



The Collegiate Trust
Exceptional Education for All

LEAD EXAMS OFFICER

Information for Applicants

Academy	Riddlesdown Collegiate, Croydon
Required	January 2024 (or sooner if available)
Salary	Up to £40k (for a high quality and suitably experienced candidate) (pro rata term time + 4 weeks)
Closing date	4th December 2023
Interviews	W/C 4th December





Dear Applicant

Thank you for your interest in the post of *Lead Exams Officer* at Riddlesdown Collegiate. I hope that this information pack will help you to learn more about our fantastic school and that you will be excited about the prospect of joining our excellent team.

Riddlesdown Collegiate is an **outstanding** school (Ofsted, March 2023) with a clear vision to deliver successful outcomes and positive futures for all of our students. The report highlighted that: “*Leaders ensure that all pupils receive an exceptional education*”; “*The focus on academic rigour, creative and cultural learning enables pupils to excel*”; “*Behaviour in the school is exemplary*”; “*Pupils are kind and caring towards each other*”; “*Leaders are considerate of staff workload and take their wellbeing seriously*”; “*Staff feel valued and are highly motivated*” and that “*Leaders have developed an exceptional professional development programme*”.

Students are bright, well-motivated and a pleasure to work with, whilst our staff are talented, hard-working and ambitious for themselves and others. Our superb facilities enable us to provide the very best learning environment and learning experiences for our students and it is the combination of these factors that leads to the high academic standards and enviable reputation that *The Collegiate Trust* is known for. I am very proud of what we do and what we have achieved at the Collegiate and, as a *World Class School*, I hold the highest aspirations for what we will do and achieve in the future. You might like to watch our [Welcome](#), [College VI](#) and [Teaching at Our School](#) videos.

This is a new and exciting role, and we welcome applicants from all stages of their career. Whilst experience of school administration, school data systems (especially SIMS) and supporting school exams would be a bonus to any application, we are committed to supporting the training of a less experienced candidate who can display the attributes we are looking for; quick to learn, organised, efficient, team-minded and proactive. We believe this post provides excellent preparation for further promotion and, naturally, there will be high quality support and opportunities for further professional learning and development in the role. As a Team Leader, you will oversee the administrators in your team and will be responsible for ensuring a high quality of service. Can you demonstrate professional leadership skills, an ability to motivate and support others and the ability to act as a role model with emotional intelligence? If yes, we would love to hear from you!

In applying to *Riddlesdown Collegiate*, we hope you will be excited by our ethos and approach. Our VALUES underpin the way in which we work and describe our high expectations and our emphasis on positive relationships across the Collegiate. Our motto, “*Learners of today, Leaders of tomorrow*”, applies as much to staff as it does to students, and it gives an indication of the significance we place on nurturing talent and leadership.

I would be delighted to receive an application form from you if, upon consideration, you feel that this role may be right for you. If you have any further questions about this post, please contact Susan Sparks, Professional Assistant to the Deputy Principal, at the Collegiate who will be pleased to speak with you.

Yours sincerely

Dr P Bhatt
Principal



Key Information

We operate a “small schools” model – one school made up of a number of smaller learning communities, which we call Colleges, each with their own staff and facilities. Each College is led by its own Headteacher (who is an Assistant Principal) and has its own team of approximately 25 teachers and non-teachers, covering most curriculum areas. Students join one of the Colleges in Year 7 and remain there for five years before transferring to College VI, our specialist post-16 provision. In addition, the Creative and Performing Arts (CPA) College delivers specialist education to students across the Collegiate in Art, Drama, Design Technology, Media, Music and Physical Education whilst the MacKay College co-ordinates inclusion services to students with additional needs. Small teams, working with just 400 students each, allow us to provide even better pastoral care to all students, as well as engage with learners and their families in more effective partnerships. They also provide teaching across the curriculum and learning teams focusing on personalised approaches and best serving the needs of the individual students in their care.



Information about *The Collegiate Trust*

Our Trust works in the Crawley and Croydon areas with a clear vision to deliver *exceptional education for all*. Such an education achieves excellent outcomes in pupil progress and attainment, a rich creative, cultural and physical learning experience, and great personal and social development for all pupils. We achieve this by working with and developing strong teams of staff in each school, under the direction of the Principal of the school and the *Local Governing Body* (LGB)

The Trust has grown out of *Riddlesdown Collegiate*, an **outstanding** (OFSTED, March 2023) secondary school in Croydon with almost 2000 students and over 200 staff. *Gossops Green*, in Crawley, was the next school – and the first primary – to join the Trust, followed by *Waterfield Primary* (also in Crawley) on 1st March 2018. A second secondary, *The Quest Academy* (in Croydon), joined on 1st June 2018 and two further primaries, *Courtwood Primary* and *Gilbert Scott Primary* (both in Croydon) joined on 1st September 2018. Most recently, *Kenley Primary* joined on 1st September 2021.

Each school within the Trust is supported centrally by a designated *Director of School Improvement* on teaching and learning issues, the *Chief Operating Officer*, *Chief Finance Officer* & *HR Manager* on business management and HR issues, and the *CEO* on wider leadership issues. This complements rather than replaces in-school functions and allows the Principal and LGB to operate with a high level of autonomy in delivering the highest standards in their school. The LGB works to a *Scheme of Delegation* approved by the Trust's Board of Directors.

Our Values

Our ethos is to be a community in which all members are valued and value each other. We are the leaders of the Riddlesdown community, responsible for our learning and the Collegiate. We work together to maximise our own achievement and those of others. In applying for a post at Riddlesdown Collegiate, applicants should consider how they would promote our values in their day-to-day work with students, colleagues and other stakeholders.

Value each other

Aim high

Lead by example

Use and develop our talents

Excel in our efforts

Stick at it



Our Students

The vast majority of our students join the Collegiate in Year 7 with above average attainment. Behaviour is outstanding and our students consistently demonstrate their desire to learn and to achieve. They enjoy coming to school (attendance is over 95%) and enjoy lessons where they can explore, investigate and feel challenged by their learning. They equally value the opportunities they have to learn outside of the classroom and we are proud of the extensive and varied extra-curricular programme that our students enjoy and benefit from. It is these additional, high quality learning experiences, together with a strong set of academic qualifications that we believe provides our students with the very best chances of success in their future lives.



Job Description

Hours: Normal office hours are 8.00 am to 4.00 pm (flexibility considered by arrangement with line manager) – 36 hours per week
Term Time plus 4 weeks (43 weeks worked per year)

Responsible to: Assistant Principal

DUTIES AND RESPONSIBILITIES:

- To lead a team of staff with specific responsibility for the Collegiate Management Information System, examinations, admissions and associated administration functions.
- To provide student support as requested by Line Manager.

DIMENSIONS OF THE ROLE:

Support for Students:

- To establish productive working relationships with students, acting as a role model and setting high expectations

Support for Teachers / Curriculum

- The administration of exams, assessment dates and parental communication.
- The administration of SIMS and related IT systems.
- Arranging the production and distribution of student reports.

Support for the Collegiate:

- To contribute to the overall ethos of the Collegiate
- Participate in training and other learning activities and performance development as required and where appropriate provide training to colleagues across the Collegiate.
- To establish productive working relationships with stakeholders.

Leadership of the Information Management Team

- Set targets for individual members of the team and carry out regular reviews and annual performance appraisals.
- Co-ordinate the workflow and allocation of tasks.
- Ensure deadlines are met in a timely manner.
- Attend meetings as required.
- Ensure that the team are working effectively and meeting the needs/ standards of the Collegiate.
- To share the Collegiate commitment to safeguarding and promoting the welfare of children and ensure the safeguarding policy is followed.
- To contribute to the overall ethos of the Collegiate

The above is not an exhaustive list of responsibilities and duties and the post holder will be expected to carry out other duties as requested by Senior Leadership Team. All duties are subject to periodic review and job descriptions can change according to the needs of the Collegiate. In all cases, such changes will only be implemented after consultation with the Principal. All colleagues appointed at Riddlesdown Collegiate will be expected to demonstrate a wholehearted commitment to the development of support for the student and a willingness to assist in preparing for, and adapting to, the changing needs of the Collegiate.

Person Specification

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, online searches and the *Disclosure and Barring Service*. Appointment will be dependent upon further health, medical, safeguarding and attendance checks.

Lead Exams Officer		How Assessed
Qualifications		
1	Good basic education to GCSE standard or equivalent (GCSE grade C or equivalent in Maths and English)	Application
2	Entitled to live and work in UK	I.D.
Experience		
3	Desirable – Experience of working in a busy office environment	Application
4	Desirable – Evidence of effectively managing a team, including staff training, development and guidance	Application
Skills and Attributes		
5	Desirable - Excellent knowledge and experience of data information systems (SIMS), with the ability to create and produce reports as required by Senior Leadership;	Application; Interview; reference
6	Desirable - Excellent knowledge of public examination processes and procedures	Application; Interview; reference
7	Ability to lead, communicate clearly, accurately and helpfully with staff, students, parents, visitors and handle all phone enquiries in the same manner;	Application; Interview; reference
8	Good oral and written communication skills and the ability to ensure deadlines are met	Application; Interview; reference
9	Recognise the confidentiality of certain types of information / situations and act accordingly	Interview; reference
10	Work effectively and efficiently under pressure and have the ability to prioritise the workload and delegate to members of the team;	Application; interview
11	Committed, adaptable and flexible;	Application; Interview; reference
12	Commitment to safeguarding issues and promoting the welfare of students and young people	Interview; reference
13	Well-developed communication skills, including high level of written and oral literacy	Application; interview
14	Suitability to work with children	Reference and other checks

Staff Benefits

The Collegiate Trust is an exciting, fast-paced group of schools committed to progress, collaboration and excellence for all staff and students alike. We are a dynamic and expanding trust of seven schools (two secondaries with Sixth Form provision, and five primaries) with numerous and diverse career opportunities for both new and existing staff.

All staff and governors, at every level of their career, in both teaching and business support functions, have an equal entitlement to Continuous Professional Development (CPD). This promotes, develops and supports staff in their shared commitment to lifelong learning. Results are reviewed and evaluated regularly in order to support further development of our CPD programme and drive constant improvement.

Through expert facilitation, Trust-wide collaboration, inter-school networking, and our extensive CPD programme, every member of staff has the opportunity to make substantial contributions to the development of the curriculum, pedagogy and delivery of business services, whilst improving their own prospects of career progression. We are committed to:-

- facilitating **career progression**
- offering **excellent professional development**
- providing **opportunities to lead**
- extending **support from Trust experts**
- developing **collaborative opportunities** to generate new and next practice

Other tangible benefits of working within a TCT school include¹:-

- ✓ Exceptional performance rewards
- ✓ Two-Week October Half Term
- ✓ Well-equipped Staff Rooms and Work Rooms in each College
- ✓ Excellent learning resources in classrooms
- ✓ Cutting-edge technology provision
- ✓ Staff Diner (delicious hot and cold meals every day)
- ✓ Free use of Fitness Suite
- ✓ Other fitness and wellbeing activities, e.g. Staff Football, Yoga, Spin, Staff Choir
- ✓ Free Flu Vaccination available
- ✓ Free Microsoft Office apps
- ✓ Potential for rapid pay progression on The Collegiate Trust scale
- ✓ Contribution to cost of Masters in Education
- ✓ A designated delivery partner for the National Professional Qualifications (NPQs)
- ✓ In partnership with St Mary's University, facilitating the delivery of the *MA Education, Leading Innovation and Change*

Individuals who are successful in their application to The Collegiate Trust join us at an exciting time. In return for the opportunity to be part of our Trust, we ask that all joining members of staff share in our vision of "Exceptional Education For All" and are motivated to work continuously towards developing their own professional excellence.

¹ At the time of publication, not all benefits available at every TCT school.

How To Find Us

By Car

Please see the map.

M25 J6 or J7 are 10-15 minutes drive.

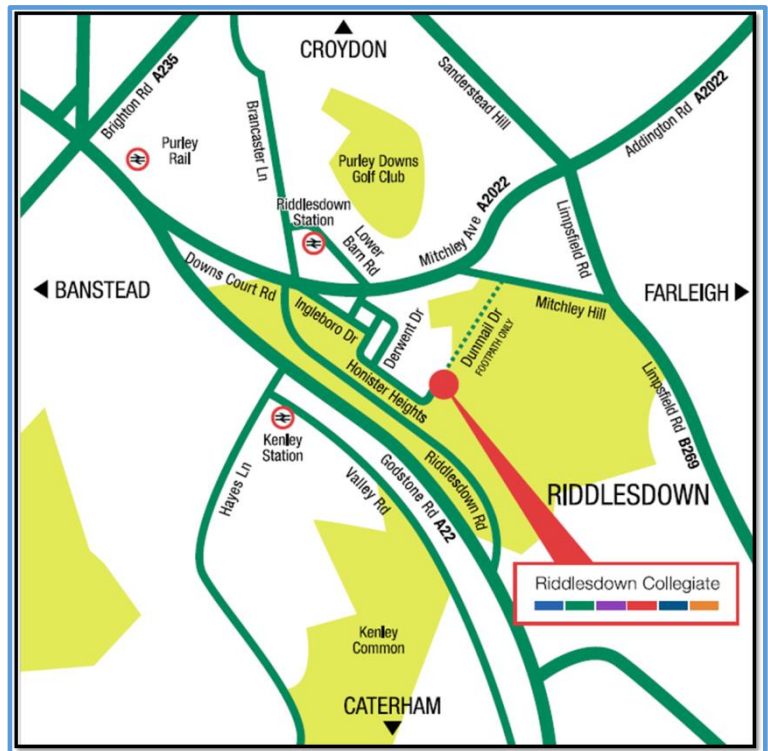
Parking is available on and off site.

By Train

A direct train from Victoria to Riddlesdown station takes 24 minutes. Riddlesdown station is a short walk from the school. Kenley station is also a short walk from the school, over the common. Kenley has direct trains from Victoria and London Bridge. More frequent trains run from Purley Station, where a 412 bus can be taken to Lower Barn Road, leaving a 10 minute walk.

By Bus

On routes 407, 412, 612.



Riddlesdown Collegiate

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💻 www.riddlesdown.org