



VALLEY INVICTA
ACADEMIES TRUST

Headteacher

Valley Park School



Shaping Tomorrow's Future Together

Valley Invicta Academies Trust is a dynamic, vibrant, multi-academy trust comprising of nine schools – five primary and four secondary – and Valley Invicta Teacher Training, all based in the Maidstone and Malling area of Kent.



VALLEY PARK
SCHOOL



Trust Welcome

Valley Invicta Academies Trust (VIAT) consists of an exceptional cluster of five primary and four secondary schools at the heart of the local community. We put the young people we teach at the very centre of all we do. Our staff are equally at the heart of our schools.

We are now recruiting for a Headteacher to join us. This is an exciting opportunity for an enthusiastic and committed leader to join a very successful, mature Trust that encourages all its staff to be the best they can be.

We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact; to support the achievement of outstanding outcomes for our students and staff, as well as ensuring that our schools continue to develop their current standards and achievements – both academically and pastorally.

The successful candidate will receive encouragement, support, and guidance to develop their own career within the Trust, which prides itself on ‘growing its own’ talent.

Vacancy

Who are we looking for?

We would like an enthusiastic, dedicated and ambitious team player to join us at Valley Park School.

This is a wonderful opportunity for an experienced senior leader to join a popular school with an established staff body, and to take it to its next stage of growth development.

As a Trust, VIAT recognises the need to drive standards and to reflect and adapt according to the changing context of our community and the world we live in. We would like a leader who has a genuine interest in the needs of their school community.

Valley Park School

At Valley Park School, we aspire for every student to reach their true potential; our broad and balanced curriculum reflects both the academic and the personal development knowledge and skills required in order for our young people to take up meaningful and knowledgeable roles in society when they leave us.

Our students benefit from an Arts-rich environment, and all students are encouraged to engage in the Creative Arts.

The curriculum is broad and balanced throughout all year groups, encompassing traditional academic subjects alongside vocational pursuits.

We offer pathways to suit our students at key stages four and five, with careers guidance to support the decision-making processes.

Students are encouraged to express and share their own interests, to pursue their passions and to develop as individuals – not just through their academic studies but also in their support for the communities in which they belong.

Valley Park School appoints staff who share the school's vision and ethos, are specialists in their subjects, and are keen to collaborate.

Are you looking for a new challenge?

Do you:

- Love teaching?
- Strive for academic excellence?
- Want your students to feel valued, safe, and happy?
- Enjoy working within a strong team?
- Have commitment to providing an exciting range of opportunities for students?
- Inspire your students, parents/carers and colleagues?
- Believe that every student can learn, achieve, and thrive?

Are you the right candidate?

We would like to hear from you if you are:

- An energetic and ambitious school leader with a track record of success at secondary level;
- A motivated and inspirational leader with high expectations of staff and students;
- Confident and able to communicate a clear vision for the school with our existing leadership group;
- Able to develop students and staff to reach their full potential;
- A team player who understands the benefits of working in a Trust;
- Determined to provide the best for your school community.

If you think you would thrive in this environment we want to meet you.

Position	Headteacher
Location	Valley Park School
Responsible to	CEO
Basis	Permanent, full-time
Commencement	September 2023
Salary	Negotiable (guide £90,000 - £100,000)

Application Process

We are, of course, seeking to appoint the best possible candidate and therefore the application process will undertake all necessary measures to achieve this.

When ready to apply, suitable and interested candidates are invited to complete an online application detailing why they are suitable for the role.

If you have any queries on any aspect of the application process or need additional information, please contact Mrs E Owen.

The Trust is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



Closing date for applications

Monday 27 March 2023

Interviews and assessment activities

Wednesday 29 March and
Thursday 30 March 2023

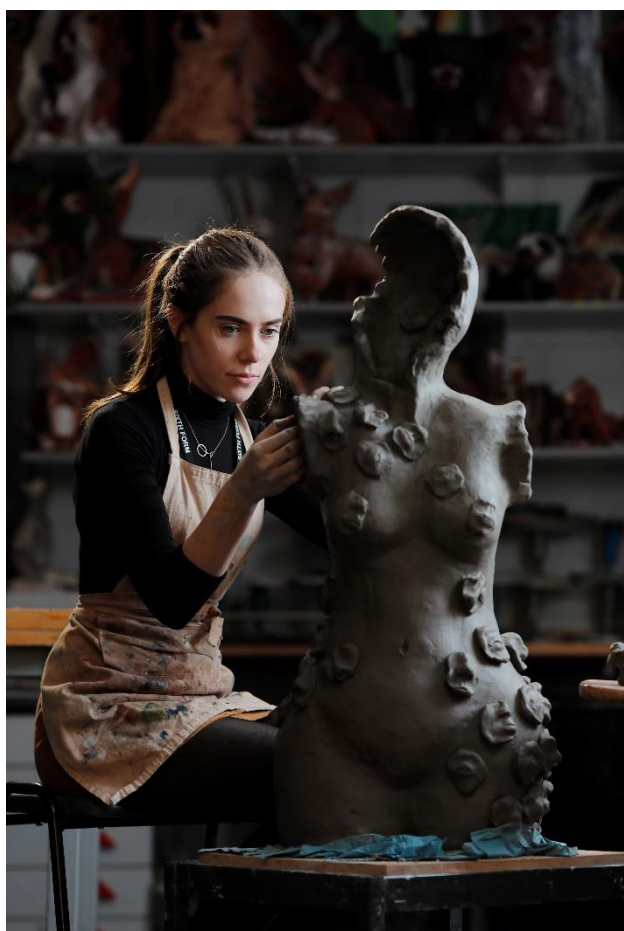


Role Summary

We are seeking to appoint a committed and hard working Headteacher to join our leadership team from September 2023.

In addition to the Conditions of Employment for Headteachers, set out in the most recent version of the School Teachers' Pay and Conditions Document, this role will be responsible for:

- Working with Valley Park School Leadership Group and Governors (individual and collective), to provide strategic leadership and hold overall accountability for direction, standards achieved and quality of education within the school;
- Providing leadership and management which enables the school to give every student high quality and which promotes the highest possible standards of achievement and wellbeing;
- Securing the long-term success of the school by maximising skills and resources;
- Contributing to system-wide leadership capacity at all levels.



About you

We are looking for someone who feels an affinity with our values and our vision, and a core purpose of delivering the very best education for our students and communities.

You will have an impressive track record of school improvement, with superb leadership skills and the ability to motivate and empower others.

You will also have a clear vision for continual and rapid school improvement and the ability to challenge robustly and constructively, alongside the knowledge to facilitate success for both students and staff.

Other skills, knowledge and experience we look for include:

- Qualified Teacher Status;
- Degree or equivalent qualification;
- National Professional Qualification of Headship (welcomed but not essential).

Next Steps

If you have any queries about this role, please contact Mrs E Owen, PA to Trust Executive – e.owen@viat.org.uk

For more information about Valley Park School, please visit www.valleyparkschool.viat.org.uk

For more information about Valley Invicta Academies Trust, please visit www.viat.org.uk

Person Specification

Qualifications

Essential

- Qualified Teacher Status, completed Degree or equivalent qualification;
- Evidence of continuing professional development.

Desirable

National Professional Qualification of Headship.

Experience, skills and knowledge

Essential

- Significant experience as a Deputy Headteacher or Head of School with a sustained record of driving standards;
- Experience of developing partnership and learning between departments;
- Experience of the effective management of budgets and resources;
- Evidence of successfully leading and sustaining educational initiatives;
- Evidence of effective appointments and people management;
- Knowledge of the mission, vision and values of VIAT;
- Knowledge of statutory education frameworks, including governance;
- Knowledge of ways to build, communicate and implement a shared vision across a number of schools;
- Knowledge of leading change, creativity and innovation;
- Knowledge of new technologies, their use and creative impact;
- Knowledge of strategies for communication, both within and beyond the school;
- Knowledge of models of teaching and learning/pedagogical practice;
- Knowledge of models of attendance and behaviour management;
- Knowledge of strategies for ensuring inclusion, diversity and access.
- Knowledge of child protection and safeguarding procedures;

- Knowledge of curriculum design and management;
- Knowledge of the self-evaluation process and its role in driving continuous improvement;
- Knowledge of strategies to promote individual, team and organisational development;
- Knowledge of building and sustaining a learning community within school;
- Knowledge of the impact of change on organisation and individuals;
- Knowledge of strategic financial planning, budgetary management and principles of best value;
- Knowledge of the use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance
- Knowledge of the work of other agencies and opportunities for collaboration.

Leadership skills

Essential

- Ability to develop and maintain a clear vision and lead others to plan and deliver it;
- Ability to articulate this vision to diverse audiences;
- Ability to establish successful relationships at all levels and have good communication skills, both verbal and written;
- Commitment, drive and the ability to achieve the highest standards and best practice across all aspects of the school;
- Ability to cultivate a team ethic;
- Ability to lead, coordinate and delegate.



Job Specification

Responsible to: CEO/Trust Executive

Responsible for: Whole school Intent, Implementation and Impact

Accountable to: CEO/Trust Executive

Job summary

The Headteacher, under the direction of the CEO/Trust Executive, will take a major role in:

- Formulating the aims and objectives of the school;
- Establishing policies for achieving these aims and objectives;
- Managing staff and resources;
- Monitoring progress towards the achievement of the school's aims and objectives.

Key working relationships

- Trust Executive Team;
- Leadership Group;
- Director of SEN and Designated Safeguarding Lead;
- Teachers and students;
- Parents/carers;
- Local School Board;
- External Agencies.

School Culture and Behaviour

Under the direction of the CEO/Trust Executive, the Headteacher will:

- Create a culture where students experience a positive and enriching school life – both academically and pastorally;
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school;
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy;

- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life;
- Ensure a culture of staff professionalism.

Teaching, Curriculum and Assessment (Implementation and Impact)

Under the direction of the Trust Executive, the Headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence;
- Ensure teaching is underpinned by subject expertise;
- Ensure the teaching of a broad, structured and coherent curriculum;
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities;
- Ensure the effective use of formative assessment to inform strategy and decisions;
- Ensure the use of valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum using the National Curriculum and the Ofsted Framework.

Additional and Special Educational Needs (SEN) and Disabilities

Under the direction of the CEO/Trust Executive and in liaison with the Trust Director of SEN, the Headteacher will:

- Promote a culture and practices that enable all students to access the curriculum including the lowest 20%;
- Ensure all staff have ambitious expectations for all students with SEN and disabilities;
- Ensure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate;
- Ensure the school fulfils statutory duties regarding the SEND Code of Practice.

Job Specification cont'd

Organisational Management and School Improvement

Under the direction of the CEO/Trust Executive, the Headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the Local School Board and through consultation with the school community;
- Establish and oversee systems, processes and policies so the school can operate effectively;
- Ensure staff and students' safety and welfare through effective approaches to safeguarding;
- Manage staff well with due attention to workload;
- Ensure rigorous approaches to identifying, managing and mitigating risk;
- Allocate financial resources appropriately, efficiently and effectively;
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context;
- Make sure these school improvement strategies are effectively implemented.

Professional Development

Under the direction of the CEO/Trust Executive, the Headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities;
- Keep up to date with developments in education;
- Seek training and continuing professional development to enable progression across the Trust.

Governance, Accountability and Working in Partnership

Under the direction of the CEO/Trust Executive, the Headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility;
- Ensure that staff understand their professional responsibilities and are held to account;

- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties;
- Work successfully with other schools and organisations;
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students.

Safeguarding

VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equality and Diversity

The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.



Benefits at Valley Invicta Academies Trust and Valley Park School

VIAT is a dynamic organisation with many career opportunities for new and existing staff.

Here are just some of the benefits the Trust offers:

- An open and collaborative working environment, not just within Valley Park School but across the Trust;
- A career in an organisation that values individuality and diversity.

Professional development opportunities:

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career;
- Opportunities for career progression across our family of schools;
- Subsidised MA opportunities with local and national universities;
- Coaching and Mentoring Programmes.

Financial:

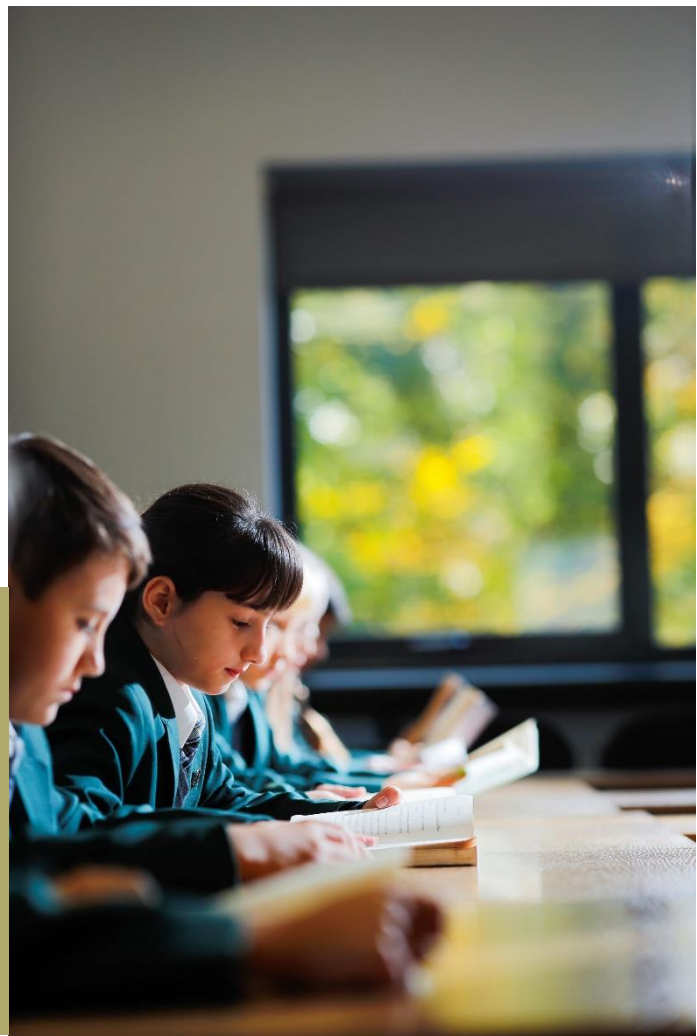
- A competitive salary whereby pay progression is possible on an annual basis, following successful performance;
- Access to an attractive pension plan;
- Access to a range of benefits and discounts through Kent Rewards.

Equipment and facilities:

- Apple MacBook Air;
- A great working environment with some brand new facilities, and further developments in discussion;
- Free car parking;
- On-site catering, reasonably priced for staff;
- Social networking opportunities across the Trust to create new relationships both inside and outside the work setting.

VIAT also offers access to a range of health, wellbeing and personal support.

Our schools continually evolve in our drive for excellence; we aspire to provide Outstanding Care, Outstanding Education and Outstanding Opportunities.





Trust Vision and Values

VIAT believes in the benefits of cross-phase education whereby all pupils, regardless of background, are taught a broad curriculum by specialist teachers across all ages; thereby enabling them to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning; securing the very best outcomes for pupils.

Our children only get one chance in their education, and it is our responsibility to provide the very best for them.

All our schools have a strong and cohesive outlook, reflecting our inclusive vision; staff and pupils are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate and enable them to grow in confidence, while cultivating thinking skills, and creative potential beyond typical expectations.

This secure foundation ensures an ambitious and aspirational approach, as well as a broader commitment to, and proactive engagement in, wider society, enabling our pupils to be fully ready - academically and personally - for their transition from primary into secondary school and a life-time of influence beyond.



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