Academy
Transformation
Trust

Faculty Leader of Business, Health and Computing

Application Pack

Mildenhall College Academy
The Hub,
Sheldrick Way,
Mildenhall
Suffolk
IP28 7JX

disability
confident
COMMITTED

Contents

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.
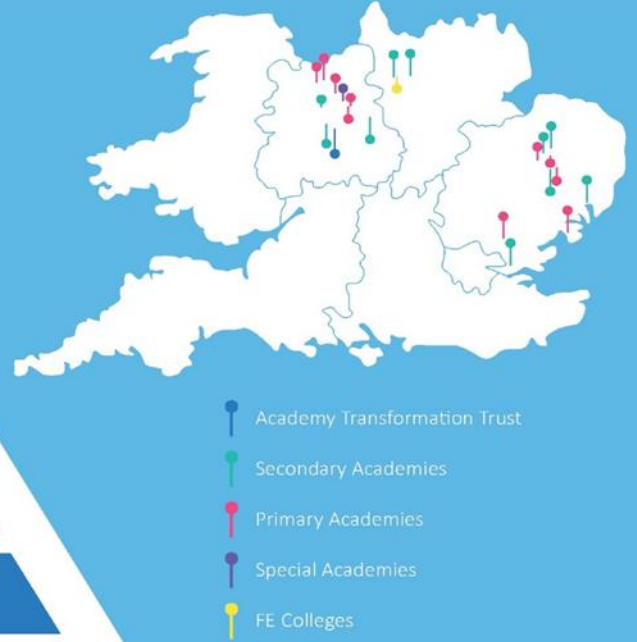
Our Priorities: Big Moves

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

Academy Transformation Trust

Secondary Academies

Primary Academies

Special Academies

FE Colleges

ATT	21 Academies	Staff	1720	Learners	13,334	Governance	Finance
Local Authority Areas	10	Primary	409	Primary	2711	People Engaged	120+	£78 million in funding and other income
	Secondary	1130	Secondary	9280	Trustees	10	
	Special	30	Special	45	Members	4	
	FE	76	FE	1298		
	Other	75			

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

Ofsted Performance

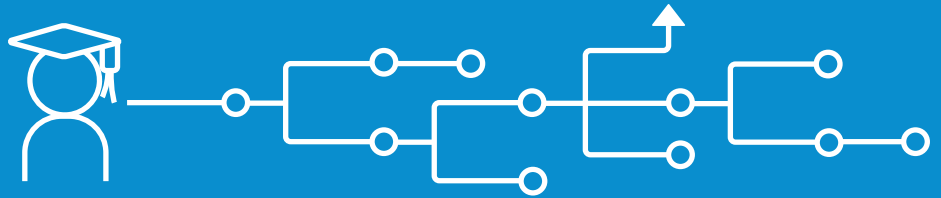- 1 Outstanding
- 19 Good
- 1 Requires Improvement

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

Mildenhall College
A C A D E M Y

For the past forty years, Mildenhall College Academy has taken a truly holistic view of education.

From an extensive range of academic visits to participation in national STEM challenges, a supportive Mindfulness Club and a varied programme of arts and sports activities, we go the extra mile every day to bring learning to life.

In our most recent Ofsted inspection, the Academy was again rated as Good, with inspectors noting that "pupils achieve well across a range of subjects in both the main school and sixth form". Mathematics was confirmed as a particular strength, and inspectors were pleased to see that we "know which areas need to be improved to make the quality of education even better".

The report went on to comment that "teachers know the key priorities for improvement and there are well-considered plans to achieve them" and are "proud to work at the school and feel well supported by the Principal and wider leadership team".

That support will enable you to become the teacher or support staff you've always wanted to be, progressing your career here or anywhere within Academy Transformation Trust – and will help us on our exciting journey towards Outstanding.

To discover our holistic approach for yourself, you need to meet our Principal, teachers and students.

ATT Institute

Our PD Curriculum is delivered through three pillars:

Transformational Leadership

Transformational Teaching

Transformational Services

04. The ATT

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

Faculty Leader of Business, Health and Computing

Purpose of the Role:

To promote the academy ethos of working together; supporting individuals, work hard; be kind and MCA TRAITS by leading by example and on all aspects of their faculty provision in the academy.

Key Responsibilities:

- To construct a subject curriculum that is ambitious for all and designed to give all students the knowledge, skills, and cultural capital they need to be successful in life.
- To raise standards of student progress and attainment in the faculty.
- To develop and enhance the teaching practice of others.
- To manage and deploy teaching/support staff, financial and physical resources within the faculty effectively to secure continuous improvement.

Leadership Responsibilities specific to the role:
Curriculum

- Ensure a high-quality subject curriculum is in place across the faculty.
- Establish common standards of practice within the faculty and develop the effectiveness of teaching and learning styles.
- Evaluate the quality of teaching, learning and standards driving improvement for all staff in the faculty.
- Use performance and assessment information to raise student attainment and achievement.
- Ensure that where students are not making expected progress faculty staff take swift and appropriate action to address the issues (especially those identified as belonging to vulnerable groups).
- Liaise with other staff including Support staff over students needing additional help, including those who are very able, or who have SEND implementing where appropriate EHCPs and monitoring their effectiveness.
- Be responsible for student performance within the faculty, supporting other staff in the pursuit of excellence and the promotion of academy curriculum and behaviour policies.
- Liaise with parents/carers, as necessary and in accordance with Academy reporting policies, regarding the progress and performance of their children.
- Ensure there are opportunities within the curriculum for the development of SMSC, FBV, communication, reading and writing (English) and numeracy (Maths).

Quality Assurance

- Assist in the monitoring of academy effectiveness, efficiency and standards by observing teaching and learning, through regular meetings with the Line Manager, FPB and ensure effective delivery of the academy and faculty improvement plans.
- Keep up to date with and respond to national developments in the subject areas and teaching practice and methodology.

- Ensure all teachers apply academy procedures for planning and delivering lessons that match the abilities of all students.
- Evaluate the quality of teaching, learning and standards driving improvement for all staff.
- Carry out half termly student voice.
- Monitor behaviour including rewards information and act as required to ensure it is in line with academy policy, procedures, and expectations.

Personal Development
- Ensure the curriculum includes, and teaching makes explicit, links to the world outside of the academy relevant now and in the future.
- Promote careers, opportunities, and the presence of FBV within the curriculum.
- Establish behaviour and attitudes across the faculty which promote 'The MCA Way' acting where required. This will include making calls, organising meetings, and supervising detentions and above all ensuring strong partnership with parents/carers and students.

People Development
- Plan and deliver a high-quality faculty training programme for faculty staff.
- Carry out appraisal in accordance with the academy's appraisal policy.
- Identify people development needs/opportunities including coaching and liaise with the Teaching & Learning Lead, Assistant Principal ITT and ECF to ensure appropriate training and development are in place.
- Carry out staff voice to identify key personal training needs/requirements.

General:

Wider contribution as a leader in the academy:
You will
- Lead by example and consistently embody our high expectations as set out in 'The Mildenhall Way'.
- Contribute to the effective safeguarding of students, promoting student welfare and working with the SLT to ensure that students and staff are safe.
- Build positive and strong relationships with our students, valuing their opinions and encouraging the development of MCA TRAITS.
- Promote inclusion, equality of opportunity and diversity in all your work.
- Work in partnership with parents and carers to secure the best outcomes for our students.
- Support the spiritual, moral, social, and cultural development of students ensuring that the promotion of British values is at the heart of the academy's work.
- Teach to a high standard, ensuring that academy expectations and processes are strongly embedded in all lessons.
- Assist in the day-to-day operational running of the academy and maintain a high profile at non-contact times, social times and at the start and end of the day.
- Contribute to and take an active part in your own professional development and the improvement of the academy.
- Value and recognise the work of all staff in the academy empowering them to fulfil their role, encouraging their professional development and supporting their wellbeing.

We particularly welcome applicants from under- represented groups including those based on, ethnicity, gender, transgender, age, disability, sexual orientation or religion or belief.

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

Faculty Leader of Business, Health and Computing

	Essential
Professional Qualifications and learning	• Degree or equivalent qualification. • Qualified Teacher Status • A secure knowledge of the National Curriculum for teaching IT/Computing to KS3 and KS4 with opportunity for KS5.
Experience	• Experience of raising attainment in a challenging classroom environment. • Experience of supporting a high achieving department within a large and complex school environment. • Experience of coaching and managing staff. • Evidence of high attainment in teaching across the Key Stages. • Development of Schemes of Work across the Key Stages. • Working effectively as a Form Tutor. • Effective use of Assessment for Learning to engage pupils as partners in their learning.
Competencies	**Leadership** • Effective team worker and leaver. • Demonstrated resilience, motivation, and commitment to driving up standards of achievement. • Acts as a role model to staff and pupils. • Vision aligned with Bristnall Hall Academy's high aspirations and high expectations of self and others. • Genuine passion and belief in the potential of every pupil. • Motivation to continually improve standards and achieve excellence. • Commitment to the safeguarding and welfare of all pupils. **Leading the Curriculum** • Able to establish curriculum development, assessment, coordination and coaching. • Has good communication, planning and organisational skills. • High expectations for accountability and consistency. **Leading the Learning** • Excellent classroom practitioner and mentor. • Effective and systematic behaviour management, with clear boundaries, sanctions, rewards and praise. • Teaching and Learning • The ability to use an imaginative range of teaching strategies to promote high expectations and high levels of challenge in the classroom. • The ability to plan for progression in learning, using intervention as necessary.

	• The ability to sue assessment for learning to improve teaching and learning as well as to assess and record student progress. • The ability to establish a safe and purposeful working atmosphere that supports learning and in which students feel secure and confident. • An enjoyment in working with young people. • A commitment to working collaboratively within the faculty. • A commitment to raising achievement. • The ability to make use of ICT to develop teaching resources as well as to enrich the curriculum. • A commitment to teaching the full ability range.
Values	• Sharing our vision and ethos. • Commitment to continuing personal and professional development. • Commitment to safeguarding and promoting the welfare of children and young people. • Professional presentation and conduct. • Awareness of and respect for, the needs of the individual child and their families, including multi-cultural and inclusive practices.
Other	• A secure knowledge and understanding of the concepts and skills essential for success for students. • A good concept of recent curriculum changes. • An ability and willingness to aim inspire and motivate all learners. • Commitment, enthusiasm and energy. • Commitment to own personal and professional development. • The ability to be a reflective and evaluative practitioner who is willing to learn and develop. • Willingness to contribute to faculty extracurricular activities.

07. How to Apply

Faculty Leader of Business, Health and Computing

Status:

Full time
Permanent

Salary:

Scale Points: MPS 1 – UPS 3
Actual Salary: £30,000 - £46,525
Plus TLR1b £11,289

Closing Date:

Monday 12th August 2024 at 9am or sooner should we receive sufficient applications.

Start Date:

01 January 2025

Interviews:

Thursday 15th August 2024

Academy Transformation Trust

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