



Appointment Information Pack



Vacancy	Assistant Headteacher
Location	Thornhill Junior and Infant School
Start date	1 st January 2024 (or sooner if possible)
Closing date	Closing date for applications 23 rd June 2023 (12noon)
Salary	L3-7
Contract	Permanent
Return application to	thornhill@focus-trust.co.uk

Welcome from Jen Rylance the Acting Headteacher, Thornhill Junior & Infant School.

Dear applicant,

Thank you for taking an interest in the Assistant Headteacher vacancy at Thornhill Junior & Infant School.

Our popular School is situated in the village of Thornhill, Dewsbury, West Yorkshire, serving a large residential area of private and local authority housing. The school's planned admission number is 420 and the school's admission limit is 60 per year group. The number of children on roll currently stands at 360. Approximately 36% of our children are entitled to free school meals, 18% have Special Educational Needs and 7% come from homes where English is not their first language.

Our school is popular with local families and has a reputation for being friendly and welcoming. There are good links with the local community through various activities and we enjoy positive relationships with neighbouring schools as part of the Dewsbury Learning Partnership.

Key messages from our most recent Ofsted report in 2019:

- Leaders have established a warm ethos in the school, based on respect for all. This is underpinned by the wealth of opportunities leaders have put in place which promote effectively pupils' spiritual, moral, social and cultural development.
- Leaders have ensured that the quality of teaching is good. Professional development for teaching staff in subjects such as phonics and writing has ensured that pupils typically make strong progress.
- Leaders have placed reading at the heart of pupils' learning. Consequently, pupils are enthusiastic readers and show a secure understanding of what they have read.
- Teachers ensure that pupils' learning is purposeful by making well considered links between a range of subjects within a topic. Pupils often decide which aspects of a topic they would like to explore. This stimulates pupils' curiosity effectively. They regularly reflect on what they have learned and think about their next steps. Pupils are enthused by this approach and, hence, show positive attitudes to learning and take pride in their work.
- The curriculum is well designed and, hence, captures pupils' interest and feeds their motivation to learn. As a result, pupils demonstrate positive attitudes in lessons.
- The well-developed music curriculum plays a crucial part in supporting pupils' spiritual and cultural development. Pupils benefit from a range of musical experiences, such as an opera visit during Year 4, opportunities to perform in the school band and to compete in musical contests with pupils from other schools. Pupils also learn about other cultures through a focus on different musical genres, significant artists and musicians.
- The behaviour of pupils is good. Pupils rise to adults' high expectations of them and, hence, they conduct themselves well. They are polite, welcoming and respectful. This creates a calm atmosphere in the school.

I am extremely proud to be the Acting Headteacher at Thornhill Junior and Infant School and believe it is a rich and vibrant place to learn and work. I would be very happy to answer any questions that you may have.

We hope that you will find this information pack helpful in finding out more about this post. You are very welcome to make an appointment to visit the school and meet with myself or Paul Spencer, Chair of Governors. Please contact the school office on 01924 453259, to make an appointment.

If you would like a further conversation about any aspect of this post or about working as part of Focus-Trust, please do not hesitate to email thornhill@focus-trust.co.uk or contact the school office who will arrange a telephone call.

Please contact us if you require any further information.

Please return all completed documents to thornhill@focus-trust.co.uk by

12noon on Friday 23rd June 2023.

Jen Rylance
Acting Headteacher

Welcome from Paul Spencer, Chair of Governors

Dear applicant,

Thank you for taking the time to consider applying for the post of Assistant Headteacher at Thornhill Junior and Infant School. As Chair of the Governing Body, I would like to take this opportunity to tell you a little bit about the context of our school.

Thornhill Junior and Infant School is a two-form entry school, situated in Thornhill on the outskirts of Dewsbury, West Yorkshire. We have PAN of 420 primary aged pupils with an admission limit of 60 pupils per year group. A small percentage of pupils come from homes where English may not be the first language.

We are proud to be part of the Focus Academy Trust and recognise the value of support, ethos, challenge, and collective efficacy embodied within the trust.

This is a very friendly school where children are happy, and staff work exceptionally well as part of a team. The large staff of teachers and teaching assistants are led by a dedicated, highly respected Senior Leadership Team.

There are 15 spacious and well-equipped classrooms. The school has a large hall which is used as a gymnasium, dining room and assembly hall. Our school is surrounded by secure playgrounds and a large, grassed area which includes an orchard. The building is a mixture of old and new and there has been much renovation and interior development over the last five years.

We offer a wide range of extra-curricular activities and clubs, and the school is renowned as a lead in music provision.

Parents are made very welcome in the school and provide much valuable support; they run the 'Friends of Thornhill' group which organises social and fund-raising activities.

Our school is popular with local families and has a reputation for being friendly and welcoming. There are good links with the local community through various activities and positive relationships with neighbouring schools, including the local High School.

I hope I have given you a flavour of Thornhill Junior and Infant School and that it makes you feel that you would like to become a part of our school community.

Yours sincerely,

Paul Spencer
Chair of the Governing Body

Academy details

Address	Edge Lane, Dewsbury, WF12 0QT
Telephone	01924 453259
Email	thornhill@focus-trust.co.uk
Website	www.thornhilljschool.co.uk

Job Description

Job title	Assistant Headteacher
	With responsibility for standards across school
Grade	Leadership scale L3- L7
Accountable to	The Headteacher

Key Purpose

To assist the Headteacher and Deputy Headteacher with the leadership, management and organisation of the Academy in seeking to achieve the highest standards of pupil achievement and Academy efficiency.

To play a major role in assisting the Headteacher to:

- Formulate and model the aims and the objectives of the Academy
- Establish the policies and guidance through which objectives are to be achieved
- Manage staff and resources to achieve the objectives of the Academy and the improvement plan
- Lead on the improvement of teaching, curriculum and assessment in order to achieve the best outcomes for all learners through modelling, demonstration coaching and evaluation
- Monitor and evaluate progress towards their achievement for all learners
- Improve standards across the Academy

Key relationships

- Children, parents and staff
- Local governing body
- Members of the Focus-Trust team
- Other Academy principals
- The Directors of Focus Trust and trustees
- Other local Academies and stakeholders

Key responsibilities

The following information is not intended to be exhaustive but included to give an indication of the type of duties associated with the role of Assistant Headteacher in order to realise the Academy's vision and outcomes of the Academy. The key duties are set out under the following headings:

1. Shaping the future
2. Leading teaching, learning and assessment
3. Developing self and working with others
4. Managing the organisation
5. Securing accountability
6. Strengthening community
7. Child protection and safeguarding
8. Equality
9. Deputise
10. Specific responsibilities

Shaping the future

- Ensure the vision for the Academy is clearly articulated, shared, understood and acted upon effectively by all.
- Motivate and work with others to create a shared culture and positive climate
- Work with individual staff and teams to translate the Academy's vision into agreed objectives and operational plans which will promote and sustain improvement throughout the Academy.
- Review, evaluate and develop the effectiveness of the school's policies and developments and analyse their impact on literacy and KS2.

Leading teaching and learning

- Be a consistently excellent role model to all staff within KS2 having a stimulating and challenging learning environment which secures outstanding learning and provides outstanding standards of achievement, behaviour and safety
- Demonstrate and articulate high expectation; setting ambitious targets for all children
- Monitor, evaluate and review classroom practice and manage improvement strategies holding staff to account
- Analyse and interpret performance data to inform classroom practice across the Academy, setting challenging targets for improvement
- In partnership with the Headteacher and Deputy Headteacher take responsibility for the monitoring of teaching and learning and curriculum provision
- Take responsibility for the monitoring of teaching and learning of a core curriculum area
- Work alongside the Pastoral team to develop links with parents
- Liaise with other academies/schools and providers to ensure continuity of support and learning when transferring pupils

Developing self and working with others

- Manage positive working relationships with all staff.
- Motivate and challenge all staff to maintain high expectations of professional standards and behaviours.
- Develop and maintain effective strategies and procedures for staff induction, professional development and performance review for teachers and support assistants
- Lead staff in developmental activities and evaluate outcomes; providing appropriate training for staff where necessary
- Be a source of best practice for teaching and learning by ensuring that national research and initiatives are used to inform targets for improvement

Managing the organisation

- Support the Headteacher and Deputy Headteacher to recruit, retain and deploy staff
- Implement evidence-based Academy improvement plans and policies, monitoring the effectiveness of spending and usage of resources.
- Ensure that literacy policies and practices take account of Trust, national and local policies and initiatives
- Manage the learning environment throughout the Academy to ensure that the Academy meets all health and safety regulations

Securing accountability

- Manage staff roles and ensure that responsibilities are clearly defined, understood and agreed within school
- Work with the governing body to enable them to meet their statutory responsibilities
- Present key information to a range of audiences; parents, governors, Trust officers and other external agencies

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Strengthening the community

- Work with other agencies to ensure learning experiences and opportunities for pupils are integrated into the wider community
- Build the reputation of the Academy with the outside community
- Create and maintain partnerships with parents and carers to support and improve pupils' achievement and personal development
- Ensure that parents are well informed about the curriculum, targets, children's progress and attainment throughout the Academy.

Child protection and safe guarding

- Ensure that the child protection policies and procedures are fully implemented and followed by all staff
- Ensure that sufficient resources and time are allocated to enable staff to discharge their child protection related responsibilities effectively.

Equality

- Ensure that the Academy reflects a vibrant and inclusive ethos which actively values and promotes diversity, community cohesion, and supports pupils to become successful integrated citizens.
- Actively challenge and address discrimination.

Deputise

- Deputise for the Headteacher/Deputy Headteacher

Specific responsibilities (including teaching responsibilities)

- Teaching commitment: Class Teacher in KS1 or KS2
- Develop teaching and learning of a core area in order to promote high standards of attainment at every stage and excellent progress;
- Analyse and interpret data in order to develop a secure understanding of effectiveness of provision and standards
- Plan strategically with the Headteacher and Deputy Headteacher in order to ensure all groups of pupils move forward
- Develop a secure knowledge of provision and standards through scrutiny of work and planning, as well as lesson observations, pupil voice and discussions, in order to offer feedback, challenge underperformance and move colleagues forward in their practice providing better outcomes for all children.

Beliefs, attitudes and personal attributes

- Focused on students achievement; puts children ahead of personal or political interests.
- Resilient and persistent in goals, but adaptable to context and people.
- Willing to develop a deep understanding of people and context.
- Willing to take risks and challenge accepted beliefs and behaviours.
- Self-aware and able to learn.
- Optimistic and enthusiastic.

The post holder is expected to:

- Actively support the work and ethos of the Focus-Trust.
- Undertake such additional duties as may reasonably be requested by the Headteacher and Deputy Headteacher
- Respect confidentiality of staff, pupils, families and visitors and not breach this trust.
- Participate in arrangements for appraisal and in the identification of areas in which s/he would benefit from training and undergo such training.
- Proactively keep abreast of developments in relation to the post, and whenever possible and appropriate, attend professional development opportunities.
- Comply with and support all policies of the Focus-Trust and Academy.
- Ensure that all statutory requirements are met.

This job description is neither exhaustive nor exclusive, and it may, after consultation with the post holder be subject to modification and amendment in accordance with the needs of the Academy and/or Trust.

Signed

Post holder

Signed

Headteacher

Dated

Assistant Headteacher

Person specification

Key:

App – Application Form

Ref – Reference

SP – Selection process. This could include a range of exercises, including an interview.

Knowledge, Experience and Skills		
	Essential/ Desirable	How identified
<i>Leadership and management</i>		
Ability to build effective relationships with staff, parents, governors and other agencies	E	App/SP
Ability to line manage staff	E	App/SP
Ability to use HR policies and procedures	D	App/SP
Ability to make and implement difficult decisions	D	App/SP
<i>Shaping the future</i>		
Implements an improvement plan across the Academy, identifying the priorities and evaluating the impact	E	App/SP
Works with and motivates teams and individuals to implement these changes	E	App/SP
<i>Leading Teaching and learning</i>		
Being an Excellent teacher – by national standards	E	App/SP
An excellent track record of ensuring that pupils make outstanding progress in Literacy	E	App/SP
Knowledge of how to use data to monitor pupil progress and set challenging targets	E	App/SP
Knowledge of assessment tools to monitor teaching and learning	E	App/SP
Ability to identify effective interventions to ensure pupils maintain good progress	E	App/SP
Ability to identify excellent classroom practice to enable teachers to improve, through effective feedback	E	App/SP
<i>Developing self and working with others</i>		
Regularly reviews own practice and continually participates in quality CPD	E	App/SP

Experience of delivering high quality INSET to all staff	E	App/SP
Experience of embedding innovative strategies for improving teaching and learning in a whole school situation.	E	App/SP
Ability to coach and mentor staff	E	App/SP
Managing the organisation		
Implements changes to staffing structures	D	App/SP
Recruits, retains and manages a range of staff	D	App/SP
Manages the learning environment in line with health and safety regulations	E	App/SP
Securing accountability		
Holds people to account for what they have agreed to deliver	E	App/SP
Works effectively with the governing body to fulfil statutory duties	D	App/SP
Provides performance data to parents, governors and Academy improvement officers	E	App/SP
Strengthening the community		
Builds relationships with community groups, outside agencies and other Academies which create innovative learning experiences for pupils	E	App/SP
Promotes the Academy	E	App/SP
Works with parents and carers to improve pupil achievement	E	App/SP
Child protection		
Is aware and able to manage effective CP policies and procedures	E	App/SP
Ability to deal with sensitive issues in a supportive and effective manner	E	App/SP
Qualifications and training		
Qualified Teacher Status or other educational qualification	E	App/SP
A degree or management qualification	D	App/SP
NCSL – Leading from the middle (or another NCSL leadership programme)	D	App/SP

About our school

Thornhill Junior and Infant School vision

'Together we will make the difference'.

Thornhill Junior and Infant school aims to nurture: happy, confident, inquisitive, responsible citizens with high aspirations for themselves and others.

We seek to achieve this through:

- Working together to create a happy school full of learning, laughter and friendship where individual contributions and opinions are valued.
- Promoting each pupil's self-esteem by building and developing individual strengths and talents so that children feel able to take risks within a safe, positive environment.
- Providing opportunities to explore, investigate and question the world around them through a broad and balanced curriculum enabling children to develop their natural inquisitiveness.
- Creating a stimulating environment, with high quality teaching, where children are encouraged to think for themselves, express their opinions and take responsibility for their learning.
- Supporting children to make the right choices for themselves and others, enabling them to make a valuable contribution to society and become responsible citizens.

Our pupils

The very large majority of pupils are of White British heritage and some have a first language other than English. The proportion of pupils known to be eligible for free school meals is above average. The proportion of disabled pupils or who are supported at school action plus or with a statement of special educational needs is above average. Attainment on entry is broadly in line with age-related expectations.

Our staff

Our leadership team comprises the headteacher, deputy head, two assistant heads and two senior leaders. In addition to teachers and teaching assistants, we have behaviour & pastoral leads who work with children and families, staff and outside agencies to offer support for wellbeing and develop parental engagement. The running of the school is also supported by admin, site, kitchen and lunchtime teams.

Our facilities

Thornhill is a two-form entry school. The classrooms are light and spacious and well equipped to ensure the children have a learning environment conducive to the 21st century. We are extremely fortunate to have large grounds which have been designed and developed to support children's learning.

Our school organisation

Our pupil admission number is 420 and there are two classes for each year group, from Reception to Year 6. In addition to class teachers, learning is supported in classes by teaching assistants – the number of these depends on needs within classes and year groups.

Our curriculum

We offer a broad and balanced curriculum which gives the children a wide range of experiences to develop the whole child. Our curriculum is geared to giving children a firm grounding and the necessary skills to succeed in an ever-changing world as well as providing them with the solid foundations of reading, writing and maths. We are very proud to be an Arts Mark School as well as having achieved the Platinum Sing Up Award.

Our extra-curricular activities

As well as our extensive range of music clubs we have lots of other extra-curricular activities that run throughout the year including; football, cooking, Scalextric, board games, homework, Lego and arts and crafts. We have recently started an After School and Holiday Club to provide affordable childcare and to meet the needs of our working parents.

Academy Quick Facts	
Type of school	Primary
Age range	4-11
Location/LA	Kirklees
Number of children	361
Number of teaching staff	21
Number of support staff	40
% FSM	36%
% SEN	18%
% EAL	7%

Background to the Trust

Focus-Trust was incorporated in May 2012 as a primary trust. The Trust has links with the sponsor, Focus Education, but is an entirely separate legal entity. As with all academy trusts, the Trust is a company limited by guarantee and an exempt charity. The Trust's offices are situated in a newly converted historic mill conversion in Chadderton, Oldham with excellent motorway networks to access our schools.



The defining feature of Focus-Trust is that it is a specialist primary phase trust. This means that the work of the Trust is driven by the distinctive needs of primary schools. Whilst the Trust has robust systems for accountability, each school has their own distinctive identity, ethos and culture, and this is a commitment to every school when they convert and join the Trust.

Focus-Trust currently has a small centrally employed team. The members of the team are highly skilled and committed to the vision, culture and values of the Trust.

All the schools within the Trust are willing partners who have actively chosen to join Focus-Trust and there is a very high degree of consensus, cooperation and commitment from within the group.

The Trust has robust policies and systems in place to govern and guide its work. These have been gradually implemented as the Trust has grown. The Trust has well-established productive relationships with trade unions and meets half termly with a group of national trade union representatives to discuss policy development. This has enabled us to introduce and change a range of policies in a streamlined and cooperative way.

Vision

'Great schools at the heart of our communities' - with our Community Champions and colleagues, we strive to ensure we are being civic leaders making a difference in the local and national communities and the community is supporting us.

Commitment

'Learning together, making the difference'

Collective Efficacy

We have a well-developed and securely embedded culture of Collective Efficacy. By this we mean we have, 'A shared commitment to work together on the things that matter to improve outcomes for all.'

The Focus-Trust Values

Professional honesty is at the heart of everything we do. The Trust knows the schools well because of the strong working partnership between academy leaders and the Trust Central Team. It is only by being honest and transparent with a balance of credible challenge and effective support, that we can move forward and get the best for all children and staff. Our work is underpinned by our values:

Care for children, adults and the learning environment

Dare to do things differently and have a go

Be fair, honest and inclusive – demonstrating integrity

Share expertise and best practice for the benefit of all learners

What you might want to know about Focus Trust

Pensions

Focus-Trust contributes to Teachers' Pensions and Local Government pensions in the same way and with the same level of contribution as local authorities.

Employer Relations

Focus-Trust has a Trade Union agreement which recognises the teacher and support staff unions. This is further supported by an ongoing and productive relationship with key trade union officials.

Equality of opportunity

Focus-Trust is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including age, gender, race, colour, nationality, ethnic origin, disability, gender, religion, age, marital status, sexual orientation and/or medical condition.

Safeguarding

Focus-Trust is committed to safeguarding and promoting the welfare of all children and young people. There is an explicit expectation that all employees share this commitment and adhere to all safeguarding policies and procedures. Applicants should be aware that the recruitment process will include an assessment of your suitability to work with children.

Dress code

We expect all staff to dress professionally and appropriately for the roles undertaken. We pride ourselves on the high standards of dress of both our pupils and staff; these standards are led by our staff who we expect to set an example.

Policies

Focus-Trust and the schools have a range of policies and handbooks that help to make clear our expectations and ways of working. These are always shared openly with staff and are accessible to everyone. There are several policies that prospective employees should be aware of when making an application. These can be found on the Trust website www.focus-trust.co.uk

trust.co.uk and school websites. All members of staff will be asked to sign a declaration as part of the induction process to acknowledge that they have read and understand the Code of Conduct and some of the key policies, e.g. Safeguarding and Child Protection, Health and Safety, Acceptable use of IT.

Right to work in the UK

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

Validation of qualifications and identity

All shortlisted candidates will be asked to bring original certificates or relevant qualifications and identity documents to interview. These will be photocopied and kept on file and, if appropriate, may be confirmed as genuine with the relevant awarding bodies. The copies of the successful candidate will be retained on their personnel file. The copies of unsuccessful candidates will be treated as confidential waste and disposed of appropriately.

References and Social Media Checks

If you are shortlisted, we will take up references before the interview date. One of your referees must be your current or most recent employer. Two satisfactory references must be received before we can confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. Copies of references or open references will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process.

In line with our safer recruitment policy, social media checks will be undertaken if you are shortlisted. This social media check is designed to complement the range of standard recruitment checks and allows us to identify a candidate's online presence which potentially could damage the organisation's reputation.

Knowledge and skills profile

This is an important part of your application and is your opportunity to explain how you meet the person specification for the post. You should demonstrate your skills, knowledge and experience and give short examples. Describe how you match the requirement of the job; include experience gained from previous jobs, community or voluntary work. Ensure that the information you give is well organised, relevant and brief. You may find it helpful to use sub-headings in order to keep your statement well focused. If you do not submit this profile, you will not be considered for short listing.

Disability

To comply with the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you

specify on the application form. Please contact Natalie Harris if you need to discuss this in any detail. We will consider any reasonable adjustment under the terms of the Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Disclosure of a criminal record

Employment in this role is subject to an enhanced check with the Disclosure and Barring Service (DBS). Checks will also be made against the lists showing people barred from working with children. All checks must be satisfactory before any offer of employment can be confirmed and before commencement of work can take place.

Please return all completed documents to thornhill@focus-trust.co.uk by **12noon Friday 23rd June 2023**

Thank you for taking the time to read this information pack.
We wish you every success in any application you may
make.