



Associate Assistant Principal: Student Welfare

(including DSL maternity cover for 1 year)

Our opportunity for you

This is an exciting time to join Landau Forte Academy, Amington. We are a forward thinking 11-16 academy on a mission to provide high quality education for our local community. We have high expectations for our students and our academy is built upon our shared values: ambitious, brave and kind.

As with all posts at Amington, we are looking for dedicated, committed and inspirational individuals to provide high quality support to our wonderful students. This post would ideally suit an ambitious teacher or member of support staff who is looking to take the step into whole school leadership. This is a role on our extended leadership team and will enable the successful candidate to gain whole school leadership experience. The specifics of the role will be discussed at interview but will predominantly focussed on providing support for our vulnerable families, liaising with external agencies, overview of multi-agency support, leading our safeguarding team and including a position on the senior leadership team as Designated Safeguarding Lead.

If successful, you will become part of our community. You will be supported in your career with opportunities to achieve nationally recognised qualifications and we invest in our staff by offering protected time, within the academy day, for continual professional development. We have dedicated time to create a feedback and assessment policy that prioritises student progress but utilises live marking in the classroom, and whole-class feedback to enable staff to use their PPA time to focus on delivering exceptional learning. Collaboration flourishes within our faculties and shared planning empowers our staff to offer an exciting and unreservedly ambitious, challenging and engaging curriculum.

We care about our staff and staff wellbeing is integral to our decision making. We are committed to prioritising the wellbeing of our staff through a wellbeing committee and by committing to the Education Staff Wellbeing Charter.

Those individuals who are excited by being part of a journey to outstanding are encouraged to visit the academy and meet with our Principal, Mr Andrew Deen. To arrange a visit please contact the Principal's PA at sfarley@lfata.org.uk.

Key information

- **Contract:** Full time, permanent position
- **Start date:** Easter 2025
- **Salary:** Competitive dependent upon experience
- **Closing Date:** Friday 28th February, 9am

Person specification

Qualification criteria

- Qualified to degree level or above.
- Level 4 or above safeguarding qualification.
- Qualified to work in the UK.

Experience

- Experience of having worked successfully in more than one position with experience implementing effective welfare.
- Experience of working effectively with a range of services and agencies.

Leadership

- Able to work in close harmony with the senior leadership team.
- Able to keep up to date with national developments and statutory guidance around safeguarding.
- Effective leadership style that promotes exceptional student welfare and empowers every member of staff to take responsibility for the safeguarding of every child.
- Provide daily updates as appropriate to the Principal and Vice Principal about key safeguarding matters.
- The ability to coach, mentor and support staff to work to the best of their ability.
- Strong interpersonal, written and oral communication skills.
- Able to take personal responsibility for their own actions.
- Create a cohesive welfare team.
- Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction.
- Genuine passion and a belief in the potential of every student.
- Highly organised and able to delegate.
- An ambitious proven individual with evidence of significant impact.

Vision and strategy

- Vision aligned with Amington's high aspirations and high expectations of self and others, and with the Academy values of ambitious, brave and kind.
- Clear understanding of strategies to establish and maintain a strong culture and ethos amongst staff and students.
- Forensic analysis of data to identify and respond to trends and issues relating to the safeguarding of all students.

Leading External Relationships

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- Can skilfully manage and maintain effective working relationships with parents, agencies and other stakeholders.
 - Develop effective partnerships and liaison with key stakeholders.
 - Build productive relationships with nationally recognised and local organisations.

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils.
- Willingness to undertake training and engage in coaching.
- This post is subject to an enhanced DBS criminal record check.
- The interpersonal skills to lead a team.
- The drive and determination to implement and sustain improvement.
- Be able to deal with complex challenges.
- Remain optimistic and retain a sense of proportion.
- Experience of providing high quality pastoral support.

Job Description

- To be the Designated Safeguarding Lead (1 year maternity cover)
- Act as a source of support, advice and expertise for all staff
- Ensure the safeguarding of all students following KCSIE guidance escalating and referring as appropriate.
- To lead and develop sustainable relationships across the academy.
- Provide and keep records of high quality training for all staff.
- Effectively manage the academy reporting system (CPOMS) ensuring timely, appropriate and accurate logs.
- Triage all cases to ensure correct sign posting and oversee multi-agency support.
- Work closely with key areas of the academy, including behaviour, attendance, and high tariff, to provide a coordinated welfare provision.
- To be outward looking including visiting other schools for fact finding examples of excellent practice.
- To be open to attending research conferences and other network events.
- To support and contribute to the process of planning, implementing, evaluating and reviewing whole academy improvement.
- To share responsibility for the management of the academy and to contribute to the consultative and decision-making processes including the formulation of aims and objectives.
- To fully support whole academy policy decisions, contribute to their establishment and initiation and sustain their implementation and review.
- To actively promote the academy and liaise with outside agencies as necessary, representing the Principal and the academy as appropriate.
- To contribute to discussions and decisions at Senior Leadership Team meetings.
- To line manage the academy welfare team.
- To communicate and consult with staff, students, parents and members of the local community as necessary.
- To manage staff and resources, ensuring that policies and procedures are adhered to.
- To model outstanding practice in terms of safeguarding and pastoral care.
- To undertake any other responsibilities as directed by the Principal.

What we can offer you

- A position on a highly motivated extended Senior Leadership Team.
- Career prospects within an innovative and ambitious Multi Academy Trust.
- The chance to work with genuinely enthusiastic and happy students.
- A supportive, cohesive and exciting working environment.
- A daily meal allowance.
- Healthcare Cash Plan, from Westfield Health.
- Membership of the Teacher Pension Scheme or Local Government Pension Scheme.

The local area

Tamworth is a historic town surrounded by beautiful countryside, located a short distance from Birmingham. The Academy is situated close to the centre of Tamworth, with superb transport links.

- Tamworth is 10 minutes away from the M42; junction 10
- Direct trains from Birmingham (10 minutes) and London (1 hour 15 minutes)
- Birmingham and East Midlands Airports are 30 minutes away

Apply for this job

1. **Read the Guidance & Criteria document**
<http://lfa.ac/LFCTJobsStep1>
2. **Complete the application form**
Visit: <http://lfa.ac/careers.eteach.com/o/teacher-of-science-2d2e4c30-dee6-47c7-9e33-65a147e7d170> **to apply.**

All appointments made are subject to satisfactory references and a criminal background check. Landau Forte Charitable Trust is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service check is required for this post.

Site Code: LFAA