

Head of College (Vice Principal)

Ebbsfleet Academy



More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 32 academies across Kent, Medway and South-East London.



LEIGH
Academies Trust

Simon Beamish

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Chief Executive
Leigh Academies Trust



Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st April 2024, our Trust comprises 32 geographically organised academies (16 secondaries, 14 primaries and 2 special) educating over 20,000 students, and employing 3,000 talented staff. Nearly 40% of our academies are judged outstanding overall by Ofsted, versus 15% nationally. The Trust is establishing four 'clusters' of academies: North Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our [Vision 2030](#) document available on our website.

We are now recruiting to appoint an exceptional leader to the role of Head of College (Vice Principal) at Ebbsfleet Academy. The role of Head of College is a pivotal role in the school's future journey as our appointed leader will continue to build and evolve our unique and inspirational place of learning at Ebbsfleet Academy. The successful candidate will work closely with the Principal and other senior leaders across the Trust to maintain and further develop a strong network of effective academies across the Medway and Ebbsfleet cluster.

Our ideal candidate will be an existing Vice/ Deputy Principal or equally an aspiring and experienced Assistant Principal with considerable experience of working in a large secondary school. We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact, achieving outstanding outcomes for our students and ensuring that the school exceeds current standards and achievements.

Gurjit Kaur Shergill

Principal
Ebbsfleet Academy



Ebbsfleet Academy

Ebbsfleet Academy is a dynamic and successful 11-18 Academy serving the local community. We have students of all abilities and from a wide variety of backgrounds, all of whom contribute to the richness of our school population.

At Ebbsfleet Academy our aim is to get the best out of every student; excellence in teaching and learning is therefore at the heart of our work. Our vision is based on three core values: **'Be Ready, Work Hard, Be Nice'**. In working towards instilling these values in our students, we strive to provide a safe, healthy and stimulating environment for all.

Our curriculum is based around the needs of our students and consists of a rich blend of academic and vocational qualifications, all supported by fantastic learning resources including outstanding sports facilities, as well as modern, generously equipped classrooms, workshops and laboratories. All areas are served by excellent ICT facilities. Working together, in partnership with all stakeholders but especially parents and carers, we are creating a dynamic and innovative learning institution.

Our ambition is to ensure that all of our students achieve their potential, develop as courteous, confident and capable young people and leave with an education that has fully equipped them to go on to university or the career of their choice.

Ebbsfleet Academy is proud to be a community school. As such we can cater specifically for the learning styles and social needs of our learners. Our curriculum allows students to develop socially, behaviourally and academically at their own pace and in their own unique ways. This reflects positively in our results.

Exam results are only one measure of success. We foster students' wider interests and skills through a varied programme of extra-curricular activities and student leadership opportunities, all of which are essential to nurturing potential outside the classroom.

We have high expectations of everyone in our school. Our provision includes extension for the most able, as well as targeted support and intervention, to ensure all students achieve to the best of their ability and that they leave Ebbsfleet Academy equipped with the skills needed to excel in today's world. By working in partnership with all stakeholders, especially parents and carers, we have created a dynamic and innovative learning environment.

As a proud member of Leigh Academies Trust, our leaders also benefit from wider collaboration across a community of highly successful leaders, with continued investment in staff a core value of the Trust and our academy.



Vacancy

We are now recruiting for the role of **Head of College (Vice Principal)** for Ebbsfleet Academy to join an outstanding leadership team supported by a talented and dedicated staff body. This is a truly exciting leadership opportunity within a very successful and financially sound, mature and geographically local multi-academy trust that combines management freedom for effective leaders with secure central support that encourages collaboration for success.

Our successful candidate will be a talented and highly motivated leader with drive and commitment to excellence as well as strong interpersonal skills, and the ability to communicate to a range of stakeholders. You will be joining a supportive, committed and passionate team who work hard to ensure that all of our students achieve their potential. We are looking for an experienced professional who can demonstrate strategic leadership and excellent management, and a proven track record of success in raising standards, preferably in a non-selective setting.

This is an exciting time to join our leadership team. You will be expected to play a key role in developing the strategic vision for Ebbsfleet Academy even further whilst ensuring that our students develop their potential, achieve academic success and develop our core values. The successful applicant will be a key member of the senior leadership team and will have significant autonomy in leading their assigned College, and will have management responsibilities for multiple faculty areas. The successful candidate will likely lead on teaching and learning and staff professional development across the academy.

We wish to hear from you if you are committed to changing our education world and are:

- an enthusiastic, energetic and ambitious leader with a successful track record at secondary level;
- a motivational and inspirational leader with high expectations of staff;
- confident and able to communicate a clear vision

for the school;

- able to develop children to reach their full potential regardless of background or circumstance;
- approachable and keen to work with staff across the Trust to ensure wide success;
- able to establish and develop excellent relationships with the community and other stakeholders.

What we can offer you:

- a competitive salary;
- an exciting LAT career path with opportunities for further progression in the future;
- the opportunity to assist in leading a large and successful academy;
- security and support on your journey from close collaboration with a small central executive and a
- larger group of talented principals to share best practice and innovation;
- development opportunities to work both within the academy and across the wider Trust;
- the opportunity to implement the Trust's 'small school' philosophy to drive further academic improvement.

Position	Head of College (Vice Principal)
Location	Ebbsfleet Academy
Responsible to	Principal
Basis	Permanent, Full-Time
Commencement	September 2024
Salary	Highly competitive plus performance bonus and private health care

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates will be keen to visit the academy before making a formal application, you can arrange this by contacting Naomi Coe via: naomi.coe@ebbsfleetacademy.org.uk

Visits will be offered and will be hosted by Gurjit Kaur Shergill (Principal). Please ensure you offer Naomi a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the academy.

Candidates wishing to have an initial conversation with Gurjit Kaur Shergill about this role can also arrange for a telephone call. Those wishing to do so should also contact Alison (as above) in the first instance.

To submit an application in full, please do so online via the following link;

[Head of College \(Vice Principal\) - Ebbsfleet Academy - Online Application](#)

If you have any queries on any aspect of the application process or need additional information, please contact Rachel Cribben (Recruitment Advisor) on rachel.cribben@latrust.org.uk

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Closing date for applications	Monday 20th May 2024 (8am)
Shortlisting date	Monday 20th May 2024 (8am)
Interviews and assessment activities	Wednesday 22nd May 2024 (all day)



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Job Profile

Role: Head of College (Vice Principal) - Ebbsfleet Academy

Reporting to: Principal

Leigh Academies Trust is a highly successful multi-academy trust. Its model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Core Purpose

To assist the Principal in the development of the College within the academy, creating a climate of learning where expectations are high, clearly communicated and consistently reinforced. To support the development of the whole child, within a safe and healthy environment, fostering positive community values. To promote a culture where students have high aspirations, the determination to succeed, and opportunities to make exceptional progress. To effectively promote the educational vision associated with the Leigh Academies Trust.

Duties

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and the National Teachers' Standards. It may be modified by the Principal, after consultation, to reflect or anticipate changes in the job, commensurate with the salary and job title, also other duties that the Principal may from time to time ask the post-holder to perform.

All Heads of College have responsibility for the academic outcomes of their small school. Key emphasis is placed on knowing the students in the College and how best to support them. The successful candidate will be expected to create a College ethos that is unique but reflective of the whole academy vision.

The academy aims to appoint the right person for the team; the overarching responsibility allocated for this position will be determined based on the successful candidate's skill-set.

Key Responsibilities

Strategic

- Support the Principal in developing and communicating a clear strategic vision of how to develop the academy successfully to Outstanding;
- Have a deep understanding of education theory. We aim to personalise education through innovative approaches to learning, support, experience and leadership;
- Have an 'eye' for standards. Implement accurate performance indicators for students and staff and hold everyone accountable for them;
- Have up to date understanding of Ofsted requirements and ensure the effective and rigorous self review framework is embedded within the academy;
- Lead on designated sections of the Academy Performance Agreement;
- Support the development of effective, high performing teams across the academy through the delivery of training and through coaching;
- Support the Principal in managing the academy effectively and ensuring the successful implementation of radical change, and deputise for him in his absence;
- Work in harmony with the Principal, Trust, Governors, local schools, other academies and other partners as appropriate

Behaviour and Attendance

- In consultation with the Principal, lead the pastoral vision for the Academy.
- To lead, direct and manage the Attendance Officers



and Student Services Managers.

- To encourage pupils' engagement with the education process by supporting behaviour for learning.
- To oversee analysis of behaviour and attendance data and action plan accordingly.
- To identify teachers' professional development needs in relation to behaviour management and lead training as required.
- To set, develop and implement policies, plans, targets, practices and procedures related to behaviour management systems, including the Behaviour Charter and Anti-Bullying Policy.
- To lead actions to follow up concerns about the behaviour of pupils travelling on buses to and from the Academy.
- To liaise with staff and external agencies to ensure that appropriate interventions for behaviour are implemented whenever necessary so that our most vulnerable students are able to participate fully in the education process.

Learning and Teaching

- Work with the Principal in the strategic leadership for a key area of academy improvement, its development and delivery that meets the needs of individual students and maximises the opportunity for each individual to achieve excellent outcomes;
- Ensure that learning and teaching policy and practice are at the highest standard;
- Effective use of data with the academy to raise standards;
- Regularly review and quality assure the student tracking systems across the academy;
- Understand and implement an assessment framework that will provide accurate and timely information for students, parents, teachers and governors;

- Oversee the quality of learning and teaching through regular reviews within the academy and, at least two designated Faculty Areas, intervening where necessary;
- Use data from stakeholder consultation in order to critically evaluate learning and teaching;
- Have an oversight of the performance of our high prior attaining students (HAPs).

Leading and Managing Staff

- Create a School ethos that fits with the academy vision;
- Lead by example with integrity, creativity, resilience and clarity, demonstrating optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents and Governors;
- Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels;
- Maximise the contribution of staff to improve the quality of education provided and standards achieved;
- Create and maintain good working relationships among all members of the academy community;
- Sustain their own motivation and that of staff for whom they are accountable;
- Promote the academy ethos in which the highest achievements are expected from all members of the Academy community;
- Contribute to an effective and rigorous Performance Management process.

Efficient and effective use of staff and resources

- Work with the Principal, Governors and colleagues to recruit and retain staff of the highest quality;
- Work with colleagues to deploy all staff effectively in order to improve the quality of education provided;



- Support the Principal and Director of Finance and Operations in managing and organising accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements;
- Support the Principal in seeking to ensure adequate resources for the academy.

Standards

- Oversee regular and systematic reviews of standards to ensure early identification of strengths and weaknesses ensuring effective interventions are made;
- Support senior and middle leaders in the effective review of standards in their areas of responsibility;
- Motivate students and staff to achieve the highest possible standards and secure the best possible outcomes;
- Establish and maintain clear improvement plans, milestones, targets and expectations in relation to standards, quality and achievement;
- Use assemblies to motivate and inspire students.

Community

- To attend Governors' meetings, evening and special events;
- Ensure that Citizenship and Spiritual, Moral Social and Cultural aspects are embedded throughout the Academy and its interface with community partners.
- The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy.

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers

to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [**Keeping Children Safe in Education document \(Department of Education\)**](#).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

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Person Specification

We seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

Essential	Desirable
Experience	
<ul style="list-style-type: none">• Proven record of significant senior leadership impact• Proven track record of raising standards• Experience of management of human and financial resources at senior level• Proven curriculum leadership• Successful establishment of links with the local community• Excellent track record as an effective innovator of education• Successful experience of promoting equal opportunities, inclusion and appropriate strategies for children with special educational needs• Experience of developing student involvement in schools• Experience of working with parents• Experience of child safeguarding issues and successful use of measures that promote and ensure the safeguarding of young people• Experience of using performance management processes successfully to contribute to school improvement	<ul style="list-style-type: none">• Experience at deputy/assistant head level or equivalent• Experience of full 11 - 19 age range in a co-educational setting• Experience of leading in challenging circumstances• Subject teaching expertise in an EBacc subject area• Experience of leading highly effective whole school assessment systems.• Experience of working within a MAT• Experience of developing SEN at a strategic level
Education & Qualifications	
<ul style="list-style-type: none">• Degree and teaching qualification• Qualified teacher status• Sustained record of professional development	<ul style="list-style-type: none">• Accredited post graduate study• Masters/MBA• NPQH

Essential

Desirable

Leadership & Management


- Positive attitude towards change
 - Extensive experience of developing staff, of team building and of developing student involvement in schools
 - In-depth knowledge and understanding of current educational priorities
 - Good understanding of the Ofsted framework and Self Review
 - An understanding Performance Management
 - Setting and achieving ambitious and challenging goals and targets
- Experience of working with a range of agencies
 - Experience of working with Governors
 - Experience of challenging 'satisfactory' performance

Skills

- An Outstanding classroom teacher
 - Proven leadership skills including a range of leadership styles as required
 - Effective behaviour management
 - Strategic management, resource management, development planning & personnel management
 - Effective interpretation, analysis and use of data
 - Well developed coaching and mentoring skills
 - Well developed interpersonal and communication skills (including written, oral and presentation)
 - Wide experience of managing change, leading innovations and meeting challenges successfully
 - Effective ICT Skills
- Experience of leading staff development in own/ other schools and settings
 - Advanced skills in one or more areas
 - Efficient in Google Suite

Attributes

- Retain a sense of proportion and good humour
 - Presence, drive and a passion to raise standards for all in the pursuit of excellence
 - Shared vision with sponsor
 - Ability to both lead and be a member of a team
 - Strong solution focused approaches to problem solving
 - Energetic, resilient, empathetic
 - Able to develop and maintain good relationships with staff, parents, students, governors and the community
 - Commitment to continuous improvement
 - Ability to plan and prioritise
 - Attention to detail
 - Innovative and self reflective
 - Able to deal sensitively with students, parents and staff to resolve conflicts
 - Stay calm under pressure
- Experience of leading change in challenging circumstances



All of our academies
work closely and
collaboratively together,
along with our partners,
seeking to exploit the key
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human scale education.

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Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

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An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 32 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich. Nearly 40% of academies are judged outstanding versus 15% nationally.

Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do'

attitude towards continuous improvement and innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

**Our Mission:
Education for a better world**

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