



Springwell Lincolnshire Learning Community

Executive Vice Principal Information Pack

A proud member of the Wellspring Academy Trust



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 role, you will have a unique opportunity to strategically lead across two schools in the North of the region - Springwell Alternate Academy Lincoln and Springwell Alternate Academy Mablethorpe.

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 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 June 2019 our free school in Lincoln will be opening followed by our free school in Mablethorpe in September 2019. The Executive Vice Principal will play a pivotal role in leading the development and supporting the staff and young people, along with ensuring a smooth transition.

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, then this exciting opportunity could be for you.

Yours sincerely

Lisa Ashcroft-Day
Executive Principal - North



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 and understood.

We are in the process of opening 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 is a specialist Academy with a core purpose to identify pupils needs, meet children at their developmental stage and deliver appropriate educational programmes for children and young people with SEMH needs.

Message from the Director of Learning, Wellspring Academy Trust

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
Director of Learning
Wellspring Academy Trust



Why work for Springwell Lincolnshire?

- Working in alternative provision and/or SEMH gives you a chance to break free from the stifles of mainstream
- We offer the opportunity 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
- 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 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.”





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

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

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 Development 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 Team meetings.

Specific areas of responsibility - The Executive Vice Principal will:

- Lead and drive innovative practice in key strategic areas across the two schools to be agreed with the Executive Principal based on candidates skills
- Have operational leadership responsibilities



- 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 and between stakeholders
- 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

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



Attributes	Essential	Desirable	Evidence
Qualifications and Training	<ul style="list-style-type: none"> • Qualified teacher status • Commitment to undertake further training as appropriate 	<ul style="list-style-type: none"> • Leadership qualification • Significant leadership experience in more than one school 	Application Certificates
Special Requirements	<ul style="list-style-type: none"> • Car owner with full driving license • Flexibility in work pattern and location will required 		Interview Application

