

APPLICATION PACK

Assistant Headteacher

Behaviour and Attitudes

**Salary: L8 –L12**

**Contract Type: Full Time**

**Contract Term: Permanent**

11-16 mixed comprehensive [www.fracademy.org](http://www.fracademy.org)

Assistant Headteacher - Behaviour and Attitudes

We are seeking to appoint a talented and enthusiastic Assistant Headteacher for Behaviour and Attitudes to become part of our Senior Leadership Team. The ability to teach Maths and/or Science would be an advantage. We are an incredibly ambitious academy located in the beautiful surroundings of the Fowey Estuary in Cornwall. We do things differently, on purpose and aim to be the school of choice in the local area.

We are Leading Edge and we are expanding and evolving fast. Please visit our website [www.leadingedgeacademies.org](http://www.leadingedgeacademies.org) for further information.

Applications are welcome from colleagues who have experience in moulding the behaviour and attitudes systems in previous schools. Although we would warmly welcome an experienced colleague who currently holds a similar role, an enthusiastic practitioner with the appropriate forethought and drive would also be considered.

Is this post the right one for you? It is if:

* you are someone who can think critically about systems and outcomes
* it is your practice to use numerous techniques to secure the best behaviour and attitudes to learning for young people
* you are ambitious for students as well as yourself

Crucially, any member of our Senior Team also needs to demonstrate the highest levels of teaching competence. Specifically, we are interested in skilled practitioners who appreciate and understand the preconceptions and misconceptions students may have about a topic/area of study. Successful candidates will be able to show that they not only have a clear understanding of possible barriers to learning, but that they know how to select and use appropriate strategies to overcome these, especially for students with SEND and for those from disadvantaged backgrounds.

Fowey River Academy embraces the use of new technologies, providing 1:1 iPad devices for each child and an iPad and MacBook for each member of staff. We would welcome applicants who are innovative in their use of IT and can develop their use as a strategy to raise standards across the curriculum.

An application form and information pack are available via our academy website or on request by telephoning the academy.

For further information, please contact Claire Grist

PA to the Headteacher at Fowey River Academy:

🕿 01726 833484 or email: [cgrist@fracademy.org](mailto:cgrist@fracademy.org)

**Closing date for applications:** Noon 19th April 2024

**Interviews:** w/c 22nd April 2024

**Start:** September 2024

Please return completed application forms to Claire Grist at

Fowey River Academy, Windmill, Fowey, PL23 1HE.

The successful candidate will be subjected to reference checks with previous employers and an enhanced DBS disclosure check.

Welcome

Dear Applicant,

Thank you for your interest in this post. We hope that this letter and the attached information helps you to understand that we are working hard to make our academy stand out from the crowd; we intend to become a school of choice in the local area.

To achieve this, Fowey River Academy is evolving fast and we are embarking on a £4.6million refurbishment of the school, funded by the DfE, to make our facilities even more outstanding.

We are part of the Leading Edge Academies Partnership Multi Academy Trust. You will be working for an employer who is absolutely committed to developing talent in staff, innovating curriculum delivery and ensuring that students soar and thrive. You are encouraged to view the MATs website, [www.leadingedgeacademies.org](http://www.leadingedgeacademies.org).

We firmly believe in the idea that everyone is capable of excellence - the first attempt at something is just that, a first attempt. We believe that failure only occurs when you stop trying or there are insurmountable barriers.

We are all empowered to make a difference in terms of the academy’s ability to address its core purpose. We encourage creative thinking to challenge and inspire both students and staff alike.

Therefore, the people we appoint are key to our future and, unsurprisingly, we are very clear about the type of colleagues we now need.

We love innovators and teachers who are able to model perseverance, enquiry and endeavour and so:

You will be multi-skilled and able to move effortlessly between being a team member who is a genuine collaborator, to an independent expert in your field.

You will be positive, enthusiastic and inspirational to those working with and around you.

You will be a creative practitioner who wants to share your talents to develop others.

Our students are amazing, but they do not always see the endless possibilities that are out there in the Big Wide World. We need teachers who know how to open eyes, minds and hearts. They readily commit to those who commit and genuinely care for them.

We have a strong sense of what we are about: ‘We are Fowey’ and I would like to explain to you our philosophy and approach.

FRA believes in a growth mind-set. Intelligence is not fixed and can and will be grown and nurtured. Our philosophy, as part of Leading Edge, promotes exploration and discovery. We are committed to the idea that everyone is capable of excellence - the first attempt at something is just that, a first attempt. We believe that failure only occurs when you stop trying or there are insurmountable barriers.  We require an English Teacher who is determined to remove barriers.

Our philosophy is to teach students to persevere in order to master academic knowledge and skills; we need to teach them how to be resilient when faced with a challenge.

So, is FRA the right place for you?

It is if…

* You like change because you understand that it develops you – and you don’t want to be someone who stands still.

It is if…

* You want to get excited about possibilities, develop pedagogy and up-skill, constantly.

It is if…

* You are the sort of person who insists that learning is memorable and fun.

It is if…

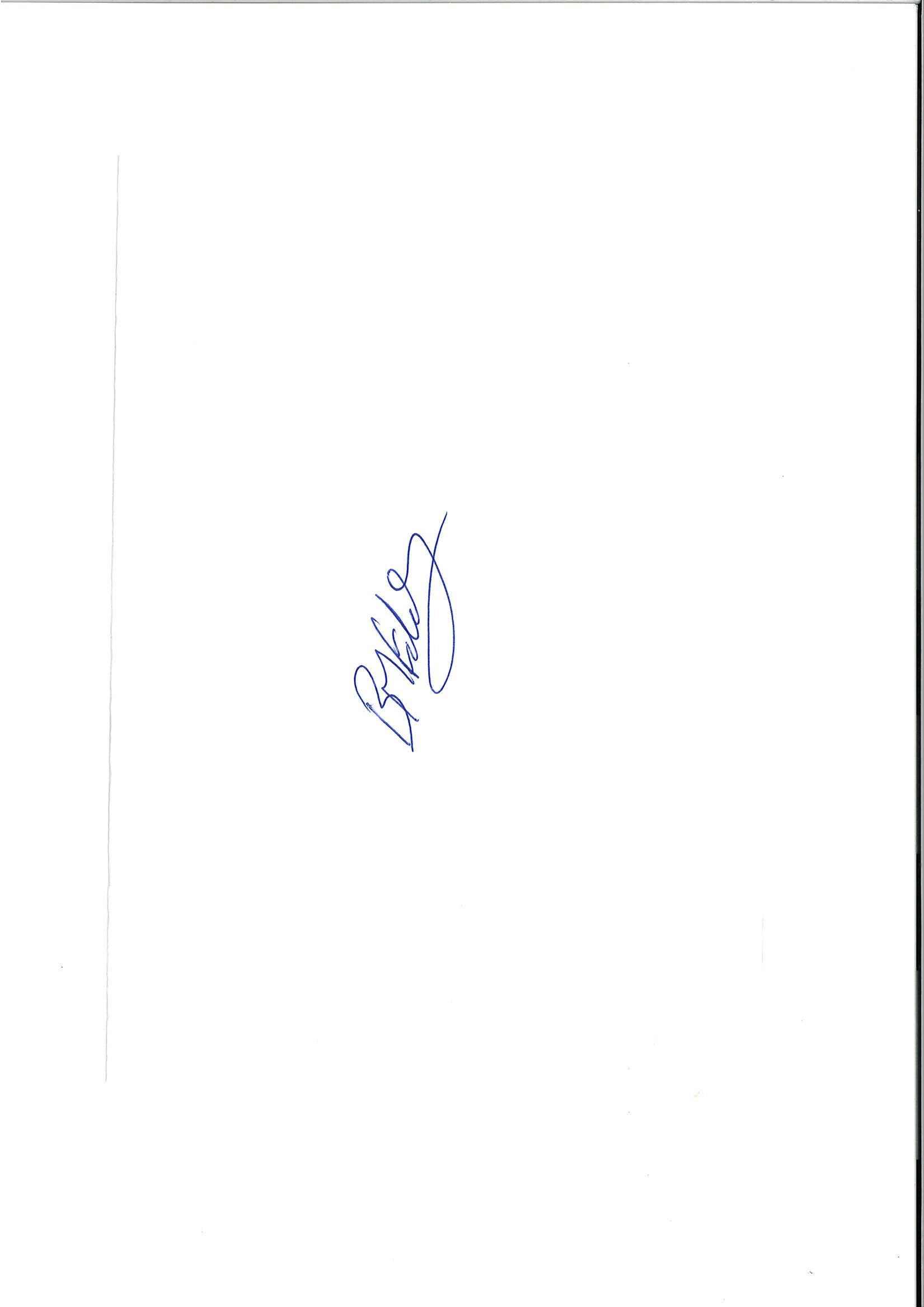
* You are committed to working hard to give our students the education and care they deserve

It is if…

* You always put your students and your colleagues before yourself

We admire people who have got themselves out there and are innovators in education. These are the people who will bring world-class ideas that work, to beautiful Mid Cornwall and change lives.  Secondary education is a key stage in the life and development of each young person and we aim to work together with parents and carers to support the children; enabling them to develop and grow within our community and in building together a real sense of identity within Fowey River Academy.

The academy is committed to a leadership approach at all levels. We are all empowered to make a difference in terms of the academy’s ability to address its core purpose. We encourage creative planning to challenge and inspire both students and staff alike.

If this excites you and you want to work hard with us to develop your career, then we would love to hear from you.

Yours sincerely,

Ben Eddy

Headteacher

Notes to Applicant

Dear Applicant,

**Application**

If you wish to apply, please either email your application to Claire Grist, PA to the Headteacher at [cgrist@fracademy.org](mailto:cgrist@fracademy.org) (copies of all the details are available online on our website under the ‘Vacancies’ section), or post your completed application form to the address below, together with a covering letter, clearly demonstrating your suitability for the role. Where possible, please also provide email addresses for your referees.

**Closing Date**

Please ensure your application arrives before the closing date/time and that the post for which you are applying has been stated clearly on the application form. Applications received after the closing date will not be accepted.

**Interview**

Interviews for the post will take place shortly after the closing date or as stipulated on the advertisement above. Please assume that if you have not heard from us within 2 weeks of the closing date that, unfortunately on this occasion, your application has not been successful.

Fowey River Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

The successful applicant will be required to undertake an Enhanced DBS Disclosure.

Fowey River Academy

Windmill

Fowey

PL23 1HE

Phone: 01726 833484

Web: www.fracademy.org

Job Description

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| --- | --- |
| **Post Title:** | Assistant Headteacher, Behaviour and Attitudes |
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| **Purpose:** | * Undertake the normal responsibilities of the class teacher; * Be a member of the senior leadership team; * Act as the lead for Behaviour and attitudes * Assist the Headteacher in leading and managing the academy; * Undertake such duties as are delegated by the Headteacher; and   + establishing the policies   + leading and managing the whole school behaviour and attitudes plan   + monitoring progress |
|  |  |
| **Reporting to:** | Senior Assistant Headteacher |
|  |  |
| **Liaising with:** | Headteacher/Deputy Headteacher, teaching/support staff, LA representatives, external agencies and parents. |
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| **Working time:** | 195 days per year. Full-time. |
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| **Salary/Grade:** | L8 - L12 |
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| **Disclosure level:** | Enhanced |
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**MAIN (CORE) DUTIES**

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| --- | --- |
| **Main tasks** | * The specific nature and balance of these responsibilities will vary according to the needs of the academy and may be shared. |
| **Class Teacher Responsibilities** | |
| • To carry out duties of an academy teacher as set out in the current academy Teachers’ Pay and Conditions Document.  • To carry out the duties of a general class teacher as detailed in the academy’s class teacher job description, including some provision for cover of absent teachers.  • To be responsible for teaching across both key stages. | |
| **Internal Organisation, Management and Control** | |
| To contribute to:   * Maintaining and developing the ethos, values and overall purposes of the academy * Formulating the aims and objectives of the academy and policies for their implementation * To contribute to planning improvement which will translate academy aims and policies into actions * Implementing the Governing Body’s policies on equal opportunity issues for all staff and students in relation to sex, gender, race, disability and special needs * The efficient organisation, management and supervision of academy routines | |

Job Description

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| **Curriculum Development** |
| * To be responsible for progress and support of students. * To contribute to:   + The development, organisation and implementation of the academy’s curriculum   + The updating and writing of academy policies   + Ensuring that the learning and teaching provided by different faculties and teaching teams form a co-ordinated, coherent numeracy curriculum entitlement for individuals   + Ensuring that information on student progress is used to improve teaching and learning, to inform and motivate students, to inform parents, to provide necessary references for other educational institutions and employers and to aid Governors in their management of the academy   + Ensuring that the individual student’s continuity of learning and effective progression in English is achieved |
| **Pupil Care** |
| To contribute to:   * The development, organisation and implementation of the academy’s policy for the behaviour and attitudes * The promotion among students of standards of conduct/discipline and proper regard for authority and the encouragement of good behaviour * The development of a culture of independent learning * The handling of individual student disciplinary cases as appropriate. |
| **The Management of Staff** |
| * To be responsible for the line management and performance management of specific staff. * To participate in the recruitment and development of teaching and non-teaching staff of the academy. * To contribute to good management practice by ensuring positive staff participation, effective communication and procedures. * To participate in arrangements for the appraisal of the performance of staff * The provision of professional advice and support and the identification of training needs. |
| **Relationships** |
| * To communicate effectively with the parents of students as appropriate. * Where appropriate, to communicate and co-operate with persons or bodies outside the academy. * To follow agreed policies for communications in the Academy. |

Person Specification

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| --- | --- | --- |
| **Essential** | **Desirable** | **Demonstrated By** |
| Graduate with QTS. | Further professional study at a higher level. | Application Form / Interview |
| A CPD portfolio with evidence of recent, relevant course participation and all academic qualifications | Additional information. For example, students’ work or newspaper cuttings. | Interview |
| Evidence of good or excellent examination results in subject specialism. | Successful threshold application | Application Form / Interview |
| Recent experience of project management relating to Academy improvement. | Leadership of an innovative project with evidence of raised standards. | Application Form / Interview |
| Evidence of personal impact on the ethos of your school/Academy or community. | Evidence of personal impact in education projects of county or national importance. | Application Form / Interview |
| An interest in making a contribution to the profile of the Teaching School and Associate Research School (EEF) | A vision of how the Teaching School and Associate Research School could develop. | Application Form / Interview |
| A ‘can do’ positive attitude that seeks solutions to problems. | Evidence of creativity and a willingness to take risks and learn from mistakes. | Application Form / Interview |
| A willingness to role model good practice and act as a lead learner in the organisation. | Evidence of giving inset to others or doing research for school improvement. | Application Form / Interview |
| An interest in new approaches to learning. | A vision of how learning could be transformed in the academy. | Application Form / Interview |
| A background in ICT for learning or admin. | Evidence of a qualification in ICT. | Application Form / Interview |
|  | The ability to teach Maths and/or Science | Application Form / Interview |