

Primary

Academy
Transformation
Trust

Assistant Principal - Leading on
Teaching, Learning and Assessment

Application Pack

Kingsmoor Academy
Ployters Road
Harlow
Essex
CM18 7PS

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01. About Academy Transformation Trust

Our Mission

Transforming lives by *putting education first*.

Our Vision

Transforming Lives of **Our Learners**:

We seek to ensure that all our learners receive a high-quality education from expert staff and aspire to achieve the best they possibly can, no matter their background or ability. Our learners have a safe, supportive learning environments in which they develop, grow, and challenge themselves. We are determined that our learners will receive the very best enrichment and opportunities to help them reach their full potential and ensure they are prepared for the future, wherever it might take them.

Transforming Lives of **Our Colleagues**:

Our colleagues are supported with the very best professional development through our innovative ATT institute, allowing them to stay focused on learning and developing as practitioners whilst they progress in their careers. We share the very best practice across our community of academies to help build systems and processes that really work.

Transforming Lives of the **Communities We Serve**:

We are committed to actively engaging with and addressing inequality in our local areas. We understand that every one of our academies and their diverse communities are different, so we aim to build a supportive, collaborative, and nurturing relationship with each whilst sharing our key values across our Trust.

Our Values

Commitment to Education

Our core purpose is to positively impact the lives of all our learners. Education will always be at the heart of everything we do.

Transparency and Integrity

We are proud of our success whilst being open and honest about our areas for improvement. Our actions are always ethical and in the best interests of all our stakeholders.

Innovation and Improvement

We are committed to innovative education- always moving forward and never standing still. Our learners are ambitious and prepared for a future that is constantly changing and developing.

Dedication to Inclusivity

Our learners are all different and all important to us. We aspire to support, challenge, and help each one of them reach their full potential, regardless of their background or level of ability.

To learn more about our story/journey, please read our [ATT Magazine](#)

Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 21 academies (primary, secondary, post 16 and FE) operating across 10 English local authority areas. We are responsible for the education of over 13,000 learners, for the careers of almost 2000 colleagues and for the most effective spending of nearly £80 million of taxpayer income each year.

Our Priorities: Big Moves

Our Big Moves help solve a problem and achieve a step on our 2-to-5 year plan.

Aligned Autonomy

Shared Services

Improve Outcomes

Grow



ATT | 21 Academies
Local Authority Areas | 10

Staff | 1720
Primary | 409
Secondary | 1130
Special | 30
FE | 76
Other | 75

Learners | 13,334
Primary | 2711
Secondary | 9280
Special | 45
FE | 1298

Governance
People Engaged | 120+
Trustees | 10
Members | 4

Finance
£78 million in funding and other income

ATT Institute | Offering the very best PD opportunities for all our colleagues.

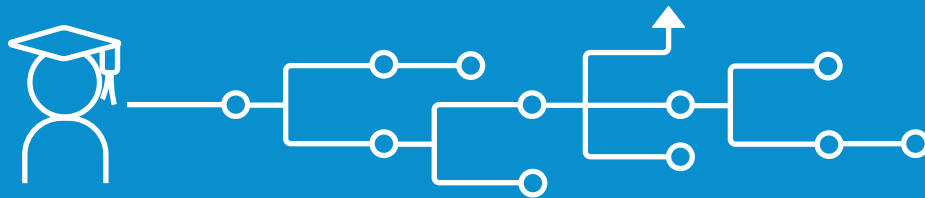


1 Outstanding

19 Good

1 Requires Improvement

02. Career Testimonials



Donovan Stansbury | Teaching Assistant

ATT has helped my career from the very beginning of my adult life. I started my career at Mildenhall College Academy on a Teaching Assistant Apprenticeship, provided by ATT FE. Now with my knowledge and understanding of my role I can succeed further with the support of ATT. I have completed my apprenticeship and now have a full-time role as Teaching Assistant at the academy. My next step is to start an OU degree, again something I will do with the full support of ATT.

Martin Sexton | Lead for Computer Science and STEM Coordinator

Working for ATT has given me many opportunities to progress my career. A move from Westbourne Academy to Mildenhall College Academy 5 years ago gave me my first step up from teacher to leading Computer Science. I received an ATT award for STEM which led to me becoming the STEM coordinator. To help develop my career further I now lead Team Network Group meetings with other Computing teachers from across the trust. ATT has also allowed me to develop my skills knowledge through attending a range of CPD with Computing at School, Barefoot, and Digital Schoolhouse all of which are helping to develop my practice.

Nicola Powling | Faculty Leader, Humanities

Since joining Mildenhall College Academy three years ago, I have been well-supported in my development as a middle leader and with the guidance and advice of senior leaders in the academy I have been able to demonstrate significant impact on the quality of teaching and learning in the Humanities subjects. Last academic year I chaired the Eastern TNG for History, which has given me the opportunity to work with colleagues across the Trust and share best practice. Most recently, I have been seconded to the senior leadership team with a responsibility for teaching and learning; this is an opportunity to continue my career development and to gain insight and experience in senior leadership.

Janye Sargant | SEND Assistant

My career at Bristnall Hall Academy began in 2004; throughout this time, I have been fully supported in developing my role as a SEND Assistant. The department has continued to grow over this time, with Mental Health and Safeguarding becoming prevalent, therefore I felt it paramount to develop myself within this area. The academy fully supported me in studying a Diploma in Counselling and Mental Health Awareness Course alongside additional courses; my role now incorporates me being a Mental Health Champion and Safeguarding Link for SEND. The professional development offered by the academy has allowed my passion in both SEND and nurturing to continue to support our most vulnerable students.

03. Academy Information



The Academy Transformation Trust sponsors Kingsmoor Academy. We are a caring, inclusive Academy with high expectations for all our pupils, whereby we aim to provide a calm and stimulating learning environment, rooted in mutual respect and where everyone is valued.

Our most recent Ofsted inspection in February 2020, confirmed that we continue to be a good Academy. They highlighted that: 'Pupils feel proud to attend Kingsmoor Academy and they enjoy learning. Staff have high expectations. The school's mission for every child to be 'equipped with the knowledge, skills and understanding they need to be the best they can be' is a reality for all pupils.'

We take pride in the wider curriculum that we provide for our children which offers enriching opportunities throughout their learning journey at our Academy. Our pupils are encouraged to explore and be inquisitive learners both in the classroom as well as in our Forest school. The wellbeing of our children is paramount at Kingsmoor, and we provide children with 'circle time' opportunities to talk freely. We provide a range of clubs to support character building and to enable them to develop life skills. We provide all of our pupils with meaningful opportunities to understand how to be responsible, active citizens who contribute positively to society. Pupils also have opportunities to take part in talent shows, sporting events and residential trips.

At Kingsmoor Academy, we are very proud of the excellent relationships that exist between our pupils, parents, staff, governors, and the wider community.

We look forward to welcoming you to Kingsmoor.



Our PD Curriculum is delivered through three pillars:

Transformational Leadership

Transformational Teaching

Transformational Services

Professional Development at ATT:

04. The ATT Institute

What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey.

PD Opportunities for Our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise.

Find Out More Online:

academytransformationtrust.co.uk/institute

05. Job Description



Assistant Principal – Leading on Teaching, Learning and Assessment

As Assistant Principal you will have the ability to lead from the front, develop leadership in others and effective rapid and sustainable change in raising the standards of student attainment and personal development. You will be able to handle a budget and ensure maximum value for money from strategy routed in research.

Key Responsibilities:

- Share responsibility for the successful delivery of the academy's vision
- Assist in the day to day running of the academy
- Provide leadership and direction to the academy and its community to deliver high standards of achievement through a comprehensive programme of activities
- Ensure all students across the full ability range have the support and opportunities required to fulfill their potential and achieve a position where they can become effective and valued stakeholder in modern society
- Collaborate as a member of the Senior Leadership Team in order to build and realise the shared vision of excellence and high standards for all students
- Assist in the development of effective systems for monitoring/recording the progress of students towards targets
- Actively contribute towards the formulation of all academy policies and procedures, ensuring their consistent implementation throughout the academy
- Support rigorous monitoring, evaluation and review of progress towards these through academy improvement plans
- Work with subject leaders and those with pastoral responsibilities to ensure that expectations regarding behavior and achievement are established and achieved
- Support staff in developing a stimulating and challenging environment which secures effective learning and provides high standards of support for students and effective behavior for learning
- Engage in the process of appointing new staff including the interview and assessment process
- Line management with the SENDCo of designated support staff
- Promote and role model a culture where performance management is rigorous, links clearly to the staff personal development and whole academy professional development
- Work with a range of stakeholders to ensure parental engagement and communication strategies
- Promote equal opportunities and safeguarding in all aspects of the academy
- To be responsible for own health and safety and that of students and staff, in accordance with the Health & Safety policies to ensure wellbeing of all people on site

Leading Teaching and Learning

- To lead by example as a teacher and as a senior leader, achieving high standards of pupil attainment, behaviour and motivation through effective teaching.
- To lead aspects of learning and be responsible for and lead designated areas of the curriculum.
- Develop a team culture which promotes collaboration, sharing of professional values, knowledge and understanding, celebration of achievements and a team responsibility for outcomes.
- Lead on whole school assessment, monitor and evaluate outcomes achieved from classroom practice and support the target setting process.
- Lead whole school professional development for teachers and support staff.

General Responsibilities:

- Demonstrate a positive commitment to equality and diversity
- Contribute to building the Academy Transformation Trust service culture and team ethos
- Adhere to responsibilities under security information, health & safety legislation and policies
- Observe confidentiality protocol
- To be included in the staff duty rota
- To undertake any other duties that are within the scope of the post, as determined by the Principal

The job description is not intended to be an exhaustive list of all the duties and responsibilities that may be required.

The jobholder will be expected to carry out such professional tasks as are commensurate with the duties and responsibilities of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being proposed. This review will be carried out in consultation with the post-holder before any changes are implemented.

06. Person Specification



Assistant Principal –Leading on Teaching, Learning and Assessment

	Essential	Desirable
Professional Qualifications and learning	<ul style="list-style-type: none"> Undergraduate degree. QTS. 	<ul style="list-style-type: none"> Evidence of recent and relevant continuing professional development.
Experience	<ul style="list-style-type: none"> Experience of leading and managing innovation and change at a middle leadership or lead practitioner level. Experience of working with children with a variety of needs. Proven ability to improve performance and build capacity through coaching, challenge and support. Be an excellent classroom practitioner with a proven track record in improving outcomes in the classroom. Demonstrate to be highly competent in the Teachers’ Standards. Be able to show examples of significant contribution, where appropriate, to implementing workplace policies and practice and to promote collective responsibility for their implementation. Act as a role model for Teaching and Learning in the Academy. 	<ul style="list-style-type: none"> Experience of middle leadership within a school or academy. Experience of having led or contributed to the success of a school through its leadership, ethos, teaching and results.
Competencies	<ul style="list-style-type: none"> Shown impact of leading a whole school initiative. Excellent relationships with students and staff. Be resilient and determined to improve standards across all areas of Kingsmoor Academy. 	<ul style="list-style-type: none"> Experience of working with families to support students at Ravens Academy.

	Essential	Desirable
Values	<ul style="list-style-type: none"> • Must believe every child can achieve beyond their potential • To be ruthlessly ambitious for all students • To be unwaveringly inclusive and determined to eradicate barriers to educational success 	<ul style="list-style-type: none"> • Experience of improving outcomes for disadvantaged students at Pool Hayes Academy.
Other	<ul style="list-style-type: none"> • Demonstrate an outward facing mentality and the desire to learn from research to improve outcomes at Kingsmoor Academy. 	<ul style="list-style-type: none"> • Is able to understand how to account for financial spending.

07. How to Apply

Assistant Principal –Leading on Teaching, and Assessment

Applying:

Please apply by visiting [www.academytransformatio
ntrust.co.uk/vacancies](http://www.academytransformatio
ntrust.co.uk/vacancies)



Status:

19.5 Hours per Week (3 days)
52 weeks per year
12-month fixed term contract ending 31 August 2025

Salary:

Scale Points: L3 - L7
Actual Salary: £30,525 - £33,675 per annum
FTE Salary: £50,875 - £56,126 per annum



Closing Date:

Friday 19th July 2024 at 9am
Or sooner should we receive sufficient applicants.

Start Date:

01 September 2024



Interviews:

To be confirmed




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