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Dear Applicant,

Thank you for your interest in the post of **UKAT Assistant Principal (Inclusions)** working across Chatham Grammar and Brompton Academy. I hope you will be as excited as I am by the challenges and potential of this post.

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

UKAT is looking for dynamic, visionary, talented career professionals who has energy, drive, creativity and a passion for making a difference, working within disadvantaged communities. The successful candidate will be part of a larger strategic UKAT leadership team that leads and manages our two academies, as well as part of the local SLT team at either Chatham Grammar.

We are seeking to appoint an outstanding individual to help ensure that all students at Chatham Grammar and/or Brompton Academy make the maximum progress of which they are capable. You will take responsibility for the strategic vision and planning for the day to day operation of the inclusion policy and the provision made by the academy for SEND students in our mainstream and specialist provision. The postholder will have experience of SEND and Safeguarding and be passionate about removing barriers to learning. This will be achieved by analysing progress of key groups and individuals and organising and evaluating interventions as appropriate. These interventions will ensure that students are fully engaged with their academic studies and will identify and remove barriers to progress. As a member of the Inclusions Team, you will be expected to liaise with academy and outside agencies, lead staff SEND training with the latest research and strategies, manage and co-ordinate a team of teaching assistants, and review and maintain the records of SEND students. In addition, you will lead a small Pastoral Team.

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

I look forward with anticipation to receiving your application.

Please find below some further details regarding the University of Kent, Chatham Grammar and Brompton Academy.

Our websites provide a wealth of additional information and if you would like to visit before applying then please email our HR Team – recruitment@universityofkentacademiestrust.org.uk or if you would like to have an informal conversation then please contact me on 01634 852341 or email me philipstorey@universityofkentacademiestrust.org.uk

Kind regards,

Philip Storey
CEO

The Sponsor - the University of Kent

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

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

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

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

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

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

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

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

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

and Masters qualifications to work within the Multi Academy Trust and gain qualified teacher status alongside their post graduate studies.

University Support

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

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

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

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

Chatham Grammar School

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

There have been significant improvements in the learning environment, and a new build block has been completed. In addition, a new ICT infrastructure has been installed to allow all

students to benefit from learning technologies. All staff have MacBooks and iPads. All students have iPads.

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

Brompton Academy

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

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

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

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

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

The Academy Curriculum

Locally there is under-achievement in level 1 and 3 qualifications and considerable underachievement in numeracy. UKAT academies seek to continually review their curricula in light of local, regional and national needs and at the same time are conscious that they need to ensure compliance with DfE requirements, and Ofsted/RSC accountability measures. This is always a work in progress as we seek to provide access and engagement for all, within our overall programme.

The Basis of the Curriculum

The curriculum design has been based on the following principles:

- High aspiration for all, and a relentless pursuit of excellence and high achievement
- A guided degree of choice for students from age 11 to 19 over their individual learning pathway to improve motivation and engagement.
- Enjoyable learning for all students and teachers.
- Promotion of higher order learning and thinking skills.
- Promotion of student leadership skills
- Promotion of student leadership skills
- Association of students to a pastoral school within the academies to nurture students' self-esteem and aid a learners' sense of belonging to a family.
- Building of a strong sense of purpose to drive motivation and achievement
- A wide choice of academic qualifications, learning routes and levels for students with flexible delivery.
- Enable pace and acceleration, unlimited by students' age.
- Student wellbeing and preparedness to live in a 21st century world.
- Development of resilience to cope with situations and events outside students' comfort zones.
- Varied progression routes, all underpinned by a changed pedagogy.

The use of ICT underpins almost every aspect of teaching and learning across the academies and the expectation is always that it will be used and accessed to enhance teaching and learning.

How to apply:

After reading all the information supplied, including the generic AP person specification, generic AP JD and any other information please complete the following:

- The application form – you do not have to fill in the longer section asking you to write in support of your application. This is optional.
- Write no more than one side of A4 (Arial font 11) addressing the following –
 - Outline three key evidenced achievements you have made in your post(s) within the last three years, and explain what these taught you about leadership, what you learnt about yourself, and how this has shaped your future vision and beliefs particularly with reference to the Inclusion agenda
- Write no more than one side of A4 (Arial font 11) to answer following –
 - Outline how you would approach your first three months in post.

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

Closing Date: Monday 15 March 2021 at 10:00am

Interviews: First round 22 and/or 23 March 2021
Second round (for successful candidates) 29 and/or 30 March 2021