



Build your career with the
Ebor Academy Trust





The Ebor Academy Trust forms the basis of a partnership of schools whereby the strengths in all settings are shared. We have been working closely together to establish a partnership model that will benefit all children and young people in all our schools. This is an exciting venture, in which we aim to build a sustainable, dynamic organisation that will provide developmental opportunities for everyone who is part of the alliance.

Together we have focused on developing high quality experiences in all subjects both within and outside the curriculum. We believe that children and young people deserve high quality teaching from teachers who have specialist training support to constantly grow and develop, and encouragement to be creative.

The Ebor Academy Trust has become a collaborative, mutually supportive organisation: a partnership of equals. We are a forward looking organisation which learns from each other, but also looks outwards to learn from good practice locally, nationally and internationally. Together we can give our children and young people a unique learning opportunity whereby their talents can be identified, developed and celebrated.



Job description

General duties and responsibilities

DEPUTY HEADTEACHER / VICE PRINCIPAL

An exciting opportunity exists to apply for the position of Deputy Headteacher within the Ebor Academy Trust. The post will be for one of the Trust Schools in Selby from the summer term 2016. From September 2015 they will be part of the Robert Wilkinson Primary Academy Team adding capacity to our School to School Support team.

We are looking for a Leader who:

- Can demonstrate determination, imagination and commitment to sustained improvement
- Is passionate about teaching and learning and believes in developing the true potential of *all* of our children.
- Is an exemplary role model with strong leadership and organisational skills.
- has a proven record of developing others through coaching and mentoring.
- Can nurture and inspire, challenge and motivate pupils and staff alike
- Has the necessary ambition and drive fto achieve success in the role
- Has the ability, desire and dedication to maintain and strengthen links with parents, Governors and the wider community

We can offer you:

- An exciting opportunity to be part of a pioneering Academy Trust leading innovative practise in York and beyond.
- A fully involved Board of Directors able to support and challenge the leadership with a commitment to continuing professional development

Job description

Job Purpose

- To raise standards of teaching and learning with special responsibility for the curriculum and assessment.

The key responsibilities are:

- To be an outstanding practitioner and also understand how to support others to be the same.
- To lead on design and development of the curriculum, ensuring innovative approach to secure outstanding outcomes for all children.
- To lead and support others in the effective use of pupil progress data to optimize learning for all children.
- To support the Head of School on a day to day basis with the management and leadership of the school.
- Organise timetables and day-to-day rotas and ensure that they are implemented.
- To assist the Head of School/Principal in the day-to-day running of the school.
- To deputise for the Head of School/Principal in his/her absence.
- Assisting in managing staff and resources to fulfil the aims and objectives of the academy group.
- To work co-operatively with colleagues in the implementation of the School Improvement Plan.
- To be an active member of the Senior Leadership Team.

Person specification

This person specification has been written in line with the National Standards of Excellence for Headteachers and the panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the criteria.

Please use the key below so that you know where we will look for evidence that the criteria have been met.

- A

Application
- R

References
- I

Interview
- E

Essential
- D

Desirable

Ref.	Criteria				
QUALIFICATIONS AND TRAINING		E/D	A	R	I
Q1	Qualified Teacher status	E	✓	✓	
Q2	Honours Graduate or equivalent	E	✓	✓	
Q3	Further professional/academic study	D	✓		
EXPERIENCE		E/D	A	R	I
E1	Experience of School Leadership	E	✓	✓	✓
E2	Experience across the appropriate age range	E	✓	✓	
E3	Thorough knowledge of the National Curriculum	E		✓	✓

Qualities and Knowledge Able to:		E/D	A	R	I
QK1	Hold and articulate clear values and moral purpose.	E	✓		✓
QK2	Demonstrate optimistic personal behaviour, positive relationships and attitudes towards the pupils and staff and towards, parents, directors and members of the local community	E	✓		✓
QK3	Lead by example with integrity, creativity, resilience and clarity drawing on the expertise and skills of colleagues.	E	✓	✓	✓
QK4	Sustain wide, current knowledge and understanding of education and school systems and pursue continuous professional development.	E	✓		✓
QK5	Develop systems which drive the strategic leadership, empowering all pupils and staff to excel.	E			✓