



Stour Vale Academy Trust

REDHILL SCHOOL



CANDIDATE INFORMATION PACK

Assistant Headteacher—Pastoral, Standards & Attendance

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	1,218
Number of teaching staff	76.6 (FTE)
Date school established	1976
Budget	£8.2m
Pupil Premium	24%
% of students with SEN in the school	14%
% of students on free school meals	22%

ACADEMIC ACHIEVEMENTS

GCSE Results 2023	<p>Attainment 8—Whole School 46.78</p> <p>Basics Standard (English and Maths 9-4) - Whole School 71%</p> <p>Basics Good (English and Maths 9-5) - Whole School 46%</p> <p>E Bacc (4+) - Whole School 45%</p> <p>E Bacc (5+) - Whole School 30%</p> <p>Data used from SISRA Analytics Collaborative Data 2023</p>
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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 which 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 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>

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 nine member schools, four primary, one junior and four secondary, with a further primary school and an infant school due to join in 2024.

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.

Our Vision and Values

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

OUR VALUES



INTEGRITY

By always acting with integrity we will deploy our resources appropriately to provide the very best education and care for pupils. This approach will enable us to recruit and retain the best staff who share our values.

We recognise our responsibility to support and challenge member schools to have a positive impact on the lives of children and young people, our communities and the wider educational system.

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.

RESPECT

We are committed to treating everyone with respect and promoting equality.

Stour Vale member schools are safe and inclusive schools. We value and celebrate the diversity of pupils, colleagues and the communities we serve. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

EXCELLENCE

We are committed to constantly pursuing excellence and improving all aspects of our work as a trust.

Excellence in teaching and learning, curriculum and character development is our primary focus. This will be achieved by realising our ambition to provide top-level professional learning for all colleagues, developing leadership in every role and providing exceptional back-office services such as HR and finance.

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 will *create the difference together*.

Assistant Headteacher

Pastoral, Standards & Attendance

We are seeking to appoint a highly motivated, dedicated and inspirational AHT, who is committed to joining an exceptional leadership team at Redhill School. The post has arisen due to the successful promotion of the current post holder. Redhill School enjoys an unrivalled reputation in the local community based on the school's 'Commitment to excellence' and care. Staff and pupils are immensely proud of their school and setting the bar high, is for them, a force of habit.

The AHT post is an exciting opportunity for an ambitious leader looking to develop their experience of leadership in a rewarding environment and within a very supportive multi-academy trust. The successful candidate will need to maintain and further develop standards across the school, building on our culture of a 'Commitment to Excellence'.

We are an ambitious school, a school that places a huge amount of emphasis on developing our people (staff and students) into being the best they can. Our curriculum is excellent and high-quality teaching and learning is evident across the school. We are agile in our response to the changing needs of society and the successful candidate will work alongside a talented team of pastoral leaders to make Redhill the best school it can be.

The successful candidate will be:

- Passionate about raising standards, challenging expectations and providing the best possible care for students
- Able to support the school leadership team to lead and motivate the staff team and school community; inspiring, challenging and supporting them to achieve their best
- Able to deliver on the schools highly ambitious vision to be a research driven, leading-edge school, providing the best in academic and pastoral support
- Ambitious to be the best they can be, committed to CPD and developing themselves

The leadership structure at Redhill is outlined below:

Headteacher			
Deputy Headteacher Quality of Education		Deputy Headteacher Culture & Ethos	
Assistant Headteacher Teaching & Learning	Assistant Headteacher Curriculum	Assistant Headteacher Inclusion	Assistant Headteacher Pastoral, Standards & Attendance
CoLA Leaders	Subject Leaders	SEND Team	Heads of Year

Continued...

For an informal discussion to speak to the Headteacher, please contact Mrs Joanne Endicott, Headteachers PA on 01384 816355 or email info@redhill.dudley.sch.uk

Visits to the school are warmly welcomed. Please contact Mrs Joanne Endicott, Headteacher's PA, to arrange to visit on one of the following dates:

Monday 18th March at 11.30am

Monday 18th March at 4pm

Tuesday 19th March at 2.30pm

Wednesday 20th March at 2.15pm

Wednesday 20th March at 4.30pm

Friday 22 March at 8am —Inset Day (please be aware that there will be no pupils on site)

Closing Date: Monday 8 April 2024 at 9am

Interview date to be advised.

The school is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced disclosure check by the disclosure and barring service.

JOB DESCRIPTION

Job Title: Assistant Headteacher—Pastoral, Standards & Attendance

Contract: Permanent, Full Time

Salary scale: L13-17

Main Purpose:

The Assistant Headteacher – Pastoral, Standards and Attendance will support the Headteacher and Deputy Headteacher in ensuring high standards of behaviour, attendance, and academic achievement within the school. They will play a key role in establishing policies and procedures to promote a positive school culture and monitor progress towards meeting the school's aims and objectives.

Line Management: Heads of Year, Attendance team and Pastoral staff. Other school leaders to be negotiated with the headteacher.

Qualities:

The Assistant Headteacher - Pastoral, Standards and Attendance should possess the following qualities:

- Upholding Public Trust: They should maintain high standards of ethics, behaviour, and professional conduct to uphold public trust in school leadership.
- Building Relationships: They should build positive and respectful relationships across the school community, fostering a collaborative and supportive environment.
- Student Focus: They should always serve in the best interests of the school's pupils, ensuring their well-being, engagement, and academic progress.

The Assistant Headteacher under the direction of the Deputy Headteacher will undertake the following:

Duties and Responsibilities:

School Culture and Standards:

- Build on the positive and enriching school culture where pupils feel valued and supported.
- Uphold educational standards and behaviour to prepare pupils from all backgrounds for their future education and life.
- Promote staff professionalism and ensure consistent and fair approaches to managing standards and behaviour in line with the school's behaviour policy.
- Build and develop a rewards programme that is inclusive and recognises the excellence of our school.
- Develop highly effective stakeholder engagement systems which drive forward school improvement.
- The strategic leadership for the CPD of Heads of Year.
- Ensure form time is used to establish the highest possible standards across the school.
- Enhance the Personal Development programme by strategically planning and implementing an excellent assembly programme.

Attendance:

- Take the strategic lead for developing effective attendance systems with all staff across the school
- Develop and maintain an accurate record of pupil attendance, producing reports as necessary.
- Systematically raise the attendance of students across the school.
- Monitor and address late arrivals and non-attendance, following safeguarding procedures.
- Collaborate with local partners to address attendance barriers beyond the school gates.

Continued...

Policy Development and Implementation:

- Contribute to formulating the school's aims, objectives, and policies.
- Implement policies and procedures related to behaviour, attendance, and academic standards.
- Monitor and evaluate the effectiveness of policies and make recommendations for improvement.

Staff Development and Support:

- Support the professional development of staff, providing guidance and coaching as needed.
- Foster a culture of continuous improvement and high expectations among staff.
- Use data to identify areas for school improvement, contribute towards the SIP and SEF to maintain excellent standards at Redhill School.

Wider Leadership responsibilities

- Lead by example, providing inspiration and motivation
- Communicate the school vision in a compelling manner and assist the Headteacher in the strategic leadership of the school
- Promote equality and diversity in all aspects of your work

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

PERSON SPECIFICATION

Qualifications and Experience - Essential

- A first degree or equivalent
- Qualified Teacher Status
- Recent relevant professional development as a senior leader to senior middle leader
- Successful recent senior or middle leadership experience
- Proven track record in leading and managing effective staff
- Experience of leading aspects of school improvement
- Experience of leading and improving teaching and learning /pastoral
- Experience of successfully increasing rates of pupil progress
- Experience of successfully enabling colleagues and pupils to develop and apply their leadership skills

Knowledge and Skills - Essential

- Excellent classroom practitioner
- Thorough knowledge of the secondary curriculum
- Thorough knowledge of safeguarding and safer recruitment
- Knowledge of current and emerging priorities in secondary
- Articulate with excellent interpersonal skills
- Able to prioritise, plan, organise and manage workload, delegating appropriately to other
- Able to develop the leadership and teaching skills of others
- Able to use data and a range of evidence to make judgements and identify priorities
- Able to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement
- Able to contribute to the effective use of school finance and resources
- Able to develop and communicate a compelling vision
- Able to influence others: inspiring, motivating and challenging
- Able to build and maintain effective professional relationships
- Astute and perceptive with sound judgement and decision-making skills
- Able to manage change in order to improve outcomes

Qualities—Essential

- Committed to working collaboratively to improve outcomes for pupils
- Committed to continuous improvement and the pursuit of excellence
- Having integrity and consistently leading by example
- Resilient, flexible and having a positive approach to challenges
- Energetic and enthusiastic
- Committed to building positive and effective relationships, based on trust and transparency, with children, staff, parents, governors, other schools and the wider community
- Be committed to innovation, learning from research and the best current practice



REDHILL SCHOOL
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Stourbridge
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01384 816355

www.redhill.dudley.sch.uk

www.svat.org.uk

For an informal discussion please contact:

Mr James Clayton, Headteacher
(jclayton@redhill.dudley.sch.uk)

Mr Clayton is happy to respond over the Easter holiday.

Please apply via the online application form on WM Jobs.

<https://dudley.wm-jobs.co.uk/members/?i=345>

If you are unable to complete online, then please contact

Mrs J Endicott at Redhill School on 01384 816355
or email info@redhill.dudley.sch.uk

CLOSING DATE: Monday 8 April 2024 (9am)

INTERVIEWS: To be advised

Please contact the Headteacher's PA, Mrs J Endicott, to arrange a visit to the school.

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Either call 01384 816355 or email info@redhill.dudley.sch.uk
(please include a contact number).

Please note only successful candidates will be contacted.
All candidates are subject to safer recruitment procedures.