



Vice Principal: Quality of Education

ROLE INFORMATION PACK

Role	Vice Principal: Quality of Education
Main Location	New Road Academy, New Road, Wrockwardine Wood, Telford, TF2 7AB
School Website	https://newroad.lct.education/
Status	Permanent
Contract Type	Leadership/Teacher
Salary	L20 to L24
Accountable to	Principal
Application deadline	Mon 12 Oct
Interview Dates	TBC - 19-21 Oct
Enquires and applications to	Korina.papagianni@lct.education



Mission Statement

Delivering an inclusive, compelling and transformative education that empowers young people, both in the classroom and beyond, preparing them for the rapidly changing world ahead.



Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.



Our values



A Trust With Heart

We place our young people, staff and families at the heart of everything we do; we empower our young people to become compassionate, caring, humble and inspirational individuals.



Never Leave A Child Behind

We support all our young people to ensure that - regardless of their background or starting point - they can achieve exceptional educational outcomes.



Thriving Community

We passionately believe that a positive, thriving community is the heartbeat of the academy. We embrace our collective strength to create a range of opportunities that enhance the lives of our young people and families whilst also acknowledging and celebrating the distinctiveness and individuality of each academy's community.



Together We Are Stronger

We are united in our vision to ensure the best learning experiences for our young people, staff, and community through strong relationships and effective



Successful Young People

We create a pride in our academies and a thirst for learning that raises aspirations and ensures our young people are ambitious - both within school life and through extensive enrichment offers - to prepare them for the global community.



Learning For All

We deliver compelling, transformative and reflective learning in our classrooms, celebrating the differences of each academy's community, inspiring all our young people and staff to be the very best that they can be.



Respect For All

We celebrate equality, diversity, inclusivity and individuality because we believe that we have far more in common than that which divides us.



Coping With The Challenges Of Life

We develop resilience within all our young people and staff to ensure a mindset for success and readiness to thrive in an ever-changing global community.

Together, with our families, our staff and our communities, we are stronger.

At the Learning Community Trust, we are proud to lead a family of academies that spans education from early years through to post-16 within our specialist settings. We serve thousands of young people and staff across our academies and take our responsibility seriously, placing our young people, staff, and families at the heart of everything we do.

Our mission is so important to us all, we all work tirelessly to deliver an inclusive, compelling, and transformative education that empowers young people both in the classroom and beyond, preparing them for the rapidly changing world ahead. We are united by a shared vision: to develop compassionate, resilient, and inspirational individuals who are ready to thrive in an ever-changing global community.

Our eight core values: A Trust With Heart, Successful Young People, Never Leave A Child Behind, Learning For All, Thriving Community, Respect For All, Together We Are Stronger, and Coping With the Challenges of Life create our daily moral compass and guide every decision we make and every service we offer.

We believe that every young person deserves access to a rich and inspiring educational experience, one that fosters a mindset for success and importantly, prepares them to be global citizens. Across our Trust, we are proud to celebrate equality, diversity, inclusivity, and individuality, recognising that we have far more in common than that which divides us. Each of our academies is distinctive, with its own ethos and community, yet all are united in our commitment to exceptional outcomes and shared trust values.

Our success is rooted in a steadfast commitment to the professional growth and well-being of our staff. We believe that when our teams are empowered, supported, and continually developing, they create the foundation for truly exceptional learning experiences. That's why we invest in high-quality training, leadership development, and well-being initiatives that nurture both personal and professional growth. By fostering a culture of care, collaboration, and continuous improvement, we ensure that our staff feel valued, inspired, and equipped to make a lasting impact in the lives of our young people.

To ensure we remain focused and forward-thinking, we have developed a robust Five-Year Strategic Plan. This plan is more than a roadmap; it is a commitment to realising our mission and values across every academy and community we serve. Grounded in our eight core values, the plan sets out clear priorities, aligns resources,

and establishes measurable goals. It unites leaders, educators, families, and partners around a shared vision, ensuring we are prepared to meet challenges and lead with clarity, compassion, and impact.

A key strength of our organisation is our commitment to investing in the people who work within our Trust. We believe that when staff are supported to grow, our academies flourish. That's why professional development is at the heart of our offer. Every colleague, whether in teaching, leadership, support, or operations, benefits from access to CPD pathways designed to build expertise, confidence, and career progression.

No academy within our Trust stands alone. We work collaboratively to share best practice, provide targeted support, and create opportunities for staff to connect, learn, and lead. From coaching and mentoring to leadership development and subject networks, our CPD offer is designed to meet the needs of every role and every stage of a career. Our aim is simple: to empower educators to deliver exceptional outcomes for young people, while building fulfilling and sustainable careers.

We are proud of our reputation, both regionally and nationally, for strong educational outcomes and community focus. Our academies work closely together, sharing best practice across phases and settings to create thriving learning environments. We believe that Together We Are Stronger, and through collaboration, we can build a resilient, inclusive educational system where every young person can flourish.

Thank you for considering the Learning Community Trust as your partner in education. We look forward to working with you to create lasting, positive change for your school and your community.



Paul Roberts

Chief Executive Officer



Leadership of New Road

Thank you for your interest in joining New Road Academy. We are a vibrant, ambitious and inclusive academy where students are at the heart of everything we do. Our commitment is simple: *to provide an exceptional education that enables every young person to thrive and achieve their potential.*

Our values of **Ambition, Respect and Courage** shape the culture of our academy and guide our work each day. We strive to create a supportive environment where students are challenged to succeed, encouraged to develop confidence and resilience, and inspired to become responsible members of their communities.

We believe education is the gateway to opportunity. Our broad and ambitious curriculum is designed to challenge, engage and inspire learners, equipping them with the knowledge, skills and experiences they need for future success. Through high-quality teaching and a relentless focus on improvement, we support students to achieve their best academically while also developing their character and wellbeing. At New Road Academy, we recognise that strong relationships are fundamental to

success. We work closely with families and the wider community to ensure that every student feels valued, supported and able to fulfil their aspirations. Our dedicated staff are passionate about making a difference and are committed to creating opportunities that enable all young people to flourish.

As a school on an exciting journey of development and growth, we are looking for talented and committed colleagues who share our vision and values. This is an opportunity to join a collaborative and forward-thinking team that is ambitious for its students, its staff and its future.

If you are passionate about improving life chances, believe in the power of education to transform lives, and want to play a key role in shaping the success of young people, we would be delighted to receive your application.

We look forward to the possibility of welcoming you to New Road Academy.

Andrea Bell

Headteacher
New Road Academy



Why work for the Learning Community Trust?

The Learning Community Trust is a large employer with staff working in all sectors of education as leaders, teachers, educational and pastoral support, business support, and other services across our growing trust.

We are committed to ensuring that Learning Community Trust is an outstanding employer. Recruiting, developing and supporting the best staff is essential to the success of our Trust and academies. Our head office is based in the heart of Telford, with academies across Telford and Shropshire and excellent road and rail links to the West Midlands and beyond.

- **Flexible working and work-life balance** — We recognise the importance of balancing work with personal commitments. Where the role allows, working patterns, core hours and home-working arrangements can be discussed and agreed, while ensuring the needs of the post, school and Trust continue to be met.
- **Generous pension provision** — Staff are automatically enrolled into the relevant pension scheme, with employer contributions through either the Teachers' Pension Scheme or the Local Government Pension Scheme.
- **Holiday and special leave** — Holiday entitlement varies by role, but support staff receive a generous annual leave allowance plus bank holidays, with additional entitlement awarded after five years' service. Our special leave policy also supports staff through important life events and family milestones.
- **Comprehensive induction, CPD and career development** — We are committed to helping colleagues grow throughout their careers, with structured induction, ongoing training, professional development, instructional coaching and opportunities for progression across our Trust.
- **Health and wellbeing support** — Staff have access to wellbeing resources, free eye tests, flu vaccinations, occupational health support and an Employee Assistance Programme offering confidential advice and support for employees and their families.



- **Counselling support** — Employees can access independent counselling support, helping colleagues and their families receive timely advice and support when they need it most.
- **Family-friendly policies** — We understand that family life and caring responsibilities matter. Our policies are designed to support colleagues through key life stages, including becoming a parent, growing a family or caring for dependants.
- **Financial protection and peace of mind** — We offer supportive sick pay arrangements and death in service benefits, providing reassurance and financial protection should the unexpected happen.
- **Salary sacrifice schemes** — Staff can access practical schemes to support financial wellbeing, including salary sacrifice options.
- **Modern working environments and the right equipment** — Our academies provide safe, modern and well-equipped working environments, with the technology, systems and resources colleagues need to work effectively, including remote access where appropriate.
- **Collaboration across a growing Trust** — Staff benefit from working across a diverse family of primary, secondary and specialist academies, sharing expertise, developing practice and contributing to Trust-wide improvement.
- **Additional staff perks** — Depending on the site, colleagues may benefit from discounted freshly prepared meals, free parking and access to facilities such as gyms and swimming pools at reduced rates or free of charge.



Vice Principal: Quality of Education

ROLE OVERVIEW

We are seeking an inspirational and highly effective senior leader to play a pivotal role in shaping the strategic direction and continued success of our academy. Working closely with the Headteacher and wider leadership team, you will provide both strategic and operational leadership, ensuring that our values, vision and high expectations are embedded in every aspect of school life.

The successful candidate will be committed to securing the highest standards of achievement, behaviour and personal development for all students. Through exceptional line management, leadership and support of colleagues, you will help create an outstanding climate for learning where staff and students can thrive. You will champion a culture of encouragement, professional growth and continuous improvement, promoting reflective practice that drives excellence.

A key aspect of the role will be leading innovation in pedagogy, reading and educational research, helping to develop a research-rich culture that enhances teaching and learning across the academy. You will contribute to the leadership and development of teams, always model the academy's values, and support trust-wide initiatives that strengthen collaboration and impact.

The role also carries responsibility for ensuring effective use of resources and maintaining oversight of curriculum-led financial planning to deliver the best outcomes and value for money. You will foster strong and purposeful partnerships with parents, carers and the wider community, ensuring the academy remains at the heart of local engagement.

As a Vice Principal, you will deputise for the Headteacher when required and, in their absence, assume responsibility for the successful day-to-day leadership and operation of the academy.

Job Description

Main purpose

As a member of the Senior Leadership Team, the Vice Principal: Quality of Education will provide strategic and operational leadership for the quality of education across the academy. A central purpose of the role is to maintain strategic oversight of the curriculum across all subjects, ensuring that curriculum intent, sequencing, implementation and assessment are coherent, ambitious and aligned with Trust expectations.

The postholder will lead a coherent cycle of quality assurance, ensuring that curriculum implementation, teaching, assessment and pupil outcomes are evaluated rigorously and consistently. Through this work, they will identify strengths, address areas for improvement and ensure that quality assurance findings lead to clear action, support and measurable improvement in classroom practice, curriculum delivery and pupil learning.

The Vice Principal will lead the implementation of the LCT Learning Framework with fidelity, ensuring that teaching, curriculum delivery, assessment and professional development are aligned to Trust expectations and embedded securely in daily practice. They will use evidence from quality assurance, assessment information and pupil outcomes to inform priorities, support colleagues and drive sustained improvement across subjects and year groups.

The role will involve raising achievement by strengthening curriculum leadership, improving the quality of teaching and assessment, and ensuring that senior and middle leaders use evidence intelligently to check impact and respond to gaps in learning. The postholder will line manage, develop and challenge colleagues so that high expectations, effective routines and evidence-informed practice are consistently visible across the academy.

The Vice Principal will foster a culture of encouragement, professional growth, collaboration and continuous improvement. They will champion reflective, evidence-informed practice, support the development of teams and contribute to Trust-wide initiatives that strengthen consistency, shared practice and impact across schools. In addition, the postholder will retain oversight of curriculum-led financial planning and the effective deployment of resources, ensuring value for money and the best possible use of staffing, time and provision to improve outcomes. They will develop positive, purposeful and learning-centred partnerships with families and the wider community.

As required, you will deputise for the Headteacher and, in their absence, assume overall responsibility for the smooth and effective running of the school.

Duties and responsibilities

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence.
- To ensure your knowledge of high-quality research and best practise pedagogy leads the development of the quality of teaching and learning
- Ensure teaching is underpinned by subject expertise.
- Monitors and supports teachers to ensure high-quality teaching and learning
- Supporting the Assistant Principal of Teaching & Learning:
 - in the development of a high-quality CPD programme
 - in the on-going development of the coaching programme

- in the implementation of the LCT learning framework
 - in the implementation of the Trusts Literacy strategy
- Effectively use of assessments to inform strategy and decisions.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable, and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Model outstanding teaching practice and provide coaching, mentoring, and support to staff members.
- Monitor the quality of teaching and learning within the academy through lesson observations, learning walks, and work scrutiny.
- Promote innovative teaching strategies that engage and challenge all learners, ensuring effective differentiation and inclusive practices.
- Collaborate with other leaders to support whole-school initiatives aimed at improving teaching and learning.

Other Responsibilities

- Responsibility for safeguarding and promoting the welfare of children.
- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all schools' policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the Schools and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

This job description is subject to review by the line manager in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

Person Specification

	Essential	Desirable
Qualifications	• Qualified Teacher Status. • Degree level qualification. • Evidence of ongoing professional development relevant to teaching, learning, coaching or leadership.	• Relevant leadership qualification or accredited professional development.
Work or Relevant Experience	• Sustained and successful record of high-quality classroom practice. • Successful Senior Leadership experience in a secondary school • Proven record of raising standards of achievement and sustaining improvement through self-evaluation and strategic planning • Experience of taking responsibility for implementation of whole school development • Show a clear knowledge and understanding of the implication of current educational developments and legislation relevant to specific areas of responsibility • Commit to and have experience of successfully developing and managing high performing teams	• Experience of supporting the implementation of a whole-school teaching and learning framework. • Experience of Curriculum led financial planning

Person Specification

	• Demonstrable experience of improving teaching and learning through coaching, mentoring or professional development. • Experience of supporting teachers, middle leaders, ECTs or trainee teachers to develop classroom practice. • Experience of contributing to academy improvement priorities. • Experience of modelling high expectations, strong routines and effective teaching practice.	
Skills/Knowledge	• Use comparative data for benchmarking and target setting purposes and develop relevant strategies for performance improvement • Strong understanding of curriculum, pedagogy, assessment, instructional coaching and evidence-informed teaching practice. • Show a clear knowledge and understanding of the implication of current educational developments and legislation relevant to specific areas of responsibility • Strong organisational, planning and prioritisation skills.	• Understanding of how to implement and evaluate a whole-school teaching and learning framework. • Ability to build leadership capacity and create a culture of continual professional growth.

Person Specification

	• Ability to use information about practice and pupil learning to identify priorities and support measurable improvement. • Knowledge of effective classroom routines, responsive teaching, checking for understanding, guided practice, retrieval practice and cumulative review. • Ability to model exemplary classroom practice and professional standards. • Ability to communicate clearly, professionally and sensitively with a range of audiences.	
Personal Attributes	• Demonstrates a sustained and successful record of high-quality leadership and personal professional impact. • Shows a clear understanding of the importance and value of an excellent education for all pupils. • Displays a proactive, solution-focused and professional approach to leadership. • Demonstrates a strong commitment to improving outcomes and making a meaningful difference to pupils, staff and the wider academy community.	• Visible, approachable and professionally credible leadership style. • Commitment to building a culture of deliberate practice, professional curiosity and continual improvement. • Ability to inspire confidence, develop trust and support colleagues to improve practice.

Person Specification

	• Welcomes professional feedback and uses it constructively to support continuous improvement. • Works effectively as part of a team and demonstrates strong alignment with the values and ethos of the Trust and academy. • Takes ownership and accountability for the quality of provision and outcomes linked to the role. • Applies behaviour expectations consistently, fairly and in line with academy policy.	
Special Conditions	• Sufficiently fluent in spoken English to ensure effective performance in the role. • Able to work at times to meet the needs of the academy and Trust. • Willingness to undertake an enhanced Disclosure and Barring Service check. • Commitment to safeguarding and promoting the welfare of children.	• Experience of contributing to wider academy life, enrichment or community engagement.

How to apply

Please complete our application form which can be downloaded from [Our vacancies - Learning Community Trust](#) following the relevant job advert. Please complete highlighting your relevant experience, skills, and personal qualities. Once completed email to the email address on the front of this role information pack by the deadline.

Interviews will be offered to applicants who best match the person specification and job description.

If invited for an interview, bring evidence of qualifications and documents for the DBS application process.

We are committed to providing a fair and accessible recruitment process. If you require any adjustments at any stage, please contact us using the email address provided at the start of this pack.

Important Notes:

- Please complete all elements of the application form, incomplete forms will not be put through shortlisting.
- CVs are not accepted.
- If shortlisted, references will be requested before interview
- All shortlisted candidates will be visited in their current setting ,where possible.

Please note that by submitting an application you agree for your personal data to be processed in line with the trust's privacy notices. Further information can be found at [Privacy Policy - Learning Community Trust](#)

Trust commitment to Safer Recruitment and Safeguarding:

The Learning Community Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment:

- All offers of employment are subject to an Enhanced DBS check, children's barred list check and, where applicable, a prohibition from teaching check.
- An online social media check will be undertaken for all shortlisted candidates prior to the interview.
- This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013, 2020 and 2023). Guidance on disclosing convictions can be found on the Ministry of Justice website.
- Under the Immigration Act 2016, candidates for customer-facing roles must meet the necessary standard of spoken English.
- It is an offence to apply if barred from engaging in regulated activity relevant to children.
- Any offer of employment is subject to medical fitness, satisfactory references, right to work in the UK, satisfactory online check and an Enhanced DBS check.
- References will be requested and checked prior to any interview and in line with the Learning Community Trust recruitment and selection process.
- Applicants must have current right to work visa status, this role does not support visa applications

For more information regarding our commitment to safeguarding, visit <https://lct.education/statutory-information/safeguarding> to find view the latest statutory guidance.