

Longsands Academy



Astrea Academy Trust
INSPIRING BEYOND MEASURE

ASSISTANT PRINCIPAL SENDCo

CANDIDATE PACK

SCHOLARSHIP

TENACITY

CURIOSITY

RESPONSIBILITY

RESPECT

Open Letter from our Principal

Dear Candidate,

I am delighted that you are interested in applying for a role at Longsands Academy, part of the Astrea Academy Trust since 1st September 2018.

Longsands Academy is a successful, fully-inclusive secondary school at the heart of its community. We pride ourselves on providing an engaging and supportive environment in which our students feel empowered to reach and embrace their full potential with confidence. Our staff are committed to nurturing the abilities of every child with a curriculum which promotes academic excellence and is delivered by subject specialists. The opportunities we provide allow all students to showcase their talents, whether through the traditional school day or as a result of the wealth of extra-curricular activities on offer. Furthermore, in order to develop the important qualities of independent learning and resilience, our students are encouraged to take responsibility for their learning both in and out of lessons. We are extremely proud of the achievements of our students that are a result of the high expectations, students' hard work and commitment and the supportive relationships that exist between staff, students and their parents/carers.

The pursuit of academic excellence is at the heart of the Academy. Through high expectations of behaviour, a commitment to great standards of teaching delivering a knowledge-rich curriculum, and positive working relationships with all members of the academy community, all students, regardless of their background or personal circumstances, are encouraged to achieve their academic aspirations. We believe that schools must teach powerful knowledge that takes students beyond their everyday experiences. We believe in a traditional, subject-based approach to teaching in order to create a scholarly culture that is disciplined and joyful. We want to ensure that we open doors for every students' future and develop in them a life-long love of learning.

We are committed to developing our staff to be the very best that they can be by striving to ensure that all of our colleagues can access high-quality Continuing Professional Development (CPD). Our CPD programme is both department-based and in collaboration with academies within the Astrea family and external partners. Wide-ranging opportunities for professional development are available for staff at all stages of their career, including ECTs, experienced classroom teachers, middle and senior leaders and support staff.

Please visit our website for further details on our vibrant and diverse [school](#).

I look forward to receiving your application.

Dr Catherine Cusick

Principal, Longsands Academy



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Open Letter from our Regional Director

Dear Candidate,

Thank you very much for your interest in becoming an Assistant Principal at Longsands Academy.

Longsands Academy is on an exciting journey towards excellence. It joined Astrea Academy Trust on the 1st September 2018. The academy has approximately 1396 students on roll in Years 7-11 with a further 329 students attending the Longsands Sixth Form and partner providers of post-16 education including Stageworks. Longsands is brimming with potential, is at the heart of the community and there is much to be celebrated within the academy. For the successful candidate, this position offers a fantastic opportunity to shape and enhance the life chances of our students so that they go on to be successful in their next stage of their educational journey.

To ensure that we continue to excel and strengthen further, we are keen to attract exceptional colleagues to join the staff team and school community to realise the potential evident within Longsands. We are keen to attract the right calibre of professional to work alongside our dedicated team of staff; a colleague who shares our vision and commitment to a knowledge-rich curriculum and a traditional approach to teaching, behaviour and culture, influenced by Lemov's Teach Like A Champion and Tom Bennett.

We believe that schools must teach powerful knowledge, 'the best that has been thought and said' and an 'entitlement curriculum' for all, with an underpinning philosophy that 'education for all should confer the benefits associated with education for the rich' (Michael Young). With careful curriculum design, spaced retrieval practice, detailed assessment and achieving mastery in small steps, rates of progress can increase greatly. We believe in explicit instruction and have been greatly influenced by Lemov's 'Teach Like A Champion', Rosenshine and recent developments in cognitive science. Excellent teaching must sit alongside a carefully considered and sequenced curriculum, implemented successfully and consistently through a culture of deliberate practice and instructional coaching.

We have recently launched the Astrea Behaviour Curriculum, where behaviour expectations and routines are explicitly taught and deliberately practised. The creation of a scholarly culture that is warm and strict, disciplined and joyful, where there is 'purpose not power', ensuring impeccable behaviour, where teachers can focus on teaching and pupils can focus on learning, underpins everything. There needs to be relentless consistency with the implementation of the behaviour policy in every classroom, and overcommunication of the 'why' to all stakeholders, to help ensure impeccable behaviour.

Longsands Academy is part of Astrea Academy Trust and is on a strong improvement journey developing a strong curriculum, good teaching and effective pupil support. We are now looking for a leader who is aligned with our values and will support the Principal in accelerating the school's journey to excellence. The position is a great match for someone who shares the Trust's vision for educational excellence and has the focus to drive improvement at a pace, building on the school's improving foundations. You will be a team builder, able to motivate staff and pupils.

If you are aligned to our mission and values, have a strong track record of improving young people's education and a drive to do more, we very much look forward to hearing from you. We fully recommend that you take the opportunity to make an informal visit to see the school prior to making your application. Please contact Sharon Kontou, Sharon.Kontou@astrea-longsands.org.

With very best wishes,

Jo Myhill-Johnson

Regional Director, Astrea Academy Trust

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Job Description

JOB TITLE:

Assistant Principal – SENDCo

REPORTING TO:

Principal

SALARY RANGE:

Leadership 11 - 15

£65,090 - £71,694 per annum

CONTRACT TYPE:

Permanent

WORKING PATTERN:

Full time

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Role Description

Purpose

The Assistant Principal is a member of the Senior Leadership Team, and will assume responsibility for the efficient management of the daily routines of the academy. They will contribute to the evaluation, formulation and implementation of policies.

The Assistant Principal will take a leading role in the promotion of the academy ethos and values, leading and managing staff and students and monitoring progress towards the achievement of the academy's aims and objectives. They will be expected to be an active supporter of all aspects of academy life including events outside the normal working week.

Key Accountabilities

The effective implementation and embedding of the agreed Astrea vision, principles and policies within the academy.

- Creating a culture of constant improvement and being an inspirational leader, committed to the highest standards in all areas of academy work.
- Play a key role in determining the strategic development of policy and practice in all areas of learning support. Take day-to-day responsibility for leadership and co-ordination of the provision made for students with special or additional educational needs.
- Take responsibility for day to day management of the school within the senior leadership team.
- In partnership with the leadership team, ensure the safeguarding of all pupils, and that the safety and well-being of pupils and staff is promoted and maintained at all times.

Main Duties and Responsibilities

Shaping the Future (Strategic Leadership)

Work within the academy community to translate the vision into agreed objectives and operational plans, which will drive forward and sustain academy improvement.

- Ensure the sustained raising of aspiration, achievement and attainment, is met in an academically rigorous, inclusive and sustainable manner.
- Ensure the academy achieves its performance targets.

- Demonstrate the vision and values of Astrea in everyday work and practice. Motivate and work with others to create a shared culture and positive climate.
- Promote the academy, and the Trust and develop effective and productive relationships with a wide range of stakeholders.
- Secure the commitment of parents and the wider community to the vision and direction of the academy and the Trust.
- Challenge, motivate and empower others to attain ambitious outcomes.

Leading the Educational Provision

- Drive and inspire a passion for learning in every member of the academy community.
- Provide a model of outstanding practice to all staff in teaching and academy leadership.
- Ensure the curriculum is rich, relevant and develops a general knowledge of the world.
- Foster a welcoming ambience in which impeccable standards of behaviour are sustained on a daily basis in order to provide a calm and purposeful environment for students.
- Secure and sustain effective teaching and learning throughout the academy by ensuring sound strategies are in place for developing, monitoring and evaluating the quality of education delivered using benchmarks and setting targets for rapid improvement.
- Ensure a continuous and consistent focus on academic achievement and personal development.
- Support the creation of a positive culture of challenge, support and high expectations, in order to achieve the academy Strategic Academy Development Plan.
- Ensure that all students make good progress including where there are barriers to learning, through clear, consistent and excellent systems and provision for all, actively promoting inclusion.
- Ensure effective and appropriate pastoral support is available to students.
- Ensure innovation and the use of appropriate new technologies which improves the educational delivery for students.

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Role Description

Main Duties and Responsibilities cont.

Developing Self and Working with Others

- Treat everyone within the academy fairly and equitably.
- To support the principal in actively and astutely managing the workload of staff to make sure that the processes within the school are sensible, essential and conducted in an efficient manner.
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance in accordance with Trust Appraisal and Capability policies and procedures.
- Ensure a high standard of professional development for all staff and for yourself, including attending all mandatory training events.
- To build a collaborative learning culture within the academy and actively engage with other academies within the Trust and the wider Astrea family to build effective learning communities.
- Work with all staff to build effective teams.
- Sustain their own enthusiasm and motivation and develop and sustain that of other staff.
- To support the Principal and Vice Principals to ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and delegation of responsibilities.
- Develop and maintain effective strategies and procedures for staff induction, professional development and appraisal as below.
- Support the effective and consistent implementation of the Astrea Appraisal Policy and other systems of quality assurance and professional development of teachers.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs and identified through the appraisal process.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academy, the Trust and the wider Astrea family

- Develop capacity through coaching and mentoring members of the staff team.
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation and contribute to joint practice development across the Trust.

Leading the organisation

- Support the Principal and Vice Principals in organising and managing the people and resources in the academy to provide an efficient, effective and safe learning environment
- Using self-evaluation and problem-solving approaches to seek organisational improvements and ensure that the Academy remains fit for purpose
- Have due regard and up to date knowledge regarding all matters relating to Health and Safety
- Have due regard and up to date knowledge regarding all matters relating to safeguarding children and young people
- Collaborate effectively with others, to build capacity across the Academy ensuring resources are effectively and efficiently deployed
- Have good knowledge of legal issues relating to leading and managing an Academy
- Be able to manage others within an accountability framework
- Support the Principal in creating an organisation which enables people to perform at their best and underpins effective employee relations

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Person Specification

Experience

- Demonstrable evidence of excellent performance as a classroom practitioner
- Proven recent success in a substantial middle leadership role in a secondary school or an equivalent role
- Experience of improving the quality of teaching and learning through effective use of assessment and challenging poor performance
- Experience of successful monitoring, evaluating and improving student progress and attainment
- Experience of managing a team successfully
- Evidence of the ability to plan strategically and communicate effectively to large groups of staff and the school community
- Significant experience of working effectively to motivate students with significant barriers to learning
- Teaching throughout the age (11-18) and ability range
- Experience of working in a multicultural, diverse school and of supporting vulnerable young people using a multi-agency approach
- Specific experience of successful working with students across the age and ability range.

Education and Qualification

- Graduate with Qualified Teacher status
- Good relevant Degree
- Evidence of commitment to self-improvement as a professional.

Skills and Knowledge

- Good organisational skills
- Good teaching skills and range of strategies
- Ability to establish and maintain good relationships with others, including leaders from across the region
- Knowledge of National Curriculum and GCSE syllabuses
- Ability to inspire the trust, confidence and respect of scholars, staff and the community
- Energy, imagination, loyalty and personal commitment
- An understanding and commitment to the protection and safeguarding of children and young people
- The ability to be able to communicate effectively in a range of situations and be able to adapt style and approach were necessary to achieve the desired outcome
- Knowledge and understanding of what constitutes high quality educational provision, the characteristics of an effective Academy and strategies for raising scholars' achievement
- High level IT skills and the ability to use these effectively in a range of situations
- The ability to manage change effectively
- High expectation of self and others.
- **This is not exhaustive.**

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy.

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About Astrea

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools. Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that. We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve. With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality.

Key Characteristics of our academies:

- High aspirations, with a firm emphasis on academic attainment
- A knowledge-rich curriculum that develops a general knowledge of the world not simply for progression for the workplace, but for the love of the acquisition of knowledge
- A calm and purposeful learning environment built on mutual respect and centralised behaviour systems
- Outstanding pastoral care with the provision of specific trust delivered SEMH services where appropriate to the pupil
- Standardised reading and arithmetic catch-up programmes for pupils where this is relevant that are taught by specialists
- Active parental and community involvement
- A broad range of extra-curricular activities including sports, music, performing arts and academic clubs

Objectives for pupils:

- Encourage all children to be confident, hard-working and ambitious, regardless of background
- Transmit a core body of knowledge to all pupils and the ability to think for themselves in order to be aware of the world around them
- To be active and thoughtful participants in their local community
- To be successful in achieving their qualifications at both GCSE and A Level

A knowledge-rich education:

- By a knowledge-rich education we mean a rigorous and extensive, knowledge-based education that draws its material and methods from the best and most important work in both the humanities and the sciences.
- The aim of a core-knowledge education is not primarily to prepare pupils for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.
- We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge-rich education should not confine itself to the Western canon, but should embrace other cultures and traditions. What that canon includes will be subject to review, but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

View the [Astrea 2025 Strategy here](#)

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Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.



Here at Astrea Academy Trust we know that diversity fosters creativity and innovation. We are committed to developing and retaining a workforce that is representative of the diverse communities that we serve. We are committed to equality of opportunity, to being fair and inclusive and building our culture of belonging. We therefore particularly encourage applications from candidates who are likely to be underrepresented in Astrea's workforce. These include people from Black, Asian and minority ethnic backgrounds, disabled people, LGBTQI+people, and men.

Astrea Talent Programme

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.

