

GROVE ACADEMY

Start your learning journey with us

A new school
for 4 to 18
year olds

Wellington
Street, Slough

groveacademy
.co.uk



Application pack

VICE PRINCIPAL





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Our vision

Grove Academy is the first all through school to open in Slough, offering pupils from the age of 4 to 18 a unique and exciting experience. Grove opened in September 2017 on a temporary site in central Slough whilst a brand new, multi-million pound school is built.

Grove was established through a unique and innovative partnership involving the Slough Association of Secondary Headteachers (SASH). They created the SASH Education Trust as the vehicle to provide new educational choices for parents in the town. It is their joint passion for enhancing the life chances of the pupils of Slough that has driven the vision for Grove. The aim of the SASH Education Trust is to provide a vibrant education for local pupils and Grove is at the centre of the strategy to ensure there is the widest possible curriculum choice for the young people of Slough.

The school will grow each year, with 4 forms of entry at EYFS/primary and 6 forms at secondary (full capacity will be 1,940 including 6th form) growing slowly to enable us to establish clear ethos and expectations. A large academy, but with the heart of a small community school. Our children will work together in teaching and learning communities (TLCs) so that older students can provide good role models and mentor our younger pupils. The site will be organised so that different phases can work in partnership and yet maintain their own separate spaces.





Curriculum and project based learning

The school is delivering a curriculum that focuses on making learning relevant and real, enriched with hands on experiences. A curriculum that encourages enterprise opportunities at all levels, enabling our pupils to be confident, responsible and active citizens of Slough. Our pupils are resilient and creative learners, able to apply their learning to real life situations.

Our curriculum is centred on 'project based learning' with real life products or outcomes to drive it. Teachers devise projects or 'vehicles for learning' that are linked to activities that people do in the real world, that stretches the pupils, ignites their imagination and is true to our values.

This approach is developed in different ways across both the primary and secondary phases and compliments specialist subject teaching.

We will exploit the contacts and opportunities of being in a lively town by working with other organisations and companies to provide our pupils with real work experiences. They will learn the skills and roles of working together in teams for a common goal. There is a clear emphasis on innovation and leadership. The curriculum encourages problem solving, critical reflection, research and challenge and the development of analytical skills fostering the business men and women of the future.

All pupils are encouraged and given the confidence to participate in decision making, providing support and/or creative input across the three areas of family well-being, public service and generating wealth. Through this we will develop self-confident and responsible pupils who contribute to the local community of Slough and who will be well placed to become leaders of the future.

Unique opportunities

We want Grove Academy to be a great place to work, a place where you will feel valued for your hard work.

This is a fantastic opportunity to help us design and shape Grove Academy into an exciting learning hub for both pupils and staff. It is a chance to blur the lines and learn from the best practices in EYFS, primary and secondary phases and enable you to develop your expertise and interests across phases.

Grove Academy is an outward facing school, keen to learn from others and research, so providing networking opportunities for staff at all levels is important to us.

As the school grows so will the leadership pathways available to suitable candidates because our philosophy is to 'grow our own' where possible.



New Building Design





Job description and person specification

JOB DESCRIPTION	
POST TITLE: Vice Principal	SALARY:
CONTRACT TYPE: Full-time/permanent	RESPONSIBLE TO: Principal
MAIN PURPOSE	
<ul style="list-style-type: none">• Deputise for the Principal• Provide outstanding leadership of the school to ensure its continuing improvement and success• Develop and provide access to the best possible education for every student to secure high standards• Manage the school and its resources effectively• Promote and secure wider community and stakeholder involvement in the school• Work effectively and collaboratively with all staff, students and parents• To support the Principal in ensuring the future and continued success of the school	
LEADERSHIP AND STRATEGIC DEVELOPMENT	
<ul style="list-style-type: none">• Provide leadership that secures the delivery of high standards of attainment and personal development for all students and staff• Provide leadership in the development of innovative teaching and learning and extended community activities• Ensure that all statutory requirements are met	
STANDARDS	
<ul style="list-style-type: none">• Help develop and implement a broad and relevant curriculum which embraces innovative approaches to teaching and learning, and is at the forefront of best practice, to meet the needs of all students• Monitor and evaluate the curriculum for quality• Embed data and benchmarking systems to monitor progress, raise standards and ensure a continuous and consistent school wide focus on students' achievement which engages the support of parents/carers and the assistance of other stakeholders• Ensure that suitably challenging targets are set, including those for student attainment, progress and attendance• Develop an ethos and structure for managing behaviour which enables each student to achieve their potential, including the management of pastoral care, student welfare and effective anti-bullying procedures. The rewards system will be integral in this aspect of the school and essential for every child to fulfil their potential• Support the maintenance of effective assessment, recording and reporting systems of student progress• Involve students, as partners in the learning process, in the development and decision-making of the school.	
LEADING PEOPLE	
<ul style="list-style-type: none">• In partnership with the Principal, lead the selection, appointment, deployment and management of high-quality staff to ensure that effective learning takes place throughout the school• Create, maintain and enhance effective working relationships with staff, including consultation with professional associations, as appropriate• Maximise the contribution of staff to improve the quality of education provided and standards achieved and to sustain the progress of the school• Manage the effective deployment and performance of all staff by supporting and ensuring their professional development• Regularly review own practice and performance, set personal targets and take responsibility for own development• Promote the school ethos, values and aims, characterised by high aspirations and expectations	

MANAGING THE ORGANISATION

- Support the Principal in the internal organisation, management and control of the school
- Support the Principal in planning, managing and monitoring the curriculum and all policies, procedures and initiatives
- Ensure the regular monitoring of department budgets and the oversight and effective use of resources
- Manage and organise accommodation efficiently and effectively to ensure it meets the needs of the curriculum, extended use, health and safety requirements and promotes a positive learning environment for all
- Help monitor and evaluate the overall provision and use of resources to secure value for money
- Seek all opportunities to maximise resources for the school and its community
- Create an awareness of environmental issues both within and beyond the school and help to develop innovative projects which address practices

ACCOUNTABILITY

- Work collaboratively with the Principal and the governors to enable them to fulfil their monitoring, statutory role and wider responsibilities
- Produce regular reports and provide information, support and objective advice to the principal and Governing Body as required
- Support the development of an organisation in which staff recognise they are responsible for the success of the school and individual accountabilities are clearly defined, understood, agreed and acted upon
- Work effectively and collaboratively with external partners and stakeholders to achieve mutually agreed objectives, where relevant
- Ensure that effective communications are maintained within and beyond the school and with stakeholders
- Ensure that parents/carers and students are well informed about all aspects of the school and, in particular, about attainment, progress and targets for further improvement

STRENGTHENING THE COMMUNITY

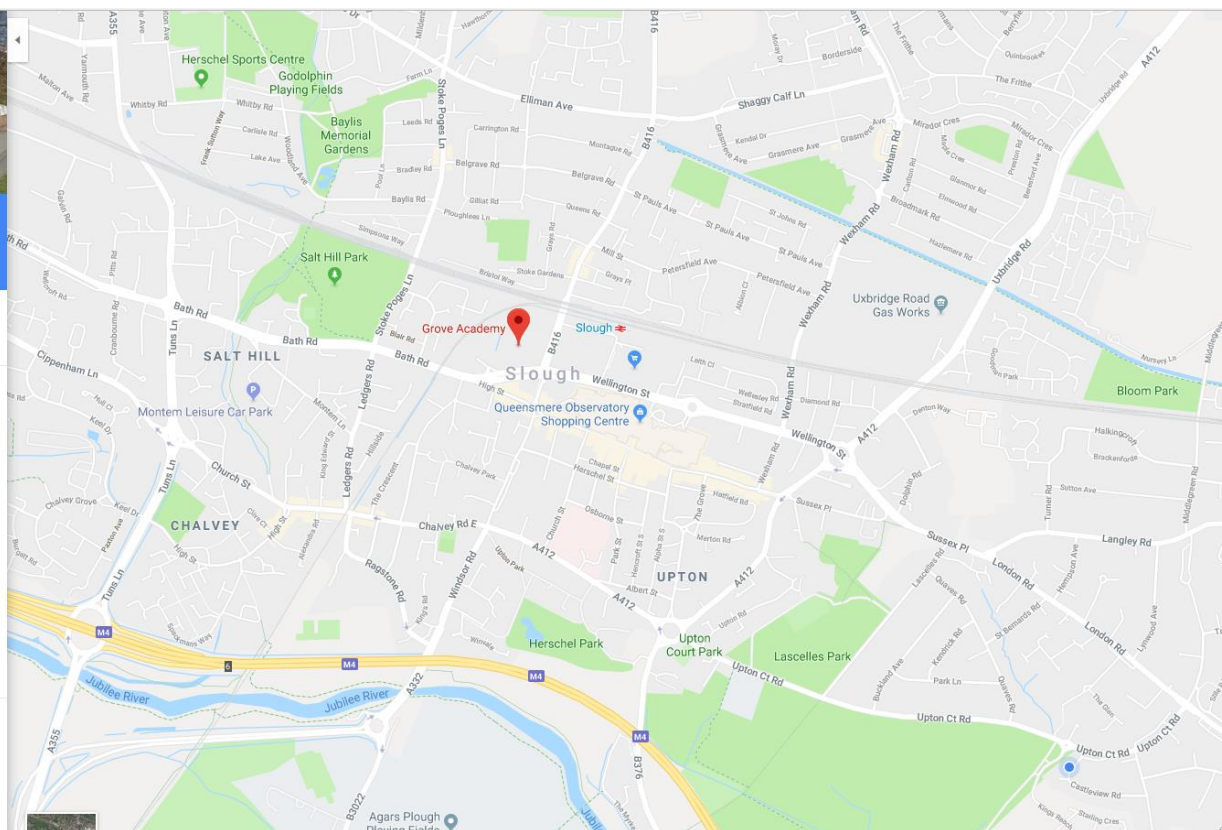
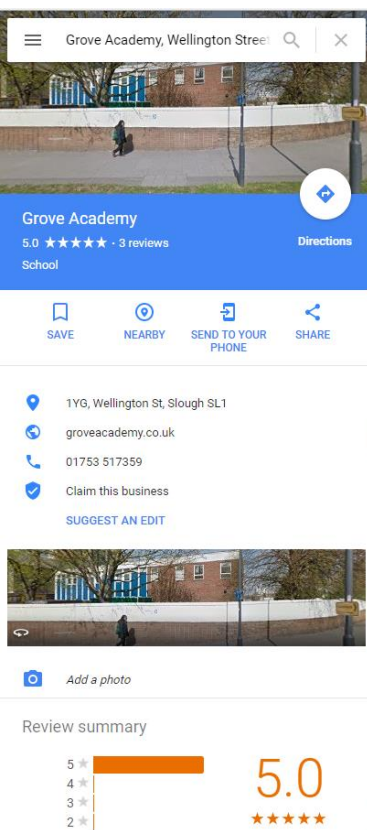
- Develop and encourage good relations between the school and the wider community
- Collaborate with parents/carers and with other agencies to ensure that the school meets the wider needs of its students, staff and the local community
- Work closely with other schools and academies and, where deemed appropriate, providers of further and higher education
- Work closely with the local authority and organisations in the business, public, private and voluntary sectors to meet the needs of the students
- Support the development of the school as an asset for the local community, in line with the shared vision, to enable all to benefit from the facilities for education, training, health, fitness and recreation opportunities
- Ensure the school reflects a culturally inclusive ethos, which actively values and promotes diversity, unity and community cohesion, and supports students to become successful integrated citizens

PERSON SPECIFICATION

EXPERIENCE	ESSENTIAL	DESIRABLE	A = application I = interview R = reference
At least 3 years successful Assistant Headship within secondary setting, resulting in significant long-term improvements.	Yes		A, R
Successful experience in more than one senior leadership team		Yes	A, R
A record of sustained progress in raising standards in teaching and learning, with improved outcomes for young people	Yes		A, I, R
Proven track record of managing successful school self-evaluation	Yes		A, I
Recruiting and developing a skilled and effective team and motivating the team to achieve its full potential	Yes		A
Experience of developing and sustaining positive, collaborative relationships with a wide range of internal and external stakeholders across the public and private sector	Yes		A, I
Experience of enrichment programmes, developing skills and attitudes for learning, preparing all students for the world of work	Yes		A, I
Experience of working in an environment with a rich cultural diversity	Yes		A, I
SKILLS, ABILITIES AND KNOWLEDGE			
The ability to provide inspirational leadership with a 'can-do' attitude, and to generate high expectations, innovation and commitment	Yes		I
The ability to develop positive external relationships at a local and strategic level to promote the continued development of the school, as a central resource for the local community and improving outcomes for students	Yes		A, I
Knowledge and understanding of education policies and practices relating to the education and training of children and young people aged 11 - 19	Yes		A, I, R
Knowledge and understanding of education policies and practices relating to the education and training of children and young people aged 4 - 11		Yes	A, I
Able to demonstrate a willingness to develop understanding of primary education	Yes		A, I
Ability to initiate and maintain innovative curriculum design and delivery to meet all students' needs	Yes		I
The ability to empower and develop staff and students through support and challenge, whilst delivering learning outcomes	Yes		A, I
The ability to recognise and create sustainable, commercial opportunities		Yes	I
The ability to articulate a passion for delivering high quality education to students and their families	Yes		A, I

PERSONAL QUALITIES			
A commitment to safeguarding and promoting the physical and emotional health and well-being of children and young people	Yes		A, I
Relentless energy and passion in pursuit of the vision, working collaboratively with colleagues to achieve the common goals	Yes		A, I
Values diversity and the unique contribution every individual makes to the learning community	Yes		A, I
Ability to work effectively under pressure	Yes		A, I, R
Able to employ a range of leadership and management styles appropriately, to motivate others	Yes		A, I, R
Inspires commitment from staff	Yes		I
Promotes self-development in self and staff	Yes		I
EDUCATION			
First degree or equivalent	Yes		A
QTS	Yes		A
Recent and relevant professional development	Yes		A

Location



If you are arriving from the east there is a filter road just after you go through the Wellington Street / Windsor Road junction.

If you are arriving from the west, there is a turn off on the left.

