



Name:	Kelly Herbert
Role:	Assistant Principal
Areas of responsibility:	KS3 Behaviour, Climate & Culture, Personal Development Lead, Appeals
Please provide some information about what you do within your role at the Academy?	
<ul style="list-style-type: none"> • In Year Admissions KS3 • Student Induction KS3 • Rewards KS3 • Whole School Tutor Programme • Sanctions-Tracking and Follow up KS3 • Whole School Personal Development • Managed Moves KS3 • Pastoral whole staff professional development • Appeals • Assembly Programme • KS3 Suspension approval 	
When did you join the Academy and in what role?	
I joined the academy in September 2020 as Head of Year 9, I took the year group through to year 11. I became Personal Development Lead in 2022 and Assistant Principal in April 2023.	
Why did you apply for your role at Corby Business Academy?	
I joined Corby Business Academy because I wanted to support the school in their pastoral provision and driving the academy from Requires Improvement to Good OFSTED.	
Please provide more information about your background and experience, including previous roles and the year you went into Teaching/Education:	
<p>12 Years of Pastoral leadership as a Middle Leader and Senior Leader</p> <p>National Professional Qualification in Senior Leadership</p> <p>National Professional Qualification in Middle Leadership</p> <p>Cohort 3 of the Leadership Academy for Brooke Weston Trust</p> <p>QTLS & PGCE in Teaching Secondary Education and Post-16 Education</p> <p>1ST Class Honours Degree in Fashion Design</p> <p>Foundation Degree in Art & Design</p>	
Why did you want a career in teaching and to work in the education sector?	
I enjoy helping to shape lives of young people. I am an advocate for character and personal development I believe that all young people can achieve with the right mix of academic and pastoral support, regardless of their backgrounds or needs.	
Why specifically did you want to become a Senior Leader?	
My passion is to share my experience and expertise of pastoral leadership to others, to support the ever-changing challenges that schools face with poverty, mental health, aspiration and resilience of young people, giving them a right to education in an environment which is inclusive and built on character.	
What skills and expertise do you need that you bring to your role?	
I have shown a vested interest towards the improvement journey of Corby Business Academy and my own professional development within Senior Leadership, by passing an NPQSL programme, delivering CPD communities, pathways and deliberate practice, being part of the Leadership Academy, as well	



as an Evidence Lead in Education for the Kyra Research school.

As part of my ELE role this year I have been researching and will be delivering a module to schools in March on 'Improving Behaviour in Schools'. For this, I have conducted research using the EEF's six recommendations which conclude a proactive, reactive and implementation strategy. The main areas of focus are; how to prevent and deal with bad behaviour, consistency, prosocial behaviour and learning behaviour, whilst embedding routine, monitoring current systems, increasing pupil's responsibility, raising teacher expectations, understanding pupils and their influences, and using targeted approaches to meet the needs of all individuals. This research has given me great insight into methods of identifying and setting developmental goals for pupils, understanding what enables pupils to be successful, assessing and negotiating health risk behaviours as well as appreciating the importance of a positive culture and ethos to improve the readiness to learn. Previous research work has included closing the gap between disadvantaged and non-disadvantaged pupils and the delivery of a 10-module programme to Executive, head teachers and SLT of Northamptonshire Primary Academy Trust.

What are your personal aims/goals/achievements that you hope to achieve in your role at the Academy?

My team would describe me as a leader who is ambitious, emotionally intelligent, self-aware, resilient and a person who holds integrity and respect as a core personal value. I lead Personal Development and behaviour and was part of the team that moved Corby Business Academy from requires improvement to Good; during Ofsted in 2023.

My aim is to lead on pastoral and inclusion so that students thrive in education here at CBA.

What things have you implemented so far in your role and what has been the impact/effect?

I have demonstrated valuable strategic planning and leadership qualities within many aspects of my role as an Assistant Principal. These include leading Heads of Year, Inclusion Assistants and Line Managing PSHE, PD & RPE.

Along with my team, I have implemented various operational and strategic procedures to improve the behaviour of pupils, as well as the climate and culture of the academy. These include the monitoring and tracking of behaviour and data, a layered approach to sanctions which have decreased suspension rates, improved attendance to detentions and increased progress and attainment. I uphold and value the importance of uniform, attendance and punctuality as well as work towards sustained improvements to low level disruption, refusals and truancy.

Please provide some information about some of the current projects/area of focus you are concentrating on and detail how this supports your overall aims/goals/achievement as well as the impact you hope to achieve/the improvements you hope to make from these:

I currently lead KS3, working with the Raising Standards Lead, transition from Primary school, Appeals and overall behaviour and standards. I aim to provide an inclusive environment for students to learn, regardless of their ethnicity, sexual orientation, age, gender etc. Student should feel safe attending school and have the opportunity to access a wide range of core and extra-curricular activities.

There is a zero tolerance to bullying and incidents that are reported are dealt with swiftly. I want all staff and students at Corby Business Academy to build working relationships where collaboration, trust and integrity are at the heart of all choices and decisions.

What do you enjoy most about working at the Academy as well as your role?

I enjoy the corridor conversations with students, where they tell me about their accolades and achievements from both inside and outside of school. I enjoy getting to know pupils on a personal level and understanding their needs and what drives their ambitions.

What positive changes have you seen throughout your time at Corby Business Academy?



In your opinion, what are the strengths of the Academy?

Staff at Corby Business Academy have what is known as 'a green heart'. Decisions are made ethically and are always in the best interest of the child.

Teams within the academy work well and support one another to provide and enriched teaching and learning experience for young people. The quality of education and the curriculum offer is fantastic.

Please add any additional comments you wish to make or feel are relevant: