



Outcomes Focused, Child Centred



Assistant Principal Recruitment Pack

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Welcome from the Chief Executive

On behalf of the Northern Education Trust Board, welcome to the Northern Education Trust.

We are unswerving in our commitment to ensure that the outcomes our young people secure prepare them fully for life beyond school. Our Academies are happy and thriving communities where children both achieve and feel safe and cared for. As an inclusive Trust we strive to help young people overcome any barrier to learning.

We are a caring employer and invest heavily in professional development, allowing our staff opportunities to take the next steps in their career. We hope you find our website holds all the information you need to believe that whether you are a parent or prospective employee, your next steps should be taken with us.

Welcome from the Principal

I would like to offer a warm welcome and thank you for your interest in the Assistant Principal position at Northern Education Trust, The Ferns Primary Academy.

I am incredibly proud of the journey our wonderful academy has undertaken over recent years. We have a consistently strong focus on standards and, in turn, this has led to excellent outcomes for our students year on year. We have a real passion for securing welfare and education of the children in our care and we 'live and breathe' our vision of being 'Outcomes Focused, Child Centred'.

At The Ferns Primary Academy we deliver a broad and balanced curriculum that enables all children to 'be the best they can be'. The English and mathematics curriculum follows 'mastery principles': ensuring children have opportunities to embed learning before moving onto the next topic. The curriculum is inclusive and imaginative: stimulating young minds as well as preparing them for the modern world.

Our focus on outcomes is unparalleled, as we understand that life chances are paramount. Our outcomes for our 2019 cohort are far above national average and our children are aspirational. We are looking for an assistant principal to join our team to work within our excellent academy delivering our aspirational curriculum to an outstanding level, achieving outstanding outcomes. If you feel you are ready to embark on a new role in an Academy where hearing rounds of applause are commonplace, children and staff are happy, supported and fulfilled, with a collegiate spirit of working together to ensure the highest possible standards in all that we do, then please put in your application. I feel that The Ferns Primary Academy is a unique opportunity, and very hard to not instantly fall in love with. I encourage you to put in your application and be inspired!

For the successful candidate, our school will offer a fantastic chance to work with a collaborative and passionate staffing body and senior leadership team, and to join a team with a passion for developing students' love of learning. We work hard to foster our collaborative ethos and reward our staff with good career opportunities, a clear focus on ensuring 'teachers can teach', numerous benefits, and ultimately the satisfaction of supporting schools like ours in their quest to give every child the opportunity to succeed and reach their full potential.

The best way to get a real flavour of our school is to arrange a visit to take a look for yourself or to visit our website at <https://tfa.northerneducationtrust.org/>

As I hope you can see, we wish to appoint a well-qualified, enthusiastic and highly motivated teacher to join our passionate senior leadership team.

After reading the supporting job description and information pack, I hope you will pursue an application for this exciting and rewarding role.

Danielle Broadbent

March 2021

Introduction to The Ferns Primary Academy

Context of the Academy

The Ferns Primary Academy opened in September 2012. It is a sponsored academy and is part of Northern Education Academy Trust. The academy was judged as 'good', with outstanding behaviour, in June 2016.

This is borne out by year on year improved results and builds upon the strengths identified in the inspection in June 2016. Outcomes have seen rapid and sustained improvement – the academy has been above national expectations and on an upward trajectory for the past 3 years. There is an unrelenting focus and drive on improving outcomes. The Academy's vision of being 'Outcomes focused, child centred' is fully integrated into all aspects of Academy Life.

The academy is located in Farnworth in the town of Bolton. There are 408 children on roll with 38 in nursery provision. 70% of pupils are White British; 91% of the academy's population are from the most deprived postcodes in England. 44% of the academy are described as disadvantaged and the academy is in the top 20% of all schools for the proportion of pupils taking FSM. 31% of children are identified as EAL and 20% SEND. The academy has higher than the national average of possible ethnic groups.

Throughout the academy children are taught in their year group class and follow the academy's curriculum plan. The academy is committed to a broad, balanced and ambitious curriculum that builds on a strong English and mathematics foundation. Reading lies at the heart of the curriculum.

The academy's leadership team is made up of the Executive Principal, Principal, Vice Principal and a Business Manager; middle leadership is led by a team of three TLRs; there are 15 teachers in total and 16 teaching assistants. The Academy has stable staffing.

The Academy works closely with Northern Education Trust and benefits from shared expertise, challenge and support. The academy views itself 'as the trust'. Staff uphold the Northern Education Trust Vision and values: **Outcomes Focused, Child Centred**.

We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

Children and staff understand and act out the Academy's values of: **We are the Ferns:**
We work hard; We do our best; We are kind and We keep ourselves safe.

Northern Education Trust

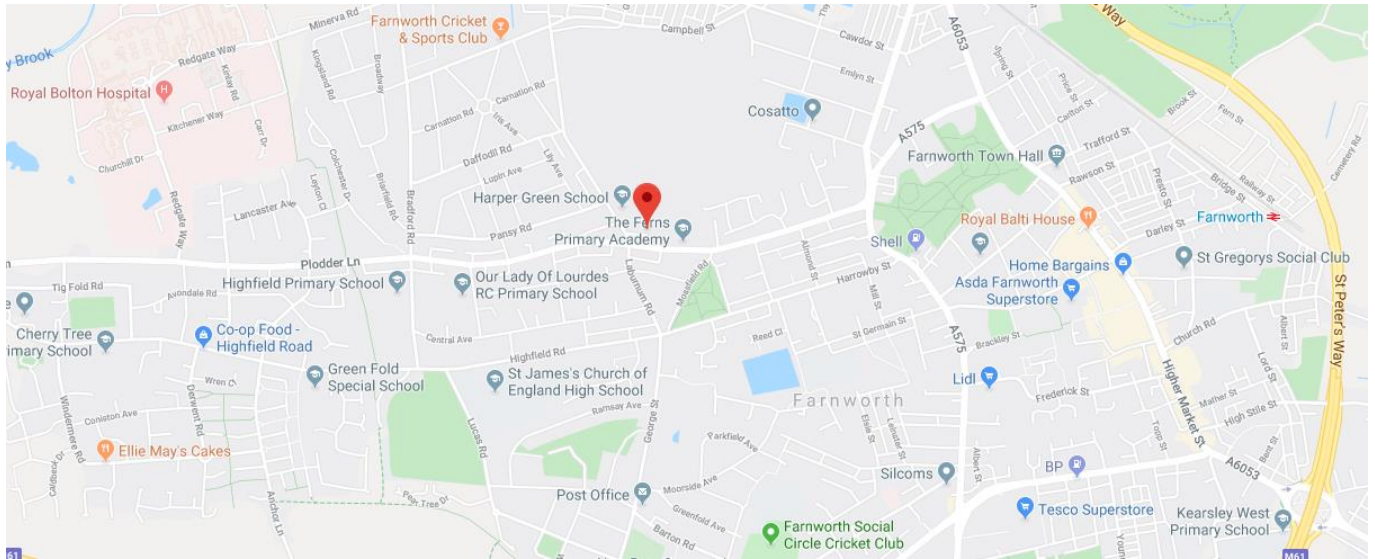
Our Vision

We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

The 10 values which underpin our vision:

1. We care passionately about the education and welfare of young people
2. We believe that all young people, irrespective of background or ability will be successful in our Trust
3. We are not and will never be selective. We believe that local schools are for all children
4. We are always inclusive. Our mechanisms to support the most vulnerable child to succeed and overcome barriers to learning are a key aspect of our work
5. Our approach to education recognises that outcomes are paramount and also allows children to gain experiences and values which prepare them fully for life in modern Britain. This includes workplace skills and appropriate advice for future progression
6. We have high expectations of behaviour
7. We adopt the local authority admissions protocol and work closely with them
8. We would always wish to act in such a way that has a positive effect on a neighbouring school or community. We care passionately about children in all schools, not just our own
9. That all employees act with integrity and embrace the value that 'we are the Trust'
10. We work regionally and nationally to develop approaches to MAT improvement that influence the wider school-led system

Where to Find Us



Directions to The Ferns Primary Academy

From the M61, exit at junction 4 towards Walkden/A6. At the roundabout take the first exit onto Watergate Lane. Turn right on to Plodder Lane/B6199. Continue down Plodder Lane for 2 miles and the academy will be on your left.

From Bolton via St Peter's Way A666, head north-west on Manchester Road/B6536. Continue on to Bolton Road/A6053. Turn right onto Gladstone Road/A575. Turn right on to Glynne St/B6199. The academy will be on your right in 0.3 miles. Once at the academy follow the sign for visitor parking and report to the main entrance.

Contact Details

The Ferns Primary Academy
Plodder Lane
Farnworth
BL4 0DA

Phone: 01204 471277

Email: ferns.enquiries@northerneducationtrust.org

Web: <https://tfa.northerneducationtrust.org>

Job Advert

Assistant Principal

Contract Type: Permanent

Salary: Leadership L5 – L9 £46,796 - £51,656

Required From: September 2021

Are you ready to transform outcomes and raise standards in a dynamic, inspirational primary academy?

Northern Education Trust – The Ferns Primary Academy would like to present you with a truly exceptional opportunity to play a key role in shaping the provision of primary education and lifelong learning prospects within our ambitious and thriving academy.

We are seeking to appoint a highly motivated, energetic, dynamic and ambitious practitioner.

The Ferns Primary Academy is an inclusive school. We strive to provide an educational experience which focuses upon academic success, enjoyment and participation and engenders a sense of community and belonging.

The Ferns Primary Academy is part of Northern Education Trust, a nationally recognised and trusted multi academy trust with vast experience of school improvement.

The successful candidate will:

- Be an outstanding teacher with the drive and capacity to really thrive in this role and to become a truly outstanding leader.
- Have a clear vision of how to improve standards in primary education.
- Be able to lead, motivate and inspire students and colleagues.
- Be resilient, hard-working, solution focused and whole heartedly committed to transforming student outcomes.

What you can expect from us:

- Students with a thirst for learning and success.
- Excellent opportunities for your professional development with access to a specifically tailored CPD package. You will receive the highest standard of induction and CPD support.
- Friendly and supportive colleagues who go the extra mile in a well-resourced academy.

The Ferns is part of Northern Education Trust group of Academies. It is a friendly, vibrant and lively place where our children are enthusiastic learners, well-motivated and encouraged to think for themselves. They have the potential to be the best learners in the world, so we need a staff team who can provide them with the world class education they deserve.

The Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. All posts are subject to enhanced disclosure and barring service checks. We expect all adults to share our commitment to safeguarding and the health and wellbeing of our pupils. For further information please download the job description and person specification from www.northerneducationtrust.org. Alternatively, you can contact Alison Dale, Business Manager a.dale@northerneducationtrust.org. Please note completed applications must be returned to Alison by email.

Informal discussions are encouraged; please contact Danielle Broadbent, Principal on 01204 471277.

Closing date: 12 noon on 18th May 2021

Shortlisting: 19th May 2021

Interviews: 20th – 21st May 2021

Job Description

Northern Education Trust – Job Description

Job Title:	Assistant Principal		
Base:	Academy		
Reports to:	Principal	Grade:	L5 – L9
Service responsibility:		Salary:	£46,796 -£51,656
Additional:	Some travel will be required.	Term:	Whole time

JOB PURPOSE

- Modelling the vision and values of the trust and the academy compellingly and support strategic leadership
- Working with the Principal and Vice Principal to ensure the academy achieves the aims and objectives set out in the academy Development Plan
- Actively promote the NORTHERN model of school improvement to promote excellent outcomes for all children across the work of the academy
- Embed all elements of the 'Deeps' within the day-to-day workings of the academy
- Constantly promote the personal development of all staff and participate in the work of the academy to achieve this
- Lead by example, holding and articulating clear values and moral purpose
- Build positive relationships with all members of the academy community, showing positive attitudes and promote equal opportunities at all times
- Keep up to date with developments in education and have a good knowledge of education systems locally and nationally
- Seek training and continuing professional development to meet own needs and the needs of the academy and the trust
- Collaborate with academies within the trust and beyond to improve outcomes for children and to promote excellence in all areas
- Receive and act upon feedback to build on the strengths and improve personal performance within the academy systems
- Contributing, where appropriate, to the implementation of trust and academy policies and practice. Promote collective responsibility for their implementation

JOB SUMMARY

Develop and sustain DEEP LEARNING across the Academy and the Trust through:

1. Provide support to all staff to improve the quality of teaching and learning across all curriculum areas
2. Use outcomes of assessment to support teachers in planning sequences of lessons to meet

the needs of all children

3. Reflect on the success of teaching strategies, individual lessons and curriculum plans in meeting the needs of students
4. Apply current research evidence to ensure that practice is effective
5. Take part in coaching and mentoring programmes to support colleagues and develop own practice
6. Apply and expand teaching repertoire and feedback to colleagues on effectiveness
7. Strive to deliver outstanding lessons
8. Provide good quality assessment using formative and summative methods in conjunction with the academy's T&L policy
9. Oversee the work of other '**core**' subject leaders to make sure that they maintain accurate records/ evidence of their area of responsibility and that they are knowledgeable about the standards in relation to national expectations
10. To ensure that other '**core**' subject leaders are knowledgeable about progression within their subject, that they contribute to the development of trust curriculum plans and that other members of staff are adhering to curriculum requirements
11. Ensure that the learning from the core subjects is embedded throughout the curriculum
12. Develop the use of technology to support learning across core areas
13. Take responsibility for planning and execution of Training Days

Develop and sustain DEEP EXPERIENCE across the Academy and the Trust through:

1. Provide support to all staff to improve the quality of teaching and learning across all curriculum areas
2. Use outcomes of assessment to support teachers in planning sequences of lessons to meet the needs of all children
3. Reflect on the success of teaching strategies, individual lessons and curriculum plans in meeting the needs of students
4. Apply current research evidence to ensure that practice is effective
5. Take part in coaching and mentoring programmes to support colleagues and develop own practice
6. Apply and expand teaching repertoire and feedback to colleagues on effectiveness
7. Strive to deliver outstanding lessons
8. Provide good quality assessment using formative and summative methods in conjunction with the academy's T&L policy
9. Keep portfolios of evidence and ensure that these are maintained by individual subject leaders
10. Oversee the work of '**non-core**' subject leaders to make sure that they maintain accurate records of their area of responsibility and that they are knowledgeable about the standards in relation to national expectations
11. To ensure that '**non-core**' subject leaders are knowledgeable about progression within their subject, that they contribute to the development of trust curriculum plans and that other members of staff are adhering to curriculum requirements
12. Ensure that the learning from the core subjects is embedded throughout the curriculum.
13. Develop the use of technology to support learning across the wider curriculum
14. Provide means of gathering information for Self-Evaluation: Student Voice, questionnaires, viewpoints of stakeholders and use opportunities for co-construction of the curriculum
15. Take responsibility for planning and execution of Training Days
16. Co-ordinate displays with regards to events, opportunities and work which promote the academy

Develop and sustain DEEP SUPPORT across the Academy and the Trust through:

1. Supporting learner outcomes, irrespective of age, ability or background to achieve their full potential academically and socially
2. To have the strategic overview of the academy's SEN policy and hold responsibility for the day to day practical implementation by all teaching and support staff
3. To work with the Principal and academy Council to ensure the academy's responsibilities are met under the Equality Act (2010)
4. To comply with the Trust's Child Safeguarding Procedures and personalise them to the academy's context
5. Report concerns, or take and act upon concerns, as appropriate to the Designated Safeguarding Leader
6. Take responsibility for leading on the implementation of behaviour and classroom management within the classroom and the academy's environment
7. Promote the consistent and fair use of the Consequences system within the classroom and the academy's environment
8. Through the role, develop systems which address the social health and relationships of children to raise standards
9. Oversee the work of the Pupil Support Team in improving outcomes for all children

GDPR

1. To adhere to GDPR and Data Protection Regulations, whilst maintaining confidentiality

General

1. To participate in wider Trust meetings and working groups as required.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

Signed:

Date:

Person Specification

Job Title

Part A: Application Stage

The following criteria will be used to short-list at the application stage:

			Assessed by:	
No	Categories	Essential / Desirable	App Form	Interview / Task
QUALIFICATIONS				
1.	Qualified Teacher Status	E	✓	
2.	Degree (or equivalent)	E	✓	
3.	Recent participation in relevant professional development	E	✓	
4.	Higher degree or post graduate curriculum or leadership qualification	D	✓	
5.	Evidence of further professional development in the Leadership and Management of whole academy improvement	D	✓	
6.	To have an in-depth understanding of legislation in relation to SEND	E	✓	✓
EXPERIENCE				
7.	Recent successful and effective leadership in raising achievement and attainment	E	✓	
8.	Recent successful experience as a senior leader in primary education	D	✓	✓
9.	Successful teaching experience across the primary phase	E	✓	
10.	Effective leadership of a team	D	✓	
11.	Some experience as a core subject/ phase leader	E	✓	
12.	Some evidence of monitoring, evaluating and reviewing performance	D	✓	✓

No	Categories	Essential / Desirable	Assessed by:	
			App Form	Interview / Task
13.	Evidence of the implementation of successful strategies used to raise pupil progression, achievement and attainment	E	✓	
14.	Evidence of promoting effective relationships between staff, students, employers, Governors, parents, multi-agency partners and wider community	D	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
15.	Experience of using assessment data to identify underachievement and lead successful intervention strategies	E	✓	✓
16.	High level interpersonal skills	E	✓	✓
17.	Ability to lead effective student achievement and intervention programmes	E	✓	✓
18.	A clear vision and understanding of ways to remove barriers to learning	E	✓	✓
19.	Ability to communicate effectively in a variety of situations	E	✓	✓
20.	The ability to build and sustain effective working relationships with staff, students, Governors and parents / carers	E	✓	
21.	Ability to plan strategically	E	✓	✓
22.	Knowledge of current thinking in promoting the attainment of able students	D	✓	✓
23.	Knowledge of current thinking in utilising latest technologies to promote learning	D	✓	✓
24.	Knowledge of how to use Pupil Premium funding to bring about sustained improvement	D	✓	✓

No	Categories	Essential / Desirable	Assessed by:	
			App Form	Interview / Task
25.	Experience of working within the Senior Leadership Team	D	✓	
26.	Experience of reporting to Governors	D	✓	
PROFESSIONAL DEVELOPMENT				
27.	Evidence of leading successful staff development and training	E	✓	✓
28.	Evidence of recent training and development	D	✓	✓
PERSONAL QUALITIES				
29.	Pleasant and friendly manner	E	✓	✓
30.	Polite and punctual	E	✓	✓
31.	Reliable	E	✓	✓
32.	A commitment to working as part of the whole Academy team and supporting the vision and aims of the Academy	E	✓	✓
33.	Commitment to life long learning	E	✓	✓
34.	Flexibility and adaptability	E	✓	✓
35.	Ability to demonstrate personal initiative and independent thinking, whilst working in a team environment	E	✓	✓

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check

Part B: Assessment Stage

The following methods of assessment will be used:

- Technical Assessment of application against criteria
- Activities designed to provide evidence to assess against Person Specification
- Presentation
- Interview

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced DBS Certificate
2	Additional criminal record checks if applicant has lived outside the UK
3	Medical clearance
4	Qualifications essential to the post
5	Two references from current and previous employers (or education establishment if applicant not in employment)

Chief Executive: Mr R Tarn

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Ryton
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