



Candidate Information Pack

Deputy Headteacher

Waddington All Saints Academy, Lincoln



L.E.A.D. Academy Trust



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Welcome from the CEO

L.E.A.D. Academy Trust comprises primary and secondary academies across the East Midlands. Our mission is to be a pioneering, confident, high-performing Trust with national and international influence.

We are determined to bring about change and improvement to education standards in the East Midlands by appointing visionary leaders who believe in the Trust's vision and values and are committed to making a tangible difference to the lives of children and young people.

As a Trust, we pride ourselves on the support and advice we give to all our leadership staff, enabling them to be exceptional leaders and teachers who can inspire both pupils and staff.

This role represents an exciting opportunity to be part of something special; developing and supporting our Trust in improving educational outcomes while retaining the school's individual identity and specific needs of their children, young people and community.

If you are ambitious, determined, energetic and passionate about education and want to join us on our mission, then we look forward to receiving your application.

Diana Owen CBE

Chief Executive Officer





L.E.A.D. Academy Trust
comprises of:

24
primary

..... and

3
secondary
academies

..... across

5
geographical
regions

..... with

11,000
pupils

..... and

1,500
members
of staff





Our Academies

Within our Trust, all academies strive to achieve:

- The highest standards of behaviour and conduct.
- Outstanding teaching and learning.
- A fully inclusive approach in which all children are equally important.
- A climate of mutual respect between the children, staff and community.
- Positive relationships.
- High aspirations for all involved with the school – a ‘can-do’ attitude.
- A wide range of enrichment opportunities for all to get involved in.
- A celebration of all the cultures and faiths represented in the school.
- An organisation in which there are no excuses for underachievement.

"The headteacher is a visionary leader. Leaders, including subject leaders, are a united team."

Witham St Hughs
Academy
Ofsted Report, 2012

L.E.A.D. Teaching School Hub

'Working together to lead the highest outcomes for all.'

L.E.A.D. Teaching School Hub Lincolnshire was launched in 2021 as one of the 87 organisations to be awarded Teaching School Hub status by the DfE. The Teaching School Hub is designated to work with schools across Lincolnshire and throughout our Trust. It supports every school type and phase, including nursery, primary, secondary, special and alternative provisions.

The role of the Hub and the Trust is to promote the importance of high-quality continuing professional development, from Initial Teacher Training through to executive leadership, supporting teachers throughout their career in a sequential and cohesive way. During 2021/2022 the TSH delivered 167 days of CPD to 2,163 participants, supporting 233 schools in total. The ability to access this high-quality professional support is therefore a significant opportunity associated with joining our Trust.



A message from Paul Martin (Headteacher) and Zoe Jepson (Deputy Head)

We have worked together as Head and Deputy of Waddington All Saints Academy for the past ten years. It has proven to be a fantastic opportunity and a privilege to work with such enthusiastic, respectful children, supportive families, and a committed, talented and highly effective staff team.



Over the years, we have managed to sustain high standards and irresistible learning opportunities for our pupils. We have been driven to achieve a big school with a small school feel, to mitigate the educational disruption for our service pupils and to enable pupils and staff alike to 'Fly High' and achieve what they did not believe was possible. The concept of 'flying high' has underpinned our ambition for our community and is a theme that links very well with our Kestrel logo and RAF connections.

We are now at a point of change, as the Headteacher is retiring and the Deputy Head has been successful in securing the role to take over in September. We are both thrilled by this outcome and excited at the prospect of appointing a new and talented Deputy Head to support the leadership of this academy into its next phase.

Our community

The academy serves a wonderful community made up of a busy village on a main route into Lincoln and a significantly important RAF base. The school was formed as a primary school in 1987, amalgamating St Clements Junior School, on the site of the present school, and St Michael's County Infant School. To overcome disagreement at the time about which name should be given to the new school, it was renamed 'All Saints'.

The behaviour and attitude of the children of All Saints is excellent. It is an inclusive and welcoming place to be, making it easy for new pupils and staff to feel welcome and settle quickly.

Outstanding learning

There has always been a relentless drive to secure a high-quality learning experience for all pupils and we remain well-resourced to enable this to happen. Our last OFSTED inspection (2014) resulted in an "Outstanding" grading in recognition of the rich and successful learning that our pupils experience. There have been many changes since that time, but the drive to remain as close as possible to the criteria for outstanding has been sustained. This is because we want every child that attends our academy to have the best possible educational start.



Developing staff, developing leaders

Learning and success is at the heart of our culture, so we invest in the development of our staff as learners and developing leaders. There is a rich programme of CPD which include leadership opportunities, NPQs, in house training, National College courses and working with the L.E.A.D. Teaching School Hub.

As a Deputy Head, within the Trust, you also have access to high quality professional development and a wealth of support, including from the Headteacher and the Trust Director of Schools for Lincoln.

The academy is fortunate to have a strong and supportive governing body, who share our commitment to further strengthen teaching and learning and ensure that all children reach their full potential.

Applications are invited from those with appropriate leadership experience and we would encourage you to visit the school to meet our children and staff.

Our vision

At Waddington All Saints Academy our aim is to provide a learning environment and experience that enables children to thrive and develop as learners and leaders.

We want to inspire and motivate all children to have a wonderful desire to learn and grow as individuals and as a collective. To empower and support them to become life-long learners who are prepared to take risks, learn with growing independence and develop skills that enable them to fly high academically, socially, emotionally and physically.

We want our pupils to thrive as a result of our ambition for them to succeed beyond their own expectations and through the identification and removal of their barriers to learning and achievement.

Through the delivery of irresistible learning opportunities and rich experience, we strive to give children the ability and confidence to work and speak as experts; progressively building transferable knowledge and understanding that is memorable, broad and empowering. This, alongside the relentless drive for high quality outcomes and progress, underpinned by excellence and pride, exemplifies our ambition for our pupils.



Good citizens and role models

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We expect pupils to behave as responsible good citizens and role models, supporting them to understand the choices and behaviours that will enable them to make positive decisions. We do this within a culture of mutual respect for all within our community, encouraging kindness, tolerance and care for others.

We measure our success in our ability to support pupils to have the skills, knowledge, personal qualities and drive to be successful within the next stages of their life and beyond and to make a positive contribution to life in modern Britain.

Our academy

Waddington All Saints is a friendly, caring school with high expectations and ambition for all our pupils. The children are encouraged to explore, discover and question through a range of exciting learning opportunities, both within and outside the classroom. Waddington is a school where children speak with confidence and enthusiasm about their learning and work hard to improve and make progress.

The excellent start begins in Foundation Stage and the broad and stimulating learning experience is sustained year on year. The curriculum is delivered to a high standard and children are given the skills and knowledge that they need to be successful. The standard of teaching and learning is extremely high and the behaviour of pupils is exemplary.





Benefits of being part of L.E.A.D. Academy Trust for Teaching staff

We recognise that successful people place value on a range of benefits associated with their careers, including receiving professional recognition, commensurate financial reward, job satisfaction, opportunity to innovate and a balanced approach to work and personal time. We place value on these aspects too.

Employee benefits from day 1

1. National teacher pay and conditions, including generous TPS scheme with minimum 23% employer contribution rate.
2. Superb CPD opportunities via various established routes including dedicated Teaching School Hub.
3. Access to Trust EAP service: 24/7 free advice on range of issues and wellbeing counselling.
4. Free eyecare vouchers and flu jabs.
5. Access to free Occupational Health Service, including physiotherapy service.
6. Access to free staff discounts and cashback for a huge range of products.

Ofsted feedback

"Leaders and staff are highly ambitious for all pupils. They take their responsibility to the pupils and the community very seriously. This is seen in their careful work to develop a knowledge-rich curriculum that promotes character development and raises aspiration."

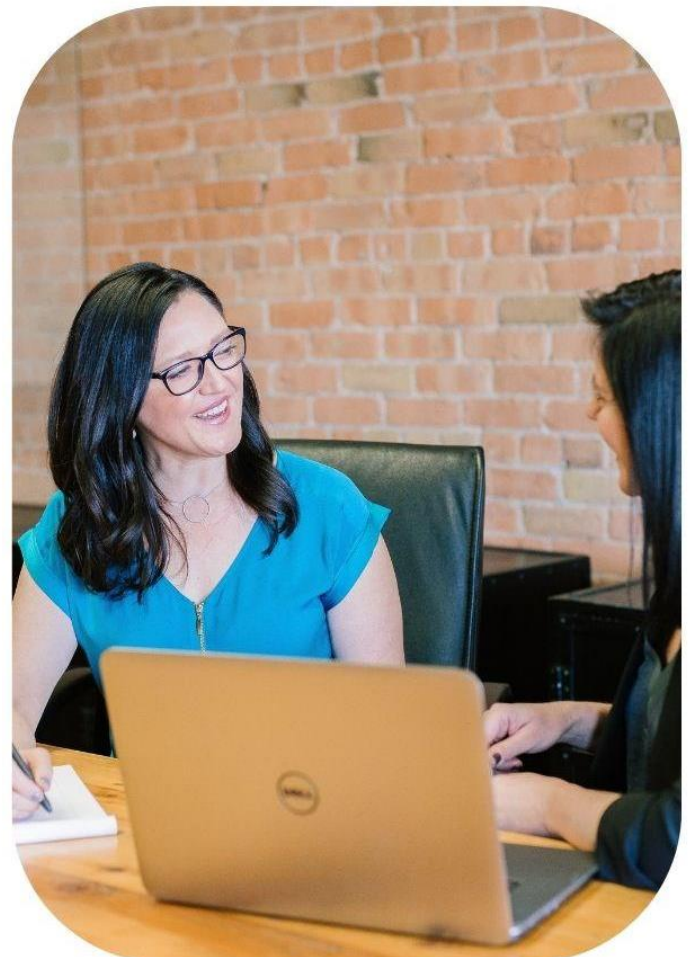
Radford Academy Ofsted Report, Jan 2023

"Staff feel that leaders are considerate of their well-being. They talk about leaders being approachable."

Bishop Alexander Academy, March 2023

"Staff value the training that they have had and the time to develop subject leadership roles. Teachers at the early stage of their career feel well supported and valued as members of staff."

Forest Lodge Academy, June 2022



“The behaviour of pupils is outstanding. Pupils follow school routines to the letter. As a result, behaviour in the school grounds, in corridors and in the dining hall is usually impeccable.

Ofsted report, 2014



How to apply

Please send a completed application form and covering letter explaining your interest in the role and how you meet the person specification to: office@waddingtonallsaintsacademy.co.uk

CLOSING DATE: 14th May at 12pm

INTERVIEWS: We expect interviews to take place on 20th May 2024.

Candidate visiting dates

To arrange a visit to Waddington All Saints Academy call 01522 820099. Please choose from the following dates:

- 29th April at 4pm
- 2nd May at 2pm
- 7th May at 4pm
- 9th May at 9.30am

Applications will be reviewed upon receipt, therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

For an informal, confidential discussion about this opportunity, please email: office@waddingtonallsaintsacademy.co.uk



"I wanted to be part of an organisation that works in partnership, believes in collaboration and invests and understands the importance of high-quality leadership and management."

Rebecca Riley, Head of School,
Huntingdon Academy



Job description

Key responsibilities and accountabilities

Deputy Headteacher

Salary: L10-14

Line Manager: The Headteacher

A person appointed as a deputy headteacher in a school, in addition to carrying out the professional duties of a teacher other than a headteacher including those duties particularly assigned by the headteacher, must play a major role under the overall direction of the headteacher in:

- a) formulating the aims and objectives of the school;
- b) establishing the policies through which they are to be achieved;
- c) managing staff and resources to that end;
- d) monitoring progress towards their achievement; and undertake any professional duties of the headteacher reasonably delegated by the headteacher.

48.2. If the headteacher is absent from the school a deputy headteacher must undertake their professional duties to the extent required by the headteacher or the relevant body or, in the case of a foundation, voluntary aided or foundation special school, the governing body.

Taken from the School teachers' pay and conditions document 2021 and guidance on school teachers' pay and conditions September 2021

Job Purpose:

- To provide inspirational, creative and professional leadership and management for the academy.
- To place pupils/students at the heart of decision making and planning.
- To support the headteacher in establishing high quality systems and policies in all areas of the academy's work.
- To support the headteacher in establishing high quality education through effective leadership of teaching and learning.
- To support the headteacher in establishing a culture that promotes excellence, equality and high expectations of all pupils.
- To ensure that strategic planning is informed by rigorous self-evaluation and that it continuously improves learning and pastoral outcomes.
- To ensure that the academy provides a safe and happy environment that promotes the welfare of children.



- To ensure there is an ethos of safeguarding and that all safeguarding and child protection policies are adhered to by a staff team that is confident to keep pupils safe.
- To take full responsibility for leading the school in the absence of the headteacher.

Duties and Responsibilities:

Strategic direction and development of the school

- In partnership with the headteacher, provide inspiring, creative and purposeful leadership for the staff and pupils/students.
- To work in partnership with the Trust, the governing body, headteacher, staff and parents, generating the ethos and values which will underpin the academy.
- To co-create and implement a Development Plan which will secure continuous academy improvement and support the principles of LEAD Trust.
- To keep up to date with current research into education, particularly teaching and learning and to contribute this academy improvement planning.
- To monitor and evaluate the performance of selected areas of the academy and respond and report to the headteacher and the governing body as required.
- To support the headteacher in ensuring that the management, finances, resources and administration of the academy supports its vision and aims and maximises value for all pupils/students.
- To lead on developing selected policies and practices and ensure that they take account of national, local and academy requirements and apply sound educational practice through evidence based pedagogy.
- To regularly monitor, evaluate and review the impact of selected policies, priorities and targets and take action if necessary.
- To inspire all those involved in the academy to commit to its aims, stay motivated to achieve them and involved in meeting long, medium and short term objectives to secure the educational success of the academy.

Teaching and learning

- In partnership with the headteacher, continue to maintain an environment that promotes and secures outstanding teaching, effective learning and high standards of achievement, behaviour and attendance.
- Determine, organise, implement and monitor selected areas of the curriculum and its assessment and ensure that statutory requirements are met.
- Meticulously plan and teach engaging and challenging lessons to exemplify high standards of teaching and learning



- Ensure that pupils/students develop study skills in order to learn more effectively and with increasing independence.
- Support the headteacher in determining, organising and implementing a policy for the personal, social and moral development of pupils/students.
- Monitor and evaluate the quality of teaching and learning and achievement of all pupils/students through appropriate methods.
- Support the headteacher in determining, implementing and monitoring policies which ensure inclusion, diversity and equality of access.

Leading and managing staff

- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Support the headteacher to implement and sustain effective systems for the management of staff performance, incorporating performance management and target setting.
- Promote and monitor the continuing professional development of staff.
- Hold selected staff to account for their professional conduct and practice, both contractually and where relevant as specified in the Terms and Conditions of Service of teachers.

Efficient and effective deployment of staff and resources

- Support the headteacher to recruit, retain, deploy and develop staff of the highest quality.
- Monitor appropriate expenditure, allocation of funds/resources and effective administration for selected areas of responsibility in order to improve the quality of education, pupils' achievements and ensure efficiency and secure value for money.

Accountability

- In partnership with the headteacher, continue to develop an organisation in which all staff recognise that they are accountable for the success of the academy.
- Present a coherent and accurate account of the school's performance in selected areas in a form appropriate to the range of audiences, including the headteacher, governors, parents, OFSTED and others to enable them to play their part effectively.
- Ensure that parents/carers and pupils/students are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning.



- Provide information, objective advice and support to the Governing Body to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement, and for achieving efficiency and value for money.

Influencing and Managing Relationships:

- Senior Leadership Team within the Academy
- Director of Schools
- All teaching and support staff
- Parents and Carers
- Other third party organisations as required

Other Academy Specific Responsibilities

- Line Management of Teaching Assistants
- Data, Assessment and Intervention Lead
- Designated Safeguard Lead

As job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with above key responsibilities.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

This job description is current at the date shown, but in consultation with you may be changed to reflect or anticipate changes in the job, commensurate with the grade and job title. This includes changes to National Teacher Standards and requirements of the professional role.

At L.E.A.D. we have a strong vision and four core principles, to lead, empower, achieve and drive, which you will be expected to demonstrate in your working practices.



Person specification

The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The two right-hand columns provide guidance as to whether these items are essential (E) or desirable (D) criteria.

		E	D
Qualifications and Attainments	<ul style="list-style-type: none"> Qualified Teacher Status Experience of school leadership within the primary phase Evidence of continued, relevant professional development related to whole school leadership NPQSL/NPQML or equivalent 	E E E	D
Skills and knowledge	<ul style="list-style-type: none"> In depth knowledge of statutory education frameworks Evidence of substantial, recent and successful leadership experience Evidence of the ability to hold staff to account in the pursuit of improving standards Effective strategies for promoting student welfare Confident use of ICT communication skills Knowledge and understanding of data analysis and the ability to use data to set targets for improvement Experience in whole school self-evaluation Up to date knowledge & understanding of the current national education agenda The effective use of support structures and resources to aid student progress Knowledge of child protection and safeguarding legislation Strategies for ensuring inclusive practice across all areas of the curriculum Experience of the appraisal process 	E E E E E E E E E E E E E E	D
Experience	<ul style="list-style-type: none"> Significant experience with a record of exceptional teaching Recent experience of working successfully as a leader of a core subject Proven track record of raising standards across the whole school Evidence of impact beyond own area of responsibility Experience of teaching in both Key Stage One and Key Stage Two Experience of leading initiatives within the school Demonstration of high expectations including leading by example as a teacher 	E E E E E E E E	

	<ul style="list-style-type: none"> Evidence of contributing to effective staff training, both on an individual and whole school level Understanding of learning with regard to stages of basic skills development of children 	E	
Personal Attributes	<ul style="list-style-type: none"> Approachable, enthusiastic and creative Leads by example, demonstrating integrity, resilience and clarity Passionate about education Ability to work under pressure, think creatively and to anticipate and solve problems Commitment to the encouragement, empowerment and training of all staff Deal sensitively with people and resolve conflicts Demonstrate flexibility and an ability to adapt to changing circumstances and new ideas 	E E E E E E	
Additional Requirements	<ul style="list-style-type: none"> This role is subject to an enhanced DBS May be required to travel to other Trust locations or third party services as part of the role Hold a driving licence and have access to own vehicle 	E E	D



L.E.A.D. Academy Trust
Lead • Empower • Achieve • Drive

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