.



Quest6

Students at The Quest Academy's 6th Form, Quest6, have excelled across the range of courses that are on offer. For many years now students have achieved at least a 98% pass rate at A Level and every single Sixth Form student has now gone on to further study.

Students at Quest6 (and staff) have access to cutting-edge, state-of-the-art facilities that – for at least the foreseeable future – are arguably the best that Greater London has to offer. A dedicated social study area, seminar-style teaching rooms, brand new technology as well as access to all of Quest's new buildings ensure that current and future Quest6 students will learn in a modern, peaceful, exceptional education environment.



Job Description

Job Title:	Deputy Principal
Responsibility Level:	TCT L19 - 25
Accountable To:	Principal & Governing Body



Mission:

Ensuring that in all areas of Academy life we achieve outcomes above expectations for all students, especially in the standards they attain, the progress and achievement they make and in their behaviour.

General Responsibilities:

1. In partnership with the Principal, to lead the school Community to achieve or surpass The Quest Academy key performance indicators and targets for student outcomes.
2. To ensure the Academy demonstrates continuous, rapid and above average improvement.
3. To secure the commitment of all staff and students of the Academy to its vision and the expectations set out in the Development Plan.
4. To model the values and behaviours expected of those in the Academy and to promote The Quest Academy's core values and expectations in the language, policies and practices of the Academy.
5. To inspire by example, setting high standards of leadership in support of outstanding student progress.
6. To work collaboratively within the Senior Leadership Team to determine policy, strategy, to evaluate and prepare action plans with regard to the development of the Academy.
7. To lead and develop high-performing teams and to take responsibility for the leadership and development of Middle Leaders.

Specific Responsibilities:

1. To be accountable for the Academy's day to day operations, including oversight of the extent to which students develop workplace and other skills that will contribute to their future economic well-being.
2. To be responsible for the rapid and sustained improvement of all students' achievement and the extent to which they enjoy their learning, taking into account:
 - Students' prior attainment and benchmarks.
 - The quality of students' learning and their progress.
 - The quality of learning for students with special educational needs and/or disabilities.
3. To ensure that the quality and effectiveness of provision in the following areas is outstanding:
 - These areas will be agreed with the post holder
4. To ensure that relevant resources are deployed in an efficient and effective way in the pursuit of outstanding learning.
5. To take an advisor role in appropriate Governors' meetings; to foster informed understanding of the Academy's performance and to nurture effective relationships with the governing body.
6. To be well-informed about current developments and initiatives in education.
7. To deputise for the Principal when necessary.

Annual Responsibilities:

To be negotiated on an annual basis.

Other Requirements for all Staff:

1. To carry out any other duties as may reasonably be required by the Principal.
2. To be aware of and adhere to all Academy policies and procedures.
3. To maintain confidentiality at all times.
4. To promote and safeguard the welfare of children and young people at the Academy.
5. To participate in supervisory duties as scheduled and commensurate with the responsibilities of the post.

This job description should be viewed together with your contract of employment, your responsibilities as a teacher as defined by the Secretary of State and the Teacher Standards of 2012 and the Academy's staff handbook, known as *Guiding the Quest*.



Person Specification

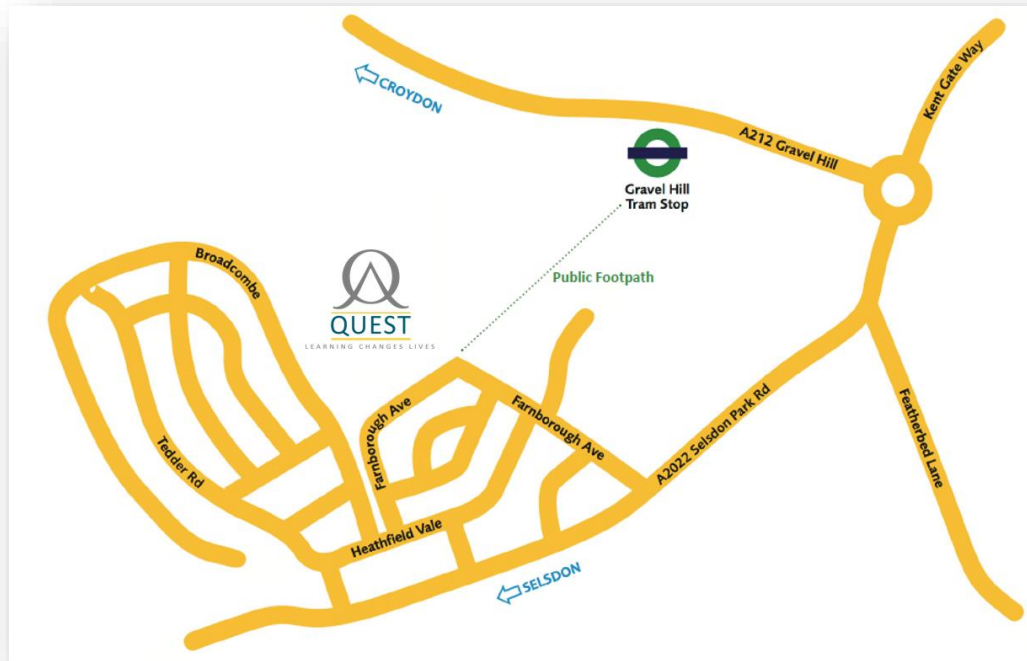
Qualifications
An honours degree (2:2 or better)
Qualified Teacher Status
Evidence of further professional development – <i>the NPQH is desirable</i>
Experience
At least three years of Senior Leadership Team experience
Extensive experience working with secondary age students
Experience of more than one school
Skills and Attributes
Ability to deliver high quality teaching and learning over time
Secure understanding of recent initiatives and developments in education
Capacity to work alongside colleagues, contributing effectively to teams
Ability to quickly establish and maintain positive relationships with a variety of stakeholders
Understanding of safeguarding issues and promoting the welfare of children and young people
Well-developed communication skills: including high level of written English, oral literacy and ICT use
Commitment to extra-curricular activities, trips and visits
Honesty, integrity and compassion
Potential for headship

***The Collegiate Trust* is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.**

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the *Disclosure and Barring Service*.

Appointment will be dependent upon further health, medical and attendance checks.

How to Find Us



By Car:

If you are travelling by car, The Quest Academy is located on Farnborough Avenue which is off of the A2022, Selsdon Park Road. If you are coming from the M25 junctions 7 (Croydon), 6 (Caterham) or 4 (Orpington) provide easy access to Selsdon.

By Train

The nearest mainline station is East Croydon. You can then take either a number 3 tram (toward New Addington) and alight at Gravel Hill or one of the several buses that serve the area: 433, 130 or 466.

By Tram

There is a wide footpath (keep to the right hand side) which runs from the tram stop past the back of John Ruskin College, Gilbert Scott Primary School and Red Gates School, finishing in the corner of Farnborough Avenue. This walk takes about 12 minutes. The Academy is located on the right-hand side of Farnborough Avenue.

By Bus: Bus routes: 433, 64, 130, 466, 359.

The Quest Academy
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💻 www.thequestacademy.org.uk