



**Magna Academy Poole**  
an Aspirations Academy

# **Vice-Principal Behaviour and Attendance Application Pack L17-21 (April 2024 Start or Before)**



## **Welcome to Magna Academy**

Thank you for considering Magna Academy Poole for your next appointment. Due to growth in student numbers and the successful relocation of the incumbent Vice-Principal within the Trust, we seek a passionate and talented Vice-Principal, for April 2024 or before.

The post would be excellent preparation for a headship. This role is critical to the continuing progress of the Academy. You would be joining a very strong Senior Leadership Team who are determined to drive further improvements at Magna. Our partnership with South Central Teaching School Hub and position within Aspirations Trust means you may also have the opportunity to provide academy to academy support, if you desire this.

Our Academy is a vibrant and exciting place to work and was graded as good with outstanding Personal Development and an outstanding Sixth Form by OFSTED in May 2023. The academy has maintained its academic excellence throughout the pandemic and has continued to strive to become the most exceptional academy.

## The successful candidate:

- You will be a very successful senior leader with a proven track record of school improvement.
- You will have been an Assistant Principal for at least 2 years.
- You will have significant experience of raising achievement, leading change and have excellent communication skills and the ability to motivate staff and students.
- You will have expertise in creating a positive culture through managing behaviour effectively however whole academy responsibilities may change over time to help provide you with further experiences and skill development to support your career progression and promotion opportunities.
- You will have the potential to move to Principalship.

## What we offer:

With great students who behave well, an outstanding team of staff, state of the art facilities, and a very pleasant location in beautiful Dorset, Magna Academy offers an excellent opportunity for an ambitious, talented individual looking to develop their career.

The post would be excellent preparation for a headship. You would be joining a very strong and supportive Senior Leadership Team who are determined to drive further improvements at Magna.

The Executive and Associate Principals will provide coaching to help your professional development and there is an opportunity to study for the NPQH.

There will be ample professional development opportunities within the Trust, such as the Level 7 Senior Leadership Apprenticeship. You may also have the opportunity to provide academy to academy support where required.

Whole academy responsibilities may change over time to help provide you with further experiences and skill development to support your career progression and promotion opportunities. You will have the potential to move to Principalship.

As a growing academy, you would be joining us at a very exciting time and would become part of a vibrant learning community that will offer you fantastic opportunities for CPD, career development, future promotions and for you to be able to make your mark.

## Vision and Culture:

At Magna, we have a vision that seeks to transform each individual student's life through our culture of high aspirations, hard work, resilience and compassion – empowering them to excel in an ever-changing world.

We are passionate about excellence in education, giving students the very best start in life with a firm belief that excellent teaching transforms lives. Our core belief is that for all students to have high aspirations they must believe in themselves, be actively engaged in their learning and see the connection between what they learn today and who they want to become tomorrow.



We teach a highly challenging ambitious academic curriculum for all students.

We are unapologetically ambitious for every child and committed to providing a genuinely worthwhile education for all. Everything we do at Magna is driven by this, so that our students can leave Magna with the best set of qualifications possible and as well rounded young people, thereby helping to maximise their life chances. We uphold an inclusive, caring culture of mutual respect and celebrating diversity, with high expectations and aspirations at its core.

We believe that the key to a fulfilling life lies in the attitudes that people develop whilst they are young: attitudes to other people and towards challenges and uncertainty. Therefore everything we do is centered on students being resilient, adventurous and self-aware.

We have a strong heartfelt sense of moral purpose and want all our students to feel safe and build their capacity for independent thought and learning. When our students leave Magna Academy we want them to be inquisitive, adventurous, honourable, kind and resilient.

## Teaching and Learning:

Our vision and framework for teaching and learning is closely linked to our academy mantras:

- **Work hard be kind**
- **Excellence is a habit**
- **Empowered by knowledge**
- **Aspire and achieve**

We believe that through hard work and resilience, supported by our framework and culture of high aspirations, students can achieve whatever they set their minds to.

Our Teaching and Learning strategy is heavily influenced by the book Making Every Lesson Count (Allison and Tharby) and we believe passionately in relentlessly implementing any strategy that will eliminate disadvantaged student attainment gaps.

We believe in teaching to the top and providing appropriate scaffolding for all students, with a highly challenging academic curriculum.



**Some examples of reading that inspires us/is aligned to our vision:**

*'Teach Like A Champion' (Lemov)*

*'Reading Reconsidered' (Lemov)*

*'Why Don't Students Like School?: A Cognitive Scientist Answers Questions About How the Mind Works and What It Means for the Classroom' (Willingham)*

*Make it stick (Brown et al.)*

*Principles of Instruction (Rosenshine)*

*Symbiosis: The curriculum and the classroom (Howard & Hill)*

*Embedded Formative Assessment (Wiliam)*

## Work life balance, not burnout:

We know that teaching is the most rewarding, exhilarating but exhausting profession. So we are guided by a philosophy of simplicity that aims for maximum impact on student learning with minimal overload on workload for staff. We reduce burnout by applying this effort-to-impact ratio to everything we do.

**For example:**

- Bespoke support and line management from experienced Executive and Associate Principals
- Plethora of professional progression opportunities
- Great students who conduct themselves impeccably
- Strong systems and structures meaning students feel safe and secure
- Measures to reduce staff workload such as centralised detentions and a sensible feedback policy focused on whole class feedback – we do not have onerous/impossible marking policies • A centralised homework system at KS3
- No formal graded lesson observations – just ongoing ‘no-stakes’ feedback, helping you to continuously develop – we believe that trusting our staff with autonomy helps to develop a strong ‘develop and excel’ culture
- Collaborative planning with centralised, shared units of work and resources
- CPD starts as soon as you are appointed and is ongoing
- State of the art facilities and a very pleasant location in beautiful Dorset

**Leadership:**

At Magna Academy, senior leaders have high expectations of themselves and of everyone within the academy. They uphold and demonstrate high ethical standards and behaviour. The team seeks to uphold public trust by fostering relationships rooted in mutual respect, showing acceptance of others and recognising and celebrating difference within our community and beyond.

In addition, they ensure an ambitious, structured and coherent curriculum is in place, clearly outlining the knowledge, skills and values that will be taught. They provide effective curricular leadership, helping to develop subject leaders with high levels of relevant expertise with access to wider professional networks.

Importantly, the senior team identifies priority areas for improvement and utilises appropriate evidence informed strategies as part of the academy improvement plan. The academy improvement plan is well targeted with realistic, timely and appropriate actions to ensure careful and effective implementation leading to sustained academy improvement over time.

**Partnership with South Central Teaching School Hub:**

We work closely with the South Central Teaching School Hub, which provides high-quality professional development to teachers at all stages of their careers. They play a significant role in delivering:

- Academy-based initial teacher training (ITT)
- The Early Career Framework
- Being part of Aspirations Trust gives us direct access to the Aspirations Learning Institute which offers:
  - Apprenticeships
  - The new specialist National Professional Qualifications (NPQs)
  - Leadership NPQs

Our own staff currently deliver some of these programmes, and this role will enable you to both participate in and deliver training / programmes suited to your level of experience.

## Context:

- Magna Academy opened on 1st September 2013. It replaced the predecessor school, Ashdown Technology College.
- Magna operates in challenging circumstances. We have a comprehensive intake, operating in a selective grammar school borough, with a quarter of our students being disadvantaged and over a third of our students being with low prior attainment on entry.
- We are looking for staff who want to make a difference to the life chances of our students and rapidly accelerate their progress.
- Our culture is also summed up by this quote “Great schools have managed to create an environment, partly as a result of the first class teaching available, where pupils are comfortable with their place in the system and can trust the adults they work with to treat them fairly and compassionately, while at the same time maintaining the very highest of expectations.” (Andy Buck)

## Our Future Ambitions:

- Magna Academy’s continued success is testament to the tremendous hard work of our staff, Trust members, students and parents/carers. We are all exceptionally proud of the high quality of education provided and the support we receive from our local community.
- Moving Forward we want to, and know we can, achieve even more. Our ambition is to be a truly exceptional academy in all aspects of our work.



## Next steps:

Magna Academy Poole offers an excellent opportunity for an ambitious, talented individual looking to develop their career. We would be delighted to show you around our academy in order to fully appreciate our excellent learning environment.

## How to Apply:

Please click on the “quick apply” button to submit an online application.

Closing date for applications: **Monday 11th December 2023, 9am**

Interviews: **Thursday 14th December 2023**

Please outline in your supporting statement why you wish to apply to work at Magna Academy, your vision for this role and how you best meet the person specification.

Learn more about Magna Academy at: [www.magna-aspirations.org](http://www.magna-aspirations.org)



# ASPIRATIONS

## **About Aspirations:**

Across our 16 Academies, Aspirations educate more than 9,000 students from ages 2 to 19 years, covering an area from West London to the Southwest of England. Operating since 2011, we have a consistent track record of improvement and success and offer excellent Continuous Professional Development (CPD) opportunities. We are determined that children receive an excellent education that prepares them for success in adult-life and are looking for people to join us who share our ideals. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs.

Central to our philosophy of our Trust is the innovative Aspirations framework, which outlines the belief that for all students to have high aspirations, three guiding principles must be present: Self-worth, Engagement and Purpose.

We welcome applications from people with disabilities and guarantee an interview for those with a declared disability should they meet the minimum criteria for the job. The Equality Act 2010 defines disability as “any physical or mental impairment which has a substantial and long-term effect on his or her ability to carry out normal day-to-day activities” .

Magna Academy is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to an enhanced DBS check before taking up the post.

Yours faithfully

Natasha Ullah  
Executive Principal