

Park High School

Raising Aspirations



Assistant Headteacher

Application Pack 2022

No one gets left behind



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Park High School

About Park High School

Park High School is a vibrant, successful 11-16 school situated in the heart of the town of Colne. Over the years we have become the school of choice for our community. We are consistently oversubscribed and as a founding member of the Pennine Trust, we have built strong partnerships with our local schools. We are outward facing in our teaching and learning and innovative in offering a wide range of professional opportunities for our staff.

As a result of being oversubscribed, we are embarking on the next wave of recruitment for the highest calibre of staff who can help us make sure no one is left behind.

So why work at Park High School?

Teaching and Learning

At Park High School we believe in life long learning; learning that is an enjoyable experience for all. Quality first teaching is at the core of everything we do. Every student is entitled to experience a variety of teaching and learning styles which enable them to achieve their full potential and be the best they can be. We aim, through successful teaching and learning underpinned by researching practice, to develop the whole child and to enable our students to become life long learners.

Leaders consistently evaluate the effectiveness of teaching and learning within their departments and seek opportunities for regular developmental feedback and training, which creates the strong, supportive and vibrant culture at Park High School.

Expectations

There is a firm and fair approach to behaviour, underpinned by an ethos of positive relationships. Students and staff in the Park family strive to be the best they can be. Teachers pass on a love of their subject and prioritise the planning and teaching of their lessons. School leaders are also life long learners. They all teach, love their subjects, understand the importance of avoiding workload pressures and are highly visible around the school. We have invested in a comprehensive pastoral system in order to support the well-being of all. Each form has two form tutors, this enables a meaningful mentoring programme and allows for wrap around care and support. Form tutors deliver our innovative RISE sessions at the end of the day. These sessions focus on reciprocal reading, academic language, co-curricular activities, careers and guidance ,and independent study. We also have a specialist well-being team who work with students and staff to create a nurturing environment in which no one gets left behind.

Information about the School



What our staff say about our school

Sarah Huntingdon, Director of Year 11 / Teacher of Maths

I started at Park High in September 2018 and I have thoroughly enjoyed becoming a member of the Park family. I am a Lead Practitioner in Mathematics and I am responsible for teacher training here at Park along-side the development of our Newly qualified teachers.

Park is keen that all staff are encouraged to develop in their roles and that they are given and that new challenges are always available. I was thrilled when I was offered the opportunity to develop my leadership skills and have begun to study for my National Professional Qualification for Senior Leadership. This is a nationally recognised qualification that is highly desirable should you wish to move into a senior leadership role. I am extremely proud to be part of the Park family and I look forward to the future here.



Rory Schofield, Teacher of PE

Since day one I have been supported and challenged to use my skills and qualities to have a positive impact on the students. Professionally I went down the pastoral route and successfully led a number of Year groups as Head of Year, supporting students welfare as well as academic progress. This was one of the most rewarding experiences to date in the profession and the support of all of the school staff and governors was a reason this was a successful and positive experience.

More recently I have crossed over to the academic side of the profession where I now lead the Physical Education department. The school has fully supported my professional development over this period, having recently completed my NPQML course I am now currently working through the NPQSL course.

Although I've only worked in one school, Park High School is very unique, friendly, warm and very supportive staff, from the dinner ladies to senior management I have made friends for life. The students are also brilliant, they'll keep you on your toes but will also run through brick walls for you if you show them you care.



Lisa Derbyshire, Teacher of English

I started Park High School in September 2016 as my first teaching post after qualifying as a Teacher of English. Throughout my time here, there have been numerous opportunities for development, with a comprehensive NQT training programme and an RQT university accredited course training us in leadership. I am currently studying for the NPQML course, delivered by the Pennine Alliance and the Star Institute. I have aspirations to use the passion for my subject to become a Lead Practitioner for English, and eventually Head of English, and the opportunities for training and development at Park are helping me to get closer to those goals.





Pennine Trust

The PENNiNE Trust is a young, vibrant, cross phase multi academy trust which was jointly established by three primary schools and one secondary school. Our family of schools have an unswerving determination to provide every child in our care with a high quality education, offering the best possible start in life. Innovation, inclusion and inspiration are at the heart of our ethos.

We will **innovate** to ensure provision matches the needs of our pupils, providing a knowledge-rich curriculum and enriching experiences which stimulate our pupils and raise aspirations.

We are fully **inclusive**, developing school cultures where no child is ever left behind and where pupils, staff, families and those in the wider community are valued and supported.

We seek to **inspire** all members of our community to realise their full potential and achieve the highest standards, tackling any potential obstacles to progress with tenacity and an indomitable attitude.

Trust leaders adopt an evidence-informed approach to developing all aspects of school provision and are committed to high quality professional development of staff, so that we have an exceptional curriculum and pedagogy in all our schools. We are confident that our shared ethos and collective sense of purpose will lead to exemplary collaboration and sustained improvement.

Safeguarding Statement

At Park High School, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work and be seen to work, in an open and transparent way.

Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that they have applied for. If you are appointed to this post, the information in relation to safeguarding and protecting children and young people will be provided at induction. This practical guidance for safe working practice will provide information about which behaviours constitute safe practice and which behaviours should be avoided.

All post holders are subject to a satisfactory enhanced Disclosure Barring Service disclosure. Our policy and practice are in line with the Department for Education's 'Keeping Children Safe in Education' Guidance 2021.



Dear Applicant

Assistant Headteacher

Please allow us to extend a warm welcome from all governors, staff and students at Park High School.

It is hard to encapsulate in words the full dynamism and vibrancy of our school. We are hugely proud of our students and privileged to serve them and this community. We see it as our professional and moral duty to prepare them as individuals to play their part as active citizens – rounded and centred and aware of all they might contribute to the world. In practical terms, this commitment is manifested in the lessons we deliver, the extra-curricular opportunities we offer and in the wider opportunities we promote. Our school mantra is 'no one gets left behind'.

We are a very special learning community filled with talented and creative staff, all of whom share our vision for excellence in teaching and learning. The last four years have seen a positive transformation of every aspect of our work. With rapidly rising results, a collective drive for improvement and a nurturing ethos that creates an environment in which students can thrive, this is exactly the right time to join our family. Our mission is to develop young people with active and creative minds, a sense of understanding and compassion for others, and the courage to act on their beliefs. We stress the total development of each young person and are driven by an unswerving determination that no one in our school will be left behind.

There is a firm and fair approach to behaviour, underpinned by an ethos of positive relationships. Students and staff strive to be the best they can be. Teachers pass on a love of their subject and prioritise the planning and teaching of their lessons. School leaders walk the talk: they all teach, love their subjects, understand the importance of avoiding workload pressures and are highly visible around the school. We support our leaders in taking bold, strategic and radical decisions to bring about long term sustained improvement through visionary leadership. This has led to our school being recognised as a self improving school with an unequivocal drive to continue improving the learning experience for all.

We hope you can see that this is an excellent time to join Park High School and the Pennine Trust. If successful you will join a staff team of wonderful professionals who have ambition for our students and for themselves. We take pride in ensuring colleagues receive opportunities to develop their skills and experiences – and we have an enviable reputation for delivering high quality professional development.



We hope that you will take the time to come and see and experience for yourself the warm and welcoming family atmosphere which makes our vision a reality.

In the meantime, we very much look forward to hearing from you. We appreciate the amount of time that goes into an application, so thank you in advance.

Yours sincerely

A handwritten signature in black ink, appearing to read 'C Eulert', is written over a white rectangular box.

Mrs C Eulert
Headteacher

No one gets left behind



Assistant Headteacher (Humanities Specialism)

Safeguarding

(Permanent / Part-time (0.4) Job Share)

L13 - L18

Required from: 17 April 2023 (or sooner)

Closing Date for Applications is noon on: Wednesday 29 June 2022

'This is a self-improving school driven by an unassuming yet unswerving determination that no pupil is left behind'

Park High School is an oversubscribed 11-16 student community situated in Colne on the border between Lancashire, North and West Yorkshire and has over 1098 students. We are easily accessible and whilst some of our current staff are local, many also travel from Preston and the Ribble Valley, Keighley, Bradford and the surrounding areas.

We are seeking an experienced leader with an outstanding track record to job share for two days a week as an Assistant Headteacher. The job share will also include some teaching commitment in Humanities.

In September 2018 we jointly formed the Pennine Trust with three of our feeder primary schools. As the lead secondary school within the trust, we have maintained our parental and community confidence. Creating a climate of independent learning and embedding a culture where teachers and support professionals can thrive and take risks with teaching and learning are all very much part of our school.

We are a school committed to:

Raising aspirations and bringing out the best in all students
Exceptionally high levels of academic achievement and personal development
Our mission of developing young people with active and creative minds

We are looking for a leader who will:

Be an outstanding classroom practitioner, providing engaging and creative learning experiences for all students
Lead and embed successful change
Inspire, challenge and motivate others
Be enthusiastic and committed to making a positive difference
Be analytical, creative and a problem solver
Demonstrate a capacity for sustained hard work with energy and vigor

Park High School will provide:

Staff who will unfailingly reassure students that by working together there are no barriers that they cannot overcome to achieve their full potential
Students who strive to attain exceptionally high levels of academic achievement and personal development
Excellent opportunities for your professional development
Friendly and supportive colleagues, who go the extra mile

Park High School is committed to the welfare and safeguarding of children.



Job Description: Assistant Headteacher

Salary: L13 – L18

Hours: Two full days

Contract type: Permanent / Part-time (0.4)

Reporting to: Headteacher

Responsible for: Personal Development & Safeguarding

Main purpose

The assistant headteacher will support the Headteacher and Deputy Headteacher in:

- * Communicating the school's vision compellingly and supporting the headteacher's strategic leadership
- * The day-to-day management of the school
- * Formulating the aims and objectives of the school
- * Establishing policies for achieving these aims and objectives
- * Managing staff and resources to that end
- * Monitoring progress towards the achievement of the school's aims and objectives

The assistant headteacher will also have a timetabled teaching commitment, complying with the Teachers' Standards and modelling best practice for others. They may also be required to undertake any of the duties delegated from the headteacher.

Qualities

The assistant headteacher will:

- * Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- * Build positive and respectful relationships across the school community
- * Serve in the best interests of the school community
- * Provide effective support to develop all staff to be the best they can be.

Duties and responsibilities

Specific responsibilities :

- * Line management of personal development
- * Student wellbeing
- * Safeguarding
- * Parents Evenings & Events
- * Parent Feedback Questionnaire

School culture and behaviour

Under the direction of the headteacher or deputy headteacher, the assistant headteacher will:

- * Create a culture where pupils experience a positive and enriching school life
- * Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- * Ensure a culture of staff professionalism
- * Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school



- * Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
- * Ensure a culture of self determination through positive behaviours

Teaching, curriculum and assessment

Under the direction of the headteacher or deputy headteacher, the assistant headteacher will:

- * Establish and sustain high-quality teaching across subjects and phases, based on evidence
- * Ensure the teaching of a broad, structured and coherent curriculum
- * Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- * Use valid, reliable and proportionate approaches in assessing pupils' knowledge and understanding of the curriculum
- * Provide effective feedback to enable students to learn more and remember more

Additional and special educational needs and disabilities

Under the direction of the headteacher or deputy headteacher, the assistant headteacher will:

- * Promote a culture and practices that enables all pupils to access the curriculum
- * Have ambitious expectations for all pupils with SEN and disabilities
- * Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- * Make sure the school fulfils statutory duties regarding the SEND Code of Practice.
- * Have a secure knowledge of individual student learning plans

Organisational management and school improvement

Under the direction of the headteacher or deputy headteacher, the assistant headteacher will:

- * Establish and oversee systems, processes and policies so the school can operate effectively
- * Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- * Ensure rigorous approaches to identifying, managing and mitigating risk
- * Ensure effective use of budgets and resources
- * Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- * Make sure these school improvement strategies are effectively implemented
- * Support staff to successfully implement improvement priorities in their area of responsibility

Staff management and professional development

Under the direction of the headteacher or deputy headteacher, the assistant headteacher will:

- * Promote performance management and undertake effective reviews with staff you line manage, including holding staff to account
- * Manage staff well with due attention to workload
- * Ensure staff have access to appropriate, high-standard professional development opportunities
- * Keep up to date with developments in education
- * Seek training and continuing professional development to meet their own needs



Governance, accountability and working in partnership

Under the direction of the headteacher or deputy headteacher, the assistant headteacher will:

- * Work with the Trust and governing board as appropriate
- * Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- * Work successfully with other schools and organisations
- * Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks the Assistant Headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role and change areas of responsibility in consultation with the Headteacher





Selection Criteria	Essential	Desirable
Qualifications	• Good honours degree • Qualified teacher status • Teaching your specialist subject up to GCSE Level	• NPQSL • Additional post-graduate qualification
Knowledge & Understanding	• Can accurately judge quality of teaching and learning in lessons and give constructive feedback • Understanding of high-quality teaching, and the ability to model this for others and support others to improve • High level of competency in analysing and evaluating student data • Understanding of school finances • Have teaching skills that lead to excellent outcomes • Have an excellent knowledge and understanding of safeguarding • Thorough understanding of strategies required to ensure all student groups make good progress • An excellent understanding of the behaviour and welfare of students	
Experience	• Positive leadership and management experience in a secondary school • Evidence of outstanding teaching & student progress • Evidence of exercising excellent judgement in pressured situations • Involvement in school self-evaluation and development planning • Experience of managing teaching teams	• Experience of leading on Safeguarding and student welfare • Experience of teaching in at least two secondary schools
Qualities	• Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups • Ability to raise aspirations of staff and students and inspire them to work towards shared goals • Ability to appraise, evaluate & advise colleagues on their work and outcomes • Determination and resilience to initiate and drive through new developments • Ability to think and act strategically • Ability to analyse, problem solve and prioritise • Ability to self-Ability to learn from experience	



Qualities	• Ability to collaborate effectively as part of a team • Capacity for and interest in further promotion • Absolute commitment to the safety and welfare of all people • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. • Good attendance record	
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If you do decide to apply, and I do hope you will, I would be grateful if you would complete and return the application form, together with a letter of application of not more than two sides of A4 in font size 11/12, noting the closing date of **noon on Wednesday 29 June 2022**

In your letter of application please include:

- Your success in leading and managing change in recent years.
- Concise information about the contribution you have made to our school to date, and an assessment of the impact of your work on personal development.
- The expertise, skills and personal qualities you would bring to the post.
- How you would contribute to the wider life of the school, embed ambition and drive improvement to meet the needs of all students in your role as Assistant Headteacher.

Please note we accept electronic applications via **teacherapplications@park-high.co.uk**. An automatic confirmation email will be sent once the application has arrived. Please be aware we cannot accept responsibility for mis-sent or late applications.

If you are called for interview, you will be asked to sign a paper copy of your application to ensure the declaration requirements are complete.

We are happy to discuss the role over the telephone and/or organise a visit to the school before you make an application. If you require any further information, please do not hesitate to contact the school at avickery@park-high.co.uk or telephone on 01282 865200.

Park High School is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Criminal Records Bureau disclosure. Our policy and practice is in line with the Department for Education's 'Keeping Children Safe in Education' Guidance 2021.



Contact Information:

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BB8 7DP

Headteacher: Mrs C Eulert

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