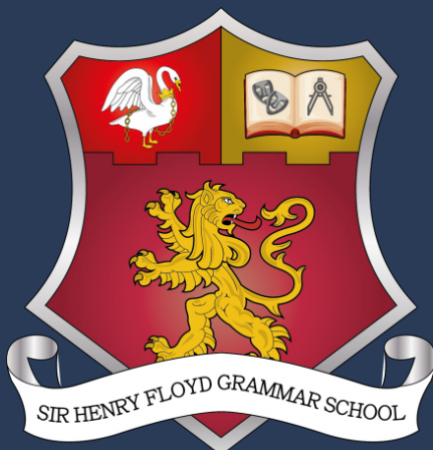




**Insignis**  
Academy Trust

# 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'.



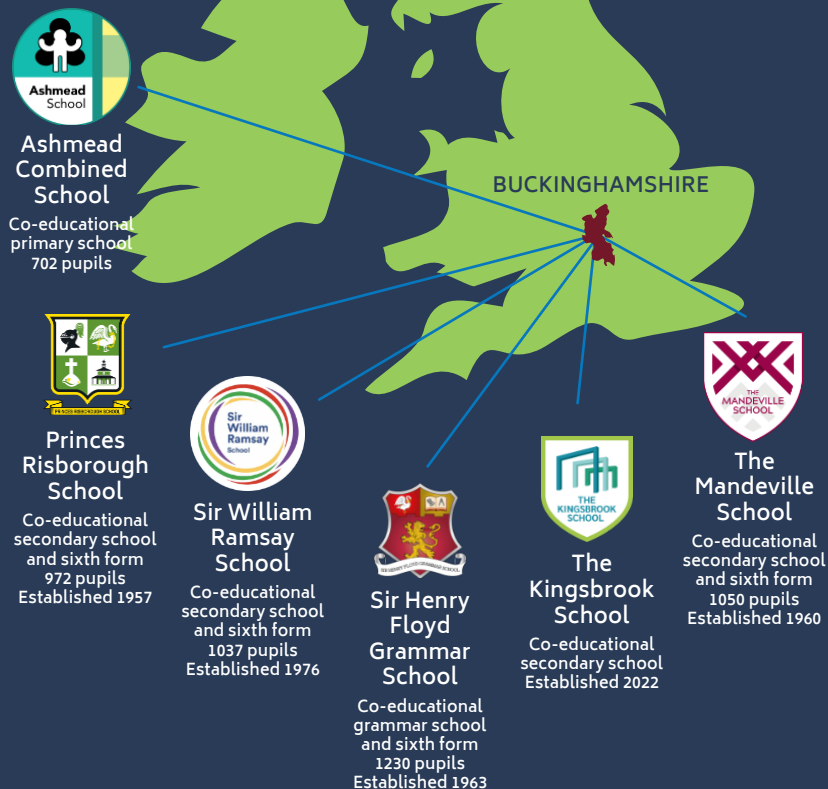
## IAT Aims

- 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.

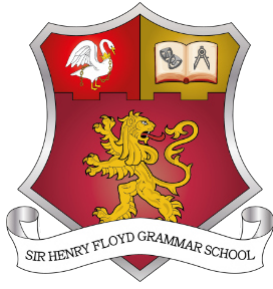
## FUTURE GROWTH

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 Henry Floyd Grammar School

We are an outstanding co-educational grammar school with outstanding provision for our young people. Our vision is to pioneer a grammar school education which equips the visionaries of tomorrow.

This is an exciting opportunity for an effective to join us on our journey to provide a learning environment in which students can thrive, unleash their creativity and to excel beyond the school gates. Our school has an undeniable sense of community, and we are immensely proud of the conduct and attitude of our students.

## **We can offer you:**

- an outstanding school full of students who are committed to learning
- a welcoming team committed to staff well-being and professional development
- a vibrant community in which staff and students thrive through a commitment to academic study, a passion for creative arts, a drive for sporting endeavour and a devotion to championing personal development

## **We would like you to:**

- fully commit to our Vision, Mission and Values (see above and below)
- fully commit to the safeguarding of all students and to inclusion
- have high expectations of yourself, and our students
- be committed to improving the life chances of young people from diverse backgrounds
- be willing to commit to life beyond the academic curriculum

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.*



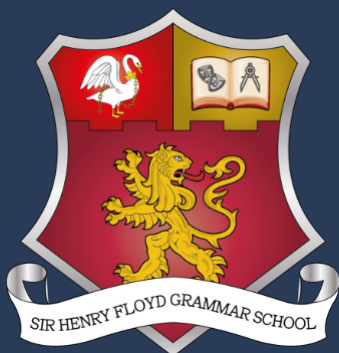
# The Grammar School of Today

**Sir Henry Floyd Grammar School**  
**Oxford Road**  
**Aylesbury**  
**HP21 8PE**

[www.sirhenryfloyd.co.uk](http://www.sirhenryfloyd.co.uk)

**01296 424781**

[office@sirhenryfloyd.co.uk](mailto:office@sirhenryfloyd.co.uk)



# Sir Henry Floyd Grammar School

## **JOB DESCRIPTION**

# **Librarian and Study Supervisor (MAT Cover)**

### **Main Duties and Responsibilities:**

- Commit to the school's Vision, Mission and Values
- Organising and managing the Library, ensuring its effective use by classes, groups and individuals
- Promoting reading, wider reading and research skills across the school
- Creating and implementing a policy for the Library which incorporates the educational aims and objectives of the school, and complies with data protection, copyright, health and safety legislation and the school's disciplinary code as per the Behaviour for Learning Policy and others
- Taking responsibility for and managing the Library budget, including the preparation of budget bids and estimates
- Contributing to curriculum and policy development by liaising with all subjects through attendance at Faculty Leaders, ICT and whole school meetings, in addition to liaison with individual members of the teaching and learning support staff
- Selecting, acquiring, organising and promoting Library resources and ICT to support teaching and learning throughout the school Ensuring equality of access for all pupils and staff to high quality learning resources
- Training, supervising and managing any library staff, undertaking staff appraisals and inducting new staff as appropriate and/or working with a job-sharing colleague
- Recruiting pupil library assistants, supervising and training them and rewarding their achievements
- Monitoring and evaluating the effectiveness of the service provided by the Library and its impact on teaching and learning Promoting and publicising the services provided by the Library to the whole school community
- To provide support to teaching staff in the creation of classroom resources, to include reprographics where necessary Uphold all school policies

### **The Librarian should:**

- be included in staff meetings to enable the Librarian to raise and discuss relevant issues, maintaining the high profile of the library across the school.
- have the status and authority to employ strategies for the effective management of the library in accordance with all school policies e.g. Behaviour for Learning, Safeguarding/Child Protection, Health and Safety, Learning and Teaching, Academic Honesty etc.
- have the authority to manage the library budget in accordance with school procedures and principles of best value.
- have the same entitlement to INSET and Continuing Professional Development opportunities as teaching staff.
- be included in the school's staff appraisal programme.
- be allowed time to network with other School Librarians in the area, attend relevant meetings and actively participate in professional groups outside their school.

## **Working with Staff and Students**

- Supervising students using the Library and other study areas for independent study and maintaining a welcoming, supportive atmosphere conducive to positive learning experiences
- Supporting and advising staff and students in the selection and use of information resources to support their curricular and leisure needs
- Planning and delivering a programme to support the development and teaching of information literacy and learning skills in partnership with teaching staff, and reinforcing these skills where appropriate
- Cover registrations when required
- Accompany students on educational visits if required
- To provide support to teaching staff in the creation of classroom resources, to include reprographics where necessary
- Uphold the high standards and expectations of behaviour of students and use the rewards and sanctions system effectively
- Safeguarding students

## **Working in Partnership**

- Developing and maintaining links with other libraries and relevant organisations (e.g. SLS, county education advisers, public library service, locally, nationally, globally etc)
- Developing links with authors and create opportunities for visits, performances, competitions etc
- Exploiting every opportunity for own professional development, sharing INSET opportunities with colleagues and other librarians, as well as maintaining a comprehensive awareness of current developments in information and library management, education and children's literature.

## **Administration**

- Library resource tracking and budgeting
- Produce student/parent handbooks
- Student voice administration
- Trips and visits – organise, run, provide admin support for relevant trips/ co-curricular opportunities

## **Tracking and monitoring**

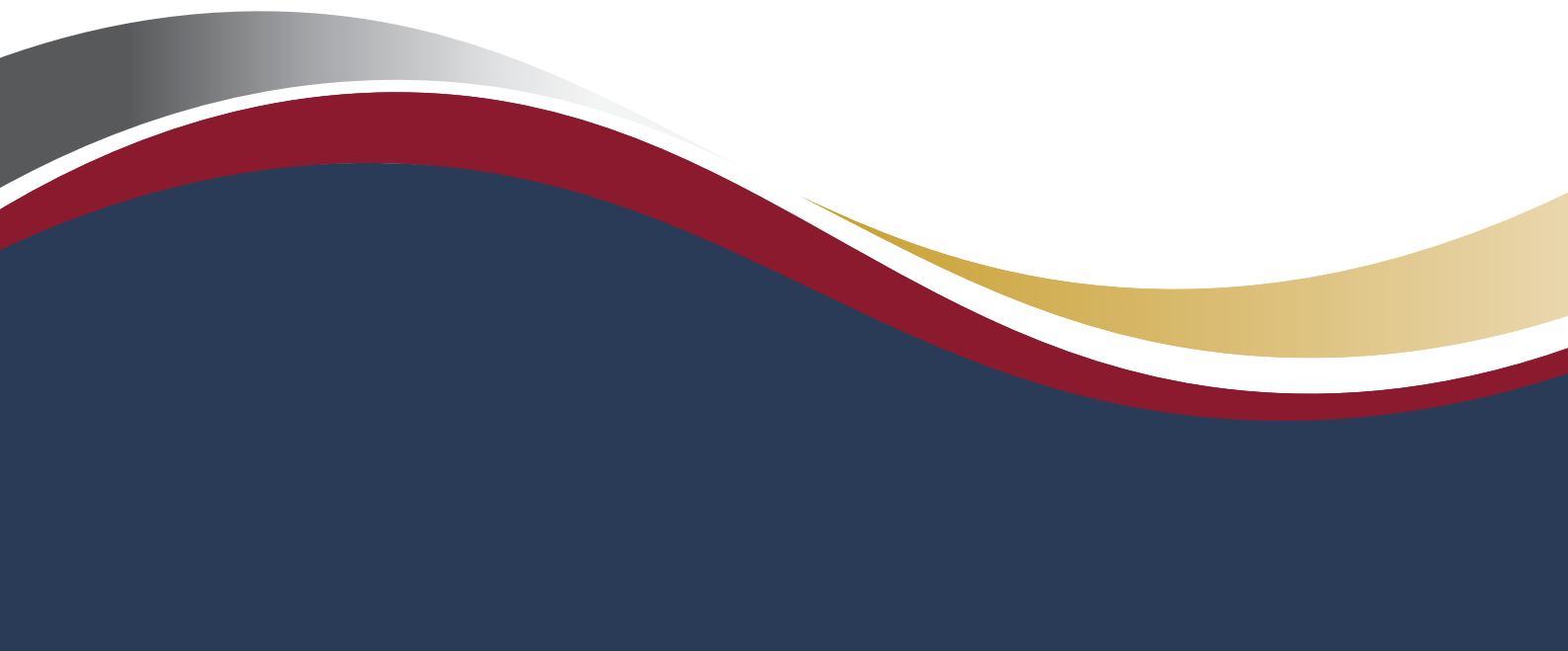
- Use of the library, loans and resources

## **Events**

- Organising academic/study skills seminars and workshops for parents and students in liaison with leaders across the school
- Prize-giving

- Results days
- Open Events
- Parents' Evenings

This is not an exhaustive list. A member of staff can be asked to undertake duties as reasonably directed by the Headteacher, including tasks dedicated by the covid-19 pandemic or other emergency.



# 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
Further of higher education		✓
Relevant educational or vocational equivalent to Level 2 or above (e.g. GCSE)	✓	
Take responsibility for own professional development and be willing to partake in further in-service or external staff development and training.	✓	
Ability to use ICT	✓	
Librarian and Resource Centre work.		✓
Previous experience of working within an educational setting.		✓
Previous experience of working with young people.		✓
Ability to support students at all Key stages.	✓	
Ability to work independently	✓	
Good oral communication skills with students and colleagues	✓	
Ability to maintain disciplined study practices	✓	
Ability to earn respect of students and staff quickly	✓	
Ability to apply school sanction and reward systems	✓	
Creative approach to problem solving and conflict resolution	✓	
Good written communication skills	✓	
Understanding of the learning process	✓	
Ability to deal appropriately with challenging students and parents		✓
Demonstrated ability to improve school systems through appropriate channels		✓
Ability and desire to prioritise the safeguarding of children	✓	
Enthusiastic and approachable	✓	
Good interpersonal skills inc. empathy	✓	
Shows initiative and resilience	✓	
Sensitive to the needs and concerns of others	✓	
Hardworking and conscientious	✓	
Flexible approach	✓	
Strong team orientation	✓	
Keen to further professional development and skills	✓	
Willingness to accompany school visits		✓
Willingness and ability to learn new software		✓
Ability to understand and support school vision	✓	

# 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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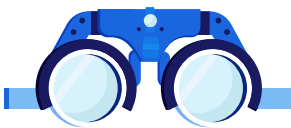
## Nuffield Health

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)

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

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

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