

Assistant Head of College (Assistant Principal) Strood 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 30 academies across Kent, Medway and South-East London.



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 September 2022, our Trust comprises 30 geographically organised academies (14 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 3,000 talented staff. 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 Assistant Principal at Strood Academy. The role of Assistant Principal is a pivotal role in the school's future journey as our appointed

Simon Beamish
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Chief Executive
Leigh Academies Trust



leader will continue to build and evolve our unique and inspirational place of learning at Strood 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 organisation.

Our ideal candidate will be an existing Assistant Principal with considerable experience of leading whole school programmes for teaching and learning, a teaching background in a core subject is desirable but not essential, and with a track record of raising academic standards. We are looking for an exceptionally talented leader who will use their expertise, energy and vision to make a real impact, achieving outstanding outcomes for our students and ensuring that the school exceeds current standards and achievements.

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Principal
Strood Academy



Strood Academy

I would like to extend a warm welcome to Strood Academy, a successful, thriving and vibrant learning community for 11-19 year olds. We are extremely proud of our staff and students and have a strong belief that all students deserve a world class education, which we continue to offer as their local community school.

We deliver innovative teaching and learning through our broad, balanced and inclusive curriculum allowing our students to experience a rich variety of subjects. Our curriculum and lessons are sequenced to enable our students to build on their prior knowledge and further develop their understanding in order for them to achieve the highest outcomes regardless of their starting point.

We believe passionately in the mastery of the core within a broad, balanced and coherent curriculum that develops the whole child holistically. The curriculum is shaped by, and deeply rooted in, the strongest available evidence about how students learn and retain knowledge. We are committed to students engaging deeply and comprehensively with both substantive and disciplinary knowledge so that they achieve strong outcomes throughout each phase of the curriculum: the Middle Years Programme (MYP) in Years 7, 8 and 9; a two year Key Stage 4 where students study a range of GCSE and vocational qualifications in Years 10 and 11; and the International Baccalaureate Careers Programme (IBCP) in our Sixth Form.

Our vision at Strood Academy is to create 'An inclusive community where we are all kind, respectful and resilient in our journey towards excellence. Our students thrive through an enriching and diverse curriculum that offers a global perspective, empowering all to become inquisitive lifelong learners.'

Our core values are to be:

- Inquisitive
- Respectful
- Resilient
- Kind

Our recent OFSTED inspection has confirmed that the academy continues to be judged 'Good' and is very strong in many aspects and areas. The full report can be found on our website and I would like to share a quote which reflects the culture and ambition we all have for our students.

'The principal advocates a culture of high expectations, aspirations and traditional values. Leaders' high expectations are reflected in the ambitious International Baccalaureate curriculum. This provides a global perspective which encourages pupils to be inquisitive lifelong learners'

To read the full report please [click here](#).

As Assistant Principal, you will be working within the Senior Leadership Team and take on key areas of whole-school responsibility. You will be class-based, but with designated leadership time to ensure you are able to fulfil your responsibilities. The Senior Leadership team is immensely experienced and relentlessly focused on ensuring Strood Academy continues its journey to excellence. As a LAT academy, you can expect to receive high quality professional development, on-going support, and opportunities to work both cross-cluster and cross-Trust.

We welcome applications from both internal and external candidates and look forward to discussing this exciting opportunity with you.

Vacancy

From Easter 2023, we are looking for an exceptional candidate to join us as an Assistant Principal. The successful candidate will work alongside the Principal and Vice Principal, to support the academic and pastoral development of its students.

We are looking for an individual who can confidently establish and develop excellent relationships with all stakeholders. They will be a highly effective and inspirational teacher and leader, with strong behaviour management and experience of leading highly successful teams at a secondary level. We expect all of our students to be challenged, to be inspired and to achieve beyond expectation. Prospective Assistant Principals will be experienced middle leaders who have worked in roles such as Heads of Departments or equivalent.

As a community we believe in working collaboratively and sharing good practice. If you want to be part of a team which embraces innovation and creativity then we are interested to hear from you.

To view the structure of the senior leadership team, please [click here](#).

For our successful candidate, being a member of staff at Strood Academy and the wider Trust means you'll receive access to a great range of employment benefits from day one. [Click here to view the current benefits package, and be mindful that the list is always growing.](#)

We'd like to hear from candidates who are:

- An excellent leader who is passionate about learning and has strong subject knowledge within their own subject
- Collaborative, able to build strong professional relationships
- Able to motivate and inspire students and staff to achieve their full potential
- Energetic and have a can-do attitude
- Confident and has strong career aspirations
- Committed to safeguarding and the happiness and wellbeing of everyone at the Academy

Position	Assistant Principal
Location	Strood Academy
Responsible to	Principal
Basis	Permanent, Full-Time
Commencement	Easter 2023
Salary	Leadership scale commensurate with experience

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 Molly Allen, PA to Academies Director - molly.allen@latrust.org.uk. Visits will be hosted by Emma Elwin, Academies Director, or a member of the Senior Leadership Team. Please ensure you offer 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 the Academies Director about this role can also arrange for a telephone call. Those wishing to do so should also contact Molly in the first instance.

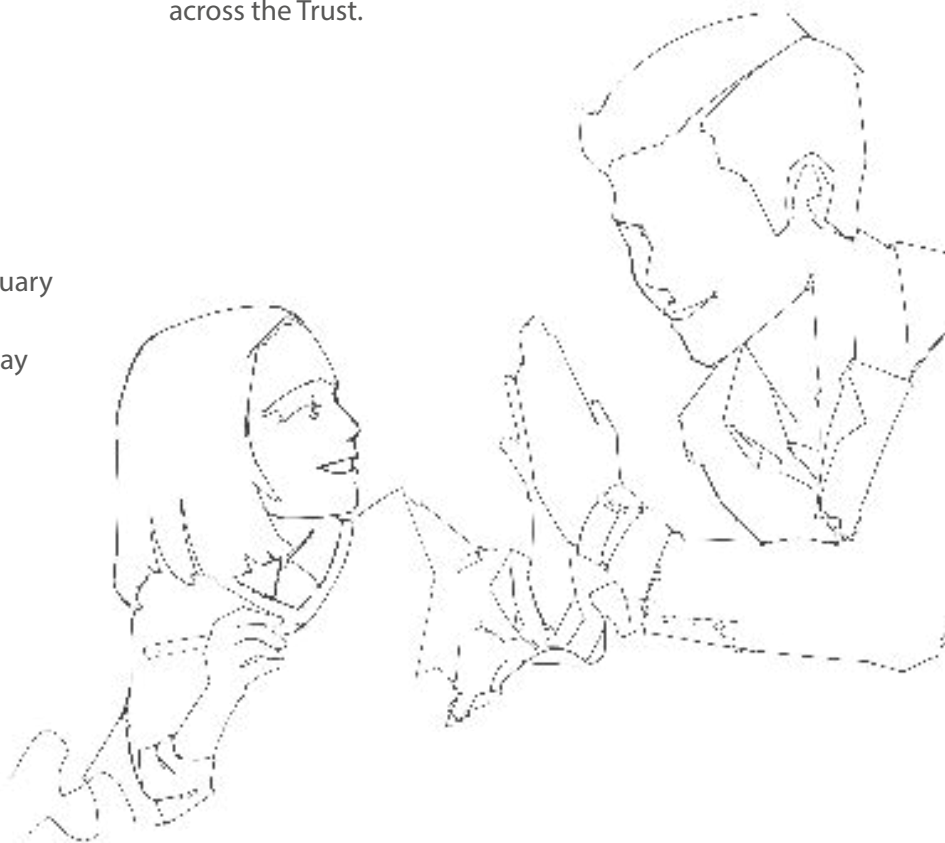
When ready to apply, suitable and interested candidates are invited to complete an online application detailing why they are suitable for the role. This can be submitted on Jobtrain via the following link;

[Assistant Head of College \(Assistant Principal\) - Application form](#)

If you have any queries on any aspect of the application process or need additional information please contact Rachel Cribben (Recruitment Coordinator) on **01634 412 258** or 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	Wednesday 22nd February 2023
Selection activity date	Monday 27th or Tuesday 28th February 2023



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Job Profile

Role: Assistant Principal - Strood Academy
Reporting to: Principal

Core Purpose

To ensure outcomes for students are exceptionally high in relation to their starting points, showing high rates of progress in all areas of their studies and personal development. To assist the Principal in leading the school within the Academy, creating a thirst for learning where expectations are aspirational, clearly communicated, and consistently reinforced. To support the development of the whole child, within a safe and healthy environment, fostering positive community values, and building strong relationships with families and other stakeholders. To promote a culture where students are tolerant, empathetic, and have the determination to succeed. To effectively promote the educational vision associated with the Leigh Academies Trust and to successfully lead a whole academy with whole school responsibility.

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. They 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.

In addition to standard leadership expectations, the main focus of the role will be:

- The monitoring and supporting of academy students to maximise progress, ensuring that all groups are challenged and supported to make progress.
- To be a full and active member of the appropriate school leadership.
- To line manage and hold account the school pastoral teachers.
- To line manage and hold account allocated faculties where appropriate.
- To undertake specific whole Academy responsibilities that will lead to the progress of students and the safe, efficient, smooth running of the Academy as agreed by the Principal.

Professional Development

- To take responsibility for personal professional development.
- To take part, as appropriate, in the academy's professional development programme.
- To engage actively in the Performance Management Review process.
- To evaluate own personal performance through self-evaluation and learn from the effective practice of others and from evidence

Professional Values and Practice

- To support the academy's responsibility to provide and monitor opportunities for the personal and academic growth of students.
- To provide a role model through their personal and professional conduct.
- To work as a member of designated teams and contribute positively to effective working relations within the academy.
- To be proficient in the application of literacy, numeracy, and ICT.



- To safeguard the health and safety of all students both on the academy premises and when engaged in authorised academy activities elsewhere.
- To contribute to the effective running 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/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

As a Trust 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.

For the role of Assistant Principal, we would expect candidates to demonstrate:

- passion for continuous personal and social improvement by self and others;
- professional integrity and respect for the opinions and circumstances of others;
- personal impact and presence with all stakeholders;
- leadership ability to inspire and motivate staff and students;
- excellent interpersonal and communication skills;
- passion for raising secondary achievement and solid understanding of what constitutes an outstanding school;
- significant leadership and management experience in a similar role;
- creative and innovative skills in finding new solutions;
- strong relationships with governors, parents and other stakeholders;
- willingness to share knowledge and work collaboratively with other academies and trust executives;
- abundant enthusiasm and energy;
- ability to think reflectively and adapt well to change;
- resilience and the ability to remain calm and consistent under pressure;
- reliability and ability to meet deadlines;
- sense of humour;
- effective organisational skills;
- excellent personal ICT skills.

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.

4 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 30 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

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: Shaping Lives,
Transforming Communities**

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