



GILBERT WARD
ACADEMY

Gilbert Ward Academy
Deputy Headteacher
Applicant Pack



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Gilbert Ward Academy

Press Advertisement

Deputy Headteacher (Quality of Education), Gilbert Ward Academy

Start date: September 2023 (Earlier by arrangement)

Closing date: Thursday 18 May 2023 12 noon

Salary: L13 -L17 £59,558 to £65,699

Permanent Position

Opening in September 2023, Gilbert Ward Academy will be a purpose built, brand new, state of the art Academy, catering for children with Social, Emotional, and Mental Health (SEMH) as their primary area of need. At full capacity, Gilbert Ward Academy will provide education to 80 pupils aged 11-16 working between lower key stage two and key stage four.

Many of the pupils who will attend Gilbert Ward Academy will have additional special educational needs, such as, autistic spectrum condition (ASC), attention deficit hyperactivity disorder (ADHD) and speech and language communication difficulties. Pupils attending Gilbert Ward Academy may have, at some point, not had success or positive experiences in their education elsewhere. As a result – along with other factors – pupils will more than likely be working at a lower-than-expected key stage, relative to their age. Most pupils joining in September 2023 will be working at lower and upper key stage two and will be transitioning from primary schools.

This is an exciting opportunity. Gilbert Ward Academy will be a new school, serving Northumberland and neighbouring communities. You can be at the heart of its development. You will support the Headteacher in the strategic leadership and day-to-day operational management of the school. The aim will be to ensure that every pupil has an outstanding educational experience with individual pupil progress and care at the heart of what is offered. You will lead on the quality of education at Gilbert Ward Academy. Working with the Headteacher, you will develop a vision for the school's curriculum that meets the needs and aspirations of all pupils. You will then lead on executing this vision, monitoring its implementation and effectiveness, and leading on improvements, where necessary.

In this new school, the Deputy Headteacher will be central to its success, as it opens and into the future. You will work with the Headteacher to ensure the vision, values and ethos of Prosper Learning Trust are at the core of the development of the school while implementing Trust systems and protocols to facilitate its smooth running. The role will require you to be a dynamic and professional leader, able to motivate staff, set high expectations, enhance achievement and facilitate rigorous and continuous self-evaluation.

Whether you are a serving Deputy Headteacher or a successful senior leader looking for a new challenge, what is clear is that you will have an exceptional track record of success, specifically in relation to curriculum development and implementation with positive outcomes for all pupils regardless of background or ability.



Prosper Learning Trust is at a very exciting stage in its development. We will provide you with the resources and support you need in your efforts to excel in your role.

The Trust is proud to say that the Real Living Wage is matched we also offer the successful candidate:

- A friendly and supportive team of staff who are willing to share expertise and learn from one another
- Opportunities for career development and support with development through Trust wide CPD programmes.
- Access to an Employee Assistance Programme and support from the Trust's Wellbeing Network Group.
- Access to either Teacher's Pension or Local Government Pension Scheme.

To learn more about this unique opportunity, Gilbert Ward Academy and Prosper Learning Trust, please visit www.prosperlearningtrust.co.uk

This post is exempt from the Rehabilitation of Offenders Act 1974. If you are invited for interview, you will be required to disclose convictions that would not be filtered, prior to the date of the interview. Certain spent convictions and cautions will be 'protected' and do not need to be disclosed. Full details on protected convictions and information about which convictions must be declared during job applications can be found on the Ministry of Justice website. You will be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure and Barring Service before your appointment is confirmed. This role will include Regulated Activities and an enhanced Disclosure and Barring Service (DBS) disclosure is required for this post. Please note that in all cases written references will be taken up and made available to interviewers before the final selection stage; even if you indicate otherwise.

Please note: We can only accept CVs when accompanied by a fully completed application form.

Application packs can be obtained from www.prosperlearningtrust.co.uk. Please return application forms to: jobapplications@prosperlearningtrust.co.uk or by post to HR Department, Prosper Learning Trust, Drayton Road, Newcastle upon Tyne, NE3 3RU.

If you would like to discuss the post before applying contact, Barry Reed, Headteacher Designate of Gilbert Ward Academy at barry.reed@gilbertwardacademy.co.uk to arrange an informal chat.

Closing date: Thursday 18 May 2023 12 noon

Interview Dates: W/B 22nd May 2023



Welcome from the Chief Executive Officer

Dear Applicant

Prosper Learning Trust (PLT) formed in January 2018 and now consists of four academies: two special academies and two alternative provision academies. The Trust caters for children of all ages and abilities who are unable to attend mainstream schools. Although based in the North East, the Trust, through one of its schools works on a national scale, working with children from all parts of the country.

The next exciting step in the growth of Prosper Learning Trust is the soon to be opening special free school in Blyth; Gilbert Ward Academy. By the time Gilbert Ward opens the Trust will operate across three Local Authority areas, educate in the region of 700 pupils and employ around 400 staff.

Everyone within Prosper Learning Trust works very hard to ensure that we are providing the highest quality education for all our pupils. The Trustees have a very clear strategic direction of how as a Trust we can grow and develop while balancing all decisions against risk. This strategic direction is captured in a three-year strategic plan which aligns with our vision and which illustrates how we operate according to our values of aspiration, integrity, kindness and resilience.

We are looking for an outstanding candidate who can inspire and lead as we continue to develop a pupil centred and bespoke offer for some of the most vulnerable children in our communities.

Yours faithfully



Chris Richardson
Chief Executive Officer



Welcome from Chair of Trustees

Dear Applicant

Many thanks for your interest in the post of Deputy Headteacher at Gilbert Ward Academy. This is a really exciting opportunity for a committed individual to shape the future of one of our new schools.

You will be a strategic part of a newly formed, but expanding multi academy trust, whose aim is to provide high quality learning environments and experiences for all our learners. Your proven experience of leadership will be a real asset, not only to Gilbert Ward Academy, but to Prosper Learning Trust as a whole.

Working within our Trust, you will be rewarded with amazing staff, who go the extra mile to meet the diverse needs of our pupils. Gilbert Ward Academy will be supported by a passionate and experienced pro-active Board of Trustees. But most of all, you will find our pupils have so much potential. They deserve the best.

Our Trust wide values identify how we want to work with our pupils, staff and wider community. These values are:

Aspiration

Integrity

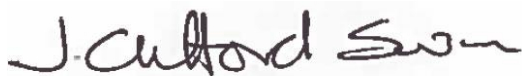
Kindness

Resilience

The Trustees are looking for someone who works in an open, honest and constructive manner, who inspires staff and pupils alike.

We are committed to supporting all colleagues in their professional development and really believe that Prosper Learning Trust can offer exciting career development opportunities. If you connect with our values and want to make a positive impact, we would welcome your application.

Yours faithfully



Joanne Clifford Swan
Chair of Trustees



Who are Prosper Learning Trust?

Our Trust Vision

Prosper Learning Trust, established in January 2018, is a growing multi academy trust serving children with special education needs and children requiring alternative provision across the North East.

The Trust was formed to help vulnerable young people succeed against the odds. Many children and young people face challenges in their lives that many adults will never experience and Prosper is here to support them in doing so. Wherever possible we will help these young people to thrive in a mainstream educational setting, but where that cannot happen we will provide a safe space for them in one of our schools, until they are ready to return or move on.

We believe that learning is the key to their chances of success. We will provide high quality teaching and a coherent and enriching curriculum. Thereby ensuring an equality of opportunity with their peers in mainstream settings.

Our schools offer children and young people with a diverse range of additional needs, the opportunity to learn in a supportive environment, where differences are celebrated, and every pupil is valued and encouraged to achieve their own unique potential.

Our specialist and highly skilled staff will work closely with families, schools and other agencies to create the best possible educational experiences and opportunities for the young people in our care. We will nurture their talent, keep them safe and develop them as informed and active citizens.

Prosper Learning Trust works across the North East of England and is a champion and advocate for vulnerable young people in our region.

Our Trust Values are:



Prosper Learning Trust is driven by **ASPIRATION**. Predominantly on behalf of the young people we work with and those who love and support them. But also for ourselves; our staff, our community and those who work with us and support our aims and values.

Prosper Learning Trust is an organisation that will act with **INTEGRITY** at all times. We will do what is best for our young people in every circumstance. We will be fair, open and honest on our dealings with others and will challenge each other every day to live out these values in the workplace. In how we conduct our business and in how we treat each other. We will respect opinion, embrace diversity, work safely and be unrelenting advocates for the wellbeing and character of the young people we care for.

Prosper Learning Trust puts **KINDNESS** at the heart of everything we do. We understand, we empathise and where necessary, we challenge. We work with young people in a way that helps them to appreciate that looking after one another and mutual support are the way to help everybody succeed and thrive. As an employer, we will seek to ensure that staff are valued by treating them with the respect and dignity they deserve.

At Prosper Learning Trust, we never give up on children. And we seek to build **RESILIENCE** in them so they will not give up on themselves. Likewise, as an organisation, we will build resilience in our policies, systems and structures to provide stability and longevity in the face of a dynamic and uncertain environment. Thereby enabling that we can remain a strong and consistent force for good in the lives of the young people and families we work with.

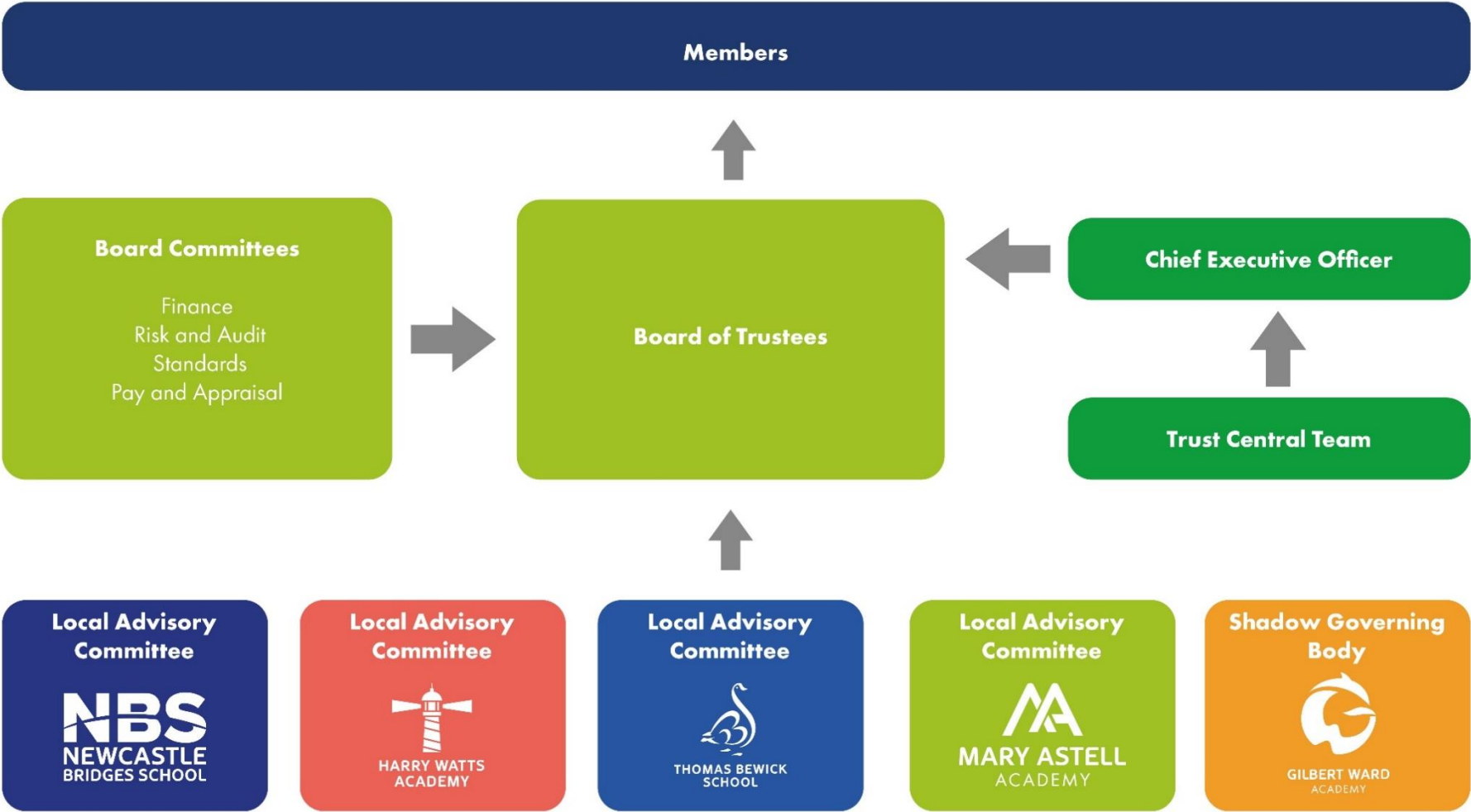
Leadership and Governance

The Board of Prosper Learning Trust has two core functions, which are to set the strategic direction of the organisation and to ensure a robust system of governance.

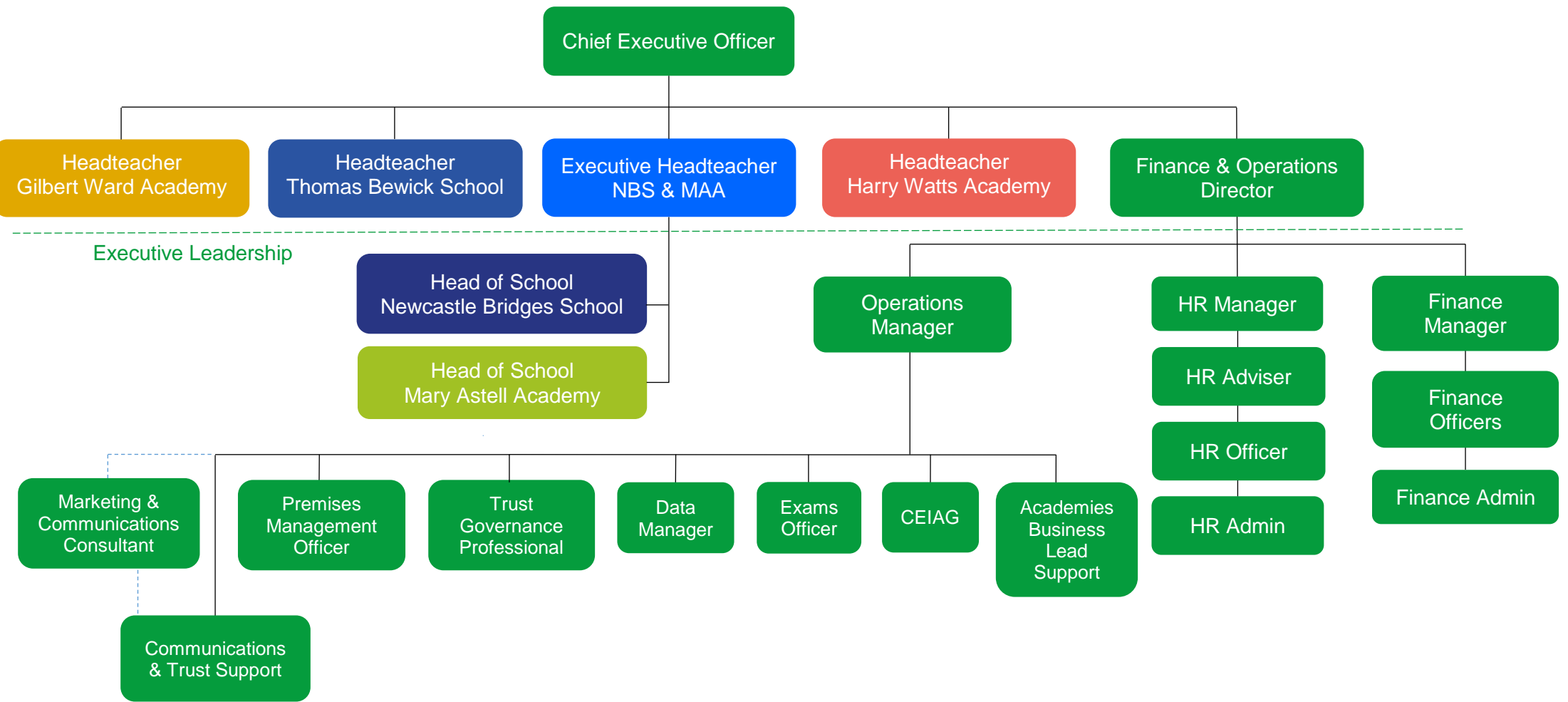
As a multi-academy trust, the Board of Prosper Learning Trust is responsible for all the academies within the Trust. They do this by delegating functions to the various Trust Committees (Standards, Finance, Risk & Audit, Pay & Appraisal) and the Local Advisory Committees of each academy through a scheme of delegation. Our scheme of delegation clarifies the responsibilities and accountability at every level of the organisation. It clarifies the levels of authorisation placed upon the numerous tiers of the Trust Structure, including CEO and Local Advisory Committees. The Board believe that the best results will be achieved through clear lines of accountability.



Governance Structure Diagram



Prosper Learning Trust Central Team Structure Diagram



About our Schools



Newcastle Bridges School is a multi-site school for pupils who have medical needs or are not able to access mainstream school because of mental and/or physical health. A number of provisions are based within hospital settings. The school meets a huge variety of complex needs and strives to ensure that its pupils, no matter what difficulties they face, are not disadvantaged in any way with regard to their education and future opportunities. The school provides a holistic, child centred education that encourages pupils to aim high. Every pupil is equal, valued and unique and we aim to provide an environment where all pupils feel safe and can flourish.

The school has various departments, each of which caters for a particular group of pupils and their needs.

Alnwood is a mental health clinical setting for 12-18 year olds with mental health needs or an additional learning disability.

Ferndene is a purpose built inpatient centre that provides assessment and treatment for 12-18 year olds with complex mental health, behavioural and emotional needs including pupils with a learning disability.

The *Complex Neurodevelopmental Disorder Service* (CNDS) is a specialist second opinion service for nursery or primary school aged children who may have autism and other complex communication/mental health/neuro-developmental problems.

The Great North Children's Hospital (GNCH) caters for pupils whose education is interrupted by regular stays, or a long-term stay in hospital. Pupils are taught by a team of teachers in the different specialist paediatric wards or in the hospital classroom.

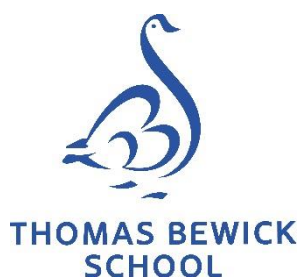
The Kenton site is a Newcastle Local Authority commissioned provision offering education to pupils 11-16 years old who are unable to access mainstream school due to medical and mental health needs.

Medical Pathway Provision provides education for pupils who are unable to attend their normal place of education due to illness. This service is based within our Kenton site. Pupils are taught from Reception to Year 11 and teaching can take place in a variety of settings within the community as appropriate to their medical needs.





Mary Astell Academy is an AP academy for pupils who have been permanently excluded from mainstream school. The school is based upon values that include giving young people a fresh start and our ultimate aim is to always provide an opportunity to return to mainstream education. In instances where this is not possible, we continually endeavour to provide a curriculum that provides equality of opportunity. Pupils are able access a stimulating and caring learning environment supported by talented and committed staff who put learning and progression at the forefront of everything they do.



Thomas Bewick School is an all age specialist provision for up to 308 pupils in Newcastle upon Tyne for children and young people with autism (3-19 years), which operates over three different sites. The school offers a broad and balanced curriculum with personalised pathways and high quality pastoral care, to meet their individual needs and learning styles. Pupils are supported with autism specific strategies and approaches by highly trained staff to ensure barriers to learning are addressed and all are able to take advantage of learning opportunities.



Harry Watts Academy is a specialist school for up to 156 children with autism aged 5-16 based in the city of Sunderland. The school opened in September 2020, with the aim to become a recognised centre of excellence both locally and nationally. As of September 2022, the school is based over two sites at Redhouse and at Harraton. A broad and balanced curriculum with personalised pathways and specialised teaching inspires pupils to learning success, supported with high quality pastoral care. The school's main priority will be to address the autism-specific barriers to learning so that our pupils are able to take advantage of learning opportunities.



Living in the North East

The North East is an exciting and vibrant place to live and work:

- Blyth is a working port and has undergone substantial regeneration in recent decades including a new shopping centre, the refurbishment of many of the period properties within its central conservation area and new initiatives to bring more investment and jobs into the town.
- Blyth's brightly coloured beach huts, bustling port and abundance of heritage give it an irresistible charm (not to mention its mouth-watering fish and chips...). The historical port is still a working port today, and you can watch sailing boats drifting in and out from the town's quayside.
- From the Northumberland Coast to the North Pennines, Kielder Forest and Park, to Durham Heritage Coast, and Hadrian's Wall, to Whitley Bay, there are some beautiful places to spend your leisure time. Across the North-East, there are golden sandy beaches, award winning parks and gardens and serene countryside within a 15-minute drive of any city centre.
- The North East of England has housing that caters to all budgets and has some of the cheapest property to be found anywhere in the UK. The average house price for in Blyth last year (2021) was £139,402, with the average price for a detached house being £224,314 but prices vary across the area.
- The area is well served with transport links, with easy access to the South via the motorway and rail services and there are several airports within the region with flights within the UK and beyond. A new rail link to Newcastle is also currently being developed.



How to Apply

Applications

Candidates should submit applications on the Trust's application form, available on the website. A letter outlining reasons for applying for the post and giving an indication of what candidates can offer the school is required. Please limit your letter to no more than two sides of A4 in 12 point size.

In order to comply with the safer recruitment requirements candidates must fully complete the Application Form including the section on references. It is not acceptable to substitute parts of the form with your own version. All gaps in employment should be accounted for and explained – these could be further explored in an interview.

References

Open testimonials are not required or accepted for this post, the Trust will take up a professional reference from your existing employer and one other of your choice. This reference will be requested if you are shortlisted for interview. If you are not currently working with children, references will be requested from previous employers where this was the case.

Interviews

Interviews will take place week beginning 22nd May 2023. The days will include a mix of formal and informal selection procedures.

Return Applications

Please return application forms to: jobapplications@prosperlearningtrust.co.uk or by post to HR Admin, Prosper Learning Trust, Drayton Road, Newcastle Upon Tyne, NE3 3RU.
(Please mark your application "Private and Confidential")

Application Schedule

Closing date: Thursday 18 May 2023 (12 noon)
Shortlisting: Friday 19 May 2023
Interview dates: Week beginning 22 May 2023

