



**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.

*Collaborate to Succeed*

We are focused on delivering educational improvement and 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*





## ***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. A Finance & Audit Committee operates across the Trust and reports directly to the Board.

Each school within the Trust has a Local Governing Body (LGB), which meets twice a term. The LGBs are accountable for the delivery of the annual School Development Plan and critically review the work of the school, ensuring it is providing high-quality education to students and ensuring that policies and guidelines set clear working parameters including for the safeguarding of students and staff effective recruitment and retention of staff and having consideration for the school's budget.

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 locally

## IAT Values

- A collective responsibility for the education of all students within the Trust
- A fully inclusive approach, maximising the attainment and achievement 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 a positive approach to well-being alongside academic qualifications



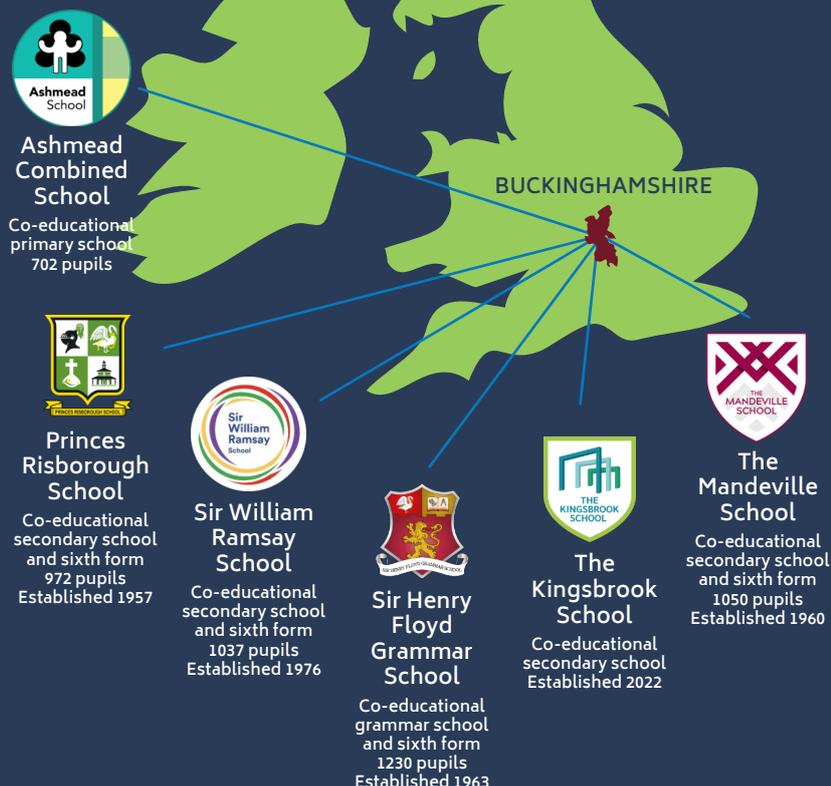
## IAT Aims

- To improve the quality of educational experience across all schools within the Trust
- To create governance and shared leadership that is committed to developing young people and strives for outstanding educational progress for all students
- To train, recruit and invest in continuing professional development of quality staff across the Trust
- To utilise best practice across the Trust to drive school improvement
- To grow the number of schools in the Trust sustainably over time
- To maintain a strong commercial skill base at board level and knowledgeable, experienced governors on school local governing bodies

## 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*



# The Kingsbrook School

At Insignis Academy Trust we are recruiting an Assistant Headteacher for The Kingsbrook School. The successful candidate will be responsible for a number of aspects of whole school leadership. This is a unique and exciting opportunity to take on a senior leadership role at this flagship new school in Aylesbury, to drive the continued development of these important aspects of the school's work and the wider culture and ethos of the school as it entered its fourth year of operation in 2025-26.

Opened in September 2022 to 180 year 7 students, the school will grow by each year of entry until full in 2027-28. Located at the heart of the Kingsbrook Estate in Aylesbury, the school boasts state of the art facilities across the mainstream school and a purpose-built Inclusion Unit for children with additional Social, Emotional and Mental Health (SEMH) needs. The successful candidate will have a unique opportunity to establish, lead and drive culture and practice in the Inclusion Unit as the school continues to develop, as a key part of our energetic and passionate team.

## **We can offer you**

- an inclusive school culture
- a school full of students who are keen to learn
- a strong commitment to your own professional development.
- the chance to be pivotal in the founding culture of the school and it's journey to
- provide outstanding education to all children in the local community

## **We would like you**

- to be an outstanding teacher
- to be a strong and sensitive leader who others follow
- have successful senior leadership experience working in a secondary school environment and show a keen knowledge of the curriculum intent and implementation
- to have high expectations of yourself and our students
- to be a team player willing to contribute to all aspects of school life.
- to have made a significant impact in your current role
- be able to deputise for the Headteacher in any aspect of her work
- be a strong presence around the school and must be a clear strategic thinker, whilst at the same having the attention to detail and operational oversight that makes sure that routines and communication are effective

A strong candidate will be confident in leading any aspect of school life. The specific duties of the post will be negotiated with the successful candidate.

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.

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 and documentation to prove Right to Work in the UK.

Please click on the link for further details, including application forms, job descriptions and person specifications as applicable: <https://www.insignis.org.uk/Vacancies-/>

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



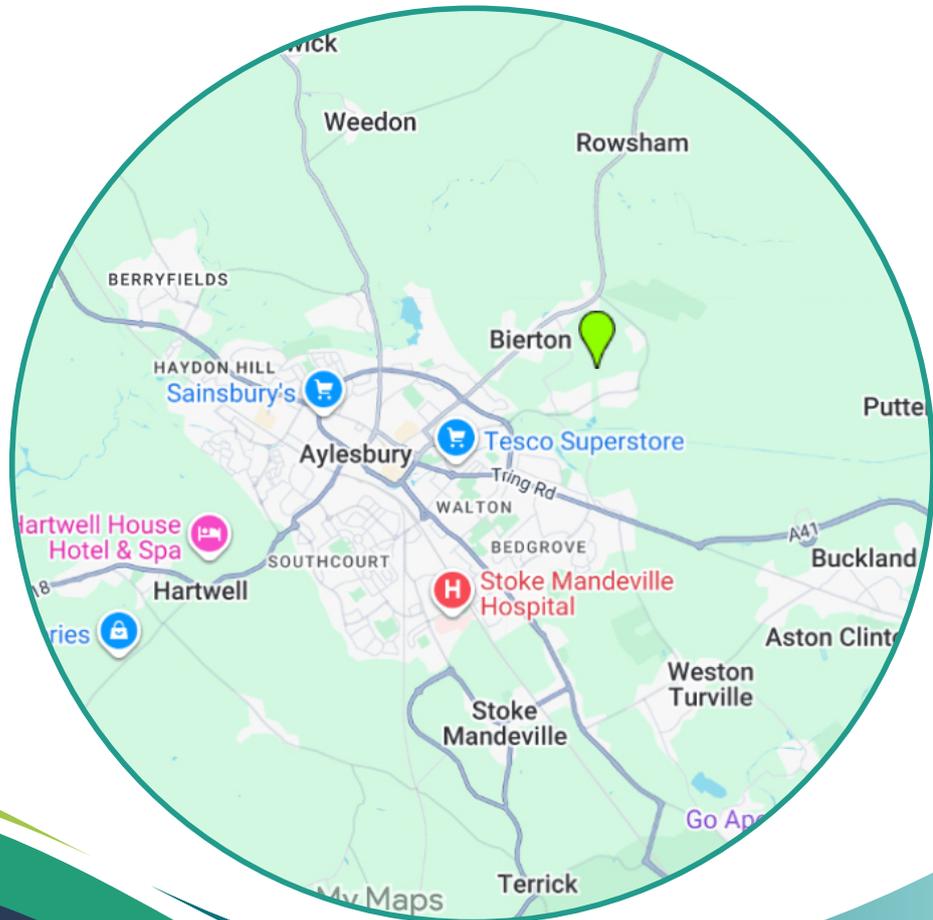
**Ambition**  
**Resilience**  
**Confidence**  
**Compassion**

**The Kingsbrook School**  
**Armstrongs Fields**  
**Broughton**  
**Buckinghamshire**  
**HP22 7BR**

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

**01296 761401**

[office@kingsbrook.org.uk](mailto:office@kingsbrook.org.uk)



**The Kingsbrook**  
**School**

# JOB DESCRIPTION

## Assistant Headteacher

The Kingsbrook School requires a well-qualified, enthusiastic and accomplished teacher, who is eager and committed to supporting students' education. This role also requires a post holder who is passionate about the schools' Vision and Mission and in developing the schools CPD offer and the fostering of a culture where we are all stakeholders are part of a learning community. It will be necessary to undertake whole school responsibility in specific areas as designated by the Headteacher. In consultation with the Headteacher and the Senior Leadership team, the successful candidate will lead aspects of school improvement towards achievement of the School Development Plan, and long term Strategic Plan, working with other members of the Senior Leadership Team and stakeholders to deliver those plans. All members of the community at The Kingsbrook School are expected to actively promote the highest standards of teaching, learning and leadership.

### Main Duties and Responsibilities

Under the direction of the Headteacher or Deputy Headteacher, the Assistant Headteacher will:

- Lead on aspects of the School Development Plan, monitor progress provide evidence of impact.
- Oversee analysis of data relevant to the above.
- Line Manage Heads of Department, TLR post-holders and/or support staff, as required
- Contribute to the effective safeguarding of all students, undertaking suitable DSL training
- Liaise with appropriate outside agencies
- Contribute to the effective day to day management of the school including organising and carrying out supervisory duties
- Be a high profile presence during the school day and at school events
- Represent the school within the local and wider community as required
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Report to stakeholders e.g. governors or parents on successes, achievements as required
- To contribute to Inspection readiness and success.

### Other Responsibilities and Duties

Under the direction of the Headteacher or Deputy Headteacher, the Assistant Headteacher will:

### School Culture and Behaviour

- Uphold and promote the Vision, Mission and the Values of the school.
- Understand the importance of inclusion, equality and diversity, both when

working with students and with colleagues, and to promote equal opportunities for all

- Contribute to the creation a culture where students experience a positive and enriching school life
- Promote a culture and practices that enables all students to access the curriculum
- Evaluate and drive actions to uphold and develop the quality of teaching and learning in order to prepare students from all backgrounds for their next phase of education and life
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school
- Implement and uphold the policies, procedures and codes of practice of the School, including data protection, health & safety and safeguarding, curriculum etc
- Promote the effectiveness of the school's behaviour policy and strategies
- Analysing whole-school data to inform future improvement strategies for example student performance data, outcomes from evaluation of teaching and learning, attendance data, behaviour data, and data re. exclusions and student wellbeing
- Have ambitious expectations for all students with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Participate and engage with workplace learning and development opportunities, working to continually improve own performance and that of the team and school

## **Leadership of Staff and Professional Development**

- Model outstanding leadership for all stakeholders
- Deliver training for other staff
- Monitor and challenge professional standards within the school
- Participate in the Performance Management process both as a line manager, holding others to account, and in your own development as a leader
- Support the development of colleagues through monitoring, mentoring, coaching and if necessary capability procedures
- Participate in the interview process for teaching or support staff posts when required and support effective Induction of new staff in line with school procedures
- Attend and participate in relevant meetings and events as appropriate
- Establish and sustain high-quality teaching across subjects and phases, based on evidence
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum
- Lead a subject or department where required

## **Organisational Management and School Improvement**

- Establish and oversee systems, processes and policies so the school can operate effectively
- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Ensure effective development and implementation of the curriculum
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure effective use of budgets and resources
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented

## **Student Focus**

- Track and analyse student performance and contextual data, paying particular attention to disadvantaged groups such as those eligible for the student premium, with special educational needs, or who speak English as an additional language
  - Plan and implement interventions for those students who are not progressing
  - Establish and implement whole-school systems that support student outcomes and/or wellbeing
  - Conduct student voice surveys to ensure student voice is captured and informs evaluation and strategic decision making
  - Undertake any other additional duties commensurate with the grade of the post as directed by the Headteacher.
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# Person Specification

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

Person Specification	Essential	Desirable
Degree in appropriate subject area	✓	
QTS	✓	
Excellent subject knowledge	✓	
Evidence of continuing professional development	✓	
Understanding of self-evaluation and monitoring	✓	
Use of ICT in teaching	✓	
Experience of organising extra-curricular activities including successful interventions	✓	
Knowledge of school Self Evaluation processes	✓	
Excellent Interpersonal skills with a range of stakeholders and external agencies	✓	
<b>Relevant Skills and Aptitudes</b>		
To teach in appropriate Key Stages as directed	✓	
To enthuse students by teaching imaginatively, employing a variety of teaching styles	✓	
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	✓	
<b>Personal Qualities</b>		
Enthusiastic and approachable	✓	
Commitment to extra-curricular activities		✓
Good interpersonal skills	✓	
Sense of humour	✓	
Clear educational philosophy	✓	
Commitment to professional development	✓	
Willingness to share expertise	✓	
High expectations of students and their behaviour	✓	
Hardworking and conscientious	✓	
Willingness to organise school visits		✓
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.



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### 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](https://www.insignis.org.uk)

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