



# Assistant Principal

Information for candidates

May 2024

# Introduction from the Principal



Dear Applicant,

Our Vision: *"Be the best you can"* - this is what we ask of our pupils and our staff.

We are committed to providing the very best educational experience for our young people and invite applicants who share this commitment and want to be a part of our success story. We believe in the power of the curriculum and so intentionally have the following at the core of our practice:

- A pragmatic approach to pedagogical practice that reduces teacher workload.
- Teaching powerful knowledge rather than parroting the knowledge of the powerful.
- CPD which is rooted in the best educational research, often with a foundation in cognitive science.

The Academy is on a journey from Good to Great and this has been confirmed by Ofsted in May 2022; *"leaders and governors remain focused on doing the right things to improve the school further. They have developed an ambitious and clear long-term plan that outlines how they will reach their vision"*.

## About You

- You can motivate and inspire pupils to build on their current achievements.
- You have excellent interpersonal skills and a commitment to collaborative working.
- You are committed to working in an inner-city school and believe that such schools should provide the best possible environment for academic success and personal development.
- You have an excellent track record of outstanding teaching across Key Stages 3 to 5.
- You are resilient and have a great sense of humour, as you never give up.

## About Us

- Reconfirmed as a 'Good' school by Ofsted in May 2022.
- We provide a world class education for boys and girls aged 11-19, in a modern state of the art building that opened in September 2010.
- We provide a welcoming, caring and stimulating environment with excellent teaching facilities.
- We have pupils who strive to maximise their achievement and are fully supported by parents who work with us in partnership.
- We have excellent transport links; 5-minute walk from the bus stop or 7-minute walk from Manor House tube station which serves the Piccadilly Line.
- We have high-quality teaching staff who are fully committed to supporting pupils' academic and personal development.
- We offer excellent opportunities for your own professional development.
- We believe qualifications open doors but are only part of the story. All children deserve a full rounded education.

Thank you for your interest in our Academy. I look forward to receiving your application.

**Shereka James**

**Principal**

**Skidders' Academy**

# Our Mission



## Our Mission

The Principal and Governors at Skinner's Academy believe that all children will be the best they can be by working in active partnership with the Academy to achieve excellence for themselves and the wider community. The Academy will provide the necessary prerequisite skills, knowledge and experiences for children to ensure they have the opportunities to succeed. Not only will our young people be successful and productive citizens, but they will also be a source of influence in the society that they live in, ensuring that they make sustainable and authentic contributions for future generations.

## Our Values

- **Be Curious** - We will ask the right questions, learn from others and look for ways to work smarter.
- **Be Cooperative** - We will work in partnership with others to achieve our goals.
- **Be Determined** - We will see challenges as obstacles that we can overcome. We will not give up.
- **Be Kind** - We will be generous with our time and resources; we will show empathy.
- **Be Respectful** - We are committed to upholding the values of equality and inclusion. We will not tolerate prejudice in any form.

- **Be Outstanding** - Exceptionally good; this is what we strive for 100% of the time.

## Our Specialism

In our commitment to ensuring that our young people are not only prepared for every step of their learning journey but that they also have the agency to influence their future, we believe that Enterprise forms a crucial role in realising this. As an Academy, we will ensure that students understand the skills of Enterprise and that they can use these effectively to carve out their desired futures.

*"Enterprise is about motivating young people to learn and excel in their education and to see the relevance of their studies. It is more than the creation of entrepreneurs, it is about a can-do and positive attitude and equipping people with the confidence to develop ambitious career and vocational interests. Enterprise therefore supports the development of a wide range of work and professional skills and capabilities, including resilience, risk taking, creativity and innovation, as well as a self-belief that starting a business is a viable career choice and one of the most exciting and challenging things a person will ever do."*

- Lord Young 2014





# Skinner's' Academies Trust



Skinner's' Academies Trust is a new, collaborative Trust of five high-performing schools in Kent and London working together to improve outcomes for all our students. Launched in September 2023, the Trust educates a total of 4,500 students across primary and secondary phases and both comprehensive and selective schools.

The Trust builds on the longstanding collaboration and shared values across the family of schools supported by The Skinner's' Company, one of the Great Twelve Livery Companies of the City of London. The Company is a major not-for-profit

organisation with a well-established reputation for philanthropy dating back some 700 years. Education is a core charitable purpose and its schools aspire to provide all their young people with the opportunity to make the most of their talents and fulfil their potential.

Skinner's' Academies Trust's mission is to provide it's young people with the opportunity to make the most of their talents and fulfil their potential. To do that they ensure that each school has first-class teaching, management and leadership, and are supported and held to account by high-quality governing bodies.



# Skinner's Academies Trust: Professional Development



Skinner's Academies Trust are committed to investing in our people and as such offer a high-quality suite of professional development opportunities for all our teachers. Everyone at the Trust is committed to being a reflective practitioner, open to learning and motivated to keep getting better.

We know that professional development for our people will lead to impact in our schools. The five pillars of our offer are designed to offer opportunities to all our staff, to support our vision for an excellent education in all our schools and to have a clear impact on outcomes for all our pupils.

## **Chartered College of Teaching membership: Open to all**

All teaching staff are given full membership to the Chartered College of Teaching. This gives them access to a range of resources including research papers, articles, lesson videos and the quarterly journal, *Impact*; and opportunities to participate in CCT courses or become a Research Champion.

## **Research-led networking opportunities: Open to all**

The Trust-wide book group meets online each half term to explore an education-based text and discuss the implications on classroom practice. Copies of the book are free to members.

Our Research Enthusiasts group similarly meets each half term. It offers teachers from across the Trust, with a passion for evidence-informed practice, the opportunity to debate a range of research and its implications for classroom practice and student outcomes.

## **Development for middle leaders: Open to aspiring and existing middle leaders**

Our bespoke Middle Leadership Programme is a 10-month course designed and delivered internally

for those at the start of their leadership journey. Throughout the course we explore evidence and good practice around effective leadership, use of data, managing teams and how to implement improvement. All participants are allocated a mentor who supports them throughout the course, and get to visit each Trust school over the course of the year.

## **Subject-specific collaboration: Open to subject leads and subject based TLR holders**

We have established Subject Communities for English, Maths, Science and MFL, enabling improvement at subject level the Trust through collaboration between subject leads and shared good practice. This gives heads of department an exciting chance to experience and learn from a range of practice across all our schools.

## **SLT Community of Practice: Open to senior leaders**

All senior leaders across the Trust are members of our SLT Community of Practice, giving them the opportunity to share good practice in school improvement. Leaders participate in visits to Trust schools, hear from external experts and provide professional and supportive critique to one another.

## **NEW for 24/25: Purposeful Practice Programme: Open to all**

Rooted in the best available evidence, this programme provides an opportunity for teachers at all levels to refine and hone their craft. Focusing on granular, high impact teaching strategies, participants will observe these in action before engaging in analysis and review and then planning to incorporate them into their own practice. This is a unique programme to SAT and an exciting opportunity for all practitioners.

# Staff Rewards and Benefits



## Annual Season Ticket Loans

Staff members can apply for an annual season ticket loan where the cost of the season ticket is spread over 10 monthly payments, interest free.

## Cyclescheme

Skinners' Academy is a registered employer of the Cyclescheme which is the UK's most popular Cycle to Work benefit, providing staff members with the opportunity to purchase a bike of their choice, tax free. Staff can save 25-39% of the cost of a new bike and accessories whilst also spreading the cost. Payments are deducted via payroll over a term of 12 months.

CycleScheme has also launched the UK's first Cycle to Work scheme for City Bike Hire, which is perfect if you can't have a bike of your own or if you want a multi-modal commute.

City Bike Hire enables staff to save 32-42% on the cost of bike hire membership. Cyclescheme has partnered with Santander and Brompton, with more exciting partnerships coming soon.

## Discounted Mortgages for Teachers

Endorsed by the NEU, Teachers Building Society was established specifically to help teachers with smaller deposits buy their very first home. As the only building society dedicated to teacher lending, they not only reserve their best (cheapest) mortgage deals especially for teachers, but they also use their expert understanding of the education industry to make the home buying process as smooth and simple for teachers as possible. Buying a property with someone else? No problem, only one applicant needs to be a teacher.

## Electric Car Salary Sacrifice Scheme

Skinners' Academy has partnered with a leading company in the field, WeVee, who provide a scheme designed to save Academy staff money on the cost of a brand new car, whilst simultaneously cleaning up the air in the community and leading to a reduction in the carbon footprint, by helping you switch to electric.

By lowering your Income Tax and National Insurance

payments, you can save you up to half your motoring costs and a designated Account Manager is available to provide answers to any bespoke queries you may have.

## Employee Assistance Programme

Our Employee Assistance Programme (EAP) is a package of emotional and practical support that provides the following:

- A range of counselling options including telephone, online or face-to-face sessions, and a mindfulness module.
- A dedicated coaching service for line managers, aimed at developing soft skills and building confidence for handling challenging situations.
- Financial, legal and practical support from qualified professionals on a range of personal issues.
- Access to online health and wellbeing resources and a specialist information service.
- This free service is confidential and can be used to support staff with any personal or work-related issues that may be affecting their wellbeing.

## Gift Vouchers for 100% Attendance

We really value staff commitment to each working day and as a token of this, each term, staff members who have achieved 100% attendance participate in a prize draw, offering them the prospect of winning £100 worth of LOVE2SHOP vouchers which is accepted in over 20,000 stores, restaurants and attractions.

## Local Café Discount

One of our local cafés, 215 Hackney kindly offers all Skinners' Academy staff a 15% discount on food and drinks upon presentation of their staff ID card. They are a casual café and restaurant serving Middle Eastern breakfast, brunch/lunch and dinner with an East London Twist.

## London Borough of Hackney School Staff Offers

All employees of London Borough of Hackney schools can register for the borough's savings and discounts scheme where employees can enjoy 100's of offers on big name brands such as BT Broadband and supermarket digital gift cards. Employees can register for free using their school email address and Scheme ID Number.



# Staff Rewards and Benefits



## Pension Scheme Contributions

We pay in a high percentage of monthly contributions for Teaching Staff (Teachers' Pension Scheme) and Support Staff (Local Government Pension Scheme) members enrolled in these pension schemes.

## Running Club

Skinners' Running Club gives staff the opportunity to get active and join other runners within the Academy along a route which passes a climbing castle and sailing club, with beautiful views. All staff are welcome to join in, every Tuesday after the Academy day.

## Social Events

The Skinners' Social Committee helps to connect staff during this challenging time by organising lively staff social events to ensure that staff get the opportunity to unwind and enjoy a well-deserved break from work.

## Staff Wellbeing

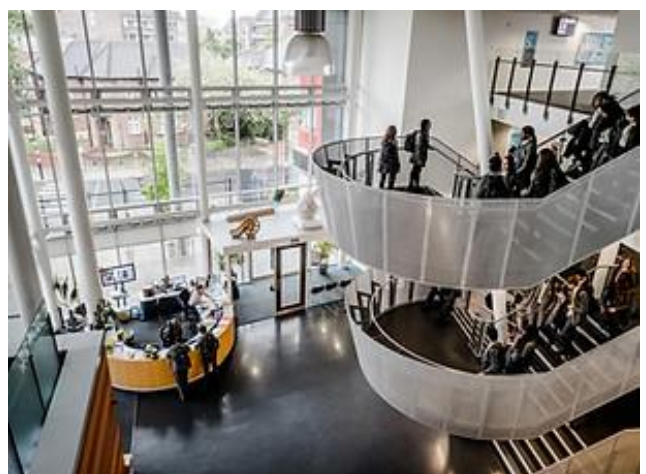
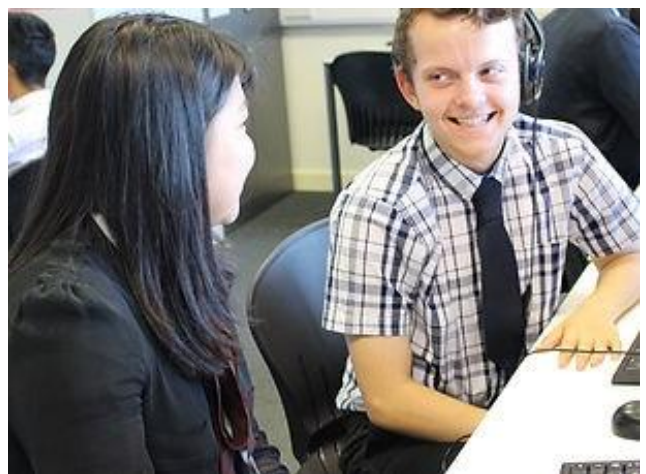
Regular guided mindfulness meditation takes place remotely via the Skinners' Academy All Staff Wellbeing Channel in MS Teams.

Regular Wellbeing Audits occur throughout the year, followed by a Wellbeing Action Plan, giving opportunities for staff, students and parents to suggest strategies that would positively impact wellbeing.

We encourage a culture of celebrating each other. 'Staff Shout Outs' can be sent via a link for members of staff to nominate a colleague they particularly want to celebrate each week.

## Techscheme

The Techscheme is powered by Apple and Currys PC World and lets staff members choose from over 5,000 tech products, from tablets televisions, fitness trackers and phones, to games consoles and kitchen appliances. Staff can spread the cost from their salary via a salary sacrifice across 12 months and make a National Insurance saving of up to 12%.  
East London Twist.



# Job Profile



**POST:** Assistant Principal

**GRADE:** Leadership Pay Scale 14 - 18

**RESPONSIBLE TO:** Vice Principal

## **PURPOSE OF THE POST:**

The Assistant Principal, under the direction of the Vice Principal, will take a major role in:

- Formulating the aims and objectives of the Academy.
- Establishing policies for achieving these aims and objectives.
- Managing staff and resources to that end.
- Monitoring progress towards the achievement of the Academy's aims and objectives.
- Promoting the Academy ethos in which the highest achievements are expected from all members of the Academy community.

## **EXPECTATIONS OF LEADERSHIP GROUP:**

- Be an outstanding classroom practitioner.
- Have up to date knowledge of most effective evidence-based practices in effective Academy leadership.
- Collaborate as a member of the Academy Leadership Group in order to build and realise the shared vision of excellence and high standards for all pupils.
- Play a major role in determining strategy for the Academy.
- Contribute actively towards the formulation of all Academy policies and procedures and ensuring their consistent implementation throughout the Academy.
- Provide appropriate challenge as well as support to ensure progress towards Academy targets.
- Ensure high quality learning and teaching in line managed departments.
- Assist the Principal and Chief Financial Officer, with the management of the Academy's delegated budget and help oversee management of resources.
- Actively participate in the monitoring evaluation and review of learning and teaching in line managed departments.

## **DUTIES AND RESPONSIBILITIES:**

### **Qualities and Knowledge**

Under the direction of the Principal or Vice Principal:

- Support the Principal and Vice Principal in the day-to-day management of the Academy.

- Communicate the Academy's vision compellingly and support the Principals' strategic leadership.
- Lead by example, focusing on providing excellent education for all pupils.
- Lead on particular whole-Academy strategies and policy areas.
- Build positive relationships with members of the Academy community.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet own needs.

### **Pupils and Staff**

- Assist with the selection and recruitment of new teaching staff.
- Performance manage middle leaders, including carrying out appraisals, providing professional development opportunities, and holding staff to account to their performance.
- Help to develop policies and procedures as well as managing systems to ensure excellent behaviour for learning.
- Create an ethos within which their direct reports are motivated and supported to develop their skills and knowledge.
- Commit to their own professional development, proactively identifying development opportunities.
- Demonstrate excellent performance against parts one and two of the teacher's standards: teaching and personal and professional conduct.
- Implement strategies and initiatives to share best practice with others in the Academy, developing confidence and skills in others.
- Conduct assemblies and detentions as appropriate.
- Support extended day activities to enhance student learning experiences.

### **Systems and Processes**

- Ensure that the Academy's systems, organisation and processes are well considered, efficient and fit for purpose.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour.
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice.



# Job Profile



- Work with the governing board as appropriate.
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources.
- Support distribution of leadership throughout the Academy.
- Make valuable contribution to the Academy Development Plan.
- Have an excellent understanding of the Ofsted framework.

## Other Areas of Responsibility

- Keep up to date with accepted best practice in the fields of learning, assessment and curriculum
- Provide training & support for teachers and support staff on areas such as learning, assessment and curriculum
- Contribute to whole Academy initiatives that improve standards and pupil achievement
- Engage with pupils so as to capture pupil voice so that they feel safe, happy and involved in Academy life.

## Associated Duties

The current Academy Teachers' Pay and Conditions document describes the duties which are required to be undertaken by the Assistant Principals in the course of their employment. In addition, certain particular duties are reasonably required and exercised and completed in a satisfactory manner. It is the contractual duty of the post holder to ensure that his/her professional duties are discharged effectively.

The Assistant Principal will be required to safeguard and promote the welfare of children and young people and follow Academy policies and the staff code of conduct.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. They may be required to do other duties appropriate to the level of the role, as directed by the Principal.

## Key Organisational Objectives

The Postholder will contribute to the Academy's objectives in service delivery by:

- Following Health and Safety requirements and initiatives as directed.

- Ensuring compliance with Data Protection legislation.
- At all times operating within the Academy's Equalities policies demonstrating commitment and contribution to improving standards of attainment.
- Adopting client care and quality assurance initiatives.
- Fulfilling the role of Student Personal and/or mentor if required.
- Contributing to the maintenance of a caring and stimulating environment for young people.

## Conditions of Service

Governed by the National Agreement on Pay and Conditions of Service, supplemented by local conditions as agreed by the Governing Body.

## Special Conditions of Service

The Postholder may be required to work outside of normal Academy hours on occasion (e.g. to attend Full Governing Body and/or Committee Meetings, etc), with due notice.

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

This post allows substantial access to children; candidates are required to comply with Academy procedures in relation to DBS checks. If candidates are successful in their application prior to taking up post, they will be required to apply for, and hold, an enhanced DBS certificate. The Academy will apply for this on your behalf once you have received a conditional offer of employment.

## Equal Opportunities

The postholder will be expected to carry out all duties in the context of and in compliance with the Academy Equalities Policies.

# Person Specification



Qualifications	Essential	Desirable
Educated to degree level or equivalent	✓	
Qualified Teacher Status	✓	
Professional development in preparation for a leadership role		✓

Experience	Essential	Desirable
Leadership experience as a middle or senior leader	✓	
Outstanding classroom practitioner	✓	
Demonstrable experience of improving student outcomes	✓	
High quality teaching and learning	✓	
Successful management of a team of people	✓	
Experience of contributing to staff development		✓

Professional Knowledge and Understanding	Essential	Desirable
Understanding of the skills and attributes required for effective leadership	✓	
A rigorous understanding of the OFSTED Framework	✓	
A good knowledge of the National Curriculum in KS2/3/4/5	✓	
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	✓	
An excellent understanding of current practices around curriculum design	✓	
Understanding of Academy finances	✓	
Effective communication and interpersonal skills	✓	
To have a good understanding of the needs of pupils who have recently arrived in the country and / or pupils who are vulnerable to high levels of mobility and be able to use this knowledge to inform policy and practice.	✓	
Ability to build effective working relationships	✓	
Knowledge of effective strategies to meet the needs of all students	✓	
Have a good understanding of positive effective strategies for whole Academy behaviour management	✓	
To understand the principle of Racial Equality and Equality of Opportunity and how these may inform whole Academy policy	✓	
To have a good working knowledge and understanding of the Academy's statutory responsibilities regarding the needs and care of pupils with SEND to include pupils on Academy action, Academy action plus and pupils with statements of SEND	✓	
Ability to communicate a vision and inspire others	✓	

# Person Specification



Professional Skills and Abilities	Essential	Desirable
Understanding of statutory assessment processes	✓	
Ability to analyse data effectively to assess performance	✓	
Ability to present data to support Academy and student progress	✓	
Ability to manage and report the use of budget allocation	✓	
Able to demonstrate the effective use of ICT to raise attainment	✓	

Personal Qualities	Essential	Desirable
The tenacity to see things through to completion	✓	
Willingness to engage with parents in order to encourage their close involvement in the education of their children	✓	
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the Academy	✓	
Enjoyment in overcoming challenges	✓	
Commitment to maintaining confidentiality at all times	✓	
Ability to work under pressure and prioritise effectively	✓	
Willingness and ability to run Academy training sessions	✓	
A commitment to safeguarding and equality	✓	





# Application and candidate selection process: our candidate charter



We want every candidate to have an informed, engaging and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.

## We will:

- provide you with clear, accurate and timely information;
- give you the opportunity to ask questions – and we will ensure you get the answers you need;
- respond to enquiries promptly and usually within 24 hours during the working week;
- adopt a fair and consistent assessment process;
- make sure you have all the documentation and details you need for an interview, well in advance;
- provide you with real insight about what it's like to be part of our team;
- ensure all offers are fair and equitable; and
- seek feedback on your experience at every opportunity, so we can continue to improve.



## In return we ask that you:

- be honest and upfront about your experience, aspirations and motivations;
- provide open and accurate information when submitting an application;
- always give yourself the best opportunity to succeed – research who we are and how we work;
- let us know if situations change in relation to your interest – and help us understand why; and
- prepare yourself for interview and let us know how we can support you.

## Our commitment to you:

- **Transparency** We will treat you with respect, honesty and fairness
- **Protecting your privacy** We will ensure your information is secure and handled sensitively
- **Understanding You** will be given everything you need to make informed decisions
- **Showcasing talent** We will provide a good opportunity for you to share your skills, experience and potential
- **Feedback** We will provide constructive feedback professionally and promptly
- **Listening** We welcome feedback and we'll act on what you have to share
- **Inclusivity** Our hiring decisions align with our commitment to create a high-quality, diverse workforce.



# Safer recruitment in education: information for applicants



**Skidders' Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.**

The aims of our Safer Recruitment Procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

## **What we will provide**

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post, including safeguarding responsibilities;
- a person specification which will include a specific reference to suitability to work with children; and
- Skidders' Academy application form

All applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in employment history.



## **Interviews**

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

## **References**

References will be requested at the selection stage directly from the referee. They will be asked about:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children; and
- whether the referee has any reservations as to the candidate's suitability to work with children.

If the referee has any reservations, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

We will also carry out online searches for all shortlisted candidates to identify any incidents or issues, related to suitability to work with children.

## **Pre-employment checks**

- an enhanced DBS check is required for all successful applicants;
- prohibition and overseas checks will also be completed if necessary.





# How to Apply



The closing date for applications is **Monday 20<sup>th</sup> May 2024 at 9am** with interviews on **Wednesday 22<sup>nd</sup> or Thursday 23<sup>rd</sup> May 2024**.

- Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification.
- Further information about the role and an application form can be found on our [TES page](#).

For more information about this position, or to have a confidential discussion about the role, please contact [recruitment@skinnersacademy.org.uk](mailto:recruitment@skinnersacademy.org.uk).

**We look forward to hearing from you.**





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