

# Springwell Lincolnshire Learning Community



## Executive Vice Principal Information Pack

A proud member of the Wellspring Academy Trust



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Dear applicant,

Thank you for your interest in the role of Executive Vice Principal at the Springwell Lincolnshire Learning Community. If you are successful, you will be joining a fantastic team and will be a key part of an exciting project to transform education for children with Social, Emotional and Mental Health needs across Lincolnshire. In this specific role, you will have a unique opportunity to strategically lead across 2 schools in the south of the region.

At the Springwell Lincolnshire Learning Community, you will work as part of a team committed to collaboration, creativity and innovation. We are dedicated to bringing the very best practice and resources to each of our settings. We are dedicated to developing a diverse, relevant and engaging curriculum, delivered through learning experiences built around the individual needs of our children and young people. Your challenge will be to ensure that our new schools are world class, state of the art settings, providing the best education for our young people.

In September 2018, our first free school will be opening in Spalding and the Executive Vice Principal will be play a pivotal role in leading the development and supporting the staff and young people, along with ensuring a smooth transition with the opening of the Grantham school over the next 12 months.

We are looking for a committed and inspirational leader who has a successful record of leadership in mainstream, special or alternative settings. If this is you and you are interested in transforming the lives and opportunities of young people with SEMH needs, we will be very interested to hear from you.

Yours sincerely



Phil Willott  
*Executive Principal – South*



## About Springwell Lincolnshire

Springwell Lincolnshire Alternative Provision, part of Wellspring Academy Trust, provides a caring, nurturing and developmental environment for young people who are unable to remain in mainstream education.

We are determined that after receiving our support, our students move on to their next destination having felt known, valued, understood and educated.

We are building four new schools in Lincolnshire under the Free Schools Programme. The Trust is working with Partners in the Department for Education to build schools in Mablethorpe, Lincoln, Grantham and Spalding. As the schools open they will be named Springwell Alternative Academy, followed by their location.

### Students supported by the school

Springwell Lincolnshire has a core purpose to deliver education programmes for challenging or vulnerable children and young people who are not in school for a variety of reasons.

We are responsible for:

- Pupils who are unable to remain in mainstream education
- Children and young people who are at risk of not being able to remain in mainstream education

### Message from the Senior Executive Principal

It is an exciting time for myself, the staff and the pupils here at Springwell. There have been many changes over recent months and there are many more to come. The Wellspring Academy Trust, in partnership with Lincolnshire County Council and the Department for Education are investing significant amounts of money in providing the best possible education for the children of Lincolnshire who can no longer access mainstream education. It is our intention to develop state of the art alternative provision across the county so that our pupils are given the best possible chance in life.

Our values are fundamental to everything we do. Although we believe in high standards we also understand that we are working in a complex world. We believe in second chances, unconditional positive regard and a culture of nurture and support. With that in mind, we aim to provide the best possible opportunities for all our pupils to develop and thrive in a climate of support, guidance and authentic care.

We also value the support of all our families and believe that if we work in partnership, understand the collective challenges and face them together then we can really make a difference.

Dave Whitaker

*Senior Executive Principal*

*Springwell Lincolnshire Learning Community*



## Why work for Springwell Lincolnshire?

- Working in alternative provision and/or SEMH gives you a chance to break free from the stifles of mainstream
- Here at Springwell our staff are able to work in a values-driven environment where the personal development and welfare of the children are our core business
- Staff are of the utmost importance to us. With that in mind, training and development is a priority Opportunities exist with The Wellspring Trust to create and develop a meaningful and exciting career
- If you are ambitious then there are opportunities for development at all levels. Some of the greatest teachers in the Wellspring Trust joined us as Teaching Assistants. We have developed Specialist Leaders of Education and behaviour experts who work in our academies but also deliver training and support across the region.
- Leadership development programmes allow aspirant senior leaders to fast-track their careers and are given opportunities and training to aspire to Principal and Executive Principal roles
- We value every student as an individual, showing everyone respect and tolerance
- We want our students to be the very best that they can be – and will try to give them every opportunity to show success

### Some testimonials from staff who have progressed into more senior roles throughout their time here:

*"I started in the position of Pastoral TA for the first year; I have now been promoted to Pastoral Manager. I have achieved this by hard work, good support and guidance given to me, and being committed to my job. My Line manager always gave any support or guidance I needed, she also gave me the confidence and opportunity to take on more responsibility within my job role."*

*"I joined the Boston site as a caretaker in February 2017. In the September I started as a TA and I love it. So far I have been Team Teach trained to Advanced level, trained in Emergency First Aid, Nurture and Restorative Practice. The training is endless and the opportunity to progress is endless."*

*"I think I've developed a great deal since I started as a TA in Sept 2016. I'm now half way through my Straight to Teaching program, on the way to becoming a qualified teacher, for which I have been supported greatly by Springwell Lincs."*

*"I began working as SENDCo in May 2017 which took me all over Lincolnshire and into many schools. I quickly settled in to the friendly team at Springwell and straight away was able to 'make that difference' I was hoping to do. Within 5 months I was made Head of Centre and now am responsible for the day to day running of the Centre. I have great support from both my team and line manager and can say that I am extremely proud of the Centre and the children that attend."*



**Springwell Lincolnshire Learning Community is a proud member of Wellspring Academy Trust**



### **About Wellspring Academy Trust**

Wellspring Academy Trust is a Multi-Academy Trust with a Barnsley-based Head Office. We are a Trust at the cutting edge of educational innovation.

We have:

- Outstanding aspiration.
- A vision to provide children and families with exceptional educational opportunities.

Our Core Principles are:

- Excellence in Teaching and Learning
- Knowledge and skills growth that is celebrated by the community
- Collaboration with all partners in education and the community
- Succession planning within the institution and beyond
- Providing an exceptional school experience for our children

### **The Wellspring Trust Team**

#### **Mark Wilson**

*CEO, Wellspring Academy Trust*

National Leader of Education (NLE). OFSTED registered inspector. Ex-Executive Head Teacher, London borough of Lewisham (two Outstanding schools, one Good school). Executive Head of Teaching School. Ex-Head Teacher at Robin Hood Primary for nine years and achieving an Outstanding judgement from Ofsted in April 2011. Mark believes in taking a global perspective on school improvement and has visited schools in Germany, South Korea, Italy and Australia to look at practice there.

#### **Dave Whitaker**

*WAT Director of Education (SEND & Alternative Provision)*

Executive Principal, Springwell Special School and PRU and National Leader of Education. Ofsted-rated Outstanding. Springwell was designated a Teaching School in 2013. The School is cross phase from age 4-18.

Experience in all aspects of school leadership. Involved with the development of a new approach to learning. Developed The Elements+ Curriculum.



## **Scott Jacques**

*Executive Principal, Springwell Academy Leeds*

Experience of teaching and senior leadership in Primary, Secondary and Special Education as well as ten years' work in school improvement with Leeds City Council. Seconded to work as a Primary Teacher Adviser for the LA and later as a Secondary Consultant within the National Strategies team. Working with a wide range of schools on securing improvement and developing and implementing strategy. Five years working as an Adviser with the LA in Leeds, creating, developing and implementing eLearning strategy and supporting school improvement. Scott also worked with DfE, QCA and National Strategies on development of training and materials at a national level.

Scott spent a year as an Assistant Principal in a large inner city secondary school before becoming Head of a school in a Leeds special school. During this time the school received an Outstanding judgement from Ofsted. Scott joined the Trust in 2015 working in leadership at the Forest Academy and then as Executive Principal of two alternative academies in North East Lincolnshire.

## **Our Commitment to You**

### **Professional Development**

We believe that outstanding Professional Development underpins outstanding schools. The more members of staff who are enabled and empowered with expert skills and knowledge, the more effective their impact upon learning. We believe in the power of Professional Development. We believe that it can and should be happening every minute of every day. Wellspring Academy Trust has access to a rich seam of Professional Development for all staff through our network of leaders, colleagues and schools, and through the Teaching School.

### **Leaders Professional Development**

Inside every successful school you will find successful leaders. Almost every study of school effectiveness has shown both Primary and Secondary leadership to be the key factor. At Wellspring, we emphasise the importance of ongoing Professional Development for school leaders. We work together as leaders. We share our experiences and expertise. We recognise that we are stronger together.

Our recognition of the pivotal importance of effective leadership means that the Professional Development pathway into Executive Leadership across more than one school is open to you with Wellspring.

### **Safeguarding**

Springwell Lincolnshire is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to DBS clearance.



## Job Description Executive Vice Principal

Executive Vice Principal	
Salary	L12-16

### Job Description

**Job purpose:**

To assist the Executive Principal with the management and organisation of the school in seeking to achieve the highest standards of pupil achievement and school efficiency, and deputise in the absence of the Executive Principal both at short notice and over a longer term.

To play a major role in assisting the Executive Principal to:

- Formulate the aims and the objectives of the school
- Establish the policies through which they are to be achieved
- Managing staff and resources towards their achievement
- Monitoring pupil progress
- Develop a curriculum to meet the needs of the pupils within the school

The appointment is subject to the current conditions for Deputy Head teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and other current legislation.

**Shaping the future** - The Executive Vice Principal will:

- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all
- Motivate and work with others to create a shared culture and positive climate
- Work with individual staff and teams to translate the school vision into agreed objectives and operational plans which will promote and sustain school improvement
- Support the vision, ethos and policies of the school and promote high levels of achievement throughout the school.
- Actively support the Executive Principal, Governors and staff in the promotion and achievement of the aims and objectives of the school.
- As a member of the school leadership team, be involved in the planning, monitoring, evaluation and development of the school curriculum through the School Improvement Plan.
- Support all staff in achieving the priorities and targets the school sets and monitor the progress towards meeting them
- Contribute to the school's organisation and overall strategy of the school through Leadership and Senior Management Team meetings.

**Specific areas of responsibility** - The Executive Vice Principal will:

- Lead and drive innovative practice in one or more key strategic areas across the school to be agreed with the Executive Principal



- Lead, help shape and have oversight of assessment, curriculum and exams including access arrangements
- To have overall responsibility for the strategic development of SEND. To ensure provision is appropriate and meets national requirements as well as being fully quality assured.
- To have overall responsibility for provision for Looked After Children including the oversight of intervention, pupil premium spend and progress.
- Lead and have oversight of intervention, personalised learning and bespoke packages to support individual pupils who aren't able to access full time provision
- Be a good role model to all teaching staff within the school and reflect a high level of professional teaching standards
- Facilitate collaborative working within and across settings, between class teachers, Heads of School and colleagues from other services, e.g. Educational Psychologists, Speech and Language Therapists
- Be responsible for developing stimulating and challenging learning environments which secure effective learning and provides high standards of achievement, behaviour and discipline
- As part of the leadership team, monitor, evaluate and review class room practice and manage improvement strategies
- Analyse and interpret school data to inform class room practice across the school
- Organise, monitor and evaluate the range of intervention strategies employed throughout the school setting ensuring that resources are targeted correctly towards those pupils requiring additional support
- Contribute to monitoring the quality of teaching and children's achievements including the analysis of performance data, in partnership with the Executive Principal and other members of the leadership team
- Act as role model for others through the setting of high personal standards of classroom practice in order to develop a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement

The post holder may be required to perform duties other than those given above. These may vary from time to time without changing the general level of responsibility.





Person Specification  
Executive Vice Principal

Attributes	Essential	Desirable	Evidence
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Flexibility</li> <li>• Ability to use own initiative</li> <li>• Resourceful, patient and resilient</li> <li>• Ability to work as part of a team</li> <li>• Excellent communication</li> <li>• Commitment to equal opportunities in service delivery and employment</li> <li>• Flexible approach to supporting children and families</li> <li>• Ability to maintain a professional manner in challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>• A friendly manner and good sense of humour</li> </ul>	<p>Interview</p> <p>Application</p>
<b>Competence</b>	<ul style="list-style-type: none"> <li>• Good organisational skills</li> <li>• Good inter-personal skills including ability to resolve conflict</li> <li>• Demonstrable awareness of legislation relating to the SEN</li> <li>• Awareness of risk</li> <li>• Experience of working in an educational setting</li> <li>• Effective communication with children, carers and other professionals</li> <li>• Ability to work on own initiative</li> <li>• Ability to deal with difficult situations</li> <li>• Wide range of experience working with students with SEN</li> <li>• Knowledge of the education system, particularly LA process for EHC assessments.</li> <li>• Ability to identify effective interventions to ensure pupils maintain good progress</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work under pressure</li> <li>• A positive attitude to personal development and training</li> <li>• Ability to prepare and write reports and produce information as required</li> <li>• Experience with MIS and use of ICT</li> <li>• Ability to use CPD to motivate, enthuse and develop staff</li> <li>• Experience of line management</li> </ul>	<p>Interview</p> <p>Application</p>



<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Significant leadership experience in more than one school</li> <li>• </li> </ul>	<ul style="list-style-type: none"> <li>• Higher level qualifications relating to SEND</li> <li>• National SENDCo award</li> <li>• Leadership qualification</li> <li>• Commitment to undertake further training as appropriate</li> </ul>	Application Certificates
<b>Special Requirements</b>	<ul style="list-style-type: none"> <li>• Car owner with full driving license</li> <li>• Flexibility in work pattern may be required occasionally</li> </ul>		Interview Application

