



Recruitment pack

Assistant Principal - Curriculum

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Welcome from the Academy Principal

Thank you for showing an interest in working at Denewood Academy.

The Academy offers full-time education for permanently excluded young people aged between 7-14 years old from mainstream schools. Our unique school is centred around reigniting the love of learning and relational practice. Through a carefully selected programme of high-quality education and experiences, we help shape each pupil's journey and support them in creating their individual success stories. We offer outstanding teaching and learning and exceptional personal support in an inclusive, child-focused environment. We are dedicated to helping children succeed in and out of the classroom.

Using the 5 C's model, we support our pupils to develop a positive **character**; better preparing them for life-long learning and good choices. We ensure pupils leave with **confidence** and a **curiosity** to develop new skills and we encourage pupils to use their **creativity** to deal with new **challenge**. We are determined in our ambition to create an educational and social experience that meets our learners' academic and emotional needs. We achieve this within a caring, supportive, trauma-informed and structured environment.

The impact this school has on the lives of our pupils, together with the passion and dedication of our staff, makes me proud to be Principal at Denewood Academy.

Ms Elizabeth Browne
Executive Principal

Welcome from the Head of School

Our school is dedicated to supporting every pupil, fostering a culture of respect, achievement, and personal growth. Our intervention-led approach is tailored to meet the unique needs of each pupil. By providing individualised support through specialised programs and targeted interventions, we ensure that all pupils have the opportunity to succeed academically and thrive emotionally and socially.

Our dedicated staff is the heart of our school. They bring experience, compassion, and a genuine commitment to creating a safe and supportive environment where every pupil feels valued and understood. Their expertise helps our pupils gain the confidence and skills they need to overcome challenges and succeed.

We believe in strong partnerships with parents, carers, and the community to support our pupils' development. Together, we can help our pupils build resilience and embrace opportunities for a brighter future.

Mr Mark Clifford
Head of School

POST	Assistant Principal - Curriculum
Reports to	Head of School
Salary range	L5-10 £54,937 - £62,201
Contract type	Permanent

The role in a nutshell

We are seeking a passionate and visionary Assistant Principal (Curriculum) to join our senior leadership team and make a meaningful impact on our school community. This pivotal role offers an exciting opportunity to design and deliver an innovative, inclusive, and enriching curriculum that supports the diverse needs of all our pupils.

The ideal candidate will have a proven track record of building strong relationships with colleagues, pupils, and stakeholders while inspiring and leading teams to achieve excellence. They will possess deep expertise in quality assurance processes and demonstrate a commitment to driving outstanding pupil outcomes, fostering engagement, and promoting innovative educational practices.

In this role, you will bring fresh ideas and strategies to enhance the curriculum, focusing on intent, implementation, and impact. You will shape a curriculum that re-engages pupils with their learning, strengthens core academic skills, and prepares them for future educational and personal success.

General duties and responsibilities

Job Purpose	<p>As a core member of the leadership team, you will have responsibility for long-term strategic goal setting for Curriculum, Assessment and Standards across the Academy including development of a written curriculum, ensuring the highest standards of teaching and learning and the collation and analysis of evidence to inform teaching and learning practices across the Academy playing a key role in embedding and fostering a learning culture centred around our strategic aims and objectives.</p> <p>The postholder is required to fully support the vision, ethos and policies of the Trust.</p> <p>The Assistant Headteacher will ensure that their leadership demonstrates commitment to promoting and developing the existing good practice through the search for excellence in all areas of their work.</p>
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<p>Main duties</p>	<ul style="list-style-type: none"> • Work within the Trust to articulate and promote an educational vision and values for the Academy, which take account of the Academy’s vision and of the diversity, values and experiences of the Academy and the communities it serves • Share this vision and the related values with all members of the Academy community, securing their understanding and commitment to acting upon them effectively • Model the vision and values of the organisation in everyday work and practice • Translate the vision and values of the Academy into agreed objectives, ensuring that the Academy’s planning; policies and procedures promote sustained Academy and trust improvement • Motivate and work with others to create a shared culture and a positive climate consistent with the agreed educational vision and values of the Academy • Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence and nurture human wholeness
<p>Strategic leadership</p>	<ul style="list-style-type: none"> • Provide effective leadership and management to the Academy with strategic responsibility for the quality of education (curriculum and assessment including teaching and learning) • Provide quality assurance for all aspects of academy activities / provision • Lead by example and model best practice regarding teaching and learning • Review the Trust’s Strategic Plan for the Academy, ensuring that key objectives are used to develop the quality of education • Review and monitor progress of Academy Improvement Plans, providing necessary challenge in order to achieve a sustained focus on strategic objectives • Build positive relationships with stakeholders and the wider community
<p>Leadership</p>	<ul style="list-style-type: none"> • Empower, support and hold to account staff in terms of curriculum intent and implementation • To support the development of a curriculum that promotes outstanding literacy and numeracy skills whilst ensuring that the needs, interests and aspirations of pupils are met • Responsible for assessment to ensure it is robust and improves teaching and learning • Work with the Executive Principal and Head of School to ensure that outstanding teaching and learning is the primary objective for teachers • Support the Executive Principal and Head of School to monitor and evaluate the quality of teaching and standards of learning and achievement for pupils in order to set and meet ambitious targets for improvement • Build on effective partnerships with parents/carers to support and improve pupil achievement • Be a core member of SLT representing the interests of the pastoral life of the Academy • Work collaboratively with members of SLT and the pastoral/safeguarding teams to develop, refine and implement the Academy’s policies and procedures • Be an excellent role model as a senior leader within the Academy • Take a lead responsibility in promoting the ethos and culture of the Academy as a nurturing and supporting environment

Pupils and staff	<ul style="list-style-type: none"> • Lead and support excellent teaching including training and development for staff • Promote a culture of learning and sharing best practice • Line manage identified staff, empowering, supporting and holding them to account
Systems and processes	<ul style="list-style-type: none"> • Support the Head of School to develop and embed systems and processes ensuring they are efficient and fit for purpose • Oversee the curriculum planning and delivery process • Promote a calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing positive behaviour
Accountability	<ul style="list-style-type: none"> • Work with the Executive Principal and Head of School, enabling them to meet statutory responsibilities by giving objective professional advice and regular accounts of the Academy's progress • Develop systematic and rigorous procedures for Academy self-evaluation, which are appropriate and enable everyone to work collaboratively, share knowledge and understanding, celebrate success, accept responsibility for outcomes and use the outcomes of evaluation to further improve the Academy • Ensure that all available data is used to identify strengths and weaknesses of the Academy and to inform planning for improvement • Ensure that individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation. • Develop and present a coherent, understandable and accurate account of the Academy's performance to a range of audiences including governors, parents and carers
Community	<ul style="list-style-type: none"> • Ensure the provision of learning experiences for pupils, which are linked into and integrated with the wider community, including community, based learning • Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families • Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development • Seek opportunities to invite stakeholders (parents and carers, community figures, businesses and other organisations) into the Academy to enhance and enrich the Academy and its pupils and their value to the wider community • Engage in dialogue with all stakeholders to build partnership and understanding of shared values, beliefs and responsibilities, reflecting on and taking account of their views • Contribute to the development of the education system by sharing effective practice, working in partnership with other Academies and promoting innovative initiatives, especially with other Trust Academies

Pupil Standards, Welfare and Behaviour	<ul style="list-style-type: none"> • Support the oversight of pupil behaviour, ensuring that good behaviour is promoted and rewarded, and that any issues are dealt with promptly and fairly, in accordance with policies • Oversee the implementation of the Academy standards and expectations on a day-to-day basis with recommendations for improvement • Support the Head of School with matters which might involve a decision to suspend or exclude a pupil
Trust responsibilities	<ul style="list-style-type: none"> • Support and uphold the Trust's ethos, values, policies and procedures • Apply and adhere to the Trust's Code of Conduct • Act with professionalism and integrity at all times, promoting the Trust's values • Comply with any reasonable request from the Director of Education and / or CEO to undertake work of a similar level or commensurate with the role / level of responsibility • Comply with Data Protection legislation and follow the principles of GDPR • Promote a commitment to equal opportunities and anti-discriminatory practice adhering to the Trust's and Academies EDI policies • Promote a work environment that protects people's health and safety and welfare in accordance with the Trust's Health and Safety Policy

All staff are expected to maintain high standards of customer care in the context of the Trust's Core Values, to uphold the Equality and Diversity Policy and health and safety standards and to participate in training activities necessary to their post.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer. The responsibility level of any other duties should not exceed those outlined above.

Person Specification

Areas of responsibility	Requirements	Measurement				
		P	A	T	I	D
Education and qualifications	<ul style="list-style-type: none"> • A first degree or equivalent • QTS • NPQ (desirable) 		/		/	/
Leadership	<ul style="list-style-type: none"> • Innovative leader with a clear understanding of education opportunity and how this can be actioned / implemented • Leader with a track record of leading and managing staff teams effectively • Strong subject, curriculum and assessment knowledge • Committed leader to ensuring the best possible outcomes for pupils and the communities served • Clear purpose and direction for all pupils, staff and stakeholders • Lead with external contacts / agencies 		/		/	
Communications skills	<ul style="list-style-type: none"> • Committed to working positively with all stakeholders • Effective communicator who is at ease with all stakeholders • Strong negotiation skills and the ability to influence others 		/		/	
Experience and knowledge	<ul style="list-style-type: none"> • Relevant professional experience as a senior leader • A range of teaching experiences, in different key stages • A clear understanding of Ofsted's expectations and how they can be interpreted into improvement plans • Clear understanding of educational related legislation, statutory frameworks, innovation and developments 		/		/	
Management of resources	<ul style="list-style-type: none"> • Manage all resources effectively • Motivate staff to ensure high performance 		/		/	

Personal attributes	<ul style="list-style-type: none"> • Use leadership skills and qualities including emotional intelligence as appropriate to situations • Enthusiastic and motivational leader with strong morale building skills • Drive change in challenging circumstances • Resilient and determined whilst a supportive leader able to demonstrate empathy to address matters in a sensitive and considerate manner • Commitment to inclusion and diversity to ensure the maximum benefits for pupils and staff • Commitment to personal development for all staff and self • Commitment to the promotion of safeguarding and welfare of children and young people 		/		/	
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P: Pre-application A: Application T: Test I: Interview D: Documentary evidence						



Why the Academy needs this role

This fantastic opportunity has become available as the Academy continues to drive its core ambition to offer an excellent education to all children.

You will help children learn and develop the skills and character required to foster confidence, curiosity, creativity and empathy. We believe that with these values, they will progress with the spirit and skills necessary to embrace life’s challenges.

The opportunity

This role is a rare opportunity to combine creativity, intellectual challenge, and fun to light a flame of passion in our children's lives.

You will work as a team, alongside the leadership team and the Trust who are relentless in their pursuit of making a difference. Together, we exhaust all methods possible to make an optimum learning environment for our children.

The wider school community supports Denewood Academy. These partnerships are quickly secured in our community when you share your passion for learning, exploring, asking questions, and coming up with new and better solutions to problems. The successful candidate will become an essential part of the daily interactions with parents and community members as you build positive lasting relationships that help inspire children in your care and shape their future interests.

The Academy

Denewood Academy is a specialist pupil referral unit in Nottingham providing education for pupils from seven to fourteen years who received a permanent exclusion from a mainstream setting due to behaviour concerns. Pupils are referred to the school by the local authority.

Denewood Academy is a Good school (Ofsted. February 2020)

- “Pupils like attending this welcoming and friendly school. “
- “Leaders create a calm place of safety where pupils, previously ‘switched off’ from education, are now learning. “
- “Staff help pupils to overcome challenges and focus on their educational goals”





The candidate

The ideal candidate will be:

- Passionate about complex children and committed to meeting their personal needs.
- Committed to school improvement and raising levels of pupil achievement
- A reflective practitioner with the ability to plan strategically
- Someone who can demonstrate excellent organisational, communication and inter-personal skills with colleagues and parents/carers
- will share and support the school's ethos, and have energy and commitment to all aspects of school life
- Focused on high expectations of learning and behaviour
- Committed to inclusion, and have a caring and adaptable approach in supporting children of all abilities
- A good team player and committed to the wider life of school
- A suitably qualified teacher, with middle/senior leadership experience

We welcome applications from everyone who believe they meet the expectations of the role regardless of age, gender, ethnicity, sexual orientation, faith or disability. In order to ensure that our staff composition is representative of the communities we serve, applications from groups who are currently under-represented in education including people with disabilities and people from minority ethnic backgrounds are particularly encouraged.

About your benefits

The position attracts an excellent remuneration package including a competitive salary, pension, and health-assured programme of support. Participation in annual training and development is expected and training bursaries are available on request.

About the application process

If you meet the criteria and you are enthusiastic about the role, we would welcome your application. To complete the application, you would need the following document(s):

1. A maximum of 2 A4 sides, outlining how you feel you meet the role and why you believe you can make a difference to children and young people educated.
2. Completed application form and associated documents through the portal which can be found at <https://www.raleightrust.org/work-with-us/current-vacancies/>

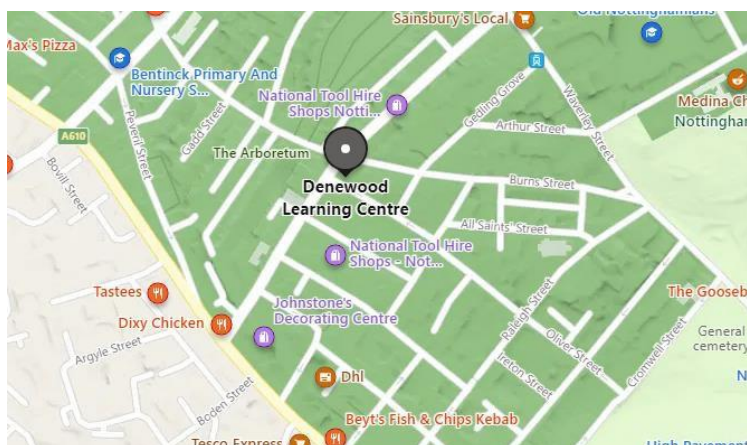
If you would like an informal discussion with the Principal, please contact Elizabeth Browne on: elizabeth.browne@unity.raleightrust.org

Only candidates requested for interview will be contacted. If you are not invited, we thank you for your interest in this exciting post with the Trust.

Raleigh Education Trust is obliged by law to operate a checking procedure, through the Disclosure and Barring Service, for employees who have substantial access to children and young people.

It is an offence to apply for a position within a school or trust if you are barred from engaging in regulated activity relevant to children.

Address and contact details



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Denewood Academy is a sponsored Academy within the Raleigh Education Trust.

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W: www.raleightrust.org