

JOB DESCRIPTION

POST TITLE:	Assistant Principal – WMG Academy Solihull
POST RESPONSIBLE TO:	Associate Principal
SALARY:	Leadership Scale 12 to 16
CLOSING DATE:	18th November 2022 at 9.00am
INTERVIEW DATE:	Week commencing 21st November 2022
START DATE:	1 st January 2023

JOB PURPOSE

To provide inspirational leadership and outstanding management in creating and developing a culture for learning and an ethos which expects the highest standards from WMGA learners in conjunction with the Principal.

To be responsible for overall teaching and learning and to contribute to assessment, reporting and recording procedures to ensure outstanding outcomes for our learners.

DUTIES AND RESPONSIBILITIES

Leading WMG Academy

- Support the Principal and Governors in establishing a vision for the future development of the WMG Academy for Young Engineers;
- To be responsible and accountable for agreed priorities of the WMG Academy, developing costed strategic and development plans for these areas;
- Model the professional standards and behaviour competencies to all stakeholders within the WMG Academy Trust;
- To provide timely reports as requested for by Governors and members of the Senior Leadership Team;
- Support the Governing Body in meeting its responsibility to account for the performance of the Academy, including specific support to one of the Governors' committees;
- Work to a high standard in implementing agreed policies, priorities and expectations, so as to set a good example for other colleagues;
- Promote a culture of teamwork in which the views of all members of the Academy are valued and taken into account;
- Provide support for staff in developing their leadership skills.

Leading Learning and Teaching

- Develop high quality teaching and learning and quality assurance within the WMG Academy;
- Facilitate training for staff on effective teaching and learning;
- Promote the active involvement of Learners in their own learning;
- To monitor, evaluate and lead on the improvement of teaching and learning to ensure that outcomes of learners are outstanding;
- Promote the use of ICT and digital technologies to enhance and extend Learners' learning;

- Provide support for colleagues in improving their classroom practice;
- Deliver high quality lessons;
- To liaise with WMGA Trust colleagues on teaching and learning pedagogy to ensure best practice is disseminated across the Academies.

Lead on Assessment, Reporting and Recording

Take a shared lead with the Principal to: -

- Establish effective target setting systems for learners throughout the Academy to ensure outstanding outcomes for learners;
- Implement effective data tracking and management systems and regularly provide from them accurate analysis of the WMG Academy's performance for the Senior Leadership Team and Governors;
- Develop an effective assessment framework that provides the Senior Leadership Team, Teachers, Learners and Parents with timely information on progress;
- In conjunction with pastoral and academic staff, identify intervention strategies for learners including where appropriate, using the skills and experience of employer partners.

Develop Curriculum

Take a shared lead with the Principal to: -

- Implement the curriculum across the WMG Academy for Young Engineers, ensuring staff are well trained and inducted into the delivery model;
- Support in the construction of the Academy timetable to ensure value for money and efficient use of staff;
- To liaise with other academies within the Trust on curriculum developments and innovations in curriculum delivery;
- To support the monitoring and reviewing of the Academy's curriculum.

Managing the Organisation

Taking a shared lead with the Principal and Senior Leadership Team to: -

- Promoting the safeguarding, safety and welfare of children and young people;
- Contributing to regular reviews of the organisation of the WMG Academy to ensure it meets statutory requirements;
- Contributing to the planning process for the distribution of resources across the Trust to ensure they meet the Academy's identified priorities;
- Taking responsibility for the performance management/appraisal of identified staff;
- Contributing to regular evaluation of the impact of the use of Trust resources in relation to the quality of education of the Learners and value for money;
- Contributing to the smooth operational running of WMG Academy through overseeing daily routines;
- Supporting staff in understanding their own accountability and developing approaches to review and evaluation;
- Contributing to the reporting on the performance of the Academy to Parents, Carers, Governors and other key partners as necessary.

All other duties as commensurate with the level of the post and as directed by the CEO and Associate Principal.

Person Specification for the Post of Assistant Principal

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively

REQUIREMENTS	Essential (E) or Desirable (D) Requirements
The post holder must be able to demonstrate	
Qualifications	
Honours degree or equivalent in a relevant subject	E
Qualified teacher status	E
Postgraduate or further relevant professional studies	D
Relevant leadership qualification	D
Teaching and Leadership Experience	
Proven record of success as an outstanding leader in education at middle or senior management level	E
An excellent understanding and demonstration of high quality teaching and effective learning	E
Experience of working with other schools/academies/institutions to improve learning.	D
Ability to motivate, develop, support and challenge staff	E
Experience of managing data, target setting and intervention to raise performance	E
An excellent knowledge of educational policy and changes that will affect learner progress in the Academy.	E
Understanding and experience of strategies and tactics to secure whole school improvement	E
Successful track record of managing complex projects from inception to completion	E
Knowledge and Skills	
Ability to work strategically and to seek and implement creative solutions	E
Capacity and appetite to implement and manage change within an organisation	E
Excellent leadership skills and ability to inspire peers, colleagues and teams	E
Manage the performance of a diverse range of staff	E
To communicate effectively with a range of external partners	E
Excellent literacy, numeracy and ICT skills	E
Experience of working with business to develop and enhance the curriculum	D
Experience of working with a range of stakeholders	D
Personal Attributes	
To work under pressure, prioritise and meet deadlines	E
Confidentiality and discretion	E
To think strategically and creatively	E
Excellent communication skills	E
Excellent interpersonal skills and ability to work in partnership with a diverse range of stakeholders	E
A commitment to safeguarding the Learners within the Academy	E
Enthusiasm, optimism and energy	E

FURTHER PARTICULARS

“We have some of the best companies and supply chains in our local area, and they all desperately need new talent and skills to help them grow. That is why the WMG Academy for Young Engineers is so important.”

The late Professor Lord Bhattacharyya, Chairman, WMG

The WMG Academy for Young Engineers

The WMG Academy for Young Engineers Multi Academy Trust was formed in March 2015. Following the successful opening of the Coventry Academy in September 2014, the WMG Academy Trust opened its second Academy in September 2016 in North Solihull.

Formed between a partnership of the University of Warwick and with the support of national, regional and local businesses such as Jaguar Land Rover, National Grid, and Rolls-Royce, the Trust is committed to providing a better way of learning for the Engineers of the future.

The Trust is made up of members from industry including the MAKE UK, Coventry and Warwickshire Chamber of Commerce and the University of Warwick who have led the development of the WMG Academies and oversee their running from a strategic perspective. They are supported by a board of trustees and governors, all with relevant business and education experience, who shape the experience of our learners.

Each WMG Academy focuses on engineering, science, maths and digital communication technologies and caters for up to 640 learners of 14-19 years of age from Coventry, Warwickshire, Solihull and Birmingham. The WMG Academy initiates and supports the development of well-educated and industry trained learners who not only have the qualifications but also the functional skills, knowledge and personal qualities to make an impact in the worlds of work, further and higher education.

WMG Academy Coventry was rated 'Good' by Ofsted in June 2022 and WMG Academy Solihull was rated 'Good' by Ofsted in 2019.

As well as a core curriculum at Key Stage 4, which includes GCSEs in the core subjects maths, science, English and Engineering Manufacture, students can select from options which include a modern foreign language, a humanities subject and free option subjects, such as art, computer science and business studies. In addition, all Key Stage 4 students can follow additional Level 2 Cambridge Nationals course in Engineering worth a further 2 GCSEs equivalent.

Students at Key Stage 5 can follow a flexible pathway bespoke to their needs. Students can opt to study 3 A Level subjects, Level 3 OCR Technical in Engineering worth the equivalent of 1 A-Level or a Level 3 BTEC Engineering qualification at Certificate Diploma or Extended Diploma level. Further BTEC qualifications are available in Art, Business, ICT and Science and students can mix qualifications to suit.

Our vision

We will ensure that our learners have raised aspirations that will provide the motivational drive to succeed. Strong employer and further and higher education links, as well as a professional ethos and culture, will ensure the learners will be in demand from employers.

Our unique status of working very closely with some of the biggest employers in the region means that we have shaped the curriculum from day one to ensure we produce learners with a professional ethos and culture that is in high demand in today's working world.

Team working is the norm and learners work together to develop the skills that employers value. We are committed to developing team working, problem solving, creativity, leadership, communication, resilience and an ability to respond to change. As staff, it is our role to model those skills and behaviours to our learners in everything that we do.

WMG Academy for Young Engineers Coventry

Opened in September 2014 by Ratan Tata, the Coventry Academy has over 450 students on roll. Located close to the Westwood area in Canley and the University of Warwick, the Coventry Academy was designed with a large Engineering Hall filled with over £1M worth of specialist equipment. Three additional dedicated CAD/CAM areas allow industry standard software to be used by students in their Engineering projects.

WMG Academy Coventry has a highly successful sixth form, which is consistently at the top of the post-16 performance tables for the city.

Students at the Coventry Academy come from a wide catchment area which includes Solihull in the north through to Kenilworth, Warwick and Rugby in the south.

The Academy follows an 8.30am – 4.30pm timetable (Tuesday – Thursday) with enrichment opportunities offered to students that include football, F1 in schools, GreenPower and Engineering clubs, including the Royal Navy Engineering Challenge and the European Space Agency's CanSat project. Students also have access to resources at Warwick University. On Mondays and Fridays students leave at 3.20pm.

WMG Academy for Young Engineers Solihull

Opened in September 2016 the Solihull Academy boasts over £2M of specialist equipment and ICT. Developed along a similar open plan design to Coventry, the Solihull Academy occupies a slightly bigger footprint. The Academy is thriving on successful recruitment and currently has provision for four year groups including Year 10 to 13.

Dedicated ICT facilities include 3 CAD suites and student PC access in all teaching rooms giving unrivalled access to industry standard software. These facilities allow innovative teaching pedagogy through digital technologies. A large Engineering Hall, complemented by 'Make and Do' areas above, allows a flexible group-work approach to learning.

The Academy occupies land adjacent to the Chelmsley Wood shopping Centre, North Solihull, and draws from a wide catchment of East Birmingham, Solihull and North Warwickshire. The Solihull Academy follows the template of the 8.30am – 4.30pm working day used in the Coventry Academy (Tuesday – Thursday) and has

the additional flexibility of incorporating some enrichment into the Academy day due to its close proximity to North Solihull Sports Centre and having its own multi-use games area and activity hall.

The Role

The WMG Academy Trust is looking for an Assistant Principal who has excellent teaching, leadership and management skills. The successful candidate will inspire and enthuse students with their passion, ensuring outstanding outcomes across the Academy.

We are looking for a different kind of school leader who wants to be at the cutting edge of teaching and learning, working differently alongside employer partners and a team of outstanding teachers, governors, parents and students. We are bringing the curriculum to life with an innovative approach using real life business problem-solving skills and embracing business-like learning behaviours.

The successful candidate will ensure that all learners are provided with an 'outstanding' education and move the Academy from Good to Outstanding. You will be expected to develop the Academy's education programs whilst providing a nurturing and supportive environment.

The Academy believes that all young people deserve to become world-class learners - to learn, enjoy, succeed and thrive in a first-rate educational environment with excellent facilities, outstanding teaching and the most up-to-date resources available to them. You will benefit from visionary, inspirational and dynamic leadership and be empowered to develop your own skills.

This is a unique opportunity to be involved in an exciting academy; designing and leading an innovative approach to learning and ensuring that learners achieve the highest outcomes and opportunities.

For more information, please contact Stewart Tait, Chief Executive by emailing principal@wmgacademy.org.uk or by calling 0121 289 3556.