



**CORE**  
EDUCATION  
TRUST

**OPTIMISM • AMBITION • ONENESS**

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Rockwood Academy  
Deputy Headteacher Vacancy

Information Pack  
March 2021



Thank you for your interest in working for CORE Education Trust. I co-founded the Trust in 2015 and remain very much “hands-on” in my approach to leading the Trust. However, I am very clear that it is not my job to run our schools. We employ dynamic Headteachers and senior leaders and we give them a clear mandate to lead on delivering a CORE education in the local context of each of our schools. These schools are at the heart of the communities they serve. As a sponsor, we are committed to understanding the local contexts and we provide solutions, resources and innovation on that basis.

Our CORE Values inspire everything we do. This is supported by our new long-term vision which is defined through a relentless emphasis on optimism, ambition and oneness. This builds on our strong team ethos and a culture of purpose and belonging. We thrive on diversity and work hard to create school environments that are open, outward facing, creative and dynamic.

You can read much more about our ethos, culture and history through the many archive news stories on the internet. We have had an eventful journey to this point! What I hope you will recognise about that history is that we are a resilient and courageous MAT. We dare to step into situations that are challenging, and we seek bold solutions because that is what we believe our children deserve. Each school we take on has its own distinctive identity and therefore its own distinctive rewards and challenges.

A quick look at our social media profiles will enable you to get a sense of those different contexts. As well as finding out as much as you can about the school at which the role you are applying for is based, I would also encourage you to fully understand the nuanced details of the Trust’s wider work through projects such as Echo Eternal before submitting an application.

We would also ask that you consider how our values chime with your own sense of how schools should be run and how children are best served through our education system. We want all our staff to consider themselves as learners and leaders, regardless of their job role.

CORE Education has become a happy home for many staff who have worked in other environments and perhaps found it difficult to fit in. We embrace individuality of thought and celebrate that we are an employer who cares passionately about its employees, people with an incredibly diverse range of backgrounds and experiences. I have worked at every level from Teaching Assistant to Headteacher and just about every job in between. I have also worked or had experience in almost every sector of education.

I am therefore proud to now be able to lead a Trust in a way that allows me to draw on my direct experiences and go about my day to day business with a strong feeling of empathy for every one of our staff. I wish you every success with your application and hope I am in a position to personally congratulate you and say “welcome home” if you’re successful.



**Adrian Packer CBE**

CORE Education Trust Founder and CEO





**WE BELIEVE IN THE POWER OF  
EDUCATION TO INSPIRE, TO  
ENABLE, AND TO ENRICH  
EVERY LIFE.**

## **COLLABORATION**

**We join in and contribute.  
We are outward facing and open to  
new possibilities.**



## **OPPORTUNITY**

**We combine imagination with daring.  
We seek out experiences beyond the  
ordinary.**

## **RESPECT**

**We cherish the richness of difference.  
We take time to understand each other.**



## **EXCELLENCE**

**We nurture each other and invest in  
ourselves.  
We're proud of our achievements, yet  
always aiming higher.**

# OUR SCHOOLS

Based in Birmingham, we are committed to delivering the best possible experiences across our Academy schools. We are here to transform young people's lives and build ambitious futures through Collaboration, Opportunity, Respect and Excellence.

We are proud that each of our schools has its own distinctive character. Our Headteachers lead their schools in the best interests of their students and their families in a local context. However, all our schools are united in their passion and commitment to deliver a CORE Education.



**ARENA**  
ACADEMY



**CITY**  
ACADEMY



**JEWELLERY  
QUARTER**  
ACADEMY



**ROCKWOOD**  
ACADEMY

## WE PROMOTE A CULTURALLY RICH COMMUNITY AND LEARNING PROJECTS THROUGH PARTNERSHIPS.

- You will have access to a CPD strategy that is designed to support the career aspirations of all staff to help them realise their potential.
- You will be given the opportunity to engage with cross-trust activities that connect students and staff to their wider family of schools/peers across the city.
- You will have access to experienced mentors who have a strong track record of developing staff.
- All employees, regardless of hours worked or length of service, are entitled to up to 52 weeks maternity leave, including paternity and adoption leave.
- We are proud to be a living wage employer, which means fair and competitive wage to all CORE Education Trust Employees.
- All staff are automatically opted in for the award-winning Westfield Health employee assist programme.



# OUR BENEFITS



## WHICH ELEMENTS OF YOUR JOB GIVE YOU THE MOST SATISFACTION?

“Developing my skills, being able to clarify and perfect these skills and my teaching, being able to teach my subject with progress being made.”

“When I can see the positive impact of the work I have done on both colleagues and students. I very much appreciate the autonomy of my role, and the professional trust I am afforded by my line manager. This makes me feel valued and appreciated as an employee.”

“Seeing the opportunities that arise for both staff and students. To see students totally engaged with learning through the amazing teaching staff.”

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## I AM PROUD TO BE A PART OF CORE EDUCATION TRUST BECAUSE...

“All CORE values protect and respect students and teachers for their individualities while it provides them with opportunities to improve academically and professionally.”

“We are given good CPD opportunities and extra facilities. For example, the annual Delivering a CORE Education conference which allows connections to be made.”

“I am proud to be a part of an inclusive school that strives towards excellence despite challenging circumstances.”





## ROCKWOOD ACADEMY

There is something magical about Rockwood Academy, something so unique about its amazing students and devoted staff. We are committed to unlocking the academic potential and talents of every child so that they achieve a level of performance far beyond that which they might achieve elsewhere.

Education should be challenging, it should be rewarding, but above all, it should have the power to be life-changing. The opportunity to make that happen for the students of Rockwood Academy genuinely drives me, and we are absolutely determined that no child will be left behind.

Sofia Darr, Headteacher



### INSIDE THE CLASSROOM

Our personalised curriculum provides an educational pathway that is tailored towards each child's individual needs and aspirations. Just as importantly, we foster an atmosphere of mutual trust and respect. At Rockwood Academy, we nurture young people who are capable of independent thought, have true integrity, and are ready to take their place as tomorrow's leaders.



### OUTSIDE THE CLASSROOM

Getting involved isn't just about going to lessons. Rockwood offers an extensive range of student opportunities.

Alongside our clubs and societies, we regularly consult with students to discover their interests, then approach relevant organisations to help us deliver programmes. This has resulted in, for example, a partnership with an international engineering company delivering projects on HS2 and the Commonwealth Games.

As a UNICEF rights respecting school, our students plan whole-school activities relating to the UNCRC: this includes charity work and raising awareness of particular issues. The CCF: Cadet Force programme, which is open to students from year 8 upwards and is extremely popular as is our partnership with the Lawn Tennis Association.

[@CORERockwoodAcad](https://twitter.com/CORERockwoodAcad) [www.corerockwood.academy](http://www.corerockwood.academy)

<b>Job Title:</b>	Deputy Headteacher	<b>Reporting to:</b>	Headteacher
<b>Location:</b>	Rockwood Academy	<b>Annual salary:</b>	L14-L21 - £58,135 - £69,031 (appointment will be on a five-point range within this scale)
<b>Contract type:</b>	Permanent	<b>Hours of work:</b>	Normal working hours shall be Monday to Friday and as necessary for the proper performance of duties.

**JOB PURPOSE:**

Promote professional leadership and management to the School. Promote a secure foundation from which to achieve high standards in all areas of the School work. Contribute to the high-quality education by effectively managing teaching and learning. Support and contribute to a culture that promotes excellence, equity and high expectations of all students.

**MAIN RESPONSIBILITIES**

- Contribute to the curriculum development within the School and the monitoring of its impact.
- Development and review of School's policies related to the curriculum.
- Develop and oversee the school's quality assurance process to ensure all areas of the school are working effectively.
- To take the lead on designated areas as directed by the Headteacher.
- Support the School's performance management procedures.
- Contribute to staff development activities.
- Work closely with the Leadership Team, taking a leading role in developing, implementing and evaluating policies and practice that contribute to the School's improvement.
- Play a full role in the development of the School's development plan and self-evaluation process.
- Line manage subject and vocational leaders.
- Lead and support all staff.
- Attend Governing Body/Trust meetings as required.
- Demonstrate excellent and innovative pedagogical practice.
- Understand the most effective teaching strategies, how to select and use approaches that personalise the learning experience to provide opportunities for all learners to achieve their potential.
- Liaise with Middle Managers in monitoring student attainment across the School.
- Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development in order to maximise student progress.
- Lead and monitor the professional development of staff in the school.
- Regularly review own practice, set personal targets and take responsibility for own personal development.
- Any other duties deemed appropriate to the grade and workload as requested by the Headteacher.

- To participate in the operation of the School's appraisal scheme.
- Such other duties as may be appropriate to achieve the objectives of the post to assist the leadership team in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.
- Such other duties as may be appropriate to achieve the objectives of the post or to assist the Academy in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.

## **PERSONAL QUALITIES**

- Strong and effective leader with exceptional communication skills
- Resilience, rigour and energy through dynamic leadership and management with a relentless
- determination to succeed for the benefit of the children at our school
- The ability to gain and command credibility and respect from members of the wider school community
- To be an inspiring role model to all students, staff, parents and colleagues
- To inspire a commitment to developing an inclusive ethos, educating the whole child through an enriched diverse curriculum
- A strong commitment to and valuing cultural diversity
- The ability to adapt to changing circumstance and be receptive to new ideas from all sources, including staff
- Possess drive and determination to achieve challenging professional goals
- An overall commitment to teaching approaches which encourages all children to give of their best irrespective of ability, gender, ethnic or social background

## **SPECIAL CONDITIONS OF EMPLOYMENT**

### **REHABILITATION OF OFFENDERS ACT 1974**

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions, and reprimands being considered. Any arrests, convictions caution or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with CORE Education Trust Disciplinary Procedure.

### **HEALTH AND SAFETY**

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in CORE Education Trust Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.



## **EQUALITY AND DIVERSITY**

CORE Education Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

## **TRAINING AND DEVELOPMENT**

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

## **MOBILITY:**

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Trust they may be required, in accordance with legitimate operational requirements and / or facilitating the avoidance of staffing reductions.

This job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

CORE Education Trust is committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community. We are an Equal Opportunities and Living Wage employer.

<b>Job Description Reviewed on:</b>	March 2021
<b>Job Description Reviewed by:</b>	Headteacher



CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment. All posts will be subject to a DBS clearance at Enhanced level.

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

All posts will be subject to a DBS clearance at Enhanced level.

	Essential	Desirable
<b>Education, Training and Qualifications</b> <ul style="list-style-type: none"> <li>Degree or equivalent</li> <li>Qualified Teacher Status</li> <li>DSL accreditation</li> <li>Evidence of and commitment to continuing professional development</li> <li>Trained Ofsted inspector</li> </ul>	X X  X	  X   X
<b>Experience, Knowledge, Skills /Competencies</b> <ul style="list-style-type: none"> <li>Experience of implementing behaviour management strategies</li> <li>Successful school teaching experience with experience of teaching across the age and ability range</li> <li>Demonstrable senior management experience</li> <li>Successful contributions to school self-evaluation, improvement planning and target-setting</li> <li>Proven track record in contributing to raising achievement</li> <li>Proven experience of a range of assessment strategies</li> <li>Demonstrable experience of leading interventions for students underachieving through behaviour/emotional/wellbeing concerns</li> </ul>	X  X X  X X X  X	
<b>Leadership</b> <ul style="list-style-type: none"> <li>Demonstrable ability to manage the process of change effectively</li> <li>Leadership of staff professional development sessions</li> <li>Demonstrable ability to lead, motivate, develop and inspire staff and to encourage student and parental involvement</li> </ul>	X X	X
<b>Teaching</b> <ul style="list-style-type: none"> <li>Teaching judgments that are consistently 'Good' or better</li> </ul>	X	

<p><b>Developing Literacy and Numeracy and high ability provision</b></p> <ul style="list-style-type: none"> <li>• In depth knowledge of best practice in teaching and learning, including the use of the latest technologies, to support student learning</li> <li>• Use of innovative approaches to the development of teaching and learning, including assessment for learning</li> <li>• Experience of coaching/mentoring to support the development of colleagues</li> </ul>	<p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p>	
<p><b>Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Resilience, the ability to work under pressure and meet deadlines</li> <li>• Ability to think strategically, creatively and to prioritise</li> <li>• Excellent communication skills (including written, oral and presentation skills)</li> <li>• Excellent interpersonal skills</li> <li>• A commitment to the CORE Education Trust vision, values, aims and the objectives of its academies programme</li> </ul>	<p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p>	

# HOW TO APPLY

For further information about this exciting opportunity, or an informal discussion, please contact Joanne Tyler [jt@core-education.co.uk](mailto:jt@core-education.co.uk)

Only those applicants submitting a [CORE Education Trust Application Form](#) will be considered. Please note that we do not accept CVs.

To apply for this role please submit your expression of interest to [recruitment@core-education.co.uk](mailto:recruitment@core-education.co.uk) by Friday 26th March 2021 at 4:00pm.

For more information visit our website, [core-education.co.uk/work-with-us/](https://core-education.co.uk/work-with-us/)

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CORE Education Trust  
55 St Paul's Square,  
Birmingham.  
B3 1QA

0121 389 2824  
[enquiry@core-education.co.uk](mailto:enquiry@core-education.co.uk)  
CEO: Adrian Packer CBE


[www.core-education.co.uk](http://www.core-education.co.uk)  
 COREeducate  COREeducate



**ROCKWOOD**  
ACADEMY

Rockwood Academy  
Naseby Road, Alum Rock.  
Birmingham.  
B8 3HG

0121 566 6500  
[enquiry@rockwood-academy.co.uk](mailto:enquiry@rockwood-academy.co.uk)  
Headteacher: Sofia Darr

[www.rockwood-academy.co.uk](http://www.rockwood-academy.co.uk)  
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DELIVERING A **CORE** EDUCATION