

The Winsford Academy



Appointment of VICE PRINCIPAL

for September 2017

L20 – L24

INFORMATION FOR POTENTIAL APPLICANTS



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Principal: Mrs A Harrison

December 2016

Dear Candidate

Vice Principal (Deputy Head of School)
Lead for Teaching and Learning and Raising Standards at KS3

Thank you for your interest in the post of Vice Principal at The Winsford Academy.

I am delighted to present the Academy and the Fallibroome Trust scenario as a rare opportunity to progress your career and make a real difference to a community with huge potential.

The Winsford Academy is ripe for development. Following several years of transition the governors, staff and the Fallibroome Trust have created a stable school with much improved outcomes. We have many advantages, including an impressive new building and an ambition to become a hub for Fallibroome's National Teaching School agenda. The Academy will become a focal point for the economic and cultural regeneration of Winsford and you will find a deeply committed community that will respond enthusiastically to the opportunities your leadership will bring.

Our students are keen to learn and proud of their school and have an impressive commitment to community and extra-curricular projects. In addition you will have the opportunity to play a key role in developing relationships and transition projects with our partner primary schools.

The Fallibroome Trust and Teaching School has a national reputation for excellence and will provide you with first-class business support and unique professional development opportunities. My role as Executive Principal is to support each Academy and create opportunities for best practice to be shared so our students and staff can reach their potential.

We are very well connected, for instance we are a pathfinder school for the Whole Education network and a lead school in the global TEDx network. Such partnerships bring opportunities to achieve our aim of becoming 'world-class' and bring an exciting international dimension to our work.

We would welcome applications from candidates who are keen to develop their career in a Multi-Academy Trust context.

With kind regards.

Yours sincerely

P W Rubery
Executive Principal
For and on behalf of The Fallibroome Trust





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Principal: Mrs A Harrison

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Dear Candidate

**Vice Principal (Deputy Head of School)
Lead for Teaching and Learning and Raising Standards at KS3**

Thank you for your interest in The Winsford Academy and the Vice Principal role.

There has never been a better time to seek employment at The Winsford Academy, as we begin our journey to 'outstanding' following our recent Ofsted judgment in May 2016, which awarded the Academy 'good' in all four standards.

In May 2016 the Academy was judged, by Ofsted, to be Good for 'overall effectiveness' and commended for 'rapid and sustained improvement' since incorporation into The Fallibroome Trust in September 2014. Inspectors were impressed with pupils' behavior and pride in their school and commended a 'culture of improving learning' which meant that pupils made 'good progress in their subjects and very good progress in English'. Teachers were commended for their high expectations and for challenging able-pupils to achieve high standards and for the quality of care provided for all pupils.

Our Academy is an 11-16 mixed comprehensive school and from September we will have over 900 students on roll. Our intake is non-selective and varied, including children from a wide range of homes and backgrounds. We pride ourselves in our inclusive approach but we never compromise on high expectations.

We are very proud of our Academy and the achievements of our students who demonstrate a diverse range of talents and positive attitudes to learning. Our highly committed staff put the child at the centre of everything they do. Consequently, the Academy has seen impressive improvements in academic achievement. Our attainment and progress rates are above national average, the gap between pupil premium and non-pupil premium students is significantly lower than the national average and we have seen major improvements in our attendance figures, moving from 89% in 2010 to 94.6% in 2016. Students enjoy coming to the academy!

We expect the very highest standards from our students and our strong school systems ensure that students are provided with a safe and friendly environment where teachers teach and learners learn. Outstanding levels of pastoral care, delivered through our unique House system, and a diverse curriculum offer, ensure equality and opportunity for all.





We are looking for a Vice Principal with the drive and experience to ensure that our students make even further progress over the coming years and to improve Progress 8 outcomes of all students.

We would strongly urge you to visit our Academy to experience the atmosphere for yourself. We feel confident that you'll be impressed.

To arrange an informal discussion or tour of the school please contact Jane Fox, Principal's PA, on 01606 595907 or email jane.fox@winsfordacademy.org.uk

Yours sincerely

Mrs Amanda Harrison
Principal



THE POST: VICE PRINCIPAL (DEPUTY HEAD OF SCHOOL)

The Governors wish to appoint an exceptional teacher who has the motivation, skills and personal qualities necessary to join the leadership team of this very successful Academy and make a major contribution to its future development as a world-class Multi-Academy Trust.

The successful candidate will be someone who can demonstrate clear leadership qualities and a commitment to team-work, and who recognises and is comfortable with the concept of networking beyond the school to seek out best practice and generate fresh ideas.

The person appointed will have well-developed management capabilities and be able to demonstrate a degree of technical skill relevant to the post described, together with the confidence to take a leadership role within a team of experienced colleagues.

SALARY: Leadership Spine L20 – L24

ACCOUNTABLE TO: The Principal

CORE PURPOSE: To share responsibility for the leadership of the whole school under the direction of the Principal. The leadership spine conditions of service, as defined in the current Schoolteachers' Pay and Conditions Document (SPCD), which is available for inspection at school, will apply.

Responsibilities

The exact responsibilities assigned to this role will depend upon the skills and experience of the successful candidate. In general terms, the following elements are likely to feature:

- Leadership of Teaching and Learning at whole school level
- Leadership of significant whole-school projects in both the pastoral and academic arena
- Delivering improved outcomes in key aspects of the school's work, in particular KS3
- Working with other senior leaders and directing their work with the middle leadership group
- Contributing to personnel management, including recruitment, performance management, professional development, etc
- Supporting our work with other schools as appropriate
- Teaching a 6 period a week timetable
- Directly line managing some of the more senior middle leaders and Assistant Principals
- Acting as a strong presence in school on a day-to-day basis.
- Covering for the Principal of the school as required

In addition, the Vice Principal will make a full contribution to the generic Leadership Team responsibilities listed below:

- To contribute to the strategic thinking required to meet our vision
- To promote the school ethos
- To act as a role model for all members of the school community
- To undertake lunchtime supervision and other supervisory duties, such as school detention and assemblies
- To play a part in the leadership team response to problems and support for discipline in lessons and around school
- To participate in whole school marketing events and information evenings, as appropriate
- To communicate with governors, parents and outside agencies on whole school issues, as appropriate to the specific post held
- To participate in the Performance Management programme as a Team Leader
- To undertake professional development to address individual and team needs
- To be available to coach staff and support their professional development

- To share collective responsibility for whole school decisions
- To effectively manage your area of responsibility
- To support the Principal and other members of the team

The level of involvement of individual members in each of the above will, of course, vary depending on specific job descriptions and timetable commitments.

Additional Information:

The salary range for this post is Leadership Spine Points L20 – L24, (currently £62,240-£68,643 per annum), with an annual review of performance targets.

Winsford Academy accords a very high priority to personal and professional development and you will be offered a range of CPD opportunities relevant to your needs.

Ideally, the successful applicant will meet most, if not all, of the following criteria for appointment:

- A first-class teacher
- Successful experience of more than one school
- Proven team-leadership skills in a management context
- Experience of success in leading whole school initiatives
- The ability to think critically and creatively and to solve problems
- The ability to inspire trust, gain respect and motivate other people
- Familiarity with recent national and international curriculum trends and developments
- Confidence in the use of ICT for teaching, management, presentation and administration purposes
- Evidence of your own professional development
- Drive, energy and a capacity for hard work
- Thoroughness, accuracy and an attention to detail
- The potential for further promotion in the future
- An awareness and knowledge of the issues surrounding the safeguarding of children, including the 'prevent duty'.
- A sense of humour and perspective

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours, and
- Attitudes to use of authority and maintaining discipline.

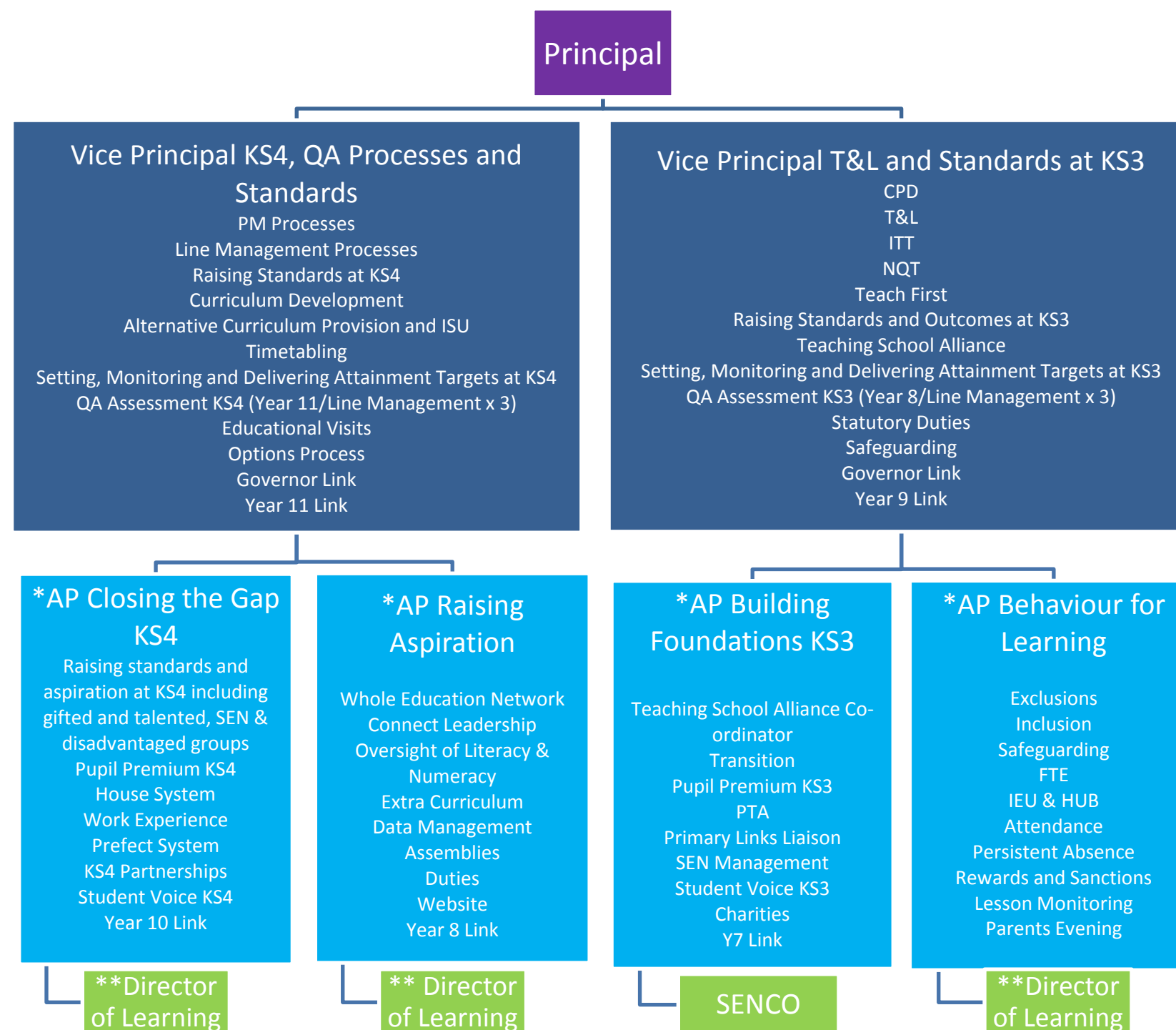
VICE PRINCIPAL (DEPUTY HEAD OF SCHOOL) PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
1. Qualifications	Qualified teacher status A good honours degree Evidence of continuing professional development	Further appropriate qualifications NPQH or other accredited leadership pathways	Application Application Application
2. Experience	Minimum 6 years' successful teaching experience. Substantial and successful middle leadership experience Experience of managing change Substantial experience of leading whole school initiatives Experience of managing challenging students, parents and staff	Experience in at least two 11-16 schools, one with high academic standards Experience of working with other organisations and community groups Significant experience of both pastoral and academic leadership Experience of supporting other schools.	References and interviews Application, interview and references Application, interview and references Application, interview and references Application, interview and references
3. Knowledge and Skills	Up to date knowledge of teaching and learning; pastoral provision; achievement; curriculum reform; etc Close familiarity with school accountability frameworks, particularly Ofsted processes and systems. Experience of strategic planning and self evaluation	Knowledge of curriculum modelling, staffing and timetabling Knowledge of school budgets and financial monitoring.	Interview Application and interview Interview

	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
3. Knowledge and Skills	Excellent communication skills Well developed information technology capability		Application and interview Application and interview
4. Philosophy	A view about what really matters in schools A commitment to raising the achievement of all pupils		Application and interview Application and interview
5. Personal Qualities	Excellent interpersonal skills The ability to lead effective teams The ability to persuade, influence and enthuse others A strong intellect and demonstrable integrity and resilience. Efficiency in administration and a commitment to achieving high standards of work and presentation Enthusiasm, determination and energy and a good record of health and attendance Resilience, a sense of optimism and a reservoir of hope		References and interview Application, references and interview References and interview References and interview References and interview References and interview

	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
5 Personal Qualities	A commitment to the school and the willingness and ability to put in substantial extra time as required Flexibility The capacity for creative thinking A sense of humour Leadership qualities, ambition and potential for Headship		References Interview Interview Interview Application and interview

Leadership Team 2017/18



*Leadership Team

All posts have responsibility for the line management of curriculum areas and the following:

- Community perception, outreach and media
- Financial monitoring of departmental capitation
- Discipline and detentions
- Strategic vision and direction
- Teaching and learning
- Quality Assurance processes and accountability
- Assemblies and duties

**Extended Leadership Team

VP Leadership
Scale L20-L24

AP Leadership
Scale L10-L14



The Winsford Academy

Based in Winsford, Cheshire, the Winsford Academy is a co-educational comprehensive, non-selective secondary school recruiting from a number of local primary schools. It was established in September 2010 when two predecessor schools, Verdin High School and Woodford Lodge High School were amalgamated.

In September 2013, the Academy moved into a new £20 million purpose built school which includes 60 classrooms with flexible learning spaces; a 400-seat theatre in the Performing Arts Centre; Learning Resource Centre; sports facilities; science labs; drama and dance studios; music rehearsal rooms; media suites; art studios and technology workshops.

After four years of transition with a significant programme of rightsizing and budget rebalancing, the Governors, staff and sponsor have created a stable school with much improved outcomes. The challenge now is to continue to develop the school to the level of academic achievement and attainment that its pupils deserve. The school is currently rated as GOOD by Ofsted following a recent inspection in May 2016, and is in an era when the organisation is rapidly growing and has secured the confidence of the community.

The Academy aspires to become a focal point for the economic and cultural regeneration of Winsford and has a deeply committed community and parents.

Curriculum

Subjects include syllabuses for Key Stage 3 and Key Stage 4:

- English
- Mathematics
- Science (Science, Biology, Physics, and Chemistry)
- Performing Arts (Drama, Music, and Dance)
- ICT & Business (ICT, Computing, and Business Studies)
- Humanities (Geography, History, Leisure & Tourism, and Religious Education (RE))
- Physical Education (PE)

- Modern Foreign Languages (MFL - French and Spanish)
- Health Studies (Child Development, Food & Nutrition, Food Studies, Health & Social Care, Hospitality & Catering, Children's Play, Learning & Development)
- Design & Technology (D&T) (Art, Construction, Engineering, Photography, Product Design, Media Studies, and Textiles)

School Leadership

A comprehensive restructure and rightsizing of the teaching and support staff was completed in August 2015 and a new organisation model was introduced to simplify the school structure and increase accountability for subject leadership. The Leadership Team has been further restructured to build capacity and strengthen the strategic direction of the school.

The leadership group comprises a Principal; two Vice Principals (Curriculum & Standards and T&L and KS3 Standards) and four Assistant Principals (Closing the Gap at KS4, Raising Aspiration, Building Foundations at KS3 and Care, Support and Guidance).

There are 65 teaching staff, including the leadership team.

Sponsor

The Fallibroome Multi Academy Trust was established in September 2014 and consists of six schools: The Fallibroome Academy, The Winsford Academy, Broken Cross Primary Academy & Nursery, Nether Alderley Primary Academy, Adlington Primary School, and Whirley Primary School.

The Trust evolved from the success of the Fallibroome Academy, an outstanding single Academy Trust with a national reputation for excellence. The Trust's aims are simple, to create the conditions for:

- All students to leave school with the combination of skills and qualities that will enable them to progress to the job, apprenticeship or University/College place of their choice;
- Each student to achieve the highest possible examination results and realise their potential;
- Each school to become the school of choice for the local community;
- Each school to become 'A Place for Excellence'.

The Board is responsible for the strategic direction of the Trust and accountable for the outcomes of the four schools. The Board meets termly to receive reports from the Executive Principal and the Chairs of Governors of the six schools. Operational accountability is delegated to the Governing Bodies of the four schools, meeting termly to receive reports from statutory sub-committees.

The Trust is accountable to the Secretary of State for Education and receives a Master Funding Agreement from the Education Funding Agency. Funds are delegated to the schools according to nationally agreed formulas. The Trusts' accounts are subject to audit and published annually at Company House.

Care, Guidance and Support

The Pastoral system comprises of five Year Heads and two Progress Managers. Through the Heads of Year team, our students experience high levels of pastoral care and support with services such as child welfare, attendance support, mentoring and counselling all being available every hour of the academy day. Students also have access to their Coach, Head of Year and Progress Manager. Our Progress Managers are responsible for progress tracking, engagement and enrichment, and competition of the House System.

The Academy is organised into four Houses: Britten, Elgar, Purcell and Sullivan. The choice of these great English composers reflects our commitment to the Performing Arts. The House system runs a competitive series of events across the academic year. There are over 40 events spread over the year, including enterprise activity, sport, science challenges, music events and debates.

SEN

We serve a diverse range of student needs. High ability students need to be stretched and challenged to achieve their very best. Other more vulnerable students need support to access the curriculum and help to remove some barriers to learning which may be affecting progress and/or wellbeing. We offer a range of services to support all students in ensuring every child has the opportunity to fulfil their unique potential whilst at our Academy.

We believe that all children should be valued as individuals. We have an inclusive ethos with high expectations and targets, a broad and balanced curriculum differentiated to meet individual needs and systems for early identification of barriers to learning and participation. We believe that educational inclusion is about equal opportunities for all learners whatever their age, gender, ethnicity, disability, attainment and background

Teaching Assistants and High Level Teaching Assistants work with students to ensure equal access to the curriculum for students who need additional support. We also have a core teaching group in KS3 for students who need greater continuity, less movement and a more intensive learning support package.

Governing Body

The revitalised Governing Body and its Committees are effective and forward looking, committed to providing high quality education in an aspirational learning environment. The LGB and its committees meet three times per half-term and convene as ad hoc Committees dealing with a wide range of Academy Business, and are a regular presence in the Academy.

Facilities

The Winsford Academy is committed to creating a space which serves the whole community, before and after the traditional school day and at weekends.

The interior comprises a large and spacious central corridor with glass-fronted classrooms on either side. Open spaces, balconies and a 'cafe culture' canteen have been created. The Academy's approach to outdoor learning will eventually see a garden, orchard, allotment and natural habitat zones. The school space includes: - a 400-seat studio theatre with open stage, raked, retractable seating and full audio visual capability; dance studio with wooden sprung floor; gymnasium; five-court sports hall including basketball court, five badminton courts, cricket nets, and a five-a-side football court; a large field with 5 football pitches, 6 tennis courts, a rugby pitch and a running track and a 3G all-weather pitch.

Partnerships

- Winsford Education Partnership
- University of Chester
- England Rugby
- Rugby Football Foundation (with Prince Harry as its Patron)
- Microsoft IT Academy (ITA)
- Vale Royal School Sport Partnership
- The Hive
- Camps International
- Weaver Vale Housing Trust
- National Teacher Enquiry Network (NTEN)

THE POST: VICE PRINCIPAL (DEPUTY HEAD OF SCHOOL)

PROCEDURE FOR APPLICATION

If you wish to be considered for this vacancy you should complete the application form, giving the names and addresses of two referees, and submit a **concise** letter of application of no longer than three pages (12 pt text). This should be word-processed and should include the following information:

- A description of the key contributions that you have made in your career to date
- Key evidence that demonstrates the impact you have had in your current and previous roles
- The particular strengths that you could bring to Winsford if your application is successful.

Candidates are kindly requested not to submit a CV instead of the application form. Additional sheets may be attached to the back of the application form if there is insufficient space.

Completed applications should be returned to Mrs A Harrison, Principal, to arrive **no later than Monday 23 January 2017.**

Please note that we will only consider applications submitted on the school's application form.

Interviews will take place on Tuesday 31 January and Wednesday 1 February; shortlisting will take place during week commencing 23 January 2017. If you have not heard from us by 27 January 2017, regretfully you must assume that your application has been unsuccessful on this occasion, in which case the Governors would like to thank you for your time and your interest in the school.

The Academy is open for informal visits on Wednesday 18 January 2017 between 2.00pm and 3.00pm. If you would like to attend for a visit, wish to have an informal discussion about the post in advance of your application or require any further details, please contact Amanda Harrison, Principal:

Tel: 01606 592300

E-mail: jane.fox@winsfordacademy.org.uk

We welcome applications regardless of age, gender, ethnicity or religion. We are also committed to safeguarding and promoting the welfare of children and young people and appointments are made subject to enhanced DBS disclosure.

Dream Learn Trust Succeed