



# Recruitment Pack

ASSISTANT PHASE 2 LEAD

MAY 2022



The Halifax Academy

[www.thehalifaxacademy.org](http://www.thehalifaxacademy.org)



At The Halifax Academy we have the courage to do things differently. Our ground-breaking approach to education takes children through five phases from reception to year 11, creating a fully integrated school journey from ages 4- 16. This is your chance to join a friendly, community- focused through school and founding Academy of the Impact Education Trust, helping us to shape the future of education.

The position of Assistant Phase 2 Lead offers the right candidate, an opportunity to deliver the curriculum effectively to secure improvements which raise levels of student aspiration and achievement. As a Primary Phase we epitomise the Academy's 'Heart. Mind. Connect.' values and seek to help our students make moral, spiritual and intellectual sense of the world.

We are a high performing team with strong values, work ethic and mutual sense of purpose. We care about the little things, enjoy learning together and share unrelentingly high standards. We are incredibly proud that our school has been awarded the Investors in People Platinum Award – the only through school in the country to attain this level.

We are looking for someone who can bring something special to our school. Someone who is enthusiastic and a reflective practitioner with a passion for teaching and learning.

The Halifax Academy is a different kind of school and we are looking for people who are committed to exploring new approaches, and reshaping education. We would love you to come and meet us so that we can get to know you and give you the chance to find out more.

As Headteacher of our through school, I genuinely believe (and constantly remind the students) that I have the best job in the world. If you would like to be able to say that too, then this could be the role for you.

A handwritten signature in black ink, appearing to read 'Matt Perry', written over a horizontal line.

Matt Perry  
Headteacher

# The Halifax Academy has three key values; Heart, Mind, Connect



## Heart



### Creativity

Creativity is mistakes  
- Grayson Perry



### Self Worth

You are your best thing  
- Toni Morrison



### Kindness

If you find it in your heart to care for somebody else, you will have succeeded - Maya Angelou



## Mind



### Effort

Quality is never an accident. It is always the result of intelligent effort - John Ruskin



### Understanding

Nothing in life is to be feared, it is only to be understood. Now is the time to understand more so that we may fear less - Marie Curie



### Wisdom

Never mistake knowledge for wisdom. One helps you make a living, the other helps you make a life - Eleanor Roosevelt



## Connect



### Courage

You must never be fearful about what you are doing when it is right - Rosa Parks



### Changing the World

No one is too small to make a difference - Greta Thunberg



### Advocacy

I raise my voice - not so I can shout, but so that those without a voice can be heard - Malala Yousafzai



# Our Approach to 4 - 16 education

Core Leadership  
HR, Finance and Strategic Coherence

Whole School Achievement

Quality of Education  
(CPDL and TLAC)

Student Wellbeing, Culture and Ethos  
(Safeguarding, Student Leadership, Wellbeing and Attendance)

Quality of Education Primary  
(CPDL and TLAC)

Student Services and Support

(Cover, Exams, Timetable, Data, Finance, HR, Site, IT, Stakeholders)

## Humanities and Communications

- English
- Geography
- History
- RE
- Languages
- Business Studies

## STEAM

- Science
- Mathematics
- Computing

## Performance

- Art & Design
- Photography
- Technology
- Music
- PE

## Inclusion

- Impact
- Accelerator

## Primary

- Phase 1
- Phase 2
- Year 6





# Teaching & Learning at The Halifax Academy

## Voice

Talk is important at our school where pupils are encouraged to find their own voice to change the world. We teach pupils how to speak with clarity and conviction, how to listen carefully and how to take part in powerful and productive conversations. Talk infuses every aspect of our school curriculum whether that be storytelling, role play, performing or listening carefully to each other. We enable pupils to learn about what matters, and to understand how to effect real change in their school, their community and the world.

## Coaching

Coaching lies at the heart of our professional development. We provide staff, across all roles, with the time and space to take part in meaningful professional conversations. The ability to reflect on what we do and how we do it, and to collaborate with our peers, drives our approach to school improvement, and in particular to classroom expertise. We know that however excellent our current approach, we can always improve.

## Subject Specialism

We use every opportunity to connect students with subject specialists both inside and outside the school. The through-school approach helps us to offer students the chance to see their learning through the eyes of experts and to experience learning which has been developed and delivered by specialists.

## Creativity

We are a school that loves art and see creativity as a vital tool for developing imagination, building relationships, exploring the world around us and encouraging problem solving skills. Our art curriculum has been developed by specialists and is delivered across all year groups by our highly successful team of practitioners. Pupils are supported in taking risks, giving and receiving feedback and producing beautiful outcomes.

## Wellbeing

Our curriculum teaches pupils to be well in mind and body, and to build happy relationships with others within the school and wider community. We encourage students to collaborate with each other and teach emotional intelligence and empathy. We connect pupils with nature through carefully designed outdoor areas and through the use of natural learning resources throughout the curriculum. We care about staff wellbeing and work hard to make sure teachers are happy and thrive.



# EXCITING

## *future developments*

The Halifax Academy



Physical Play & Den Making Area



Get Set, GO! Blocks



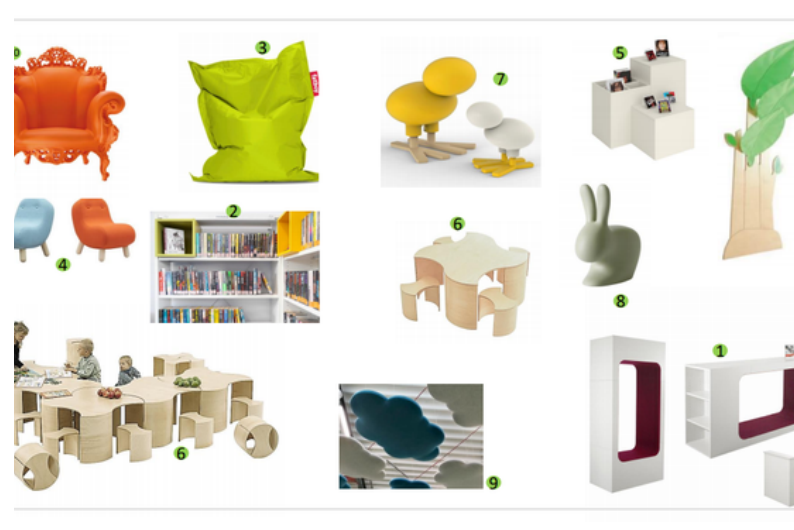
Hill Den



Pinnacle Hill Climber



Giant Playhouse with Walls and Chalkboard



New Primary Library and EYFS play area coming in 2022!



## Developing Staff

### Professional Learning & Ethical Leadership

At The Halifax Academy, we take staff development and wellbeing extremely seriously. We are a school made up of people who want to give pupils 'a voice to change the world.' To do this we believe in creativity with rigour; finding new approaches and different ways of thinking, implementing them with excellence, and constantly testing, reviewing and reflecting on our practice.

The ways we support staff personal and professional development are as follows:

- We offer a teacher enquiry model of professional development, that engages teachers as researchers of their own practice, using coaching as the drum beat of professional life. Teachers work in collaborative coaching trios exploring a range of themes, relevant to themselves and their pupils.
- All staff have the opportunity to take part in a Learning Enquiry to reflect on an aspect of the school's work and to make a genuine impact on policy and classroom practice.
- We make sure that teachers have the time, space and resources to learn, reflect and take risks.
- We take a long-term view of learning, not expecting quick fixes, and recognising that changing professional practice can be difficult and that it takes time to show real impact on learning.
- We check in regularly on teacher wellbeing, and are committed to the idea that you can both innovate and thrive, if challenged, nurtured and supported through a carefully managed culture of feedback. All staff have regular Valued conversations and are encouraged to shape their own professional learning. We aim to help all staff become the best professionals they can be, developing them in the round by focusing on behaviours, skills and knowledge.
- We offer a wide range of leadership opportunities and there are many opportunities for individuals to access leadership courses; the school is a partner of Best Practice Network, delivering a wide range of courses including NPQSL and NPQML.



Heart



Mind



Connect

# What we are looking for....

We are committed to the ongoing development of our staff and believe in developing leaders at all levels, in all roles. Valued, our professional learning review, is built around our values of Heart, Mind, Connect, allowing individuals to drive their own learning. Staff take ownership of their development through self-evaluation against professional standards and by using The Ethical Leadership Framework as a tool for positive behaviours. We want all colleagues to be inspired and supported to realise their full potential.

## CREATIVITY

### Living out our values - MIND

- We will develop our problem solving skills and resourcefulness to enable staff and students alike to challenge themselves, release their creativity and achieve to their full potential.
- We will provide opportunities to stretch individuals in order for them to take responsibility for their own learning and develop independent thought, in order to take on different and challenging roles within our school and communities.
- We will ask questions and learn from one another and develop our critical analysis skills to make sound, reason-based decisions and judgements.

• **DEFINITION** Ability to adapt to and work with a variety of situations, individuals and groups - able to think on your feet and not being disconcerted or stopped by the unexpected.

• **WHY IS IT IMPORTANT?** To respond to the different and changing demands and work across a range of activities, now and in the future. Flexibility in interpreting rules, procedures and policy to ensure the needs of both staff and students are met to maximise their contribution.

## BELIEF

### Living out our values - CONNECT

- We will provide clarity of vision which will enable us to develop shared goals with everyone feeling empowered to pass on their skills and knowledge to the benefit of the wider community.
- We will develop inspiring leaders with the emotional intelligence to work collaboratively with and respect people from a diverse range of cultures and backgrounds.
- We will ensure everyone is part of the team with clear roles and expectations.

• **DEFINITION** This is about encouraging, inspiring and supporting others to develop self-belief and the capability to help them realise their full potential. It involves being totally clear with others about what has to be achieved, to what standard, by when, within what budget (where appropriate), and then making their accountability for making it happen clear.

• **WHY IS IT IMPORTANT?** Leaders are responsible for ensuring their teams understand what is required and why, for providing or arranging appropriate support and coaching and delegating appropriately so that individuals are confident to take on more responsibility. It is important to ensure objectives are achieved and that everyone is doing their job to the required standard. A key part of the success of the school is managing poor performance when this is not happening.

## COURAGE

### Living out our values - HEART

- We will expect and value integrity and people should feel safe to speak up for what they believe and know their voice will be heard.
- We will develop a keen sense of what is right and wrong and seek to tackle injustice wherever we find it, whilst ensuring we are tolerant of different views.

• **DEFINITION** This is about having the belief in one's ability to do the job, providing opinion or judgement when necessary and being prepared to take a decisive course of action.

• **WHY IS IT IMPORTANT?** This behaviour is particularly important to those jobs where individuals are placed in challenging circumstances and where their opinion or advice may be questioned. It enables individuals to stand their ground and to work independently without constantly referring to others for advice. Individuals who demonstrate courage are prepared to take on new or different challenges in their role. Courage is about having confidence in one's knowledge and ability and the resilience to do difficult things because it is right to do them.

## UNDERSTANDING

### Living out our values - CONNECT

- We will develop inspiring leaders with the emotional intelligence to work collaboratively with and respect people from a diverse range of cultures and backgrounds..
- We will promote and value effective teamwork.
- We will ensure everyone is part of the team with clear roles and expectations.

• **DEFINITION** Successful teamwork is about working co-operatively to achieve shared goals. It is built on self awareness and an understanding of how you and others work within a team, the impact of behaviour and strengths and limitations.

• **WHY IS IT IMPORTANT?** Within The Halifax Academy, we must work co-operatively together, sharing best practice, breaking down barriers, and communicating fully on new initiatives and priorities. Understanding oneself enables individuals better to understand and relate to one another.





# Job Description

**Post Title:** Assistant Phase 2 Lead  
**Salary:** MPS/UPS + TLR 2H  
**Reporting to:** Head of School for Primary

## **Core Purpose:**

Support the development of the Quality of Education in Phase 2.

## **Main Duties and Responsibilities:**

- Through expert subject and pedagogical knowledge, support the development our Phase 2 curriculum to inspire our students to view the world through Science, motivating them to love the subject.
- To ensure that approaches to teaching and learning in Phase 2 are informed by the latest research and developments both nationally and internationally.
- Support the Senior Lead Practitioner Teams in delivering Research and Development, and Coaching Programmes across the academy.
- To lead on the production, implementation and evaluation of a delegated aspect of the academy's continued professional development programme.
- Support the Director of Phase in improving the quality of teaching and learning.
- Identify and share best practice in all elements of teaching and learning across the academy, providing support and guidance to colleagues on all aspects of pedagogy.
- To be the Professional Mentor for ECTs, RQTs and Teach First.
- Create, deliver and monitor the impact of CPD resources and training sessions.
- Work with partner schools and colleges to identify, develop and share best practice.

## **All members of staff are expected to:**

- Have proper and professional regard for the ethos, policies, and practices of the school.
- Have regard for the need to safeguard pupils' wellbeing and health & safety by following relevant statutory guidance, along with school policies and completing mandatory training on an annual basis.
- Demonstrate positive attitudes, values and behaviours.
- Demonstrate and maintain high levels of professionalism
- Share responsibility for ensuring that their own knowledge and understanding is relevant and up to date.
- Support equal opportunities measures and promote anti-discriminatory practice

# Person Specification

Attributes	Essential	Desirable	How identified
Knowledge & Skills	Qualified Teacher Status. Good Honours degree in a relevant discipline. Degree; PGCE or equivalent qualification		Application & Interview
	Recent and relevant CPD activities in preparation for Lead Practitioner role		
	Relevant experience and impact at lower middle leadership	Experience in more than one school and cross phase	
	Consistently good/outstanding teacher as measured by student outcomes		
	Knowledge and understanding of strategies to improve Teaching and Learning		
	Knowledge and understanding of faculty development at Primary level		
	Evidence of the effective use of data to improve student achievement.		
	Excellent interpersonal & presentation skills across the spectrum of stake holders.		
	Can demonstrate understanding of how effective self-evaluation and strategic improvement planning can increase effectiveness and raise student achievement.		
	Knowledge and understanding of strategies to safeguard students and staff.		
Leading & Developing	Shows commitment to own and other's professional and self-development		Application & Interview
	Experience of coaching/mentoring/performance management/supporting colleagues, which has led to improvements in performance		
	Ability to delegate effectively and manage the performance of others		
	Proven track record in leading and managing staff including contribution towards building a successful team		
	Excellent influencing skills and the ability to engage others in new ideas. Understands aims and vision of the Academy and is able to inspire, challenge and motivate others		
Teamwork and Creative Thinking	Ability to promote and develop positive relationships within and beyond the Academy		Interview
	Understands the needs for effective relationships with parents, carers, partners and the community, which enhance and support student learning		
	A high level of self-awareness. Knows strengths and weaknesses and can relate to different personality types well		
	Has a good knowledge and understanding of the wider educational agenda		
	Open minded and flexible		
	Excellent organisational skills with the ability to work under pressure and re-prioritise workload when needed		