



**Insignis**  
Academy Trust

# CANDIDATE PACK



# WELCOME FROM THE CEO

## *Dear Colleague*

**Thank you for your interest in a role for the Insignis Academy Trust. Our Trust currently consists of six schools in Buckinghamshire. They are Ashmead Combined School, Princes Risborough School, Sir Henry Floyd Grammar School, Sir William Ramsay School, The Kingsbrook School and The Mandeville School. Further schools are in the pipeline and our medium-term ambition is to be a trust of at least 10 schools.**

As an academy sponsor, Insignis Academy Trust is focused on the quality of the educational experience it provides for its students. By joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops and to collaborate with our team to influence Insignis Academy Trust's ethos and processes.

Insignis is a Buckinghamshire Trust and we are committed to supporting the development of educational opportunities for children in the county. We support the community use of our schools and work in conjunction with Active in the Community, the Youth Sports Trust and Sports England on ensuring grassroots clubs have access to our facilities. We also are committed to the Opening School Facilities programme at all our schools.

We are focused on delivering educational improvement in our schools, including providing the appropriate technology for staff and students to learn.

We are also committed to providing students with a rich programme of co-curricular activities. We currently have two specialist provisions at our schools, an Autism Spectrum Provision at Princes Risborough School and a Social and Emotional Mental Health provision at The Kingsbrook School. We are committed to supporting students with SEND across our Trust.

I look forward to receiving your application.

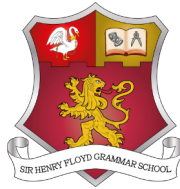
Yours Sincerely,

**Garret Fay**  
*Chief Executive Officer*



*Collaborate to Succeed*





## ***Insignis - "remarkable" in Latin***

**Established in 2016, Insignis Academy Trust (IAT) has the primary objective of improving education.**

IAT believes that all children should receive a fulfilling, aspirational and successful educational experience. As a Multi Academy Trust and an education charity IAT works locally with schools in Buckinghamshire and currently consists of six schools, Ashmead Combined School (ACS), Princes Risborough School (PRS), Sir Henry Floyd Grammar School (SHFGS), Sir William Ramsay School (SWRS), The Kingsbrook School (TKS) and The Mandeville School (TMS). The intention of IAT is to grow and collaborate with other schools and trusts to create a significant enhancement to the education of students locally.

## ***The IAT motto is: Collaborate to Succeed***

**Our collective goal is for all IAT schools to be 'Remarkable' in their own right and support all our students to make the most of themselves and be well prepared, academically and personally, for their next steps in adult life, whichever path they choose.**

The Trust is managed by a Board of Trustees who are responsible for strategic direction as outlined in the Strategic Plan and have financial accountability for the use of public funds within our educational remit. The Trust has a number of committees, which operate across the Trust and report directly to the Board.

Each school within the Trust has a Local Governing Body (LGB), which meets twice a term. The LGBs are committees of the Trust Board and work with the school leadership to support, challenge and improve pupil progress, academic outcomes, attendance, behaviour, safeguarding, and personal and social development of our students. Our LGBs also act as a key link for stakeholder engagement within our schools. They monitor the work of the school, ensuring it is providing high-quality education to students, and ensure that policies and guidelines set clear working parameters, including for the safeguarding of students.

The LGBs are informed and assisted by key members of each school's Senior Leadership Team, whilst also reserving the right to call on all members of staff to assist them in delivering the school's objectives.

**'Support of my colleagues  
all across the school.'**



## IAT Vision

- To provide an exceptional educational experience for young people

## IAT Values

- A collective responsibility for the education and personal development of all students within the Trust.
- A fully inclusive approach, maximising the potential of every student in a nurturing and challenging educational environment.
- An ethos of life-long learning and personal development enabling students to gain life skills and academic qualifications.
- A culture of well-being and safeguarding to support staff and students to be 'remarkable'.

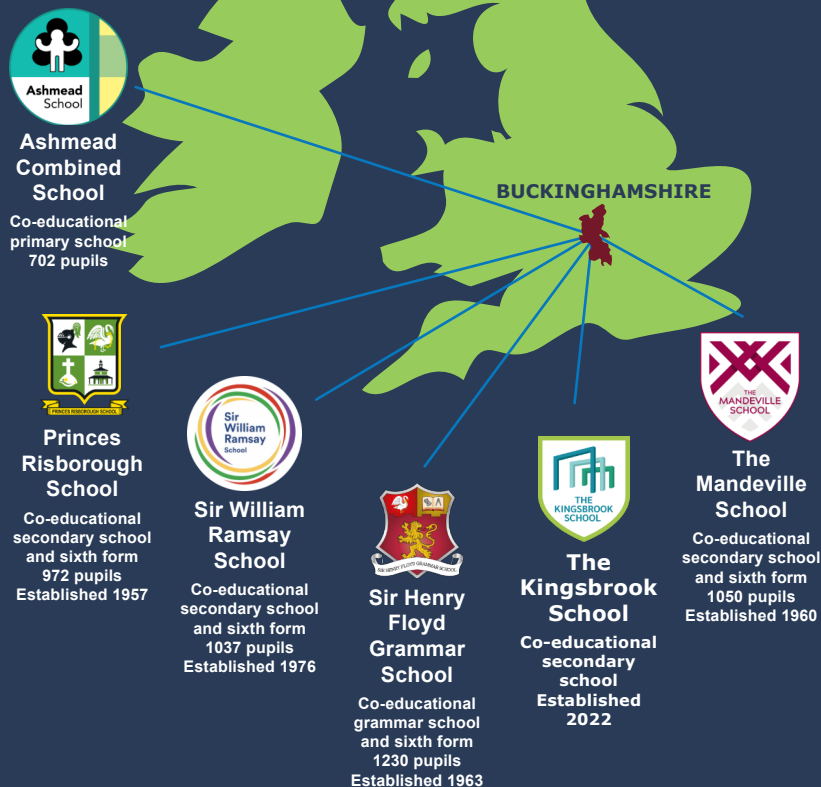
## IAT Aims

- To strive for continuous improvement to enhance students' educational experiences.
- To develop collaborative approaches that enable our community to achieve remarkable outcomes.
- To be an exceptional educational employer.
- To drive school improvement at all our schools.
- To grow our Trust in a sustainable manner.
- To maintain strong and local governance across the Trust.

## FUTURE GROWTH

Insignis Academy Trust aims to grow as a MAT, however, we are committed to growing in Buckinghamshire. Trustees have approved a Trust Growth Plan that would see us grow to 10 schools. We are committed to growing a Trust of both Primary and Secondary schools across the county.

## Our Location



*Collaborate to Succeed*



# Sir William Ramsay School

At Sir William Ramsay School we are looking for an outstanding Head of Department of PE.

We are seeking to appoint an enthusiastic and dynamic Head of Department, who has a clear vision and strong leadership to build upon the schools' achievements. The post would suit someone who has a strong subject knowledge, is able to teach a range of abilities, with a clear vision of how to maximise achievement in our students and ensure that learning is an enriching experience for all.

We are looking for someone with a passion to work with young people to drive their success even further. In return, you can expect effective support from our strong leadership team along with a hardworking, talented, and passionate staff body.

You will be highly organised with excellent communication and time management skills, a commitment to character education and raising student achievement and excited about supporting and contributing to the continuous school improvement.

The role will offer an exciting opportunity to make a significant contribution to raising standards and improving outcomes for young people.

For any enquiries relating to the position please contact the Trust's Human Resources Team, either by email [recruitment@insignis.org.uk](mailto:recruitment@insignis.org.uk) or by telephone 01296 744351, who will be happy to help.

Insignis Academy Trust operates rigorous 'safer recruitment' practices, and the successful candidates will be required to undertake the completion of satisfactory checks including an enhanced DBS check, satisfactory references, medical report, confirmation of qualifications, documentation to prove Right to Work in the UK and a prohibition from teaching check.

We encourage and value candidates who have varied lived experiences and inclusive mindsets, either due to their engagements in the world or due to their protected characteristics (as set out in the Equalities Act 2010). We are committed to continued development of a community that is representative of the environment in which we work and in nurturing an equitable society.

Please note we reserve the right to close this vacancy earlier than the specified deadline if a suitable candidate is found.

*The Insignis Academy Trust is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment.*



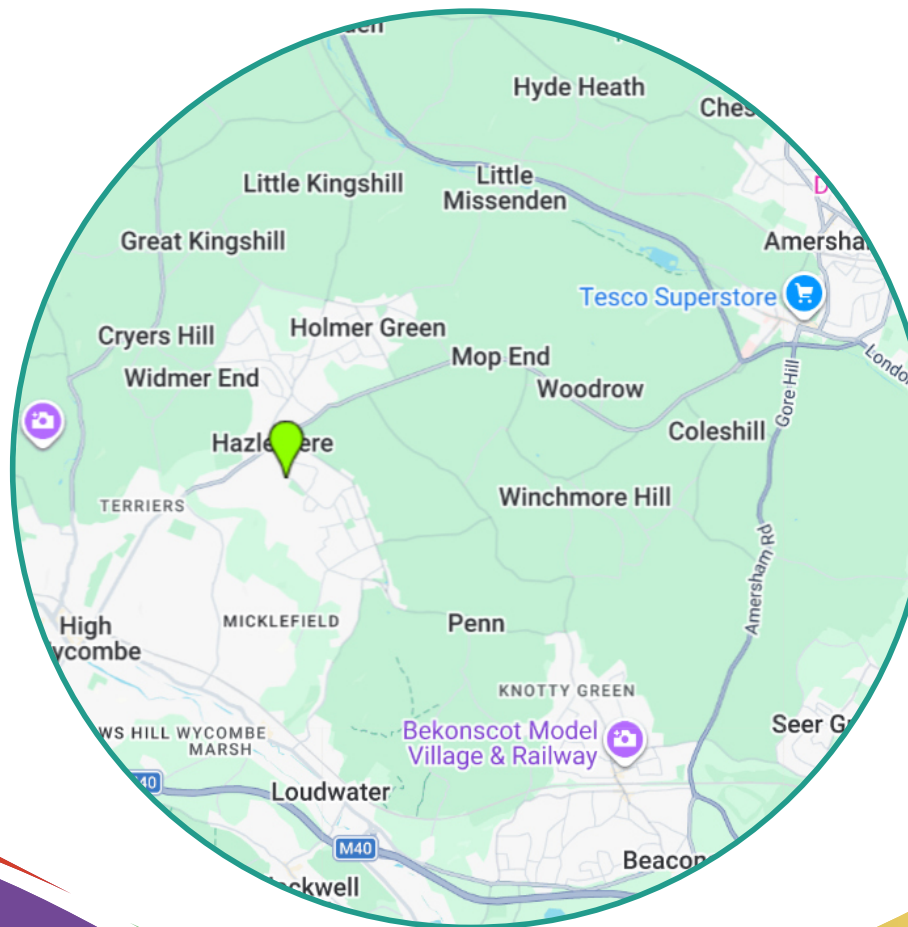
**Be.**  
**Grow.**  
**Fly.**

**Sir William Ramsay School**  
**Rose Avenue**  
**Hazlemere**  
**High Wycombe**  
**Buckinghamshire**  
**HP15 7UB**

[www.swr.school](http://www.swr.school)

**01494 815211**

[office@swr.school](mailto:office@swr.school)



**Sir William**  
**Ramsay School**

# JOB DESCRIPTION

## Head of Department (Physical Education)

**Head of School**  
**Deputy Head of School**  
**Head of Department**

This job description identifies the responsibilities attached to this post. It is subject to the limits of the most recent edition of the School Teachers' Pay and Conditions Document.

This job description is subject to annual review as part of the Trust appraisal process. This is essential for the role to continually keep pace with the growth and development of Sir William Ramsay School. This will be in line with post holders' conditions of employment and after consultation with the post holder.

### **Main Duties and Responsibilities**

The Post

The Sir William Ramsay School requires all of its teachers to be well-qualified, enthusiastic professionals, who are eager and committed to supporting students' education. This role includes the line management of the teachers in a department, the strategic development of the subject area and the continued improvement of students attainment in the subject from KS3 to KS5. This role also requires a post holder who is passionate about developing the schools' CPD offer and the fostering of a school-based research culture. We also believe that parents are a key group that would benefit from regular academic information to ensure they understand the way and the information their child is learning.

### **Post Purpose**

- Carrying out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions document, including meeting all of the current Teaching Standards and duties under the reasonable direction of the Head of School.
- To line manage the day to day work of the department, ensuring all of the team are up-to-date and informed about the current specific requirements of the school.
- To work with the schools' senior and other middle leaders to ensure staff and students are clear about targets, assessment and the schools' commitment to improving attainment through better progress.
- To attend the subject related Trust Reference Group meeting and to foster cross trust collaboration for all department members.
- To work with the Head of School to further develop the schools' CPD offer.
- The Head of Department will attend fortnightly SLT Link Meetings. The Head of Department will work with their SLT Link to provide high level strategic management and operational direction in relation to students' education in the subject area.
- To act as a mentor, coach and appraiser to members of the department, to

enable all teachers to teach quality first lessons.

- Reporting to a nominated member of the SLT.
- Responsible for the development of a successful subject provision that enables the pupils of Sir William Ramsay School to exceed their potential.
- Liaising with: Head of School, SLT, in particular the nominated Asst. Headteacher (SLT Link) , SENCO, PSHCE Coordinator, other HODs and all other relevant staff including cross Trust via the Reference Group meetings.

## **Role and Responsibilities**

### Teaching

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher. The level of contact time will be reviewed each year in accordance with staffing levels and priorities.

### Operational/Strategic Planning

- To manage the performance of all members of the department.
- To support the development of a robust curriculum model that clearly demonstrated the subjects' intent and the curriculum's implementation in action. This must enable students' at SWR to be both challenged in their learning and successfully prepared to make the next steps in their learning.
- To coordinate the introduction of a programme of study at all key stages that has the expectation of the schools Good Progress Measure at its' heart.
- To coordinate an observation programme, coaching programme and annual reviews for all those in the department.
- To monitor the quality of support and guidance for those in the department to ensure everyone is fully informed of the most appropriate pedagogy for all students' and the schools priorities.
- To ensure that all national and local procedures are followed in relation to the preparation of students for examinations (including internal exams).
- To coordinate a programme of support for those students who are not yet making adequate progress.
- To maintain and develop partnership agreements with external agencies who can benefit the subject provision at SWR. As well as other IAT schools, this might include, local Teaching Schools and other partner schools.
- To update the staff handbook section for new staff.
- To ensure all school policies are implemented fully and to hold to account those who may not follow the procedures of the school.
- To coordinate the schemes of learning in the department.
- To evaluate the impact of the departments performance and the performance of its' teachers.
- To coordinate co-curricular learning for students in the department.
- All HODs are required to complete a DDP which is to be reviewed throughout the year.
- To remain up to date on national and local developments in teaching and be fully involved in the planning for future developments.



- To ensure the subject's provision is Ofsted ready in relation to the necessary documentation and evidence required, specifically for Section 5 and Section 8 inspections.
- For PE: to support the arrangement of fixtures and the development of a positive culture and ethos around school sports, including liaison with the local SGO. The Head of PE will also work within the guidance of the Youth Sports Trust and support sport outreach programmes with partners.

## Staffing

- To work with the Head of School to ensure that staff training needs are identified in a timely manner and appropriate training opportunities are available.
- To continue own professional and personal development.
- To participate in the interview process for teaching posts when required, to ensure effective induction of new staff, including newly qualified teachers, into the department.
- To ensure all staff understand the distinctive qualities of working in a new and rapidly growing school.
- To ensure all departmental staff understand the importance of safeguarding and how to make a referral. This includes all areas of safeguarding including the Prevent agenda, County Lines concerns and FGM.

## Notes

- The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions for employment.
- This job description is not a comprehensive definition of the post. This job description will be reviewed each year as part of the appraisal process.



# Person Specification

All of the competencies outlined below will be evidenced in the application, during the interview and via references.

Quals, knowledge, experience	Essential	Desirable
Degree in appropriate subject area	✓	
QTS	✓	
Working knowledge of the theory and practice of teaching in a secondary school	✓	
Excellent subject knowledge	✓	
Evidence of continuing professional development	✓	
Understanding of self-evaluation and monitoring	✓	
Competent Use of ICT in teaching including Google Classroom or Microsoft 365	✓	
Up-to-date with current developments in teaching your subject	✓	
Experience of organising co-curricular activities including successful academic interventions	✓	
Knowledge of school Self Evaluation processes	✓	
To have experience of teaching KS3, KS4 and KS5	✓	
To enthuse students by teaching imaginatively, employing a variety of approaches to teaching	✓	
Ability and experience of leading other members of staff in improving practice/raising attainment	✓	
To create a positive, inclusive learning environment	✓	
To differentiate teaching so that the learning of all students is addressed	✓	
To analyse relevant data to inform teaching and to set challenging targets for students and staff	✓	
Enthusiastic and approachable	✓	
Commitment to co-curricular activities		✓
Good interpersonal skills	✓	
Sense of humour	✓	
Clear educational philosophy	✓	
Commitment to professional development	✓	
Willingness to share expertise	✓	
High expectations of students' academic progress and their behaviour for learning	✓	
Hardworking and conscientious	✓	
Good communication skills	✓	
Ability to prioritise own workload and that of others	✓	



# Benefits of working with IAT

## Anytime Fitness



Anytime Fitness will offer a 10% discount for all Insignis staff. You will need to show your ID Badge in order to obtain your discount. (If you refer a friend then you will get a free month.) Please call Anytime Fitness in Aylesbury to discuss the benefit before arriving.

Visit: [www.anytimefitness.co.uk/gyms/uk-0023/aylesbury-south-east-hp20-1ur/](http://www.anytimefitness.co.uk/gyms/uk-0023/aylesbury-south-east-hp20-1ur/)

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## Blue Light Card



Blue Light Card provides those in Education with discounts online and in-store. They offer a range of official discounts from large national retailers to local businesses in a wide range of categories including holidays, cars, days out, fashion, gifts, insurance, phones and much more.

Visit: <https://www.bluelightcard.co.uk/index.php>

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## Byond



We are a part of Byond, a prepaid debit card that comes packed with built-in discounts at high street stores, online retailers and supermarkets.

Visit: <https://byond.helpscoutdocs.com/article/375-article-title>

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## Cycle Scheme



We are a part of the Cycle Scheme, IAT staff are able to use salary sacrifice to purchase a bike or electric bike and accessories up to the value of £3500.00

Visit: [www.cyclescheme.co.uk](http://www.cyclescheme.co.uk)

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## Education Support



Our Employee Assistance Programme at IAT is provided by Education Support. This provides support for you and your family members covering a range of issues. This includes supporting staff and family members with wellbeing, health queries, bereavement and family issues including separation and divorce.

Visit: <https://www.educationsupport.org.uk/>

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## Extras Discount Scheme

We are part of the Extras Discount Scheme which offers IAT staff the opportunity to avail of discounts at a range of high street stores, online retailers and supermarkets.

Visit: <https://www.bhnextrashomeandtech.co.uk/extras>

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## Eye Care

All IAT staff can benefit from a reimbursement of their eye tests for up to the value of £25. Simply save your receipt and claim it through expenses, with the finance department.

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## Free Tea and Coffee

In conjunction with our catering provider we provide free tea and coffee for staff at our schools.

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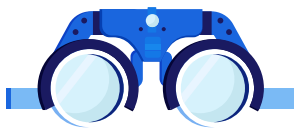
## Nuffield Health

Nuffield Health will offer up to 30% off their memberships, both for monthly rolling contracts and annual contracts.

This offer is open to any school employee. You will need to show your ID Badge in order to obtain your discount. Please call Nuffield Health in Aylesbury to discuss the benefit before arriving.

Visit: [www.nuffieldhealth.com/gyms/aylesbury](http://www.nuffieldhealth.com/gyms/aylesbury)

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## Specialist Glasses

If you need specialist glasses to carry out your specialist role in school, we may be able to help with the cost of specialist glasses. This may include glasses to support colour blindness, or prescriptive protective glasses.

Please contact HR for more information as this is assessed on staff's individual needs.

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## LGPS - Support Staff Pension

We formally register all non-teaching staff to the Local Government Pension Service. It is your choice whether you choose to opt out of the scheme. At IAT we strongly suggest you get independent advice before making this decision.

Visit: [www.lgpsmember.org](http://www.lgpsmember.org)

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## Teachers' Pension

We formally register all teaching staff to the Teachers' Pension Service. It is your choice whether you choose to opt out of the scheme. At IAT we strongly suggest you get independent advice before making this decision.

Visit: [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)

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## Tech Scheme

We are a part of TechScheme, in association with Currys. IAT staff are able to use salary sacrifice to purchase items from Currys for their home. Please note that there is a pension impact on this scheme.

Visit: [www.techscheme.co.uk](http://www.techscheme.co.uk)

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## Well Schools

The Well Schools Community has a vast collection of wellbeing tools and resources that are already being used in Well Schools across England.

Visit: [www.well-school.org](http://www.well-school.org)

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## Wycombe Lido

Fusion Lifestyle will offer Insignis Staff 10% off their top membership option. You will need to show your ID Badge in order to obtain your discount.

Please call Wycombe Lido in Aylesbury to discuss the benefit before arriving.

Visit: [www.fusion-lifestyle.com/centres/wycombe-rye-lido/](http://www.fusion-lifestyle.com/centres/wycombe-rye-lido/)

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# CPD in IAT Schools

Each school within the IAT publishes a whole school CPD calendar. This will reflect IAT and school priorities.

Subject-specific CPD and CPD for pastoral teams will be embedded into meeting schedules, reflecting outcomes of self-evaluation and the needs of each team.

Applications to attend external CPD courses should be made at a school level, following the school's CPD application process. Priority will be given to external CPD that supports Trust, school and departmental priorities and performance management targets. The cost of the CPD course, the cover costs and cover implications will all be taken into account when applications for courses are considered.

## Completing National Professional Qualifications (NPQs)

National Professional Qualifications (NPQs) are the most widely recognised qualifications in the education sector for current and aspiring leaders. Accredited by the DfE, NPQs provide training and support for teachers and leaders at all levels. NPQs are informed by the best available research and evidence endorsed by the Education Endowment Foundation.

There are a range of NPQ qualifications available, including:

- **Leading teacher development** – become a teacher educator and support teachers in your school to expand their skills.
- **Leading teaching** – lead the teaching and learning of a subject, year group or phase.
- **Leading behaviour and culture** – create a culture of good behaviour and high expectations where staff and pupils can succeed.

## Wellbeing

At Insignis Academy Trust, we prioritize the well-being of our staff and students. We believe that a healthy and happy school environment is essential for fostering a positive learning experience. Our dedicated team works tirelessly to ensure that everyone feels supported and valued, creating a sense of community and belonging.

We understand the importance of mental health and well-being in the workplace. We provide various resources and support systems to help our staff maintain a healthy work-life balance.

By prioritizing well-being across the trust, we aim to create a positive and productive environment where everyone can thrive and reach their full potential.

For more information visit: <https://www.insignis.org.uk/Well-Being/>

- **Leading literacy** – teach and promote literacy across a whole school, year group, key stage or phase
- **Leading primary mathematics** – help your school use mastery approaches and teach maths effectively.
- **Senior leadership** – develop leadership expertise to improve outcomes for teachers and pupils.
- **Headship** – learn how to become an expert school leader and outstanding headteacher.
- **Executive leadership** – develop the expertise to run a multi-school organisation and effectively lead change and improvement.
- **Early years leadership** – manage your staff and organisation to provide high-quality early years education and care.

IAT schools will support teachers and leaders to complete NPQ qualifications, in line with Trust and School priorities, individual goals and upon recommendation by line managers. If any member of staff is interested in completing an NPQ, they should discuss it with their line manager. All applications for NPQs will need to be discussed by SLT and agreed by the Head of School or Headteacher and CEO of IAT.

Astra Teaching School Hub delivers a range of NPQ qualifications. Face-to-face sessions are delivered locally and provide opportunities for networking and collaboration with teachers and leaders from across Buckinghamshire schools and beyond. NPQ courses are delivered by a range of providers. Before registering for an NPQ, teachers and leaders should discuss the choice of provider with their line manager.





## HOW TO APPLY

### Making your application

Please click on the link below for further details on how to apply:

<https://www.insignis.org.uk/Vacancies/>

### Contact

If you are interested in discussing the role or would like more information about the role please contact the IAT Recruitment team at:

[recruitment@insignis.org.uk](mailto:recruitment@insignis.org.uk) or

Telephone: 01296 744351.



**Insignis**  
Academy Trust

### FOR MORE INFORMATION

For more information about IAT please visit our website. If you are interested in other roles at the Central Team or at one of our schools, please contact our HR Team via email at:

[HR@insignis.org.uk](mailto:HR@insignis.org.uk)

[www.insignis.org.uk](http://www.insignis.org.uk)

 [@InsignisAcademyTrust](https://www.facebook.com/InsignisAcademyTrust)

 [@Insignisacademy](https://www.instagram.com/Insignisacademy)

 [@Insignis Academy Trust](https://www.linkedin.com/company/InsignisAcademyTrust)

 [@insignis.academy](https://www.tiktok.com/@insignis.academy)

 [@InsignisAcademyTrust](https://www.youtube.com/InsignisAcademyTrust)