

Head of Campus

Satellite Site, Thames Valley School

Leadership scale L1-L6 (circa £47-53k), dependent on experience



About Us

The Liberty Academy Trust is an education charity established in 2022. Our vision is to create a world that works for autistic children and young people, by providing an exceptional educational offer so that they achieve success now and are well-prepared for adulthood. We work towards this vision through our core values of courage, determination and teamwork.



We are currently a small Trust of three academies, with plans to grow so that our reach and impact can extend further. Committed to providing an excellent education for autistic children and young people, our approach is to support the whole child, offering a balance of personalised teaching and therapeutic support as standard.



Thames Valley School in Reading is an Autism Specific Specialist Free School, currently providing education to 54 children and young people aged 4 to 16. We are working in partnership with Brighter Futures for Children, Reading to extend pupil numbers in the early years foundation stage and key stage 3, through a satellite provision in nearby Whitley.



Thank you for your interest in this role within Liberty Academy Trust.

This is a hugely exciting time for our family of academies as we seek to grow and extend our reach so that we can make a real difference to the lives and life chances of children – and particularly those who are autistic – so that they receive the educational opportunity they deserve.

The Trust currently has three academies based in the local areas of Cheshire East, Reading and Kennington; all of which are at different stages of development. As a Trust, we are clear about the importance of achieving long-term sustainability for our academies.

Our vision is to lead through moral purpose, whilst taking advantage of collaborative opportunities and partnership work, to secure an excellent educational offer for our children and young people. Employees within the Trust belong to a community of professionals and benefit from an increasingly wide range of networks and development opportunities across the Trust, which will increase further as we grow.

With high expectations for staff and pupils alike, those we recruit can demonstrate that they share our values, are highly motivated to work with colleagues to continuously develop their skills, pursue professional excellence, and are committed to providing the highest standards.

If you see yourself in that description, then we would be delighted to receive your application.

Dr Nic Crossley, Chief Executive



Thank you for your interest in this new role at Thames Valley School.

We are a primary and secondary school based in Reading, providing specialist education for children and young people aged 5 to 16 who require an education that is tailored to their individual needs.

Thames Valley School helps autistic students build on their strengths and learn with confidence, independence and enjoyment. Our aim is to respond to the needs of each of our students, helping them to grow in confidence, enjoy school and achieve success. We work to ensure access to learning that meets existing and future needs of all students and prepares them for college, work and adult life.

Being part of the opening of a satellite provision for Thames Valley School is a fantastic career opportunity. This role will enable you to increase the reach of this specialist Trust and provide much needed places for autistic pupils. You will work alongside myself, other

Executive Directors and members of the school leadership team to set up and run this important provision.

This is an exciting opportunity for an experienced, passionate and inspirational leader within specialist education to shape the future direction of the school. The successful candidate will lead the way in transforming the lives of autistic children and young people and will develop a true community school.

A school is nothing, however, without a skilled and dedicated staff team. This is a wonderful opportunity for an experienced, skilled and suitably qualified educationalist to lead an enthusiastic and dynamic team through ethical leadership which demonstrates our Trust Values of Courage, Determination and Teamwork.

If you would like to find out more about this opportunity before you apply, we can arrange an online meeting. Please contact Sara Newman, Executive Assistant in the first instance to make arrangements, at: sara.newman@libertytrust.org.uk

Once again, thank you for your interest and I hope to hear from you shortly.

Jo Galloway, Director of Education

The Opportunity

From January 2023 we will be accepting additional pupils into our school at both early years foundation stage and key stage 3. We will be utilising a satellite site on the grounds of Ridgeway Primary School in Whitley. While the location is separate, the satellite provision will be very much part of the main school, sharing staffing, timetables and curriculum, and with staff receiving consistent support and development opportunities.

As Head of Campus, you will play a key role in setting up and running this important provision – being part of the opening of this new centre is a fantastic career opportunity. You will work alongside the school's senior leadership team and the Trust's executive team.

You will be an experienced, skilled and suitably qualified educationalist, who demonstrates vision, innovation and strong leadership qualities. You will be passionate about developing best practice and providing the highest standard of autism-specific education.

Our success depends on our skilled and dedicated staff. We offer a competitive salary and pension, as well as a range of benefits and a focus on staff well-being. More importantly, we offer the opportunity to play a part in highly rewarding work, as part of an ambitious and supportive team.

Recruitment Process

Further information about the school and the Liberty Academy Trust is attached. Please also visit our website at: libertytrust.org.uk

Application deadline: Monday 9 October 2023

Interviews: Tuesday 17 October 2023

Anticipated start date: December 2023 / January 2024 (subject to notice period)

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2023. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including volunteers and staff employed by contractors.

Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking online checks and an Enhanced DBS check.

We are an equal opportunities employer. Applications for this job are sought from anyone who is suitably qualified and experienced for the role, but particularly welcome from those with a diagnosis of autism or Asperger syndrome. Please note that we can only consider applicants who are legally entitled to work in the UK.

Job Description

Campus Leadership

- Work as part of the school's leadership team, hold responsibility for the smooth and effective running of satellite provision, including ensuring the safety and wellbeing of pupils as well as the delivery of the curriculum through safe staffing allocation and organisation.
- Work with the Principal and the school's leadership team to monitor the day-to-day functioning of the finance, human resources, administration and facilities management of the satellite provision.
- Develop and implement policies and procedures relating to your areas of responsibility.
- Work with colleagues to monitor timetables, rotas and staff cover, ensuring appropriate educational, care and transdisciplinary input.
- Take on the role of Deputy Safeguarding Lead (if requested); undertake investigations and ensure that all staff understand their role and are trained in Safeguarding.

- To promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact.
- To always support and implement the Trust's policy and procedures of the school.

Support for Pupils

- Provide the highest standard of support assisting pupils in achieving their maximum potential through the implementation of the Quality of Life (QoL) and SPELL frameworks.
- Develop the provision of the highest possible quality of education and care, maintaining a supportive atmosphere for each pupil.
- Ensure that activities/programmes are consistently implemented in accordance with each pupil's individual plans.
- Ensure the attainment and achievement of teaching and learning outcomes.
- Monitor the curriculum and the input of educational staff and the transdisciplinary team creating a 'one school' ethos.
- Ensure that systems to identify, address and report on pupil's needs and achievements are in place.
- Develop and build relationships with parents/carers and professionals.

General

- Participate in the Trust Curriculum Network and/or Assessment and Data network group and contribute to policy, practice and understanding of effective pedagogy across our schools.
- Liaise with partner schools, feeder schools, universities and HE institutions, sharing and learning best practice and using it to inform the practice of the subject team.
- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Contribute to the broader life of the school and the school's programme of extra-curricular activities. Support and contribute to the school's responsibility for safeguarding students.
- Always comply with all Trust and Academy policies and procedures, including, but not limited to, Safeguarding, Health & Safety and HR policies.
- Work within the Trust's Equality and Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- Engage actively in the performance review process.

Job descriptions only reflect 80% of a role and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role.

Person Specification

Qualifications and Knowledge

1. Hold qualified teacher status.
2. Evidence of significant CPD, including around the education of autistic pupils.
3. Knowledge of current legislation and policies in the area of SEN, disabilities and student inclusion, and understanding of current developments and their impact.
4. Understand the importance of high expectations and equality of access for all.
5. Knowledge of safeguarding responsibilities.

Skills and Experience

6. Relevant leadership and management experience, including the ability to work in a way which promotes collaboration and innovation.
7. Experience of autism provision.
8. Ability to deliver outstanding teaching and learning; and to create high quality lesson plans and schemes of work.
9. Able to create a safe learning environment where students are motivated and encouraged to raise their aspirations.
10. Well-developed skills around planning, organising and resource allocation.
11. Proven ability to use data confidently and use analysis to inform and monitor interventions.
12. Experience of working with quality assurance frameworks, and of using lesson observations as a tool for improvement.
13. Excellent written and verbal communication and presentation skills, including the ability to communicate positively with parents, carers and external agencies.
14. Excellent ICT skills, which enhance the presentation of data, as well as support the adaptation of teaching and intervention resources.

Personal Attributes

15. A clear passion for specialist autism provision which improves life chances.
16. Able to share and embed innovative solutions to supporting all pupils with SEND, but particularly those who are autistic.
17. A strong team player with excellent interpersonal skills, able to engage colleagues.

18. Enthusiasm and energy; stamina and resilience.
19. A flexible approach, and able to remain calm when situations become challenging.
20. Self-discipline and self-motivation; highly responsive and able to work under pressure and to tight deadlines.
21. Able to act as a positive role model for other members of staff.
22. An understanding and commitment to the vision and aims of Liberty Academy Trust.

Other

23. A post-graduate qualification relating to SEND or autism would be an advantage.

Further Information

About Thames Valley School

Opened in September 2013, Thames Valley School is an outward facing school, with inclusion and community engagement at its core. Our specialist school is designed to support students who are able to complete GCSEs and other qualifications, to thrive and achieve their aspirations.

Thames Valley School has a welcoming and safe environment for all students and stakeholders. We have a distinctive ethos and philosophy; from the moment a person enters the building they will know that this is a school where students are respected and can achieve beyond what is expected.

Students are empowered to make positive choices about their own lives and have rich and varied experiences. We engage students in learning through a flexible and challenging curriculum, which is supported by a wide range of extracurricular opportunities. We build on students' strengths and interests, focusing on what they can achieve, not what they can't.

Thames Valley School is an ambitious, forward-thinking specialist school, which seeks to advance thinking on what autistic people can achieve and how vital their place is in society.

Ofsted assessed the school as Requires Improvement in 2021, but a monitoring visit in 2022 endorsed the progress which had been made, finding Leadership and Safeguarding to be effective. We are continuing to improve and embed best practice to move the school forward.

We take enormous care to give our pupils the support they need to learn well and to develop their confidence and independence. Small classes, committed and experienced specialist teachers, and a wonderful learning environment collectively make our school an exceptional place to be. We are encouraging and supportive, and always celebrate achievement.

The school aligns significant emphasis on community-based learning. This provides our pupils with opportunities to practise everyday skills in real life settings, so they can feel part of their community. We also support young people as they transition into adulthood, teaching them the necessary skills to live independently, to gain paid employment and to participate in their local community.

We believe that a highly effective Liberty Academy Trust academy is underpinned by the following key building blocks, which when successfully achieved guarantee a quality of educational experience to be proud of:

- An inclusive vision, values and culture
- A commitment to supporting people, learning and capacity
- A consistent approach to assessment, curriculum and pedagogy
- Clarity of quality assurance and accountability
- A commitment to developing as an inclusive learning organisation

All members of the Liberty Academy Trust community are driven by the three core values of courage, determination, and teamwork.

Courage (#ChallengeWelcome)

We are willing to try new things and work to the best of our ability, even when things are difficult.

Determination (#NeverGiveUp)

We never give up and are always ready.

Teamwork (#BetterTogether)

We work with others to share ideas, offer support and provide solutions to problems.
