



Job Application Pack

Assistant Headteacher/Head of
Sixth Form



ZENITH
MULTI ACADEMY
TRUST

Welcome from the CEO



Dr Margaret Wilson CBE

We are a South East Essex Multi Academy Trust, currently comprising three secondary schools and one primary school: The King John School in Benfleet, The James Hornsby School in Basildon, Castle View School in Canvey Island and Laindon Park Primary School and Nursery in Basildon.

We have created a unique bespoke initiative to support young people with complex needs who are facing tough circumstances and/or personal problems – Zenith Minds. It is a MAT wide provision that offers child centred support tailored to each individual. This support includes educational psychologists, family liaison specialists and counselling services.

As a member of staff within the Trust you become part of a dynamic network of staff working to achieve a shared vision for all of our children. You will become a valued member of a small group of schools.

The Trust's core aim is to ensure that we enhance the life chances of all the young people within the Trust to enable them to fulfil their potential and achieve the best possible outcomes. This is at the heart of everything we do.

Why work for Zenith Multi Academy Trust?

Thank you for considering Zenith Multi Academy Trust as your potential new employer.

If you share our commitment to securing transformational change and sustainable school improvement and would like to be part of our vision to provide excellence in education, we would like to hear from you.

In return we can offer you:

- A friendly trust which looks after the wellbeing of all its staff
- High performing school settings with excellent facilities
- Access to high quality and bespoke CPD across the trust
- A supportive and positive induction programme
- The opportunity to develop your career with and across the Trust Schools

Staff Wellbeing

The Trust is committed to providing a working environment and management practices that promote good health and wellbeing of all its employees. The Board of Trustees' 'duty of care' towards employees, legislation and case law, require them to manage and safeguard the physical and psychological well-being of the Trust's employees, the Trust has adopted:

- The attendance management policy and procedure for staff which provides a framework with clear milestones enabling managers to effectively manage attendance;
- The health and safety policy which provides a framework for, and measurement of, safe places to work; and
- The staff wellbeing policy which focuses on obligations supporting staff's health and wellbeing.

The wellbeing and training of our staff are seen as critical in creating the most effective and talented staff team. The high calibre of our staff means that we are constantly striving to improve so that we can provide the outstanding level of education that our diverse and brilliant young people deserve.

Continuing Professional Development (CPD)

At Zenith Multi Academy Trust, all staff are encouraged to develop their knowledge, skills, understanding and attitudes to enhance their professional work, regardless of experience. We work towards 'a culture of excellence', where all staff have the opportunity to continue to improve and sharpen their knowledge and practice.

Working for Zenith brings other benefits:

- Free Benenden Healthcare Scheme
- Access to Benenden Healthcare rewards and discounts scheme
- Generous Teachers' Pension and Local Government Pensions
- Generous annual leave entitlement for full-time support staff up to 29 days + 8 bank holidays per annum
- Free access to on-site gym facilities
- Eye sight tests
- On-site free medical health checks
- On-site flu jab clinics
- Discounted external gym memberships

The Schools of Zenith Multi Academy Trust



**THE
KING JOHN
SCHOOL**

A QUALITY EDUCATION FOR ALL

Mrs McGauley, LLE, is the Headteacher at The King John School. It is a popular, oversubscribed school where students' very high attendance and levels of achievement reflect their commitment and enjoyment of school life. The school is a large, mixed comprehensive with a well-established sixth form, and serves the ever-growing communities of Thundersley and Benfleet, as well as welcoming students from further afield.

To enable their students to be happy and successful learners, they strive to create a caring, supportive and aspirational learning community, with high expectations and opportunities for all. They believe in offering a broad and balanced curriculum to enable students to flourish as individuals, and to achieve future success in whatever they choose to become later in life. This includes a strong emphasis on sport and the Arts. Opportunities for extra-curricular activities are extensive for all to support in developing knowledge, skills and cultural capital beyond the classroom setting. These opportunities include enterprise, creative performing arts, and a wide variety of trips and visits. Added to this their sporting expertise which puts them at the top of the county and national championships in a whole range of sports you will see the school has a lot to offer. They strive to nurture and develop global citizens of the future by celebrating success and valuing aspiration. They are determined every student should maximise their potential.

The recruitment, retention, and training of fully-qualified staff play a key part in their drive to secure strong academic outcomes for all students, and to instil a life-long love of learning. They understand the vitally important role of partnerships between families and school, and value their relationships with all members of the community they serve.

They have a thriving sixth form, which has been significantly extended to provide a wealth of additional state-of-the-art facilities. Students achieve well in a wide range of subjects and over a three year trend, the results are in the top 15% of over 2000 schools with 54% of students achieving A*, A or B. Students' destinations are very strong, and they progress to Higher Education, including Cambridge and other Russell Group universities, apprenticeships and employment.



Laindon Park is a small school located in a rural unspoilt area. Their building retains a Victorian character with many historical features. The Headteacher of Laindon is Mrs Portoles, who ensures that they are a school where the child is at the heart of everything they do and leads the decisions they make.

As Ofsted said about them "pupils are happy and enjoy school". The school is always aiming to improve, not only the education that they provide to pupils but also the services and goods that they provide to the local community. Their SAT results are consistently good and put them in the top 4% of primary schools in the country.



Castle View School

Pursue Excellence | Be The Best

Mr Durkin is the Headteacher of Castle View School. The school is a place where students are put first in everything the school does. Their aims are to pursue excellence, to be the best they can be and they achieve this by working together with parents and the wider community to bring out the very best in their young people.

A good education inspires, opens doors and makes a difference to the lives of individuals, their families and the wider community. Therefore, the school takes their responsibilities as educators very seriously, doing all they can to help their students achieve anything and everything they set their minds to. The school also takes great pride in providing a happy and harmonious learning environment – one where every student is known as an individual.

As well as valuing academic success, the school strives for every child to become a well-rounded, caring and confident individual who plays a part in their community, and has the skills and mindset to contribute positively to our wider society. The headteacher would warmly welcome you to visit the school and discover what it is that makes Castle View School the right choice for you and your child.



The James Hornsby School

Together we excel

The James Hornsby School is a popular, oversubscribed school where students' very high attendance and attainment reflect their commitment to and enjoyment of school life.

Everyone is valued as an individual, and their students develop into confident, responsible and successful young people. Every member of the school is part of The James Hornsby family, and their motto is 'Together We Excel'. As such, they support one another and are passionate about achieving excellence and celebrating success.

As a parent of three young children himself the Headteacher, Mr Daniel Steel, leads the school through the eyes of a parent, with very high expectations and aspirations for his students. As a centre of learning, they aim to create outstanding, stimulating and life changing learning experiences.

"I began my teaching career at The King John School in July 2006, as a newly qualified English teacher. Right from the start, I felt that Dr Wilson was investing in my growth and development as both a teacher and a leader. The school recognised my specialisms, strengths and potential and within two years I was leading on Gifted & Talented across the school. From this initial area of responsibility, I moved into pastoral leadership under the mentorship of the senior leadership team. Through Zenith Multi-Academy Trust I was then able to gain my SLE accreditation and was promoted to Lead Practitioner with responsibility for initial teacher training. At this stage in my career, I was ready to step into a Leadership role. I was fortunate to gain a position as Assistant Headteacher at The James Hornsby School, and fortunate to be able to stay within the trust that has supported my progression from my first teaching role to a successful senior leader."

- **Assistant Headteacher, The James Hornsby School.**



The King John School



Laindon Park Primary School



The James Hornsby School



Castle View School

The Vacancy

Required: Easter 2020

The King John School
Assistant Headteacher/Head of Sixth Form

Leadership Pay Point Range 11 – 15
Salary Range: £52,902 - £58,272

From Easter we are looking to appointment a highly motivated, dynamic individual with leadership and management experience to join our forward thinking senior leadership team. Taking an active role in the strategic planning and responsibility for leading our oversubscribed sixth form.

Our A-level results have been exemplary, with over 54% of year 13 students gaining A* - B grades in all of their subjects. The King John School sixth form is in the top 15% for A-level outcomes compared to 2996 schools and colleges.

The ideal candidate would have experience working in a sixth form environment with a demonstrable commitment to the education of our most senior students suited to the ethos of our school. They will work closely with the Headteacher and senior colleagues to realise the strategic vision for the sixth form, including overseeing the balance between our commitment to academic excellence and the wider pastoral and co-curricular life of the school.

The Assistant Headteacher/Head of Sixth Form will be required to promote the school's aims, core values, policies and play an active and visible leadership role on the senior leadership team. They will be expected to teach a reduced timetable and to be fully involved in the extra-curricular events, for example, open days/evenings, exam result days and sixth form interview evenings.

For further information regarding this vacancy please email Angie Roberts, HR Officer at angier@thekjs.com

General Information

The following information is provided to assist staff joining the Trust to understand and appreciate the work, content of the post and the role they are to play in the organisation. Whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have been used which assume all the usual associated routines.

Vision & Ethos

The Trust was set up in December 2017. As a Multi Academy Trust we are fully committed to excellence in all MAT pillars: governance, education and business operations.

Zenith understands that the future of the education system relies upon schools/academies and MATs working closely together to share best practice, improving each students' life chances and increasing the capacity of the MAT's role to enhance social mobility.

We work with our growing family of local primary, secondary and teaching schools whilst collaborating with other MATs to make this vision a reality.

We endeavour to:

- Provide a quality educational experience for all;
- Build more flexible capacity to improve standards faster for local children;
- Work inclusively within our communities embracing the varied localities we serve within our articulated values;
- Be supportive, share expertise, whilst working collaboratively holding each other to account;
- Develop the very best leaders of tomorrow on improving education and transforming lives;

- Ensuring that pre-conditions that enable students to learn are identified and addressed.
- Provide a coordinated approach to safeguarding, whereby schools fulfil their responsibility effectively. Ensuring all professionals' approach to safeguarding is child-centred.

Safeguarding Children & Young People

The Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

Applications

To apply for the role please download the application form from the vacancy page on <https://www.zenithmultiacademytrust.co.uk/vacancies/>, completed applications should be submitted to recruitment@zmat.co.uk. CV's will not be accepted without a completed application form.

You must complete the application form fully and give details of all employment, training and gaps in employment since leaving secondary school to the present day. Any additional information, which you wish to bring to the notice of the selection panel should be included in your letter of application (supporting statement). Please ensure you say why and how you meet the criteria from the person specification in your letter of application.

Closing Date: 3 February 2020 (midday)

Shortlisting: w/c 3 February 2020

Interview Date: w/c 10 February 2020

If you have any queries, wish to discuss the role informally or undertake a visit to the Trust, please do not hesitate to contact us via email recruitment@zmat.co.uk or telephone 01702 426707.

Due to the number of applications we receive, it is with regret that we cannot respond to every application, if you do not hear from the HR Department within two weeks of the deadline, please assume that on this occasion your application has unfortunately not been successful.

We look forward to receiving your application.

'I started working at James Hornsby in January 2012 and began working here as a learning facilitator; almost eight years on and I am now currently the head of mathematics. In this time I have had the opportunity to complete many roles within the school. Working in the behaviour support unit, as an achievement officer and then as a maths instructor, while I was completing my maths degree at university. The leaders within the school identified my skill set and provided me with the support and guidance to move through these positions.

In addition the school funded my training to become a teacher and has given me additional training to support my professional development. James Hornsby and Zenith have developed me from a support member of staff to now being a middle leader at James Hornsby. None of this would have been possible if it wasn't for all the senior leaders that have been at James Hornsby in the past eight years identifying my abilities, nurturing them throughout every step of my journey and more recently the new head teacher guiding me in my new role.'

Maths Teacher – The James Hornsby School

Job Description

Job Title	Assistant Headteacher/Head of Sixth form
Band/Range	Leadership Pay Range Point Range: 11 - 15
Reports to	Deputy Headteacher, Headteacher
Liaison with	SLT, Teaching staff, support staff, parent, pupils, external agencies
Line Management	<ul style="list-style-type: none"> Sixth Form study areas Other line management duties to be determined
Key Responsibilities	<ul style="list-style-type: none"> To take the strategic lead in developing and growing the sixth form. To be responsible for developing the sixth form development plan to grow pupil numbers. To oversee the pastoral care and welfare of Sixth form students and to provide leadership and support to sixth form tutors. To monitor the academic progress of sixth form students and to foster in our students an ethos of high expectations, hard work and independence in learning. To discuss and organise, in consultation with the senior leadership team, an exciting and varied programme of appropriate curricular and extra curricular opportunities for sixth form students and to assist in the planning and introduction of any agreed curriculum changes. To lead a highly successful UCAS programme and to ensure appropriate progress for all students in applications to higher education or careers beyond The King John School. To be proactively involved in marketing the sixth form to both internal and external students.
Operational Responsibilities	<p>Academic</p> <ul style="list-style-type: none"> To ensure that all sixth form students understand the academic expectations that apply to them and that they strive to achieve or succeed their academic targets. To oversee target-setting and tracking of students' performance in liaison with the Headteacher. To oversee communication with parents on all sixth form matters and to ensure that parents receive appropriate information in a timely fashion. To work with Deputy Headteachers, Assistant Headteachers, Director of Faculty, Head of Department and classteachers to keep abreast of curriculum and academic developments and other national agendas, and to continually review the sixth form and curriculum enrichment provision to provide our students with the best possible opportunities. To ensure the highest possible results at A-level, applied general and vocational qualifications through close collaboration with sixth form tutors, Heads of Department and other staff. To monitor students' progress regularly and report back on it to the senior leadership team, and to use all available data to do this, management appropriate and timely interventions when necessary.

- To meet regularly with the senior leadership team regarding any academic issues.
- To lead an effective and successful UCAS programme with the support of the sixth form tutors.
- To liaise with the careers coordinator to oversee appropriate careers education for sixth form students.
- To monitor students' use of study periods daily in order to promote a good working environment and ethos throughout the sixth form.
- To oversee the sixth form centre and to arrange supervision as necessary.
- To work with Directors' of Faculty to develop the academic links with other sixth forms in the local area and to organise/host talks to which other schools can be invited.
- To organise a sixth form potential high achievers programme to include external lectures and opportunities.
- To be present at school and on around A-level and GCSE results days to provide advice for students and to organise the programme for A-level results day and sixth form recruitment.
- To oversee the delivery of the sixth form PSHE programme, in conjunction with the PSHE coordinator.
- To lead transition from year 11 ensuring suitability of academic courses and providing guidance on results and progression of students.
- To work with school leads and students in years 7 – 11 to support student ambition and aspiration to join the school sixth form.

Pastoral

- To establish a positive, collaborative working relationship with sixth form Tutors to ensure the smooth and consistent running of the sixth form.
- To meet regularly and liaise appropriately with key members of the SLT to review key pastoral issues.
- To promote opportunities for sixth form students to exercise responsibility, leadership and concern for others.
- To liaise with the sixth form tutors to ensure that they monitor every student's co-curricular commitments and, where necessary, advise on academically or pastorally appropriate adjustments.
- To take overall responsibility, in conjunction with sixth form tutors for student's punctuality, appearance and any resultant disciplinary issues.
- To lead sixth form assemblies when necessary, along with tutors, external speakers and other staff as invited.
- To lead the new admissions interview and induction process.

Events

- To organise and attend sixth form parents' meetings in conjunction with students services.
- To organise taster days for both internal and external students as required.
- Attend as many school events as possible throughout the academic year.

	<p>Senior Leadership Team</p> <ul style="list-style-type: none"> • Model the agreed values and vision of the school and as a member of the SLT be seen to translate this into practice. • Demonstrate and role model positive and constructive leadership behaviours and in so doing to act as a mentor and role model for students and staff. • Provide encouragement, support and assistance to staff colleagues whilst also holding them to account. • Lead assemblies and parent presentations as required. • Take a leading role in the school open days. • Undertake any other duties which fall within their capabilities and which may be reasonably be required by the Headteacher.
General	<ul style="list-style-type: none"> • To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager. • To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace • Ensure that all duties and services provided are in accordance with the school's equal opportunities policy • The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment • The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

PERSON SPECIFICATION

Applicants should:	Essential	Desirable	Primary means of assessment
Have a good honours degree	✓		Application form
Have Qualified Teacher Status	✓		Application form
Have an educational leadership qualification		✓	Application form
Experience as a middle or senior leader in a secondary school	✓		Application form
Significant sixth form / A-Level Teaching Experience	✓		Supporting statement
Excellent understanding of safeguarding issues relevant to senior students	✓		Interview
An ability to inspire sixth form students and to demonstrate genuine commitment to their wellbeing	✓		Supporting statement / Interview
An ability to command respect from students	✓		Interview
A strong commitment to high academic and behavioural standards and a strong understanding of the academic ethos necessary to raise achievement at A-Level	✓		Supporting statement / Interview
Have proven track-record of leading and managing staff; being supportive, sympathetic, constructive and, when necessary, challenging	✓		Supporting statement
Have a proven track-record of high quality record keeping and administration	✓		Supporting statement
High emotional intelligence and sensitivity to deal with challenging issues	✓		Supporting statement
Experience of successful strategic planning, implementation, monitoring and evaluation of school improvement		✓	Supporting statement
Experience of creating, implementing and monitoring effective policies and procedures	✓		Supporting statement
Skilled communicator with an ability to lead individuals and to persuade them to share, explore and adopt new and different methods and approaches where appropriate	✓		Supporting statement / Interview
Experience of presenting in public and an ability to market the sixth form experience	✓		Interview
Experience of chairing meetings		✓	Supporting statement
Ability to work under pressure and to tight deadlines	✓		Supporting statement
Ability to think and plan strategically	✓		Supporting statement / Interview
Demonstrate initiative, imagination, energy, enthusiasm, resilience and personal commitment	✓		Supporting statement / Interview

Applicants should:	Essential	Desirable	Primary means of assessment
Experience of staff leadership, management and development	✓		Supporting statement / Interview
Ability to coach and mentor colleagues	✓		Supporting statement
Have high expectations of students	✓		Interview
Ability to prioritise correctly	✓		Interview
A professional approach, which inspires confidence in students, staff, parents and governors	✓		Interview
Excellent written and ICT skills (Microsoft)	✓		Interview
Be willing to participate in the wider extra curricular life of the school	✓		Interview

Testimonial

Working at King John for the past six years has provided me with a wide range of fantastic opportunities and wonderful experiences. I was encouraged to attend a middle leaders training programme provided by the trust which gave me the knowledge and confidence to be successful in a promotion to Director of English and media. I was also lucky enough to attend the media department trip to Hollywood with a group of KS4 students and was encouraged to organise my own trip to The Globe theatre for KS3 students.

- Director of Learning, The King John School

Working at the King John School is a privilege. Given the school's reputation I am very proud to be a part of the organisation and enjoy coming to work each day. As a school, King John promotes progression with leaders giving staff their full trust and support in professional development. During my time at King John I have been able to grow and flourish by being exposed to work across the school, within our trust schools also as part of the Benfleet Teaching Schools Alliance. Working at the King John School has certainly progressed my career.

- CPC Director, The King John School

Having worked within Zenith for a number of years I have been afforded so many opportunities to develop. I came to the school as a Head of year and after discussing my drive to be on the leadership team I was given extra responsibilities to ensure the progression was effective and that I was ready to interview for a role. With this in mind I was asked to lead on several faculties and drove the Equality and Diversity within my school. This then led to me being asked to join a school within the MAT to take on the role of associate assistant headteacher. I have now secured a permanent position in this school and couldn't have done it without the opportunities given to me by the Trust.

- Assistant Headteacher, The James Hornsby School

I have worked for Zenith Multi Academy Trust for 2 years now, during that time I have been given the opportunity to progress both professionally within my role and personally through training and development. The trust offers a supportive working environment and recognises potential in its employees affording them the opportunity to progress across the Trust. In the last 2 years, I have progressed from a Personnel Officer to HR Manager and completed my CIPD qualification. The Trust has supported me through my progression, encouraging my growth within the role and given me the opportunity to be part of the team striving to ensure the best possible workplace experience for our employees.

-HR Manager, The James Hornsby School

