**All to: Aspire Achieve Enjoy**

**Assistant Headteacher Position**

**Required for September 2023**

**Information Pack for Candidates**

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**Welcome Message from the Headteacher**

Dear Colleague,

Thank you for your interest in applying for the Assistant Headteacher position at Maghull High School. I hope that the information in this recruitment pack, alongside the school’s website and prospectus will give you an insight into Maghull High School and encourage you to make an application.

It was a real privilege to be appointed as the Headteacher of Maghull High School in September 2018 after 13 years as Senior Deputy Headteacher. Students, parents and staff are extremely proud of our relentless drive for excellence and instilling a culture of aspiration through high quality teaching and outstanding pastoral care. The person appointed will be joining a team of exceptionally talented and committed staff that are resolutely dedicated to enabling each student to reach his or her full potential and to become mature and responsible citizens.

The school is oversubscribed, with a pupil admissions number (PAN) of 186, from over 30 partner primary schools. The majority of year 11 students stay with us to continue their studies in the sixth form. Over the last four years, at the request of the Local Authority, the school has admitted over the PAN.

We continue on a journey of school improvement, with the hard work of the entire school community recognised in January 2022 when the school achieved Ofsted ‘Good Provider’ status and through improvements of student outcomes in summer 2022 results at GCSE/L2 Vocational and A level/L3 Vocational qualifications. This is a great time to join Maghull High School and shape our key priorities to ensure student outcomes continue to improve.

Our vision for teaching and learning is that all students develop essential knowledge and skills to be successful by providing as broad an educational experience as possible, both in and out of school. All staff share a collective responsibility for student achievement. We want all students to become responsible, resilient, respectful, tolerant and active citizens who contribute positively to society, appreciate diversity and uphold British values.

The well-being of our students and staff is of paramount importance to Maghull High School. Teachers and support staff are supported through careful attention to balancing teacher workload and by offering tailored and personalised continuous professional development. Only the best is good enough for our students.

You may wish to visit us before deciding whether or not to apply, and are very welcome to do so. Please contact Nicola Bowen via email: bowenn@maghullhigh.com or telephone 0151 527 3955 to arrange.

We welcome applications from candidates who share our ethos and look forward with interest to receiving your application.

Kindest regards,

Ms Davina Aspinall

Headteacher

**Maghull High School – School Context**

Maghull High School is a mixed 11-18 comprehensive school with over 1,100 students on roll. The school is a popular choice for parents and carers in the local area, and as a result, we are oversubscribed on first choice preferences for our September 2023 intake.

The school serves students from a full range of social and academic backgrounds. Our students arrive at Maghull High School from more than 30 primary schools with a wide and variable range of skills. The school has a long history of outreach work around transition with our high number of partner primary schools.

Attainment at entry is in line with national average.

The percentage of disadvantaged students is slightly above the figure for other schools nationally but fluctuates across the school. The proportion of students who come from homes where adults have higher education qualifications is below average. As a result many are the first in their families to go to university.

The school site is in Maghull but the school draws pupils from a wide and socio-economically highly diverse catchment. Over 400 students live outside Sefton in four other Local Authorities, mainly in North Liverpool and Knowsley. A high proportion of students travel to school by public transport.

As a result of our strong recruitment process, our strategic careers guidance and our revised entry requirements, retention in sixth form is positive. The majority of Year 11 students choose to continue their Post 16 studies at our Sixth Form College.

The school formally joined The Southport Learning Trust in November 2020, following a long standing partnership of school to school support. The Trust was formed in 2017 when Greenbank High School, the highest performing secondary school in Sefton, started to work closely in partnership with Stanley High School. Kew Woods Primary School joined the Trust in April 2019 and more recently Birkdale High School, who joined in September 2022. As a popular and growing Trust we aim to improve the life chances of all the students we teach as a result of the high quality leadership, collaboration and determination that is fundamental to our family of Trust schools.

**The Application Process – Advert**

**POST:** **ASSISTANT HEADTEACHER - Strategic Lead for STEM**

**SALARY:**  L12 – L16

**LOCATION:** Maghull High School

**START DATE:** 1 September 2023

**CONTRACT TYPE/TERM:** Full Time/Permanent

The Trustees of Maghull High School seek to appoint an ambitious, resilient, experienced and excellent teacher as Assistant Headteacher, who will make a significant contribution to the senior leadership team and to the future development and improvement of our school and Trust.

The successful candidate will have the opportunity over time to experience other areas of school leadership across curriculum and assessment, personal development and teaching and learning. This role represents an excellent opportunity for a dedicated and ambitious individual to develop as a senior leader and take the next steps towards headship.

We are looking to strengthen senior leadership across STEM subjects and wider strategic responsibilities determined subject to the strengths of the candidate. Depending on the skillset of the individual, we are open to discuss this further with a particular interest in quality of education.

The person appointed to the post will:

* Have a strong curriculum and assessment, teaching and learning and/or pastoral background.
* A keen interest in research to develop teacher skills and pedagogy.
* A commitment to developing positive relationships with students and parents to secure the best outcomes for all students.
* Evidence substantial experience of successfully leading whole school initiatives as set out in the job description and person specification.

Other senior leadership responsibilities will depend upon the experience and skills of the successful applicant.

Maghull High School is part of the Southport Learning Trust, which currently includes Greenbank High School, Stanley High School, Birkdale High School and Kew Woods Primary School. Our Trust welcomes teachers who are enthusiastic, energetic, and dedicated individuals with a talent for working with young people and a love of education. We are seeking colleagues who can build robust and effective relationships with staff, parents, students, and the wider community in order to further the ethos of the Trust.

For any enquiries about the post, please contact Miss N Bowen at bowenn@maghullhigh.com

or telephone: 0151 527 3961.

For further information and application pack please visit [**www.maghullhigh.com**](http://www.maghullhigh.com)

**Closing date for Applications:** 12pm, Monday 13 March 2023

**Interviews to take place:** week commencing, Monday 20 March 2023

**NO AGENCIES PLEASE**

**ENHANCED DISCLOSURE**

Southport Learning Trust is required under law and guidance to check the criminal background of all employees. Decisions to appoint will be subject to consideration of an enhanced disclosure, including a Barred List check, from the Disclosure and Barring Service. Because of the nature of the work for which you are applying, this post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered ‘protected’. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website, which can be accessed here: https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974

In accordance with our statutory obligations under Keeping Children Safe in Education Southport Learning Trust is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Southport Learning Trust might want to explore with you at interview.

A copy of our child protection and safeguarding policy can be found on our website https://www.maghullhigh.com/safeguarding/

**ENHANCED DISCLOSURE:** The school is committed to safeguarding and promoting the welfare of young people and

expects all staff and volunteers to share this commitment. The post is subject to an enhanced disclosure from the Disclosure and Barring Service (DBS).

**The Application Process - Application Details**

**POST:** **ASSISTANT HEADTEACHER - Strategic Lead for STEM**

**SALARY:**  L12 – L16

**LOCATION:** Maghull High School

**START DATE:** 1 September 2023

**CONTRACT TYPE/TERM:** Full Time/Permanent

The new Assistant Headteacher will be appointed at the lowest point on the advertised range. If the successful candidate is eligible to be appointed at a point other than the minimum of the advertised range, the Local Governing Body will review and offer a salary within the ISR range based on current salary and/or previous experience.

In addition to the application form, applicants are to provide a supporting statement (that is no longer than 2 sides of A4 in length in font size 11) that:

* Outlines your vision for a successful school in the next 3-5 years
* Outlines the strengths you would bring to Maghull High School and the Trust
* Clearly outlines how your experience to date has prepared you for the advertised post, making reference to the person specification

**Closing date for Applications:** 12pm, Monday 13 March 2023

**Shortlisting:** Monday 13 and Tuesday 14 March 2023

**Shortlisted candidates informed:** by Tuesday 14 March 2023

**Meetings and selection exercises for shortlisted candidates:** Tuesday 21 March 2023

**Formal interview:** Wednesday 22 March 2023

It is Trust policy to take up references for shortlisted applicants from their present employment. Please supply email addresses for all referees on your application form.

All shortlisted candidates will be required to produce original certificates for all educational qualifications stated in the application form and identification documentation on the first day of interview.

All appropriate safeguarding and attendance work checks will be requested from the successful candidate.

**Job Description**

**Job Title:** Assistant Headteacher

**Grade:**  L12 – L16

**Contract Type/Term:** Full Time/Permanent

**Responsible to:** Headteacher

Main purpose

To work as a member of the senior leadership team to raise standards, improve student outcomes and increase aspiration of our school community.

The Assistant Headteacher, under the direction of the Headteacher, will take a strategic role in:

* Formulating the aims and objectives of the school
* Establishing policies for achieving these aims and objectives
* Managing staff and resources to that end
* Monitoring and evaluating progress towards the achievement of the school’s aims and objectives

They may also be required to undertake any of the duties delegated from the Headteacher.

Leadership

Under the direction of the Headteacher or Deputy Headteacher:

* Support the Headteacher and Deputy Headteacher in the day-to-day leadership and management of the school
* Communicate the school’s vision compellingly and support the Headteacher’s strategic leadership
* Lead by example, focusing on providing excellent education for all students
* Lead on particular whole-school strategies and policy areas
* Build positive relationships with members of the school community
* Keep up to date with research and developments in education
* Seek training and continuing professional development to meet own needs

Key strategic area of responsibility

* Strategic leadership across STEM subjects
* Wider strategic responsibilities will be determined subject to the strengths of the candidate.

Managing staff

Under the direction of the Headteacher or Deputy Headteacher:

* Assist with the selection and recruitment of new teaching staff
* Performance manage middle leaders, including carrying out appraisals, providing professional development opportunities, and holding staff to account for their performance
* Create an ethos were staff are fully supported to develop their skills and knowledge
* Commit to their own professional development, proactively identifying development opportunities

Modelling best practice for teachers

* Demonstrate excellent performance against parts one and two of the teacher’s standards: teaching and personal and professional conduct
* Implement strategies and initiatives to share best practice with others in the school, developing confidence and skills in others

Systems and processes

Under the direction of the Headteacher or Deputy Headteacher:

* Ensure that the school’s systems, organisation and processes are well considered, efficient and fit for purpose
* Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing exemplary behaviour
* Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice
* Work with the governing board as appropriate
* Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources
* Support distribution of leadership throughout the school

Other responsibilities

The Assistant Headteacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher.

**Person Specification and Selection Criteria**

**A** = application form and supporting statement, **S** = selection exercises, **I** = interviews, **R** = references

|  |
| --- |
| ***Qualifications, Knowledge, Experience and Skills*** |
|  |  **Essential/** **Desirable** | **Evidence** |
| Qualified teacher status |  E | A |
| Degree relevant to teaching subject |  E | A |
| Evidence of recent and relevant continuous professional development |  E | A, S, I |
|  Evidence of leadership training |  E | A, S, I,R |
|  Evidence of successful middle leadership experience in a secondary school |  E | A, I, R |
| Experience of successfully managing a whole school project or initiative |  D | A, I, R |
| Experience of senior leadership working |  D | A, I, R |
| ***Teaching and Learning*** |  |  |
| Experience of teaching in an 11-18 school |  D | A |
| Excllent classroom practitioner |  E | A, S, I,R R |
| Evidence of improving student outcomes both on an individual and department/whole school basis |  E |  A, I, R |
| Knowledge and understanding of all Key Stages in an 11-18 school |  E |  A,S, I |
| Evidence of planning appropriate interventions and measuring impact on student outcomes to ensure students maintain good progress |  E | A,S,I,R |
| Ability to lead and develop initiatives to secure high standards of education |  E |  A, S, I, R |
| ***Leadership and Management*** |  |  |
| Experience of effective and successful leadership of a school team |  E | A,S,I,R |
| Understanding of relevant research and current educational developments  |  E | A,S,I,R |
| Experience of leading rigorous and robust quality assurance and performance management |  E | A,S,I,R |
| Evidence of impact of leading successful whole school strategic initiatives |  D | A,S,I,R |
|  Experience of working with other schools and institutions to improve learning outcomes |  D | A,S,I,R |
|  Experience of contributing to successful staff development(e.g. coaching, mentoring, INSET for staff) |  E | A,S,I,R |
| Evidence of ability to challenge mediocrity and underperformance appropriately |  E | A,S,I,R |
| Excellent time management and organisational skills |  E | A,S,I,R |
| Reflective practitioner, high level of self-awareness |  E | A,S,I,R |
| ***Strengthening the Community*** |  |  |
| Building relationships with stakeholders, outside agencies and other schools |  E | A,S,I,R |
| Promoting the school in the wider community through a variety of activities |  E | A,S,I,R |
| Working with parents/carers to improve student aspiration and achievement |  E | A,S,I,R |
| ***Safeguarding*** |  |  |
| Is aware and able to manage effective safeguarding policies and procedures |  E | A,S,I,R |
| Ability to deal with sensitive issues in a supportive and effective manner |  E | A,S,I,R |
| Knowledge of safe working practices with children |  E | A,S,I,R |
| Understanding of and commitment to promoting and safeguarding the welfare of students |  E | A,S,I,R |
| ***Other Skills, Personal Qualities & Attributes*** |  |  |
| Honesty, integrity, commitment, resilience, reliance, enthusiastic and optimistic  |  E | A,S,I,R |
| High standard of literacy, numeracy, oral and ICT skills |  E | A,S,I,R |
| Experience of using Arbor, FFT, 4Matrix and other software packages effectively |  D |  A,S,I, RR |
| Excellent role model for staff and pupils: good attendance, punctuality |  E |  A,S,I,R |

**Current Senior Leadership Team Structure**

Deputy Headteacher

Standards & Achievement, B&A

Snr Assistant Headteacher

DSL, Transition, MHWB

Headteacher

Assistant Headteacher

QoE – QA, Assessment, Student Outcomes

Assistant Headteacher

QoE- Teaching & Learning, CPD

Assistant Headteacher

Inclusion, SENDCo

Assistant Headteacher

QoE – Curriculum

Assistant Headteacher

QoE – Personal Development, PP

Post holder retiring and post removed from structure September 2023