

Assistant Principal Information for Candidates



Cowes Enterprise College - An Ormiston Academy





Dear Applicant

RE: VACANCY FOR ASSISTANT PRINCIPAL

Thank you for your enquiry about the post of Assistant Principal at Cowes Enterprise College. I hope that this pack gives you all the information you need at this stage and that we can look forward to your application.

The closing date for all applications is Monday 18th March 2019.

Please enclose a letter of application of no more than 2 A4 sides, explaining your interest in this post and why your qualifications, professional experience and knowledge, professional expertise and personal attributes are relevant to this appointment. Please send your completed application and covering letter to Donna Harrison, HR Officer and PA to the Principal; at dharrison@cowesec.org or by post to Cowes Enterprise College, Crossfield Avenue, Cowes, PO31 8HB or apply via our TES site.

Should you wish to arrange a visit to the Academy or to have an informal discussion prior to submitting your application please do not hesitate to contact Donna Harrison. We would be happy to provide a tour and opportunity to meet the Principal/ Vice Principals during the week commencing 11th March 2019.

If you require any additional information or have any questions, please contact Donna Harrison as above.

Yours faithfully

Rachel Kitley

Principal

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Therefore, the successful applicant will be subject to Enhanced Disclosure and Barring Service check.





We can offer:

- A friendly and positive working environment
- Motivated students who are a pleasure to teach
- Ground breaking and inspirational facilities for staff
- A dynamic role encompassing leadership of behaviour for learning
- Exciting opportunities for professional and career development for all staff
- The development and potential future leadership of CEC as an aspiring Teaching School

This post is suitable for experienced senior leaders looking to develop and make a difference in an Ofsted 'Good' school with Aspiring Teaching School status which is strengthening year on year.

ASSISTANT PRINCIPAL

Responsibility for Behaviour for Learning

Required for September 2019

Leadership Scale 11—15

We are looking to appoint a dynamic and forward thinking Assistant Principal with a strong track record of success. This is an exciting opportunity for an inspirational and creative leader to play a crucial role in the further development of our academy at a time of innovation and growth.

You will have the highest of expectations for yourself and others and have excellent inter-personal skills. You will be joining a team of dedicated and highly skilled professionals who are relentless in their determination to offer the very best experiences for students, both in and out of the classroom.

Cowes Enterprise College is a successful and happy school. Each year our results are our best ever and this strong trajectory is set to continue. We benefit from state-of-the-art facilities and are part of the Ormiston Academies Trust, a Trust determined to ensure that all young people have access to the highest academic, social and practical skills. This year the academy was named in an annex to the Ofsted annual report as an example of a good practice school.

Cowes Enterprise College is located in the internationally famous town of Cowes, regarded as the world's premier yachting centre, sitting at the northernmost point of the Isle of Wight. Cowes hosts both a passenger and car ferry terminal and the Academy is in easy commuting distance from the south coast, with the fast catamaran service taking 25 minutes and being located just a few minutes' walk from the Academy. The town also boasts house prices two thirds those of similar properties elsewhere in the south of England.

Closing date: Monday 18th March 2019

Early applications are encouraged and we reserve the right to close the vacancy early if a suitable candidate is found



Welcome

Rachel Kitley, Principal



Our Academy

Cowes Enterprise College is a successful non-selective, non-denominational 11-18 co-educational school with ground breaking and inspirational facilities for staff following our new build opening several years ago. We provide a strong and positive education for our students as well as exciting opportunities for professional and career development for all staff. Our 1100 students are motivated with a desire to succeed and are a pleasure to teach. Relationships between staff and students are very good and staff enjoy opportunities to lead and participate in a wide range of extra-curricular activities, trips and residential visits. The Academy has a friendly and positive working environment and strengthens year on year, recently gaining its Ofsted 'Good' and 'Aspiring Teaching School' official status. Results improve year on year and are now strongly at national average with +0.18 for P8, with a strong trajectory of further improvement predicted. With student numbers also growing year on year, this is an exciting time for the school and to bring your expertise to the senior leadership team.

In September 2017, Cowes Enterprise College was judged Good by Ofsted:

"Leaders have transformed the school in the last two years, raising aspirations and improving pupils' outcomes."

"The school's distinctive ethos is summed up in the 'heart' values. Leaders' strong promotion of these values has contributed significantly to the caring, calm climate."

"The principal and her team are dedicated to ensuring that pupils reach their full potential. They leave no stone unturned in their determination to remove barriers."

"Teachers are proud to work at the school and are passionate about their subjects."

"Pupils believe that their school is a warm and tolerant community."

Attainment and progress at GCSE is improving year on year and now at national average. The school achieved its best ever exam results in 2017-18 with national average progress 8 of +0.18 and 90% of students achieving at least a Grade 4 in English, 78% achieving at least a Grade 4 in Maths and 50% achieving a grade 5 in English and Maths. Our predictions for 2019-20 see our strong upward trajectory continuing.

Our sixth form of 150 students also has significantly improving student numbers and outcomes year on year and our average result for vocational subjects was a Distinction* for 2017-18. Ofsted commented on the "exceptional progress" students make from their starting points and that "teaching is effective" and students say that they "get high quality support from their teachers".

However, Cowes is anything but complacent and we have a relentless determination to further strengthen the school. We hold the clear ambition that our young people will get the very best experiences and learning to ensure that they can go on to live the most fulfilling future lives. We are now at an exciting point in our work towards this, having come far but with the challenge of much more still to do and we are ambitious for the students at Cowes and consider ourselves to be at the very start of this next phase of our journey. We judge everything we do by the standard "would this be good enough for my child?" and believe in going the extra mile for every child.

We are very proud of our school community and strive to build on our successes, creating an environment where each individual is valued: an environment where our values live for real and where our work is underpinned with an environment which fosters life-long learning and a strong sense of moral purpose.



We are a values-led organisation, and it is our aim that we continually challenge ourselves to adhere to the spirit of our values:

- Anyone can excel
- Enjoy the challenge
- Share what is best
- Be inclusive



Our Facilities

We are fortunate to have exceptional cutting edge facilities in our purpose built and highly inspirational building. Subject areas have suites of rooms each based around a large 'inspiration space' for break out work. The building has been designed to enable some flexibility in the arrangement of rooms and many can be joined together to create larger teaching spaces. There is generous provision of specialist spaces, with workshops, art rooms, computer suites, music and media rooms (including three fully fitted Apple Mac rooms), a dance/fitness studio and science laboratories. There is also a catering kitchen classroom and two full-sized sports halls.

The academy sits in spacious grounds with a mixture of grass sports pitches, surfaced sports areas and landscaped grounds. The upper floors of the academy have unrivalled views across the Solent from Portsmouth to Beaulieu. At the heart of the community sits our atrium, a very large main inspiration space.

We are currently in the final stages of planning for a full size flood-lit 3G football pitch to enhance our sporting facilities and to provide pupils with access to high quality sport experiences.

All teachers have a school laptop and students benefit from exceptional IT facilities.



Our Students

Our students are motivated and a pleasure to teach. They are kind, caring and supportive of each other. Our 'Discipline with Dignity' policy enables all students to demonstrate the behaviours for learning we expect and supports us in sustaining an environment where all are respected and can be safe, happy and successful. We encourage our young people to aim high and to work hard with determination.



The safety and wellbeing of students are of paramount importance for us at the Academy and our well-developed and staff ensure each individual child has both the support and guidance that they need throughout their learning time with us. We encourage students to participate in school life and to lead our school. We actively encourage students to develop the key skills of teamwork, communication and respect in all that they do.

Our Staff

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. We are a community of life-long learners and enjoy modelling this to students. We use our regular staff training sessions to support a bespoke and core training programme, which balances the needs of the individual and the school.

We have recently acquired 'Aspiring Teaching School' status and this now enables us to develop and further strengthen the quality of continuing professional development we offer to staff.

An induction programme and staff buddies all contribute to helping staff new to the school to find their feet.

We are committed to working in partnership with other schools, both within and outside our Trust and look forward to developing links with other schools through our 'Aspiring Teacher School' work.

Staff go the extra mile at Cowes to support students and to give their time to the broad range of extra-curricular activities.

We are a friendly team of teachers and support staff and look forward to welcoming you to our school.





Our Trust

Ormiston Academies Trust (OAT) is a not-for-profit sponsor of 30 secondary academies, 7 primary academies and 1 special school. The Trust's vision is for all young people to have access to the highest academic, social and practical skills required to achieve their full potential, whether going on to study at a leading university or entering the world of work. OAT are determined to become the Trust that makes the biggest difference, both inside and outside the classroom.

The Trust considers itself a family and offers regular opportunities for working together across schools in partnership and collaboration. Together in collaboration we aim to travel far in the interests of all our students.

THE SENIOR LEADERSHIP TEAM AT COWES ENTERPRISE COLLEGE

We are a friendly, hard-working and fun leadership team committed to supporting staff, students and leaders across the school to enjoy and achieve.

We are looking for the right candidate with skills and experience that will enhance our school and support us on our journey to continually strengthen Cowes Enterprise College.

The successful candidate will be expected to play a key role in leading Learning and Behaviour for Learning for the Academy.

The specific responsibilities will be decided on appointment.

Current Leadership Structure:

Principal Rachel Kitley			
Vice Principal Jemma Harding	Vice Principal Chris Rice	Vice Principal Vicky Wells	Finance Director Richard Marinelli
Assistant Principal David Sanchez-Brown		Extended Leadership Team Member Hazel Walker	

Vice Principal Person Specification and Selection Criteria

Qualifications criteria	Essential/ Desirable
Qualified to degree level and above	E
Qualified to teach and work in the UK	E
Safeguarding qualification	D
Knowledge & Skills	Essential/ Desirable
Current and relevant knowledge of best practice in school leadership and management	E
Knowledge of national changes; safeguarding, curriculum, assessment and Ofsted	E
Understanding of effective teaching and learning strategies; ability to observe and assess lessons and identify improvement strategies	E
Knowledge of the barriers to achievement and how to overcome them	E
Knowledge of and a commitment to equality and diversity	E
Ability to gather information, create systems and processes, rigorously monitor, review and analyse outcomes for diverse audiences	E
A skilful communicator with strong interpersonal, written and oral communication skills	E
Experience	Essential/ Desirable
Excellent classroom practitioner	E
Experience of having led, or significantly contributed to, the success of a school through its leadership, vision/ethos, teaching and learning and results	D
Experience of having improved and sustained an effective behaviour management policy	D
Experience of raising attainment in a challenging context	D
Experience of developing high achieving teams within a complex school environment	D
Experience of implementing behaviour management strategies consistently and effectively	E
Experience of leading/organising successful projects which inspire and motivate learners	E
Leadership Behaviours	Essential/ Desirable
Unwavering belief that every child can succeed	E
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance	D
Ability to develop the leadership skills of others	E
Welcomes accountability and takes personal responsibility for their own actions	E
Resilience and motivation to lead the academy through day to day challenges while maintaining a clear strategic vision and direction	D
A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision	E
Effective role model, team worker and leader	E
Leading External Relationships	Essential/ Desirable
Can skilfully manage and maintain effective working relationships with parents and other stakeholders	E
Safeguarding and welfare	Essential/ Desirable
Experience of overseeing robust safeguarding procedures	E
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	E



About Cowes

Cowes sits at the northernmost point of this popular tourist island. It is widely regarded as the world's premier yachting centre and hosts the oldest yacht club in the world – the prestigious Royal Yacht Squadron. Cowes hosts both a passenger and car ferry terminal and the Academy is in easy commuting distance from the mainland, with the passenger ferry fast catamaran service taking just 25 minutes.



Cowes has a great deal of character, with a winding pedestrianised high street lined with a mix of yacht chandlers and clothing providers, national retailers, independent traders and quirky gift shops.

The town also has a strong industrial heritage and as such has a good supply of very affordable housing with prices approximately two thirds those of similar properties elsewhere in the south of England and a fraction of the price that would be paid near London.



About the Island

Residing approximately three miles from the South Coast of mainland Britain, the Isle of Wight is a uniquely beautiful community. Recognised as the host of some of the most iconic activities in the European summer event catalogue, the Island, as it is known to residents, offers a wealth of opportunities for people of all ages, to live and work where 'quality of life' really means something. With a low crime rate, accessible housing costs and excellent transport links it is a truly unique place to live. Karl Marx hit the nail on the head when he called the Island 'a little paradise'.

The Isle of Wight measures 23 miles by 13 miles and is littered with picturesque villages and bustling small towns. Cowes itself, hosts a series of major yachting events throughout the rest of the year along with the yachting world's premier sailing event in August – Cowes Week which attracts over 8000 competitors from around the world as well as 100,000 spectators and one of the best firework displays on the closing evening. If sailing is for you then this is the place to be. There are numerous sailing clubs giving lessons and marinas to moor the yacht of your dreams.

The Isle of Wight also boasts 500 miles of footpaths, 30 miles of coastline and award winning beaches so there are no excuses for not getting out and about to get fit and see some stunning scenery! There are also numerous golf courses including the 9 hole course at historic Osborne House and the spectacular course overlooking Freshwater Bay. As well as all of these activities, the Island has a very artistic leaning. In addition to the internationally famous Isle of Wight Music Festival, we have a flourishing amateur and professional acting scene, art galleries, theatres, comedy clubs and arts centres and play host to the Ventnor Fringe as well as the Literary Festival which attracts authors from around the world.



How to apply

Application forms are available from the TES or from Donna Harrison, HR Officer; dharrison@cowesec.org.

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This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A full DBS Clearance Certificate will be required and relevant prohibition checks will be completed as applicable.



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