



Stour Vale Academy Trust

# REDHILL SCHOOL



**CANDIDATE INFORMATION PACK**

**Assistant Headteacher—Inclusion and SENCo**

# ABOUT OUR SCHOOL

## KEY FACTS AND STATISTICS

Type of School	Academy (Member of Stour Vale Academy Trust)
Location	Stourbridge, West Midlands
Age Range	11–16 years
Gender	Co-educational
Headteacher	Mr J Clayton
Number of students	1,230
Number of teaching staff	74.5 (FTE)
Date school established	1976
Budget	£7.5m
Pupil Premium	22%
% of students with SEN in the school	18%
% of students on free school meals	20%

## ACADEMIC ACHIEVEMENTS

GCSE Results 2022  
(from DFE 2022  
Performance  
tables checking  
site)

Progress +0.27

Attainment 8—Whole School 52.03

Basics Standard (English and Maths 9-4) - Whole School 74%

Basics Good (English and Maths 9-5) - Whole School 56%

E Bacc (4+) - Whole School 54%

E Bacc (5+) - Whole School 42%

Data used from SISRA Analytics Collaborative Data 2022



# Message from the Headteacher



Dear Candidate,

Thank you for showing an interest in joining our wonderful school. Redhill School is a fantastic place to work and develop your future career. We are a school who places care and support at the heart of what we do. If you are successful, you will play a significant role in enhancing the exceptional Quality of Education and Pastoral support our school offers the children of Stourbridge.

Over the past 5 years we have increased in size, taking in additional students to meet the demand of the local community. We now have over 1200 students across years 7 -11. We are ambitious and have high aspirations for our school. We aim to provide the best opportunities for all members of our school community. Our campus is well maintained and well resourced. We take great pride in all aspects of our school. Our children and staff deserve the best.

We are a school where children flourish in all aspects of their school life. We place a high importance on wellbeing. Our staff are supported with additional non contact time alongside time to attend family events and appointments. We also offer a wonderful CPDL programme with avenues for future career progression.

If this role is of interest to you and you would welcome further information then please contact us and we will answer any questions you have.

I look forward to hearing from you,

Best wishes

Jamie Clayton

Headteacher

## About our School

Redhill School continues to provide an excellent all round education for our students. Our 'Commitment to Excellence' shines through in all of our work, with our success being built upon the high quality of our teaching and excellent pastoral support. The comments in the last school OFSTED report, which recognised the impact of the outstanding provision within the curriculum for care, guidance and support, are still true today. Since this inspection the school has not in any sense stood still but has built upon its strengths to demonstrate that it is fully committed to continuous improvement to meet the new challenges.

If you aspire to make an impact on the lives of the students in our care, Redhill offers you a wonderful professional opportunity to work alongside an excellent team of staff. We are fully committed to ensuring that our school is a place of learning where people are happy, healthy and successful.

Redhill School, is a founder member of the Stour Vale Academy Trust. The schools in the Trust are committed to excellence in teaching and learning and ensuring that every pupil enjoys learning and is able to flourish. By working together we aim to both develop and share the best practice and provide challenge to all our pupils and staff. Our core values include trust and transparency and these values will be exemplified by our leaders at every level.

Redhill serves the town of Stourbridge with the current pupil numbers on roll being 1232. We have recently expanded our PAN to ensure we can meet the demand for places.

Stourbridge is on the edge of the West Midlands conurbation with easy access to Birmingham, the Black Country, North Worcestershire and the motorway network. It is an educationally rich area with successful primary and secondary schools and Sixth Form Colleges.

Redhill School is popular with parents, being oversubscribed each year, and achieves excellent GCSE results. The school's appeal is based in its strengths in core subjects, modern foreign languages and its strong tradition in other areas such as sport, music and drama.

The school has benefited from a number of developments in the last few years, with new build science, language and sports facilities, the latter in partnership with the Football Association, and a complete refresh of ICT equipment. In 2018 we were successful in two CIF bids and the school estate and facilities have been well managed and are of high quality.

Redhill School is a great place to come to work. We have a full induction programme for new staff, who meet together regularly both formally and informally. The culture of challenge and support is shared not only with our pupils but with staff as well. New staff will often be given a peer mentor to support them in their first year.

## **Safeguarding**

Redhill School is committed to safe working practices and safeguarding for children. Applicants will be required to complete pre-employment checks on suitability for working in a school. We also promote equal opportunities for all.

**To view Redhill School's Child Protection  
Policy please follow this link:**

**<https://www.redhill.dudley.sch.uk/policies>**

# Message from the CEO, Stour Vale Academy Trust

I would like to thank you for your interest in the post of Assistant Headteacher—Inclusion and SENCo at Redhill School.

Stour Vale is a truly cross-phase multi-academy trust and currently has seven member schools, namely: Newtown Primary School, Northfield Road Primary School, Oldbury Academy, Olive Hill Primary School, Redhill School, Ridgewood High School and The Earls High School. This is an exciting time as we continue to grow; a further primary school is due to join next academic year.

Our aim is to achieve the excellence in teaching and learning which enables all of our learners to succeed. This 'commitment to excellence' is underpinned by strong collaboration within and between schools, which in turn provides our staff with many opportunities to develop professionally and to contribute to the continuous development of all Stour Vale schools. All we do in our schools reflects the Trust vision and values and high expectations are fully matched by the level of support and encouragement that schools in the Trust provide one another. Nothing makes us happier than seeing all members of our Stour Vale community flourish.

All applicants for posts need to demonstrate that they share our values, are highly motivated to work with our stakeholders and colleagues, and continually develop their skills, in pursuit of personal and professional excellence.

If you are someone who enjoys challenge and is ready to play a vital part in the team who will create a successful future for all of the pupils in Stour Vale Academy Trust, we would welcome your application for the post.

## About Stour Vale Academy Trust

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently seven member schools, three primary and four secondary, which are located across Sandwell and Dudley.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.



We intend to continue to grow because we believe that over time growth will increase the collective capacity of our family of schools to continuously improve and to provide excellent education and care.

## **Values, Ethos and Approach**

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

**Excellence** – We are committed to constantly pursuing excellence by continuously improving all aspects of our work as a trust. Excellence in teaching and learning, curriculum and character development is our primary focus. We believe that by enabling our pupils to make strong academic progress alongside widening their opportunities for personal development, they will grow their potential enjoying their education to the full and be equipped to go on to be happy and successful adults contributing positively to society. This commitment to excellence in classrooms will be achieved by realising our ambition to provide excellent professional learning for all colleagues, by developing leadership in every role.

**Integrity** – By always acting with integrity we will ensure that we continue to deploy our resources appropriately in order to provide the very best education and care for pupils. This approach will also enable us to recruit and retain the best staff who share our values. Combined with a real recognition of our responsibility to both support and challenge member schools and to have a positive impact on the wider educational system, acting with integrity will enable us to build trust amongst member schools and more widely with schools and trusts who work in partnership with us. This trust underpins the truly effective collaboration which has a positive impact on the lives of children and young people.

**Respect** – We are committed to treating everyone with respect and to promoting equality. Stour Vale member schools are safe and inclusive schools, committed to meeting the needs of individual pupils. We value and celebrate the diversity of member schools, pupils, colleagues and the communities we serve. Much like integrity, we recognise that respect is vital to building trust. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

**Collaboration** – Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people. We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that **Stour Vale** member schools are ***schools where learners flourish***.



## Wider Inclusion Team

The team consists of:

- Deputy Headteacher
- Assistant Headteacher for Inclusion and SENCo
- HLTA
- Team of Teaching Assistants supporting individuals or groups of children—some following an Alternative Curriculum.
- Pastoral Team
- Administrative support

### **Accommodation:**

There are two main centres in school—the Enrichment Area and the Personalised Learning Centre. Both areas support individuals and groups of students. All pupils accessing either centres are following planned provision courses.

### **Provision:**

All statemented students, EHCP and School support, access a degree of in-class support. Redhill promotes a collaborative approach to intervention and support with departments. Intervention programmes are a feature across the school by all departments. The Enrichment Team run intervention sessions throughout the day and support students at break, lunchtime and at Homework Club.

### **Personalised Learning Centre (PLC):**

The PLC delivers individualised and small group work to students in KS3 and KS4. Provision is varied to meet the diverse needs of students including:

- Coursework catch up
- Alternative curriculum provision
- Supporting aspects of behaviour and attendance
- Social skills
- Anger management
- Corrective reading

Outside agencies work alongside the wider inclusion staff during parts of the day.

# JOB DESCRIPTION

**Job Title: AHT—Inclusion and SENCo**

**Contract: Permanent Full Time**

**Salary scale: L 13-17**

**Responsible to: Headteacher**

## Description

Strategic leadership of and oversight for the development and implementation of wider inclusion across the school. Carry out the duties of SENCo.

## Line Management

- Teaching Assistants
- Alternative Provision Manager
- Other school leaders, to be negotiated with the Headteacher

## Key Roles and Responsibilities

The AHT for Inclusion and SENCo will be responsible for ensuring that the Quality of Education for students on the SEND register is exceptional.

## Key Responsibilities

- Lead the development of the most effective teaching approaches for pupils with identified barriers to learning.
- Accelerate the progress of all SEND students.
- Assess and identify barriers to learning.
- Design and implement appropriate programmes of support to meet their needs.
- Monitor the implementation and impact of these programmes.
- Evaluate the impact of programmes and any additional interventions on academic achievement and attitude to learning of these students.
- Train staff in the most effective strategies to integrate these students into mainstream lessons.
- Train and support teaching staff according to student need, so that they accelerate progress and attainment.
- Work closely with parents to ensure effective communication between home and school.
- Liaise with external agencies where appropriate to ensure coherence in support.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Create a climate for learning within teams and support the notion that all teachers are also learners.
- Lead the team of teaching assistants in order to maximise the learning outcomes for students.
- Effectively monitor and track the progress and learning experience of SEND students update the SLT and LGB where required.
- Take the strategic lead for curriculum provision for SEND learners.
- Work alongside the Personalised Learning Centre Manager to ensure alternative provision is highly effective and meet the needs of learners.
- Work alongside the DHT to ensure the strategic delivery for wider inclusion is highly effective across the school.

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## **Wider Leadership Responsibilities—Leadership and Vision.**

### **The successful candidate must:**

- Lead by example, providing inspiration and motivation
- Have high expectations, sets and delivers high standards and commands credibility through expertise
- Communicate the school vision in a compelling manner and assist the Headteacher and DHT in the strategic leadership of the school
- Work with the Headteacher and DHT for Behaviour and Attitude and the wider school to drive forward school improvement. Contribute to the SEF and SIP.
- To ensure equal opportunities for staff

### **Additional requirements**

- Demonstrate a flexible approach to the delivery of the work
- Consequently, the postholder may be required to perform work not specifically identified in the job profile but which is in line with the general level of scope, grade and responsibilities of the post
- Carry out the work of the job in a way that is consistent with the culture, ethos, equalities and inclusion policies of the school
- Redhill School is committed to safeguarding, child protection and promoting the welfare of children, young people and expects all staff to share in this commitment
- Undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data protection under GDPR and acceptable use of ICT policy

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained at Appendix A.

This job description may be amended at any time following discussion between the head teacher and member of staff, to be reviewed annually.

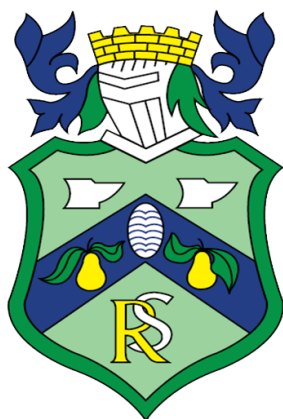
## PERSON SPECIFICATION

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## PERSON SPECIFICATION—continued

Criteria	Essential	Desirable
<b>Qualities</b> <ul style="list-style-type: none"> <li>Committed to working collaboratively to improve outcomes for pupils</li> <li>Committed to continuous improvement and the pursuit of excellence</li> <li>Having integrity and consistently leading by example</li> <li>Resilient, flexible and having a positive approach to challenges</li> <li>Energetic and enthusiastic</li> <li>Committed to building positive and effective relationships, based on trust and transparency, with children, staff, parents, governors, other schools and the wider community</li> <li>Be committed to innovation, learning from research and the best current practice</li> </ul>	*  *  * * * *  *	



**REDHILL SCHOOL**  
**Junction Road**  
**Stourbridge**  
**West Midlands**  
**DY8 1JX**

**01384 816355**

**[www.redhill.dudley.sch.uk](http://www.redhill.dudley.sch.uk)**

**[www.svat.org.uk](http://www.svat.org.uk)**

**For an informal discussion please contact:**

**Mr Clayton, Headteacher**  
**([info@redhill.dudley.sch.uk](mailto:info@redhill.dudley.sch.uk))**

**Please send completed Application Forms to:**

**Mrs S Williams, Redhill School, Junction Road, Stourbridge, DY8 1JX**  
**or email to [jobs@redhill.dudley.sch.uk](mailto:jobs@redhill.dudley.sch.uk) or apply via TES**

**CLOSING DATE: 30th January 2023 (9am)**

**INTERVIEWS: To be advised**

**Only successful candidates will be contacted.**

**Tours of the school are available on the following dates:**

**Wednesday 18th January—9am to 10am**

**Friday 20th January—8am to 9am**

**Wednesday 25th January 3.30pm to 4.30pm**

**Thursday 26th January 9am to 10am**

**Please contact the Headteacher's PA, Mrs Joanne Endicott, to arrange a visit to the school.**  
**Either call 01384 816355 or email [info@redhill.dudley.sch.uk](mailto:info@redhill.dudley.sch.uk)**  
**(please include a contact number).**