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Dear Applicant.

Thank you for your interest in the post of Brompton Academy Principal. As part of the UKAT Executive Team, you will work collaboratively with our sister school Chatham Grammar, but will focus your energies on leading Brompton Academy in its journey to make a difference to our young people. I hope that you are as excited as I am by the challenges and potential of this post.

Brompton Academy, sponsored by the University of Kent, opened as an Academy in September 2010. In the years since, the Academy has seen a transformation in standards and is now the most oversubscribed school in Medway. The University of Kent's strategic influence, coupled with targeted resources and other inputs, have been pivotal in transforming the Academy into a unique centre of learning for the whole community. - students, families, community learners and staff. It is a vibrant place with a real sense of energy and purpose. In September 2017, the University established a Multi Academy Trust and Chatham Grammar joined our endeavors in seeking to regenerate the area and raise social capital.

UKAT is looking for dynamic, visionary, talented career professionals who have the energy, drive, creativity and passion to make a difference, working within disadvantaged communities. The successful candidate will be a part of our Trust Executive Leadership Team that currently manages our two academies, and they will lead the strategic leadership team at Brompton Academy.

We are seeking to appoint an outstanding individual, who will have a wide range of skills and experience and an evidence-based approach to leadership. Brompton Academy is a diverse and complex organisation, that is continually striving to improve and is used to acting as a trailblazer in our sector.

This role is best suited to a current Headteacher, Principal, Head of School or Operational Principal. However, consideration would be given to an experienced Deputy Head/Vice Principal with a wide and complex portfolio, who is looking to hone their skills in an ambitious and rewarding environment.

This is a great and exciting opportunity for you to be part of building the future and of establishing excellence in our ambition and ambitions for our students and local community. If you want to make a significant difference, have an outstanding career opportunity and be part of a successful and dynamic team. Then this is the place to be.

I look forward with anticipation to receiving your application.

Kind regards

Philip Storey  
CEO

## The Sponsor - the University of Kent

The University of Kent, through its successful widening participation 'Partnership Programme', working with 44 schools across Kent and Medway, has a proven track record of successfully impacting on student aspiration and achievement, developing curriculums, influencing pedagogical practice and inspiring community regeneration.

The University of Kent, through its sponsorship, governance and leadership of our Multi Academy Trust, is continually seeking to secure higher standards for both Brompton Academy and Chatham Grammar, by the schools mutually supporting each other to share areas of strength and address areas for improvement, thereby developing a positive culture of aspiration and engagement.

UKAT's ambition is for both academies to deliver high quality curricula, with real purpose and intrinsic relevance to learners, that impact directly on the development of higher order employability skills. UKAT seeks to influence the pedagogy across all subject areas, ensuring all learning is delivered with a focus on academic achievement, coupled with relevance to the workplace through an enquiry and skills-based curriculum, and further ensure the development of students' personal learning and thinking skills necessary to engage with the local regeneration agenda.

The vision for UKAT is to establish a sense of a wider learning community, where people feel comfortable accessing a range of opportunities and experiences that are offered by and in partnership with the University. It is UKAT's belief that all students and their families within the academies of the Trust can benefit from exposure to that which the university has to offer.

The presence and active involvement of the University of Kent as lead sponsor in the development of Brompton Academy and Chatham Grammar has been significant in developing public confidence – illustrated by the fact that Brompton Academy is one of the most oversubscribed schools in the whole of Kent and Medway.

The University is already working strategically with key local community partners to regenerate the area and helps to influence the curriculum which is focused on improving and upgrading skills in line with local economic needs as well as breaking down, through innovative curriculum programmes, the many social and economic barriers that impede student progress and limit their perceptions of what they can achieve.

The establishment of UKAT in Gillingham was a pivotal and crucial component in the regeneration and development of the area – it forms a key part of the Medway Learning quarter encompassing the Universities at Medway campus, the new Mid Kent Further and Higher Education College, the new Olympic Park and the NHS Medway Hospital Foundation Trust – all located within a one-mile radius – allowing the academies to draw on facilities and expertise. The University of Kent already works with all these partners and has invested in joint local regeneration projects/activities. UKAT significantly benefits from these established relationships in enriching its curriculum, providing a range of learning opportunities and work placements.

The University of Kent has a wealth of experience in the field of Science and the Arts, and its aim is to instill a strong scientific and arts ethos across its academies particularly with the advent of the University Medway Medical School.

In these challenging times of significant teacher recruitment difficulties the Multi Academy Trust, under the University of Kent, provides an attractive offer for prospective teachers by offering teaching fellowships, quality CPD, including gaining a University of Kent accredited MSc in professional studies, opportunities for post graduate students studying for their PhD and Masters qualifications to work within the Multi Academy Trust and gain qualified teacher status alongside their post graduate studies.

## University Support

The University provides support for its two academies through the following:

- Strong Governance focused on challenge, support, accountability, and risk management.
- Student undergraduate and post graduate ambassadors working across UKAT to mentor students and raise student and staff aspirations.
- Academic rigor to underpin a broad range of learning experiences and approaches especially within post 16 and EBACC subjects.
- Support Science and Arts specialisms, which will provide all students and the learning community with the experience of excellence in these subjects.
- Regular engagement and University experiences for UKAT students via curriculum projects.
- Partnership working to provide a wide range of opportunities to students.
- Harnessing the University international campuses to provide experiences for widening learning opportunities for UKAT students and staff.
- Through the University of Kent network of partnership organisations provide curriculum, and teaching and learning opportunities.
- Subject updating for staff (including subject groups across the partnership, technical updating in science and technology, subject based master's programmes and work-based learning opportunities).
- Access for UKAT staff and students to the University Drill Hall library and other facilities/conferences/lectures that may contribute to their professional and personal development.
- Alumni of expertise to call upon for developing subject knowledge and expertise

The University is committed to the provision of high-quality learning. UKAT students benefit significantly from the knowledge, experience and resources that the University of Kent has to offer.

Overall, the University offers support to students, staff, family and community learners, as well as their subject department or areas within the MAT, and has a particular interest in promoting Science and the Arts. The Partnership Office at the University of Kent has a key role in developing a range of projects within the MAT – whether that be subject specific, providing counselling and psychotherapy, training teachers by way of its own scheme and provision of undergraduate and post graduate ambassadors to provide academic and mentoring support for our students.

## **Brompton Academy**

Brompton Academy has 1400 students on roll aged 11-19. It benefits from a new build with 'state of the art' technology – every space is a learning space. All students and staff have a variety / combination of iPads, MacBook Pros and iMacs for teaching and learning, with Apple technologies providing the backbone of our learning technologies agenda.

Our UKAT sixth form has a wide and joint curriculum offer for students at Brompton Academy and Chatham Grammar. The future is extremely positive as the University has ambitious plans to house the UKAT sixth form in the new Medway Medical hub so students will access direct teaching and learning from academics, and PhD students as well as the teaching staff of both UKAT academies. For those interested in pursuing careers in medicine and health care, UKAT will provide great future opportunities.

Brompton Academy also houses a SEN unit (the Eliot Centre) which provides 100 places for students in receipt of Education, Health and Care Plans for Speech, Language and Communications Needs, for Autism, and for specific learning difficulties. In addition, we have a few needing physical/mobility support. These students are taught by specialist staff within our specialist centre and join some lessons. The Centre is purpose built with counselling rooms and a sensory room. We hope our academy is a place where difference is embraced and celebrated, and we are all richer for the blend of students that we educate.

Both UKAT academies benefit from having a great community team that provide many wonderful experiences and opportunities for UKAT's young people and the staff. They are centered on promoting wellbeing in all its forms.

Despite the avalanche of MATs within the area Chatham Grammar and Brompton Academy remain part of the family of local schools and will continue to work alongside all Medway schools.

## **Chatham Grammar**

Chatham Grammar joined the University of Kent Academies Trust in September 2017. It has 750 students on roll and is growing. Since joining UKAT it has seen a transformation in standards and is now accessing a wide variety of support direct from the University, including University ambassadors and access to the University's European campuses, which is proving pivotal to driving up standards. Over the past three years the school has been modernised.

There have been significant improvements in the learning environment, and a new build block has been completed. In addition, a new ICT infrastructure has been installed to allow all students to benefit from learning technologies. All staff have MacBooks and iPads. All students have iPads.

The post 16 provision has joined with its sister school sixth form (Brompton Academy) to provide a wide curriculum offer across the MAT. All accountability systems and processes have been aligned across the MAT. However, Chatham Grammar still retains its very unique ethos of being a nurturing grammar school educating girls in the 11-16 range, with a co-ed provision at post 16.

## How to apply:

After reading all of the information supplied please complete the following:

- The application form – within the statement section, we have asked you to answer the following questions

- 1. Having read the job description, person specification and any other supporting information, what makes you a good candidate for this role?**
- 2. Outline how your leadership skills have developed over the last 3 years?**
- 3. Outline three key evidenced achievements you have made in your post within the last three years?**

We would also recommend that you use the following opportunity to get to know us

- On-site visits to Brompton Academy week commencing 20 June and 27 June 2022
- Virtual meeting with CEO, Philip Storey at 5pm on Friday 1 July 2022
- By visiting the Brompton Academy <https://www.bromptonacademy.org.uk/> and UKAT <https://www.universityofkentacademiestrust.org.uk/> websites

To book a visit, your place on the virtual meeting or for any other queries, please contact our HR Team at [recruitment@universityofkentacademiestrust.org.uk](mailto:recruitment@universityofkentacademiestrust.org.uk) or by telephoning 01634 852341

Your application should be addressed to Philip Storey, CEO of the University of Kent Academies Trust.

Closing Date: Monday 4 July at 10:00am

Interviews: We expect interviews to take place before the end of term. The selection process will be two stages and candidates will be required to attend for full days at each stage.