



Applicant Information Pack



Information for Candidates

Welcome to Tudor Grange Samworth Academy

I would like to take this opportunity to thank you for your interest in applying for a role at Tudor Grange Samworth Academy. We are very proud of our Academy, and I regard it as a privilege to serve our community as Principal.

Tudor Grange Samworth Academy is an oversubscribed all-through school situated in Leicester City with a roll of 963 pupils. The school was inspected by Ofsted in November 2021 who judged it to be good overall. The report highlights the significant improvement the school has made over recent years, and it highlights our ambition and commitment to delivering a high-quality educational experience for all pupils.

I consider myself to be lucky to work at a school where I enjoy coming to work each day. This is largely due to the wonderful team of staff here – both teaching and support staff. Teachers are exceptionally professional, committed and experts in their field. I am very grateful to all the staff for their hard work and patience. Their contribution is profound and humbling. Everyone feels part of the team and recruitment opportunities are consequently rare. We aim to develop teachers for whom clarity, passion and belief are at the core of everything they do. Both our teachers and support staff demonstrate the dedication that allows our pupils to develop their full potential no matter what their starting point.

We have a strong commitment to our TUDOR values of Tolerance, Unity, Democracy, Opportunity and Respect and we have exceptionally high expectations of our pupils with regard to their appearance and conduct. Learning takes place without interruption, and this allows pupils at Tudor Grange Samworth Academy to make outstanding academic progress. We are committed to the development of the Tudor values which we believe are intrinsic to our success. One aspect involves teaching all pupils the appropriate behaviour routines needed to be hard-working, engaged, and proactive. We encourage strong positive relationships between staff and pupils. The academy is committed to the personal growth of its pupils by working restoratively using our Establish Maintain & Repair (EMR) method. It involves focusing intentionally on the pupils who it is most difficult to connect with, who may be most in need of a consistent, positive relationship. Alongside this, the Academy offers a curriculum to develop the whole child: an exciting, DofE, STEM clubs and other extra-curricular and masterclass opportunities, with the Arts and Sport broadening interests and horizons, opening doors to whole new worlds. We have a genuine ambition to provide what matters most – pupils come first, and all pupils receive equitable provision and support.

The academy is part of the Tudor Grange Academies Trust which includes: Tudor Grange Academy Worcester, Tudor Grange Academy Redditch, Tudor Grange Samworth Academy, Robert Smyth Academy, Tudor Grange Academy Kingshurst, Tudor Grange Academy Solihull, Tudor Grange Primary Academy Haselor, Tudor Grange Primary Academy Meon Vale, Tudor Grange Primary Academy Yew Tree, Tudor Grange Primary Academy St James, Tudor Grange Primary Academy Perdiswell, Tudor Grange Primary Academy Hockley Heath and Tudor Grange Primary Academy Langley. Opportunities within the Trust are readily available to outstanding practitioners who are

keen to explore career progression. As part of our commitment to CPD, we plan joint INSET days with other Academies within the Trust, to allow for meaningful collaboration.

I look forward to receiving your application and meeting you to discuss the potential of you joining our inspirational family.

Yours sincerely,

Aiden Bannon
Principal



ADVERTISEMENT

College Leader / Deputy Headteacher

Closing date: 5th Feb 2025
Planned interview date: 12th & 13th Feb 2025

Salary:	Leadership – L15-L19	Contract type:	Full Time
Suitable for ECTs:	No	Contract term:	Permanent

The Role

We seek to appoint an outstanding, highly motivated leader to join a dynamic and forward-thinking leadership team. Applications from experienced senior leaders seeking further experience as well as those from experienced middle leaders seeking their next challenge are welcomed. Appointing a leader who believes in the culture of the Academy, whilst showing the right leadership skills and personal values is most important.

The opportunity to be a college leader at Tudor Grange Samworth Academy is an exciting one. This senior role within the Academy presents the opportunity for a leader to develop their leadership skills in preparation for future leadership positions, including across Tudor Grange Academies Trust or as the leader of a school.

College Leaders are responsible for the achievement and pastoral care of approx. 150 pupils within their college, as well as line management of subject areas. Each college leader holds strategic responsibilities across the Academy. This vacancy is open to a range of leadership responsibilities, depending on the candidate's experience, skills, and interests.

The chosen candidate will need to:

- Be an excellent classroom practitioner
- Have the ability to lead, motivate and inspire staff and pupils
- Have a drive for continuing professional development
- Have experience of managing change and development
- Have high expectations of all pupils
- Be committed to continuous improvement and engage in research
- Be excited by the prospect and opportunities of working in a Multi Academy Trust

If you feel that you have these attributes and skills and you are a suitably qualified and highly motivated professional, then we would like to hear from you.

Core Purpose

Lead, support and have responsibility for the college team and pupils from induction to the end of year 11, thereby establishing:

- A positive college, and therefore Academy, identity and ethos
- A culture that celebrates and promotes achievement in all aspects of college and Academy life
- Effective student support and monitoring
- The essential routines, skills and knowledge for future academic success
- The role of the tutor as the personal and academic mentor
- A spirit of healthy competition

Core Leadership Qualities

- Clear and consistent vision and values
- Outstanding practitioner
- Ability to motivate and empower others, raising standards in teaching and learning across the Academy
- Have a positive attitude to continuous improvement
- Leading by example
- Flexible leadership styles
- Support staff to work confidently and effectively within the curriculum team and within the classroom
- Clear and consistent communication skills
- A willingness to embrace change and recognise new educational developments

Specific Responsibilities

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance.

- Strategic responsibilities as outlined with the Principal in line with other College Leaders
- Subject(s) line management, depending on which College
- Create a college identity which has a clearly defined Academy ethos
- Create and maintain an agenda of success and achievement for the college
- Ensure that teachers are able to focus upon the core business of raising standards and achievement in the classroom
- Establish and maintain clear expectations in relation to standards, quality and achievement for both teachers and students in the college
- Provide consistent team approach to routine and discipline matters e.g. lunch duties and on call
- Main accountability for all college matters, including performance of the subject areas of the college
- Maintain an ethos of achievement for all both within the college and across the Academy
- Maximise opportunities for student voice within the college.
- Enable tutors to monitor the academic progress of their students and mentor effectively;
- Empower tutors to work confidently and effectively to support the needs of their students;
- Empower tutors to work with parents
- Provide clear channels of referral which the team has ownership of and access to;

- Establish strong college team identity, through assemblies and a pro-active support of extra-curricular activities, inter-tutor group competitions, social events, etc.
- Ensure that continued quality assurance is of the highest standard reporting back to the SLT and Principal.
- Attendance at all SLT meetings and scheduled commitment to afterschool events
- Flexibility with covering for other colleagues to allow others to upskill themselves

Outcomes

- High standards of achievement for all students
- A highly motivated and effective curriculum team
- Excellent practitioners
- Effective teamwork
- A reputation as a centre of excellence for the curriculum area
- Strong contributions to the enrichment of the curriculum offer for students

Line Manager: Principal

Line Management responsibility for: All members of the college, both teaching and support staff

Informal visits and conversations about the position are welcomed. Please contact Mrs S Nicholls, PA to the Principal, to arrange this.

About Our School

Tudor Grange Samworth Academy is an all-through 3-16 comprehensive school situated in the South of Leicester City with 1006 pupils on roll. The school was inspected by Ofsted in November 2021 who judged it to be good overall with each of the four main areas the school being categorised as good. Tudor Grange is committed to delivering a high-quality educational experience for all its pupils; it is also committed to sharing its experience and expertise with other educational institutions to raise attainment for all pupils.

Senior Leadership Team

The Senior Leadership Team at the Academy are committed to creating an environment where every pupil and member of staff has the opportunity to reach their potential and where the happiness and well-being of staff and pupils is a high priority.

Mr Aiden Bannon	Principal
Mrs Anika Collins	Head of Primary
Mr John Keller	College Leader, Cambridge
Mr Michael Phelan	College Leader, Warwick
Mrs E Hawthorne	College Leader, Oxford
Ms Cathy Robinson	College Leader, Durham
Mrs Amelia Morton	College Leader: Curriculum & Assessment
Rohina Dassu	College Leader: Safeguarding (DSL)
Mr Pete Bell	Associate College Leader
Mrs Stacey Nicholls	Personal Assistant to the Principal

Chair of Governors

Mr Neil Tansley

Why work for us

Competitive salaries

We offer competitive salaries for both teaching and non-teaching staff based on the type and level of role you do. We ensure we are treating people fairly across the Trust as well as remaining competitive. Your starting salary will be determined by the pay range for your role, your experience as well as external market conditions.

Pension Scheme

All contracted members of staff will be automatically enrolled into a pension scheme with either the Teachers Pension Scheme or the Local Government Pension Scheme (whichever is appropriate). You don't pay tax or National Insurance on your contributions and TGAT adds a generous employer contribution, which varies depending on your salary. All staff are entitled to opt-out of the pension scheme should they wish to do so.

Flexible and Family Friendly Policies

We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality workforce. We offer flexible working opportunities and policies that are often in excess of statutory minimums.

Employee Assist Program (EAP)

Our EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing. Our EAP service provides a complete support network that offers expert advice and compassionate guidance for you and your close family 24/7. It covers a wide range of issues including legal, finance, property and child care as well as offering counselling and support if required

Recognition

We're proud to have a range of schemes, which recognise the achievements of our staff and show our appreciation of their contributions.

Cycle to work scheme

We've signed up to Cycle scheme, the UK's most popular cycle to work benefit, to help our members of staff save money and spread the cost on a new bike and accessories

Staff Well-being

We actively place staff well-being at the centre of everything we do. In our experience, happy teachers make a happy school. Our staff are our single biggest asset, and the success of our pupils depends on them. So we take care of, and invest in them, properly!

A few of the things we offer are:

- A comprehensive CPD programme for all staff whether they are NQT, RQT or aspiring leaders
- Paid lunchtime duties, including a free lunch on the day of the duty
- A supportive, open and approachable leadership team
- Friendly colleagues who are always happy to help each other

We really value our staff and will do whatever we can to meaningfully demonstrate that.

Recruitment and Selection Policy and Procedure

Safer Recruitment

The recruitment process is robust in seeking to establish the commitment of candidates to support the school's measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them. The successful applicant will be required to undertake an Enhanced DBS check. All applications will be considered on their merit and the post will be offered subject to the usual health and criminal record clearance. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Canvassing

Canvassing any member of staff, or governor, either directly or indirectly, is prohibited and will be considered a disqualification

Relevant Policies

[Safeguarding Children Policy](#)

[Recruitment and Selection Policy and Procedure](#)

[Equality and Diversity Policy](#)

The academy reserves the right to withdraw the advert prior to the closing date.

Academic Organisation

At Tudor Grange Samworth Academy we operate a two-week timetable with 25 one-hour lessons in each week.

The philosophy of Tudor Grange Samworth Academy is that each pupil is entitled to a curriculum that prepares them for life's opportunities, responsibilities and experiences. Statutory requirements of the national curriculum are supplemented by the academy's broader curricular provision.

At key stage three, pupils follow a common curriculum. In years 10 and 11 pupils are offered greater choice, enabling a more personalised curriculum that meets the needs of each individual learner.

Key Stage Three

All pupils will study the full KS3 National Curriculum throughout years 7-9. This curriculum has been creatively designed to provide a breadth and depth of learning experiences, ensuring that pupils are fully equipped with the fundamental skills and cultural capital required to begin their GCSE courses in year 10.

Key Stage Four

The Key Stage Four curriculum is designed to give pupils every opportunity to achieve their full potential and to maximise the choices available to them at post-16. All pupils in Years 10 and 11 study English language, mathematics, science and physical education.

Religious studies and PSHE are taught in our STEPs the curriculum in this key stage. There is a considerable amount of curriculum choice available within all of the pathways we offer. Pupils can choose to study from a range of GCSE and vocational qualifications.

College System at the Academy

Tudor Grange Samworth Academy prides itself on building great relationships with pupils and their parents. As part of this wrap-around, the academy is structured into a series of mini-schools, known as colleges. Each college is supported by a number of key members of staff, including a member of the senior leadership team. The core purpose of this college structure is to ensure that we, as an academy, personally know each pupil and their individual needs.

Within each of the colleges, there are 5 smaller tutor groups headed by teaching staff, who deliver a range of different, targeted activities across the week. Tutor time is delivered in year groups. Colleges enter a range of competitions across the year. We encourage healthy competition and pupils really love the ownership and community they are part of. This focus on a united community allows us to recognise and reward outstanding attainment, effort and behaviour across the colleges – celebrating and rewarding accomplishments.

The colleges are titled after universities, all of which we encourage our pupils to aspire to attend. This demonstrates our belief that resilience and hard work lead to success and links directly with our own TUDOR Values. Much of our college system is built around the TUDOR Values of **Tolerance, Unity, Democracy, Opportunity and Respect**. With these values at the heart of all we do, pupils at our academy become equipped with the knowledge, skills and personality they need to become successful. Equipping pupils to reach their full potential is our ultimate ambition.



Cambridge



Durham



Oxford



Warwick

Enhanced Quality First Teaching

	Quality First Teaching Practice	Pupil outcome
Teachers plan effectively and present clearly because they have deep subject knowledge and expertise	1. Intent Teachers plan and share the learning journey with clarity; they actively present overviews and make the main ideas clear	Pupils are aware of what they are learning and why. They can explain how new knowledge builds on previous learning.
	2. Interleaving Thoughtful planning ensures that learning is revisited frequently and appropriately to support long term memory and enduring connections	Pupils remember content in the medium and long term
Teachers plan expertly because they have strong pedagogical knowledge and judiciously apply this to content	3. Deliberate practice Teachers expertly plan sequences of learning that move pupils from novice to mastery	Pupils are guided to work increasingly independently, achieving high success rates
	4. Scaffolding Resources are well selected and made accessible to all	Pupils can access all resources used. Resources allow all pupils to complete work
	5. Clear explanation Teachers are expert in planning effective approaches for possible misconceptions and areas of complexity	Pupils can explain how complex material is broken down. They are never told more than they can hold in working memory.
Teachers can model expertly	6. Modelling Teachers expertly identify and can create aspirational models. Good practice is spotlighted effectively.	Pupils can explain why particular pieces of work are successful
	7. Academic communication Teachers model expertly so that all pupils acquire mastery of language and reading in the subject	Pupils can understand, and create, sophisticated written and oral communication. They read confidently, skilfully and frequently.
	8. Metacognition Teachers expertly deconstruct cognitive processes so that all pupils can think in a disciplined way	Pupils can explain the thinking processes required to produce strong work
Responsive teaching	9. Checking Teachers thoughtfully and sustainably use testing as a means of checking understanding of the main ideas; low stakes assessments often achieve difficult but successful retrieval	Pupils do not labour under misconceptions: they understand the material used in lessons
	10. Feedback Teachers allocate time in lessons for all pupils to reflect upon and improve their work	Pupils receive and act upon feedback. They can describe how they have improved their work or deepened their learning.

Questioning	11. Questioning Teachers select appropriate and effective questioning techniques	Pupils think carefully about the answers to teachers' questions, even when questions are not addressed to them
	12. Classroom environment Teachers create an environment where pupils are confident to ask and answer questions	Pupils are relaxed about asking and being asked questions and can explain why this is important

How to Apply

If you would like to join our outstanding team and apply for this post, please **complete the application form in full**. Please note that incomplete applications may result in possible rejection from the shortlisting process.

Section 1: Letter of Application

Please complete the application form, following the Link to MyNewTerm.

Sections 2, 3 and 4: Current/Most Recent Employment and Full Chronological History

Please ensure that this section is completed fully. If you have gaps in your employment please indicate the reasons for this. This may be explored further in an interview.

Section 5, 6 and 7: Education, Training and Qualifications

Please complete this fully and ensure that you have proof available of your qualifications. If you are not in possession of this proof, please be aware that we will require your permission to contact the relevant awarding bodies prior to a firm offer of appointment, should you be successful.

Section 8: Other Relevant Experience, Interests and Skills

Please add anything that is not already covered in your letter of application.

Section 9: References

Please provide two referees and their details. A telephone number or e-mail address often makes this process easier and would be much appreciated. The references **MUST** include your current or most recent employer and will ask about your suitability to work with children. Open references or testimonials will not be considered. Please be aware that we may approach previous employers to verify particular experience or qualifications.

Section 10: Personal Information

Please ensure that all details are completed including your date of birth. This is to ensure that appropriate identity checks can be made. Ensure your NI number, email address and contact numbers are also included. For Teaching staff please make sure you include your Teacher Reference Number (TRN) number.

Section 15: Declaration

Please be aware that by signing the declaration you are declaring that you are not on List 99, disqualified from work with children or subject to sanctions imposed by a regulatory body e.g. the General Teaching Council (GTC) and that you either have no convictions, cautions or bind-overs, or that you have attached details of these in a sealed envelope. You are also aware that you will be subject to a DBS Disclosure appropriate to the level of the post should you be successful.

Please be aware that providing false information is an offence and could result in the application being rejected, or summary dismissal if you are appointed on the strength of this, with possible referral to the police.