

www.insignis.org.uk

2024/25

CANDIDATE PACK



Insignis
Academy Trust

WELCOME FROM THE CEO

Dear Colleague

Thank you for your interest in a role for the Insignis Academy Trust. Our Trust currently consists of six schools in Buckinghamshire. They are Ashmead Combined School, Princes Risborough School, Sir Henry Floyd Grammar School, Sir William Ramsay School, The Kingsbrook School and The Mandeville School. Further schools are in the pipeline and our medium-term ambition is to be a trust of at least 10 schools.

As an academy sponsor, Insignis Academy Trust is focused on the quality of the educational experience it provides for its students. By joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops and to collaborate with our team to influence Insignis Academy Trust's ethos and processes.

Insignis is a Buckinghamshire Trust and we are committed to supporting the development of educational opportunities for children in the county. We support the community use of our schools and work in conjunction with Active in the Community, the Youth Sports Trust and Sports England on ensuring grassroots clubs have access to our facilities. We also are committed to the Opening School Facilities programme at all our schools.

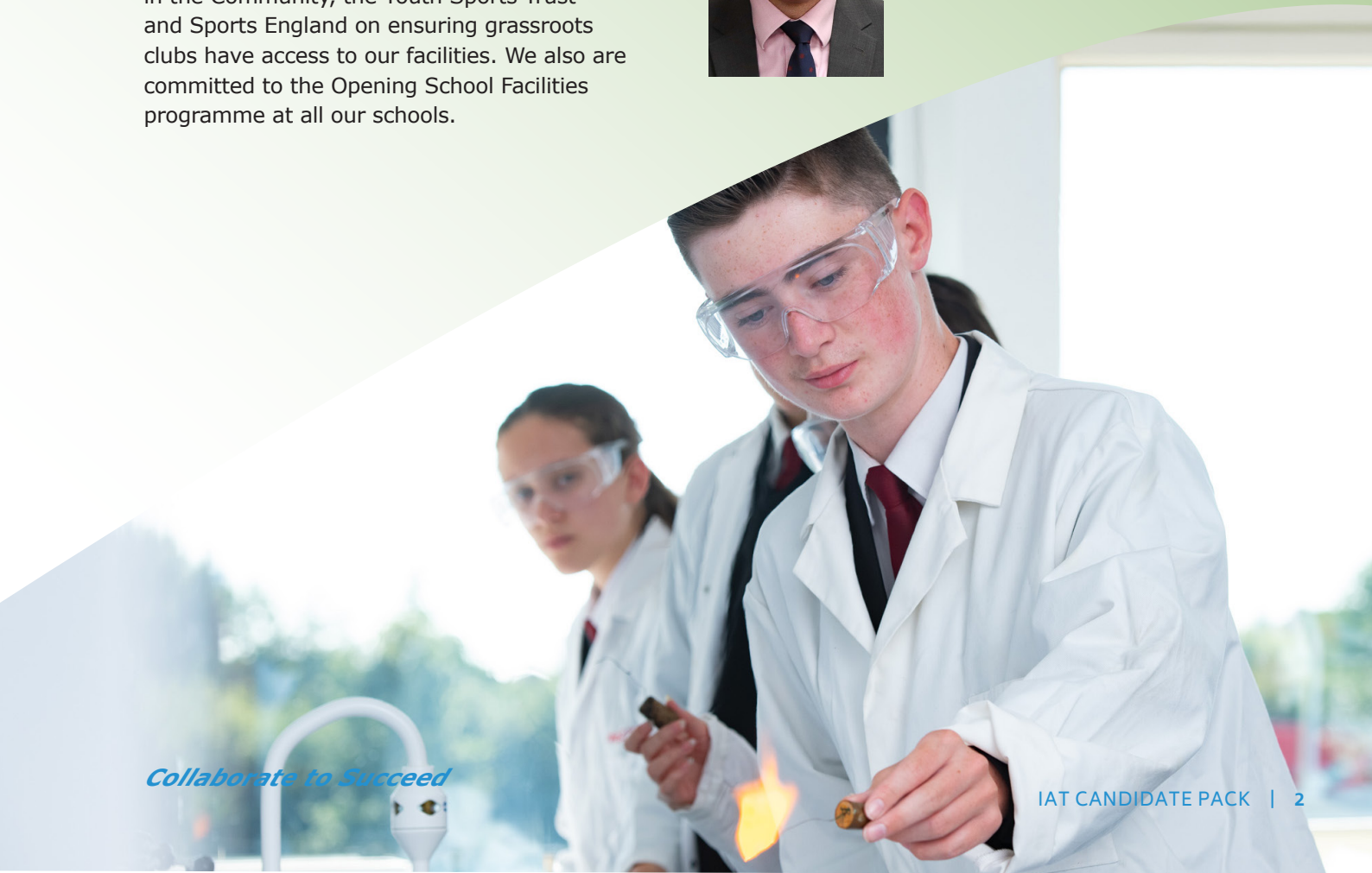
We are focused on delivering educational improvement and our schools, including providing the appropriate technology for staff and students to learn.

We are also committed to providing students with a rich programme of co-curricular activities. We currently have two specialist provisions at our schools, an Autism Spectrum Provision at Princes Risborough School and a Social and Emotional Mental Health provision at The Kingsbrook School. We are committed to supporting students with SEND across our Trust.

I look forward to receiving your application.

Yours Sincerely,

Garret Fay
Chief Executive Officer



ABOUT IAT

Insignis - "remarkable" in Latin

Established in 2016, Insignis Academy Trust (IAT) has the primary objective of improving education.

IAT believes that all children should receive a fulfilling, aspirational and successful educational experience. As a Multi Academy Trust and an education charity IAT works locally with schools in Buckinghamshire and currently consists of six schools, Ashmead Combined School (ACS), Princes Risborough School (PRS), Sir Henry Floyd Grammar School (SHFGS), Sir William Ramsay School (SWRS), The Kingsbrook School (TKS) and The Mandeville School (TMS). The intention of IAT is to grow and collaborate with other schools and trusts to create a significant enhancement to the education of students locally.

The IAT motto is: Collaborate to Succeed

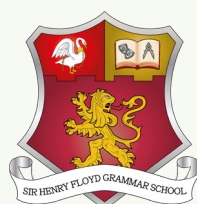
Our collective goal is for all IAT schools to be 'Remarkable' in their own right and support all our students to make the most of themselves and be well prepared, academically and personally, for their next steps in adult life, whichever path they choose.

The Trust is managed by a Board of Trustees who are responsible for strategic direction as outlined in the Strategic Plan and have financial accountability for the use of public funds within our educational remit. A Finance & Audit Committee operates across the Trust and reports directly to the Board.

Each school within the Trust has a Local Governing Body (LGB), which meets twice a term. The LGBs are accountable for the delivery of the annual School Development Plan and critically review the work of the school, ensuring it is providing high-quality education to students and ensuring that policies and guidelines set clear working parameters including for the safeguarding of students and staff effective recruitment and retention of staff and having consideration for the school's budget.

The LGBs are informed and assisted by key members of each school's Senior Leadership Team, whilst also reserving the right to call on all members of staff to assist them in delivering the school's objectives.

OUR FAMILY OF SCHOOLS



'Support of my colleagues all across the school.'



IAT Vision

- To provide an exceptional educational experience for young people locally

IAT Values

- A collective responsibility for the education of all students within the Trust
- A fully inclusive approach, maximising the attainment and achievement of every student in a nurturing and challenging educational environment
- An ethos of life-long learning and personal development enabling students to gain life skills and a positive approach to well-being alongside academic qualifications

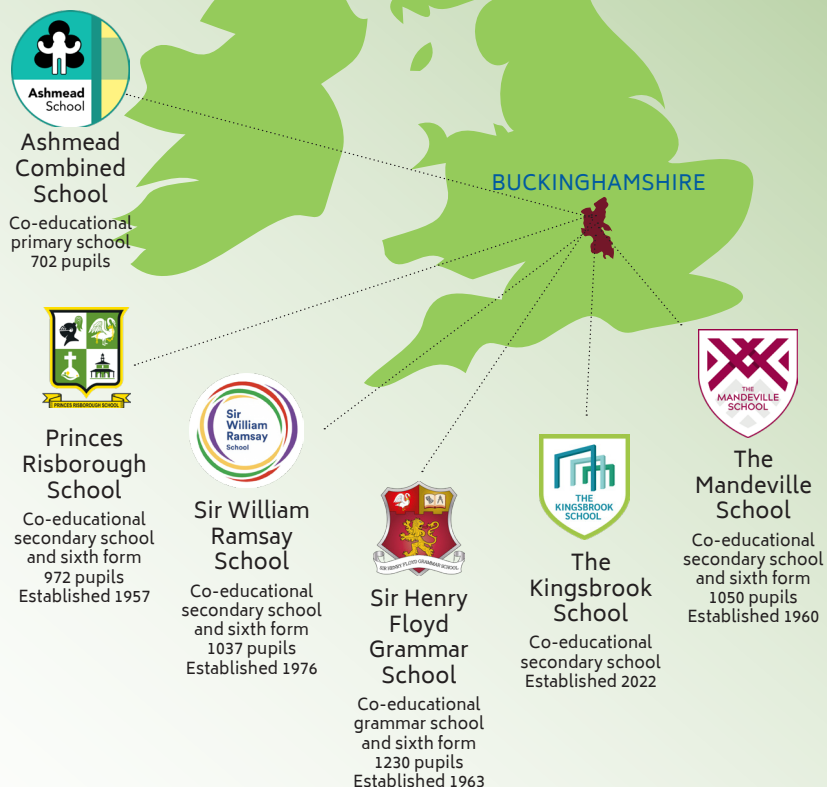
IAT Aims

- To improve the quality of educational experience across all schools within the Trust
- To create governance and shared leadership that is committed to developing young people and strives for outstanding educational progress for all students
- To train, recruit and invest in continuing professional development of quality staff across the Trust
- To utilise best practice across the Trust to drive school improvement
- To grow the number of schools in the Trust sustainably over time
- To maintain a strong commercial skill base at board level and knowledgeable, experienced governors on school local governing bodies

FUTURE GROWTH

Insignis Academy Trust aims to grow as a MAT, however, we are committed to growing in Buckinghamshire. Trustees have approved a Trust Growth Plan that would see us grow to 10 schools. We are committed to growing a Trust of both Primary and Secondary schools across the county.

Our Location





The Kingsbrook School

At Insignis Academy Trust we are recruiting an Assistant Headteacher for The Kingsbrook School. The successful candidate will be responsible for a number of aspects of whole school leadership with particular focus on personal development and character education, provision for students who are disadvantaged (Pupil Premium), and ensuring equality, diversity and inclusion in all aspects of the school's work. This is a unique and exciting opportunity to take on a senior leadership role at this flagship new school in Aylesbury, to drive the continued development of these important aspects of the school's work and the wider culture and ethos of the school as it enters its fourth year of operation in 2025-26.

Opened in September 2022 to 180 year 7 students, the Kingsbrook school has grown by a year of entry each September. The first cohort of students begin KS4 in September 2025 and the school will be full in KS3 and KS4 in 2026-27 and 6th form, in 2028-29. Located at the heart of the Kingsbrook Estate in Aylesbury, the school boasts state of the art facilities across the mainstream school and a purpose built Inclusion Unit for children with additional Social, Emotional and Mental Health (SEMH) needs.

The successful candidate will have the opportunity to build on the highly effective provision already in place to shape students' personal development, including line management of the taught PSHE and RSE curriculum. They must have an excellent understanding of all aspects of personal development provision and effective character education, and the expertise, vision and passion to lead others to realise the school's ambition to provide outstanding personal development and wider experiences for all children at the school. This will be driven by an unwavering commitment to inclusion and belief in the moral imperative of overcoming disadvantage for our most vulnerable students.

Candidates should:

- have at least successful middle leadership experience working in a secondary school environment, with experience of contributing to the whole school leadership of aspects of personal development, teaching and learning or pastoral care.
- have an expert knowledge of current research and theory into how

barriers for disadvantaged students may be effectively overcome to improve educational outcomes and participation

- have an expert knowledge of the most effective pedagogy and curricular to ensure stretch and challenge for all students from their different starting points, in the taught PSHE, RSE and character curricular.
- be able to deputise for the Headteacher in any aspect of her work
- be a strong presence around the school, a clear strategic thinker who inspires others and can lead projects to conclusion, whilst at the same time ensuring systems, processes, routines and communication are effective and adhered to within the school
- should clearly demonstrate their ability to communicate positively with students, parents, staff and governors
- will be able to demonstrate the ability to effectively line manage different curriculum areas and teams
- may have a good track record of working in collaboration with other schools and the Local Authority. The job description for the role outlines the initial expectations of the successful candidate although this will be adapted to reflect the needs of the school and skillset of the successful candidate.

For any enquiries relating to the position please contact the Trust's Human Resources Team, either by email recruitment@insignis.org.uk or by telephone 01296 744351, who will be happy to help.

Insignis Academy Trust operates rigorous 'safer recruitment' practices and the successful candidates will be required to undertake a criminal record check with the Disclosure and Barring Service.

Please note we reserve the right to close this vacancy earlier than the specified deadline if a suitable candidate is found.

The Insignis Academy Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

JOB DESCRIPTION

Assistant Headteacher – Personal Development

The Kingsbrook School requires a well-qualified, enthusiastic and accomplished teacher, who is eager and committed to supporting students' education. This role also requires a post holder who is passionate about the schools' Vision and Mission and in developing the schools CPD offer and the fostering of a culture where we are all stakeholders are part of a learning community. It will be necessary to undertake whole school responsibility in specific areas as designated by the Headteacher. In consultation with the Headteacher and the Senior Leadership team, the successful candidate will lead aspects of school improvement towards achievement of the School Development Plan, and long term Strategic Plan, having work with other members of the Senior Leadership Team and stakeholders to those plans. All members of the community at The Kingsbrook are expected to actively promote the highest standards of teaching, learning and leadership.

Main Duties and Responsibilities

Under the direction of the Headteacher or Deputy Headteacher, the Assistant Headteacher will:

- Lead on aspects of the School Development Plan, monitor progress provide evidence of impact.
- Oversee analysis of data relevant to the above.
- Line Manage Heads of Department, TLR post-holders and/or support staff, as required
- Contribute to the effective safeguarding of all students, undertaking suitable DSL training
- Liaise with appropriate outside agencies
- Contribute to the effective day to day management of the school including organising and carrying out supervisory duties
- Be a high profile presence during the school day and at school events
- Represent the school within the local and wider community as required
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Report to stakeholders e.g. governors or parents on successes, achievements as required
- To contribute to Inspection readiness and success.

Other Responsibilities and Duties

Under the direction of the Headteacher or Deputy Headteacher, the Assistant Headteacher will:

School Culture and Behaviour

- Uphold and promote the Vision, Mission and the Values of the school.
- Understand the importance of inclusion, equality and diversity, both when working with students and with colleagues, and to promote equal opportunities for all
- Contribute to the creation a culture where students experience a positive and enriching school life
- Promote a culture and practices that enables all students to access the curriculum
- Uphold education standards in order to prepare students from all backgrounds for their next phase of education and life
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school
- Implement and uphold the policies, procedures and codes of practice of the School, including data protection, health & safety and safeguarding, curriculum etc
- Promote and evaluate the effectiveness of the school's behaviour policy and strategies
- Analysing whole-school data on attendance, behaviour, exclusions and wellbeing to inform future improvement strategies
- Have ambitious expectations for all students with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Participate and engage with workplace learning and development opportunities, working to continually improve own performance and that of the team and school

Leadership of Staff and Professional Development

Model outstanding leadership for all stakeholders

- Deliver training for other staff
- Monitor and challenge professional standards within the school
- Participate in the Performance Management process both as a line manager, holding others to account, and in your own development as a leader
- Support the development of colleagues through monitoring, mentoring, coaching and if necessary capability procedures
- Participate in the interview process for teaching or support staff posts when required and support effective Induction of new staff in line with school procedures
- Attend and participate in relevant meetings and events as appropriate
- Establish and sustain high-quality teaching across subjects and phases, based on evidence
- Ensure the teaching of a broad, structured and coherent curriculum

- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum
- Lead a subject or department where required

Organisational Management and School Improvement

- Establish and oversee systems, processes and policies so the school can operate effectively
- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure effective use of budgets and resources
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented

Student Focus:

- Ensure that the whole-school assessment strategy, ensuring it is rigorous, well-evidenced and is easy to communicate to students and parents
- Track and analyse student performance data, paying particular attention to disadvantaged groups such as those eligible for the student premium, with special educational needs, or who speak English as an additional language
- Plan and implement interventions for those students who are not progressing
- Provide training and support for teachers and support staff on administering the assessment system effectively
- Establish and implement whole-school systems for student wellbeing
- Conduct student voice surveys to ensure they feel happy and safe in school, championing the importance of student voice to other members of the senior leadership team
- Undertake any other additional duties commensurate with the grade of the post as directed by the Headteacher.

PERSON SPECIFICATION

All of the competencies outlined below will be evidenced in the application, during the interview and via references.

Relevant Skills and Aptitudes	Essential	Desirable
Qualified teaching status	✓	
Higher Degree or equivalent	✓	
Professional development in preparation for an Assistant Headteacher role (eg NPQSL or equivalent)		✓
Leadership, Management and Teaching Experience:		
Sustained and successful experience as a teacher in a secondary context.	✓	
Willingness to support and promote the school's vision and values.	✓	
Significant experience of strategic leadership and management as a Subject Leader, House/Year Leader or SLT, or an equivalent role.	✓	
Experience of raising standards through leading staff development	✓	
Successful experience of managing change in an educational situation	✓	
Use of data/tracking to support raising standards	✓	
Experience of working with partners and/or external agencies as a part of school improvement.		✓
Knowledge, Experience and skills:		
Evidence of communicating a clear vision, to motivate an effective team.	✓	
A thorough understanding of current educational issues, including national policies, priorities, and legislation	✓	
Evidence of raising the achievement of all students across the ability range	✓	
Experience of leading and managing others, including improving the performance of others.	✓	
Ability to work under pressure and to clear deadlines	✓	
Ability to analyse and interpret data effectively and act upon the information	✓	
Creative and solutions focused approach to challenges.	✓	
Personal Attributes:		
Strong belief that all children are important and capable of development	✓	
Ability to persevere in challenging circumstances	✓	
Belief in diverse and inclusive school community	✓	
Ability to demonstrate kindness and compassion for others	✓	
Strong organisational skills – including use of ICT	✓	
Tact, diplomacy and discretion	✓	
Ability to act on feedback and reflect on own actions	✓	

CPD in IAT Schools

Each school within the IAT publishes a whole school CPD calendar. This will reflect IAT and school priorities.

Subject-specific CPD and CPD for pastoral teams will be embedded into meeting schedules, reflecting outcomes of self-evaluation and the needs of each team.

Applications to attend external CPD courses should be made at a school level, following the school's CPD application process. Priority will be given to external CPD that supports Trust, school and departmental priorities and performance management targets. The cost of the CPD course, the cover costs and cover implications will all be taken into account when applications for courses are considered.

Completing National Professional Qualifications (NPQs)

National Professional Qualifications (NPQs) are the most widely recognised qualifications in the education sector for current and aspiring leaders. Accredited by the DfE, NPQs provide training and support for teachers and leaders at all levels. NPQs are informed by the best available research and evidence endorsed by the Education Endowment Foundation.

There are a range of NPQ qualifications available, including:

- **Leading teacher development** – become a teacher educator and support teachers in your school to expand their skills.
- **Leading teaching** – lead the teaching and learning of a subject, year group or phase.
- **Leading behaviour and culture** – create a culture of good behaviour and high expectations where staff and pupils can succeed.

Wellbeing

At Insignis Academy Trust, we prioritize the well-being of our staff and students. We believe that a healthy and happy school environment is essential for fostering a positive learning experience. Our dedicated team works tirelessly to ensure that everyone feels supported and valued, creating a sense of community and belonging.

We understand the importance of mental health and well-being in the workplace. We provide various resources and support systems to help our staff maintain a healthy work-life balance.

By prioritizing well-being across the trust, we aim to create a positive and productive environment where everyone can thrive and reach their full potential.

For more information visit: <https://www.insignis.org.uk/Well-Being/>

- **Leading literacy** – teach and promote literacy across a whole school, year group, key stage or phase
- **Leading primary mathematics** – help your school use mastery approaches and teach maths effectively.
- **Senior leadership** – develop leadership expertise to improve outcomes for teachers and pupils.
- **Headship** – learn how to become an expert school leader and outstanding headteacher.
- **Executive leadership** – develop the expertise to run a multi-school organisation and effectively lead change and improvement.
- **Early years leadership** – manage your staff and organisation to provide high-quality early years education and care.

IAT schools will support teachers and leaders to complete NPQ qualifications, in line with Trust and School priorities, individual goals and upon recommendation by line managers. If any member of staff is interested in completing an NPQ, they should discuss it with their line manager. All applications for NPQs will need to be discussed by SLT and agreed by the Head of School or Headteacher and CEO of IAT.

Astra Teaching School Hub delivers a range of NPQ qualifications. Face-to-face sessions are delivered locally and provide opportunities for networking and collaboration with teachers and leaders from across Buckinghamshire schools and beyond. NPQ courses are delivered by a range of providers. Before registering for an NPQ, teachers and leaders should discuss the choice of provider with their line manager.

Benefits of working with IAT



Teachers' Pension

We formally register all teaching staff to the Teachers' Pension Service. It is your choice whether you choose to opt out of the scheme. At IAT we strongly suggest you get independent advice before making this decision.

Visit: www.teacherspensions.co.uk



LGPS - Support Staff Pension

We formally register all non-teaching staff to the Local Government Pension Service. It is your choice whether you choose to opt out of the scheme. At IAT we strongly suggest you get independent advice before making this decision.

Visit: www.lgpsmember.org



Cycle Scheme

We are a part of the Cycle Scheme, IAT staff are able to use salary sacrifice to purchase a bike or electric bike and accessories up to the value of £3500.00

Visit: www.cyclescheme.co.uk



Tech Scheme

We are a part of TechScheme, in association with Currys. IAT staff are able to use salary sacrifice to purchase items from Currys for their home. Please note that there is a pension impact on this scheme.

Visit: www.techscheme.co.uk



Extras Discount Scheme

We are part of the Extras Discount Scheme which offers IAT staff the opportunity to avail of discounts at a range of high street stores, online retailers and supermarkets.

Visit: <https://www.bhnextrashomeandtech.co.uk/extras>



Education Support

Our Employee Assistance Programme at IAT is provided by Education Support. This provides support for you and your family members covering a range of issues. This includes supporting staff and family members with wellbeing, health queries, bereavement and family issues including separation and divorce.

Visit: <https://www.educationsupport.org.uk/>



Byond

We are a part of Byond, a prepaid debit card that comes packed with built-in discounts at high street stores, online retailers and supermarkets.

Visit: <https://byond.helpscoutdocs.com/article/375-article-title>



Free Tea and Coffee

In conjunction with our catering provider we provide free tea and coffee for staff at our schools.



Tusker

As a Trust we offer staff the opportunity to lease a new electric vehicle from Tuskers. This scheme has an impact on pension.

Visit: <https://tuskercars.com/>



Anytime Fitness

Anytime Fitness will offer a 10% discount for all Insignis staff.

You will need to show your ID Badge in order to obtain your discount. (If you refer a friend then you will get a free month.)

Please call Anytime Fitness in Aylesbury to discuss the benefit before arriving.

Visit: www.anytimefitness.co.uk/gyms/uk-0023/aylesbury-south-east-hp20-1ur/



Nuffield Health

Nuffield Health will offer up to 30% off their memberships, both for monthly rolling contracts and annual contracts. This offer is open to any school employee. You will need to show your ID Badge in order to obtain your discount. Please call Nuffield Health in Aylesbury to discuss the benefit before arriving.

Visit: www.nuffieldhealth.com/gyms/aylesbury



Blue Light Card

Blue Light Card provides those in Education with discounts online and in-store. They offer a range of official discounts from large national retailers to local businesses in a wide range of categories including holidays, cars, days out, fashion, gifts, insurance, phones and much more.

Visit: <https://www.bluelightcard.co.uk/index.php>



Wycombe Lido

Fusion Lifestyle will offer Insignis Staff 10% off their top membership option. You will need to show your ID Badge in order to obtain your discount.

Please call Wycombe Lido in Aylesbury to discuss the benefit before arriving.

Visit: www.fusion-lifestyle.com/centres/wycombe-rye-lido/



Eye Care

All IAT staff can benefit from a reimbursement of their eye tests for up to the value of £25. Simply save your receipt and claim it through expenses, with the finance department.

Specialist Glasses



If you need specialist glasses to carry out your specialist role in school, we may be able to help with the cost of specialist glasses. This may include glasses to support colour blindness, or prescriptive protective glasses. Please contact HR for more information as this is assessed on staff's individual needs.



Well Schools

The Well Schools Community has a vast collection of wellbeing tools and resources that are already being used in Well Schools across England.

Visit: www.well-school.org



FOR MORE INFORMATION

For more information about IAT please visit our website. If you are interested in other roles at the Central Team or at one of our schools, please contact our HR Team via email at: HR@insignis.org.uk



Insignis
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www.insignis.org.uk

HOW TO APPLY

Making your application

Please click on the link below for further details on how to apply:

<https://www.insignis.org.uk/Vacancies/>

Contact

If you are interested in discussing the role or would like more information about the role please contact the IAT Recruitment team at recruitment@insignis.org.uk or Telephone 01296 744351.

Visit www.insignis.org.uk for more information about IAT, our Governance and Job Vacancies.



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