



Weatherhead High School

Application Pack

ASSISTANT HEADTEACHER, BEHAVIOUR & ATTITUDES L12 – L16

Required: September 2022

Closing Date: 3.00pm, Wednesday 18th May 2022

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Thank you for your interest in working at Weatherhead High School. I hope you find the information informative and interesting; to fully appreciate the quality of the school, I strongly recommend you spend some time looking at our school website.

Miss A Whelan
Headteacher

Weatherhead High School is:

A large 11 - 18 oversubscribed girls' comprehensive school with 1642 students on roll. There is an excellent mixed Sixth Form with approximately 370 students. We are oversubscribed on intake with an average number of 255 students in each year group.

The facilities are amongst the best in the country - we have an excellent building which really enhances teaching and learning and our extra-curricular provision.

In December 2018 we were delighted to be named as one of the latest schools nationally to have been accredited World Class Status which recognises that we have moved beyond our Ofsted 'Outstanding' grade (December 2012). We retained this status after being reaccredited in June 2021. Being a World Class School provides many opportunities for the promotion, development and enrichment of the school and students. Weatherhead benefits from being part of the World Class Schools' network, sharing outstanding practice and having access to resources and recommended suppliers. Weatherhead was the first school in the Wirral and across Merseyside to achieve this accreditation.

Leadership development is an outstanding feature of Weatherhead High School and it is developed at all levels and staff have clearly defined opportunities to take on leadership roles and experience. High quality leadership is distributed across all aspects of our work which results in excellent outcomes for the students. Weatherhead has a culture and ethos of developing leadership at every level and every member of staff can access our Leadership Framework (<https://weatherheadhigh.co.uk/wp-content/uploads/2017/08/Stepping-up-to-Leadership.jpg>) Weatherhead High School leads the Weatherhead Teaching School Alliance (WTSA) in partnership with LJMU, to provide tuition-fee and salaried School Direct PGCE with QTS courses. WTSA is a partnership of Early Years, Primary and Secondary schools in the local area who work collaboratively to deliver high-quality Initial Teacher Education (ITE) provision. Weatherhead High School leads on delivery of the Secondary tuition-fee programme whilst the Primary tuition-fee programme is delivered collaboratively by our primary partner schools and is an outstanding aspect of the school, developing the future teachers of education in our local and wider education community.

Our students are truly world class. They are hardworking, extremely talented, aspirational and keen to learn; they achieve above expected levels in most subjects. There is also a wide range of extra-curricular activities available for students - we encourage each student to participate in at least one activity.

Our examination results are consistently excellent. In 2020, 69% of our students attained grade 4+ in English and Mathematics and our Attainment 8 score was 53.12. In 2021, 78% of our students attained grade 4+ in English and Mathematics and our Attainment 8 score was 51.87.

We are consistently high achieving in the Sixth Form and offer over 35 courses of study. Our most able students regularly secure places at the top Universities including Cambridge for the last five consecutive years. Almost all Sixth Form students secure places on degree programmes. In 2020, 50% of grades were A*-A / Dist*-Dist, 71% of grades were A*-B / Dist*-Dist and 91% of grades were A*-C / Dist*-Merit. In 2021, 52% of grades were A*-A / Dist*-Dist, 74% of grades were A*-B / Dist*-Dist and 94% of grades were A*-C / Dist*-Merit.

We have excellent community links and we actively seek out opportunities for students to develop a sense of responsibility. We run an extremely popular and successful Duke of Edinburgh Scheme, with a dedicated DofE Coordinator, offering the award at Bronze, Silver and Gold levels. There are lots of opportunities for staff to volunteer with the scheme and contribute to furthering its success.

Staff are committed to providing a school where students can develop:

- i an understanding of who they are and what values they have.
- ii an understanding of their learning skills and a capacity for self-improvement.
- iii an enjoyment for learning and the confidence to engage with their peers and adults.
- iv an ownership of their school and a knowledge that their voice will be heard.

We offer:

A very supportive environment where ECT's and newly appointed staff have a comprehensive, supportive induction programme.

As a large school with 100+ teachers, there are excellent opportunities for promotion. Our Teaching School's Leadership and CPD programme ensures that staff have high quality training opportunities and are encouraged to develop their careers.

The opportunity to continually develop in your profession.

The chance to join a thriving and successful World Class school.

We look for:

Staff with positive and enthusiastic personalities.

Staff who have the capacity for hard work and have high expectations.

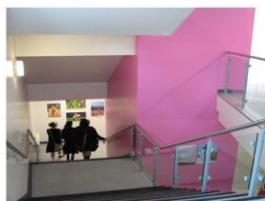
Staff who have the attitude that continuous improvement is part of the job.

Staff who genuinely like young people and can engage with them in a professional way.

To fully understand the quality and opportunities available at Weatherhead, please refer to our website; www.weatherheadhigh.co.uk. External Ofsted reports can also be found on the website.

Please Note: Weatherhead is committed to safeguarding the welfare of children and young people. An enhanced DBS will be required for this post, along with other checks relevant to the post. Please also take some time to look at the policies contained in the join us section of the website for further information on Recruitment and Selection, DBS procedures and the Recruitment of Ex-Offenders.

Weatherhead High School is an equal opportunities employer and opposes any form of unlawful or unfair discrimination on the grounds of race, nationality, ethnic or national origin, sex, age, marital status, disability, sexual orientation or religion.



LETTER TO CANDIDATES

**Assistant Headteacher, Behaviour & Attitudes
Weatherhead High School**

April/May 2022

Dear Applicant,

Thank you for taking the time to look through the information regarding the advertised post of **Assistant Headteacher Behaviour & Attitudes** at Weatherhead High School.

You will understand that this is a very senior post at the school and we are looking for candidates with the determination, energy and capacity to take on this challenging and exciting role. The post is available for September 2022 and offers a really exciting opportunity to join a wonderful school that is really committed to improving the life chances of all students.

Weatherhead is an extremely successful school, judged as outstanding in every category at our last Ofsted inspection and more recently December 2021, reaccredited with 'World Class Schools' status. Being a World Class School provides many opportunities for the promotion, development and enrichment of the school and our students. We benefit from being part of the World Class Schools' network, sharing outstanding practice and having access to resources and partnerships.

We are looking to appoint a talented, driven and inspirational leader and teacher to join our high performing and highly regarded school that is always seeking to build on its strengths and successes. The successful candidate will join a very forward-thinking Senior Leadership Team and will be expected to make a significant impact and real difference to the school. You must be passionate about ensuring all students have an outstanding educational experience and achieve their full potential whatever their circumstances or ability.

If you feel you have the necessary qualities, drive and ambition to meet the significant demands of this role, then I very much look forward to your application. Please ensure that the application is on the school's application form which can be downloaded from our website. Please enclose a letter, no longer than two sides of A4, outlining your strengths and vision for Weatherhead High School and how your experience to date has supported you with this next step in your professional career.

The closing date for applications is Wednesday 18th May but if you have any questions or wish to visit before applying please do not hesitate to contact my HR Manager Mrs Joanne Finn to arrange a call or a visit.

Interviews will take place week commencing 23rd May and if you have any questions please contact our HR Manager Mrs Joanne Finn, on 0151 631 4400 or by email at school finnj@weatherheadhigh.co.uk

I very much look forward to receiving your application.

Yours sincerely

Miss A Whelan
Headteacher/Executive Leader

ADVERT

Assistant Headteacher, Behaviour & Attitudes

L12 – L16

Due to a restructure of the Senior Leadership Team the school is seeking to appoint a talented, driven and inspirational teacher who has proven leadership and management skills to join and enhance our Senior Leadership Team. The successful applicant will work under the direction and support of the Headteacher, making a significant contribution to continuing development and building on our strengths and successes within our outstanding pastoral provision in the Student Services Team.

Weatherhead High School is already an extremely successful school. We are accredited with 'World Class Schools' status in addition to our 'Outstanding' Ofsted status, recognising that our students are truly world class. We were the first school in Wirral and Merseyside to have been awarded this quality mark. The school consistently achieves significantly above the national average in GCSE, A Level and BTEC examination results and has positive scores for both P8 and Attainment 8.

Through our World Class Schools network, we offer outstanding CPD and career development for all staff. Weatherhead is committed to a culture of excellence and we are looking for an individual who shares that ethos.

Postholders will lead on responsibilities which will include but not be limited to:

- All aspects of Behaviour Management
- Student Standards & Expectations
- Pastoral provision including Student Wellbeing
- KS2 – 3 Transition

If you feel that you are ready for the next step in your professional development, or are an existing Assistant Head looking to develop your skills further in an outstanding school, we would welcome your application. Starting salary will be dependent upon experience, within the range L12 – 16.

We are pleased to offer a pre-application visit on Wednesday 11th May from 4.00 pm to 5.30 pm when there will be an opportunity to meet with senior staff, ask questions and take a tour of the school. If you would like to make an appointment to visit please contact us via the school office email address below.

For further information about the school and this opportunity, please visit our website weatherheadhigh.co.uk/join-us/work-with-us/ or telephone the school. A letter of application with the application form, including names and addresses of two referees, should be returned to the Headteacher, via post or email. Please note we are only able to accept application forms downloaded from our website. **Closing Date: 3.00pm, Wednesday 18th May 2022.**

Interviews will be held week commencing 23rd May 2022

Weatherhead is committed to safeguarding the welfare of children and young people. An enhanced DBS, with barred list check will be required for this post. Weatherhead is an Equal Opportunities Employer and positively welcomes applications from all people regardless of their sex, creed, marital status, race, age, disability, sexual orientation or religious belief.

Email: schooloffice@weatherheadhigh.co.uk

Tel: 0151 631 4400

Breck Road, Wallasey

Fax: 0151 637 1805

Merseyside CH44 3HS

JOB DESCRIPTION:

Assistant Headteacher, Behaviour & Attitudes

JOB PURPOSE:

Responsible for maintaining standards in relation to student behaviour across Year 7-11 by creating a climate of high expectations, with a positive ethos, through a culture of high aspirations, reward and success and ensuring that every student has the opportunity to succeed through personalised learning and a differentiated curriculum.

PRINCIPAL JOB RESPONSIBILITIES

- To support the Assistant Headteacher Student Services with all aspects of Student Services.
- Deputy Safeguarding Officer.
- Responsible for all student behaviour, attitudes, standards and uniform in main school (Y7-11).
- Responsible for behaviour and standards of all students in Y7-11.
- Monitor student behaviour (KS3/4 Iris) daily with the Assistant Headteacher Student Services and Assistant Headteacher Inclusion and ensure all sanctions are consistent throughout the school and make contact with parents/carers to discuss student behaviour and support the Year Leaders.
- Keep records of student behaviour and ensure appropriate intervention is implemented by pastoral staff to ensure a safe school environment.
- To take the lead in staff development on all behaviour for learning strategies.
- To lead on all Rewards schemes and initiatives.
- Responsible for all aspects of Student Well Being.
- Oversight of issues relating to Safeguarding and development of links with outside agencies (with the Designated Safeguarding Lead).
- To be responsible for and lead on whole school anti-bullying initiatives with the Student Services team.
- Lead with the Senior Deputy Headteacher on Managed Move students and in year new starters.

ADDITIONAL RESPONSIBILITIES

- Leadership of the primary secondary transfer -Yr 6-7 transition.
- Deliver assemblies regularly to students in year 7-11.
- Liaise with external agencies.
- Oversight Yr 7-11 Year Group trips e.g Conway.
- Contribute to the whole school Development Plan & SEF..
- Development and monitoring of whole-school policies e.g. Behaviour Policy and Anti-Bullying policy.
- In addition to the principal responsibilities the post-holder will be expected to have a full commitment to the generic duties of SLT e.g. on call, detentions, duties, mentoring, attendance at functions and events etc.
- Any other duties assigned by the Headteacher.

DIRECT LINE MANAGEMENT RESPONSIBILITY

- Student Services administrative officer
- Site Supervisors
- SLT link to School Nurse
- Curriculum Area

ACCOUNTABILITY REPORT- Senior Deputy Headteacher

PERSON SPECIFICATION:

Assistant Headteacher, Behaviour & Attitudes

IMPORTANT

THE REHABILITATION OF OFFENDERS ACT

'The amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.' If successful, you will be required to apply for a Criminal Record Check from the Disclosure and Barring Service. The level of check required for this job is Enhanced Disclosure with Barred List Check.

	Essential / Desirable	Stage Identified
Qualifications		
• Good Honours Degree	Essential	Application
• Qualified Teacher Status	Essential	Application
• Further Degree	Desirable	Application
• Middle Leader or Senior Leader qualification – or evidence of continuing professional development	Desirable	Application
Experience		
• Experience in leading a team or whole school responsibility and using data to inform planning and improve outcomes	Essential	Application / Interview
• Able to demonstrate examples of initiatives you have introduced, including impact analysis.	Essential	Application / Interview
• Experience of delivering high levels of achievement at GCSE and A Level	Essential	Application
• Experience of using a variety of Pastoral Systems and approaches in relation to student behaviour and attitudes	Essential	Application / Interview
• Evidence of successful collaboration with stakeholders: Students, Staff, Parents and Governors	Essential	Application / Interview
Knowledge & Skills		
• Excellent verbal communication and literacy skills	Essential	Application / Interview
• Numerate, highly proficient and confident with I.T. and Data	Essential	Interview
• A confident, articulate presenter and clear demonstration of Leadership qualities	Essential	Interview
• A high level of emotional intelligence	Essential	Interview

General

•	Confident and ambitious to succeed, ability to lead others	Essential	Interview
•	Hard working and able to work under pressure	Essential	Interview
•	Excellent time management and prioritisation skills	Essential	Interview
•	Flexibility and commitment	Essential	Interview
•	A highly professional approach and ability to act as a role model	Essential	Interview
•	Resilience and tenacity	Essential	Interview
•	Commitment to extra-curricular and whole-school activities	Essential	Interview

Weatherhead High School

A high performing academy providing excellence for all

