



Robert Barclay Academy

Education for a changing world



DEPUTY HEADTEACHER

INFORMATION PACK

L18-22 plus Outer Fringe Allowance and Trust benefits
September 2025 start





Contents:

<u>Letter from Headteacher</u>	Page 3
<u>Senior Leadership Team</u>	Page 4
<u>Technology at RBA</u>	Page 5
<u>About our Academy.</u>	Page 6
<u>Why teach in Broxbourne?</u>	Page 8
<u>Recruitment Process</u>	Page 9





Dear Candidate

Thank you for showing an interest in working at Robert Barclay Academy, part of Scholars' Education Trust. We are seeking to appoint a leader, not a follower, with the vision and expertise to work as part of our Senior Leadership Team and MAT and to help take RBA through the next stages of the academy's development.

You will be joining the school at an exciting time, as we continue our journey of rapid improvement. Since becoming part of the Scholar's Education Trust, our Progress 8 Score over the last 2 years has confirmed that our students perform to national expectations.

Our students are our biggest asset; they are polite and well-mannered, well presented and take pride in their school. Teaching and learning is at the heart of everything that we do. We were particularly pleased with the feedback from our most recent Ofsted report (March 2023) which judged us to be a Good school.

Our ultimate aim, indeed our Wildly Important Goal is to 'everyday, we look, feel and behave like the best school'. Quite simply, we want to ensure that 'hand on heart', we are providing the very best education for our students. The students deserve it, and we want to ensure it is better here than anywhere else. It is this wildly important goal that drives us to success. Hopefully, this is something you can contribute to and help us to make a difference. If appointed, you will have the opportunity to contribute to a professional and hard-working team. Your support and leadership will make a real difference to continue the journey of success of this team.

As an 'outward-facing' school, we work very closely with all the schools across the MAT and with the Alban Teaching School Alliance. I believe strongly in the power of collaboration in school improvement and we are seeing the benefits of this at Robert Barclay Academy through being part of an 'Outstanding' Multi Academy Trust.

We are very much a school on the rise and this is reflected by the recent Ofsted report, the increased number of first choices (up from 67 to 163), and the total number of students who now wish to attend RBA.

This pack contains lots of information about the school. If you would like more information, or to visit, please feel free to contact the school by telephone or by e-mail and we will be more than happy to accommodate your requests. Finally, if you are passionate about working with young people and really believe you can join our SLT in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

Ced de la Croix
Headteacher





Meet the Senior Leadership Team

We value the importance of teamwork. We support each other, working collaboratively to ensure that both consistency and high standards are enforced across the academy. We constantly challenge each other so that we look, act and feel like the best school.

Our existing team has many strengths and is very flexible. We are now seeking an outstanding leader to strategically oversee school improvement in either the academic or pastoral area).

Current Leadership Structure:

Headteacher	Ced de la Croix
Deputy Headteacher	Vacancy (Quality of Education, Curriculum, Self-Evaluation)
Deputy Headteacher	Jigna Patel (Inclusion)
Assistant Headteacher	Ben Creasey (Raising Standards)
Assistant Headteacher	Dan Pomeroy (Behaviour and Safeguarding)
Assistant Headteacher	Sophie Mars (Teaching and Learning, Apple School)
Associate Assistant Headteacher	Rachel Williams (Head of English, Literacy and Aspirations)
Associate Assistant Headteacher	Laura Woodward (SENDCo)





Use of Technology at RBA Apple School - iPads for all

Since September 2020, the school has been embarking on a new and exciting initiative! From the experience of the Covid lockdowns, we have recognised that we can further enhance the quality of teaching and learning by ensuring all of our students and staff have access to an appropriate one to one personal device, to work with at home and in school. With this in mind, and with the support of our Trust Board, we have rapidly moved forward to providing every member of staff and student with an iPad.

We have chosen iPads because Apple are a market leader in technology and iPad devices have proven themselves to be: fast, slick, robust, user friendly (as most students and staff know how to use iPhones), light (and therefore more portable), and most importantly the apps and functions available on an iPad are extremely intuitive and therefore support teaching and learning. By all students having the same device, it allows staff to plan more easily in the knowledge that all students will have access to the same app and it also allows our IT team to centrally control their usage. There is now an Apple pen which also allows this device to be used in the manner which is familiar to many i.e. making notes, annotating, writing to do lists etc. Finally, moving to iPads also supports our sustainability programme and our drive to become a greener school as iPads will allow us to move to become paperless.

The purpose of the iPads is to supplement the teaching and learning that is in place; not to replace it. Our partner school in the Trust, Samuel Ryder Academy, is already an Apple School and are national accredited trainers. Indeed, all the other schools across the Trust support one to one devices so we are in a good position for our staff to be able to network with others in order to share ideas and good practice.

You will therefore be joining us at a very exciting time as we will be supporting you with developing your IT skills in order to utilise an iPad. This will not only serve to improve your teaching, but we also plan to use iPads to support your workload and therefore your well-being, something that we take great pride in doing.





Introduction

We wish to appoint someone who will oversee and strategically shape the ethos, values, and systems that ensure we deliver the highest 'quality of education' possible. You will inspire both staff and students, fostering a culture of excellence, growth, and ambition as we work towards achieving our shared vision.

Information about the academy

The Academy has undergone many changes recently. These include:

- Becoming an academy and joining the successful and expanding Scholars' Education Trust
- Improving the quality and consistency of teaching and learning
- Providing targeted CPD to develop leaders at all levels
- Investing in an improved learning environment - Sixth Form Learning Centre, Student Reception, ICT and media facilities, science labs alongside school buildings and facilities
- Becoming an Apple School and launching our new technologies initiatives with iPads for all.
- Becoming a Good school (March 2023)

We have been a four-form entry school, however as the academy's reputation continues to grow within the local community demand for places has meant we have now increased our PAN to 150 and have 5 Tutor Groups. Despite being a relatively small site, the academy has developed some very good facilities, particularly within the performing and creative arts. The academy's ICT infrastructure is constantly being upgraded and we now have 3 personalised suites of Apple Mac computers.

Our improvement plans are both systematic and rigorous, and the entire academy is united in working towards the goal of accelerating teaching and achievement. This year, we are on track for a significant rise in the headline figure for Level 5+ in English and Maths, with expectations set at 43%. Alongside this, we anticipate an upward shift in our Progress Score.

Beyond these headline figures, individual departments have achieved outstanding success. For example, in subjects such as English Language and Literature, MFL, Photography, Dance, Music, Art, Drama, and PE, the 9-4 grades are consistently in line with, or surpassing, national averages. While our exam results have improved considerably, there is still much more to be done.

This is a thrilling time to join our team. The progress we've made so far is a testament to the dedication and hard work of both our staff and students, and it clearly demonstrates the potential for further growth. We are now focused on taking the next step and positioning ourselves among the best schools in the country.





Teaching and Learning

The current agenda and aspirations for the academy are challenging and motivating, as we aim to be the best. Our self-evaluation last year, confirmed by external reviews and Ofsted, is that teaching, learning and assessment is strong in most areas, with some areas being very strong. We continue to develop our curriculum to meet the needs of the learners and to improve the skills of our staff to deliver this curriculum. For example, we have now phased in GCSE options to Year 9, to enable staff and students to spend longer getting to grips with the GCSE specifications and to allow students to start specialising in subjects which they enjoy. To support this work, the whole RBA community is committed to improving teaching strategies and understanding better how students learn. We know that effective learning cannot be left to chance; we have to refine and change our approaches if we want to make real and lasting improvements.

The Staff

Staff at RBA are loyal and hardworking and staff morale is supported by a positive working environment, and regularly reviewed through staff surveys. The academy puts a great deal of time and resources into training and developing its staff. Our appraisal process has been reviewed to ensure a focus on school improvement rather than data. Staff meetings encourage high levels of discussion and feedback and lots of staff get involved in various working parties. Many staff give freely of their time to run numerous lunchtime, after school and holiday revision and enrichment activities.

The Students

Central to everything which happens at RBA are our students. Staff seek to ensure that every young person feels valued and listened to. Relationships between staff and students at RBA are excellent; students appreciate the fact that they are encouraged to express and discuss their views. The Junior Leadership Team (JLT) have played an important role in the improvements at RBA. Students have taken part in the development of the academy's vision and values and all applicants for teaching posts are interviewed by representatives from the JLT.

Ofsted

As a new academy we received our first Ofsted Inspection Report in June 2019. The feedback then was that RBA was a school on the up, moving towards Good and indeed already achieving that standard in many areas. Then, in March 2023, the inspection team returned and acknowledged the further improvements the school had made. The inspection team also re-enforced our own views of what the areas of strengths and areas of development were. We are delighted and very proud that Ofsted (through ParentView) noted that many of our parents and pupils were effusive in their praise for the improvements they have seen in the academy.





Broxbourne is superbly located. We are a short drive from the M25 and close to the A10. The A10 road runs north to south and provides direct access to Cambridge and London meaning that Broxbourne is very easy to access by car.

There are several train stations within the area providing excellent links to London and Cambridge. Greater Anglia Railway operates regular services to London, Liverpool Street. The fast train from Broxbourne to Liverpool Street takes just 25 minutes. The Academy is situated within a fifteen-minute walk of Broxbourne Station.

Although urbanised with industrial and commercial activity, the whole area retains much of its rural charm. Some of the loveliest countryside in the Home Counties can be found locally.

By relocation to Broxbourne you can choose to live and stay in a beautiful setting surrounded by attractive parks, woodland and waterways within a short distance of London. You can enjoy a variety of things to do, see and explore in the borough and nearby. Within the local area it is easy to indulge yourself with good quality food, drink and accommodation. Broxbourne also has many leisure attractions to offer.

You may know Broxbourne as the place where Team GB won the Gold and Silver Medals in the canoe slalom events during the London 2012 Olympic Games, as it is the home of the Lee Valley White Water Centre, a world class sporting facility for white water rafting and canoeing. The centre is located on the edge of the Lee Valley Regional Park and is open to the general public.



Due to its location and easy access to London, the Borough of Broxbourne is becoming a very desirable area to live for commuters. The demand for housing is on the increase and the demographics show that the number of young people in the area is increasing. The academy is situated close by the Spotlight Theatre and Lowewood Museum, both of which the academy has strong connections with.





Recruitment Process

Scholars' Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

For more information please see our website for our Child Protection Policy.

Staff Benefits

- Professional bursary of £1500 to support relocation
- Bursaries available towards Masters and Chartered Teaching qualification
- iPad for all teaching staff
- Comprehensive training and a commitment to high-quality CPD across the MAT
- Support from colleagues from 'Outstanding' and 'Good' schools across the MAT
- SAS Staff Wellbeing Package
- Bike to work scheme in place
- SET leadership development programmes

Equality and Diversity

SET is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protect characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff, governors and Trustees treat visitors, volunteers, and contractors.





Applications

Please see the Deputy Headteacher job description and person specification. Please download the SET application form from the Trust website: www.scholarseducationtrust.co.uk/vacancies

Please complete the application form and also enclose a letter of application (no more than two sides of A4) outlining how your skills and experience meet the requirements of the person specification, why you want to be a Deputy Headteacher and how you feel you can make a difference to RBA and help us move forward on the next stage of our academy development. CVs will not be accepted.

Applications should be sent to: hr@scholarseducationtrust.co.uk

Application closing date:

9am Thursday 1st May 2025

Interview dates:

Thursday 8th and Friday 9th May 2025

Start date:

September 2025

A tour of the school and/or a conversation about the role can be arranged, please contact Lauren Halls, PA to the Headteacher, on 01992 410800 or Lhalls@robertbarclayacademy.co.uk to arrange a mutually convenient time.

Interview

Interviews will be held shortly after the closing date. You may be asked to:

- Deliver a lesson
- Meet with our students
- Talk to a staff panel
- Deliver an assembly
- Carry out workshop interviews with SLT
- Make a presentation
- Attend a formal interview

Scholars' Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service Check from the Disclosure and Barring Service (DBS).

If you are ready for the next challenge in your career and think you would enjoy being part of the SET family as a Deputy Headteacher, then we look forward to hearing from you.

