



Pewsey Vale School

Deputy Head Teacher

CANDIDATE PACK





Dear candidate,

Welcome to Pewsey Vale School. I am delighted that you are requesting information for the post of Deputy Head Teacher with responsibility for Curriculum, Teaching & Learning and I look forward to reading your application.

I am very privileged to lead Pewsey Vale School and am proud at what we can offer our students. Over the past five years we have worked tirelessly to become an innovative and successful learning environment providing fantastic opportunity and support for our community.

Due to our success we have grown over 30% and this expansion provides the opportunity for you to join our ever-growing school.

Pewsey Vale provides a supportive and challenging learning environment where all students are empowered to succeed. We are passionate about ensuring our students have access to the best opportunities which will help them achieve and prepare them for their future.

Our school community works together to ensure that all students reach their full potential in their academic and personal development.

I believe that teaching needs to engage students and be challenging in a way that encourages them to take risks and endeavour to break through their perceived barriers. Our teachers have high expectations and students are supported in reaching these. We want our students to be resilient, creative and successful individuals.

I strongly believe in a holistic approach to education where personalised learning is at the forefront of a school's vision. As a small school, we can facilitate this where every student is an individual. Our staff know each young person and their families very well; they encourage everyone to develop and flourish in all areas of school life and beyond.

Attracting the best staff is the most effective way of growing and if you have the passion to contribute to our school then we look forward to receiving your application.



Neil Pritchard
Head Teacher



Pewsey Vale School

As a single academy trust it is important for us to maintain our individuality and as a small rural school we pride ourselves on offering our students personalised learning experiences. Therefore it is vital that we embrace collaboration and build outwardly facing strategic partners. Through these partnerships we are able to build capacity that offers a myriad of opportunity for our school community to engage in, which will be of benefit to their schooling and life long learning.

These partners currently include:

- Compass for Life
- Marlborough College
- Bitterne Park Teaching Alliance
- Education Strategy Partnership
- Thriving through Venture
- ParticipationPeople



Ethos of Pewsey Vale School

Curriculum Statement

At Pewsey Vale School we offer a broad curriculum to all learners. This aims to stretch and challenge students whilst providing opportunities for a range of subjects to be studied.

We wholeheartedly believe that all children should be given the opportunity to study all subjects in Key Stage 3, giving them the time to experience and develop the skills necessary to take on the challenge of GCSE courses when they join Year 10.

Core Values

Our curriculum is underpinned by our core values of:

Respect **Diligence** **Integrity** **Fearless** **Trust** **Driven**

These values will shape our students into becoming:

- Exceptional
- Resilient
- Innovative
- Aspirational
- Yourself
- Successful



Our Ethos at Pewsey Vale School is to provide a supportive and challenging learning environment where all students are empowered to succeed. We are passionate about ensuring that every child has access to the best opportunities which will help them achieve and prepare them for their future. Our school community works together to ensure that all students reach their full potential in their academic and personal development.

We believe that teaching needs to engage students and be challenging in a way that encourages them to take risks and endeavour to break through their perceived barriers. Our teachers have high expectations and students are supported in reaching these. We want our students to be resilient, creative and successful individuals. We strongly believe in a holistic approach to education where personalised learning is at the forefront of our school's vision. As a small school, we can facilitate this where every student is an individual. Our staff know each young person and their families very well; they encourage everyone to develop and flourish in all areas of school life and beyond.

Through bespoke collaboration with a range of partners and other organisations we endeavour to raise our students' aspirations and significantly increase the opportunities available to them throughout their schooling and beyond. We endeavour to:

Secure development and achievements

- Provide opportunities for students' personal development
- Allow students to achieve their personal best

Prepare students for "life beyond Pewsey Vale"

- Challenge, motivate, inspire and lead to a lifelong interest in learning
- Prepare students for further education whether academic or vocational and for the world of work

Promote active community involvement

- Ensure students are prepared for life in modern Britain
- Offer a wide range of quality extra-curricular opportunities for personal development
- Involve working with the community to promote local, national, and global awareness



Expectations

At Pewsey Vale School we expect our Teachers to:

- Be an enthusiastic and qualified teacher with a passion for your subject
- Have a commitment to achieving excellence
- Contribute to raising standards of student attainment
- Offer enrichment and extra-curricular experiences related to your subject
- Contribute to the overall development of the school

In return we offer:

- A happy and supportive working environment with high expectations and standards
- The opportunity to develop an innovative curriculum for your subject
- The potential for further management opportunities
- Competitive salary, based on skills and experience



Job Title	Deputy Head Teacher with responsibility for Curriculum and Teacher & Learning
Report to	Head Teacher
Hours	Full time
Salary	L14-L18 (£58,135-£64,143)

Pewsey Vale School

Introduction

The Deputy Head Teacher will be a key member of the School Leadership Team and will take responsibility for the Curriculum and Teaching & Learning development of all our pupils.

The essential qualities of the Deputy Head Teacher are educational passion, organisational excellence and a strong and effective leadership style. The successful candidate will be an experienced and capable teaching and learning leader who can anticipate and act on the changing needs of our growing school. Senior Leadership experience would be useful, but not essential for the right person. You will possess good judgement, and outstanding written and oral communication skills. You will possess the initiative, independence and flexibility to effect meaningful educational change. You will be able to demonstrate the following attributes:

- Excellent classroom practice.
- Be passionate about teaching and learning; be an advocate for excellence and a champion for all our pupils.
- Able to communicate what excellent teaching and learning is and enthuse teachers about our practice.
- Clear and empathetic communication skills.
- Able to develop effective systems that are understood and supported by all stakeholders.
- The gravitas to inspire confidence and respect in pupils, parents and staff.
- Experience in leading academic/ teaching and learning teams.
- Experience in leading successful pedagogical change in a whole school context.

Responsibilities may evolve over time, in response to the natural growth and development of the school.

Job Purpose:

This will be a key role in the strategic leadership of our School. As the lead professional you will ensure that curriculum, teaching and learning is inspiring, innovative, engaging and personalised, maximising all students' potential and empowering them to become enthusiastic and independent learners. You will also be responsible for monitoring and evaluating the performance of students and all teaching staff and to lead the formation and delivery of improvement strategies where required.

Strategic Direction and Development:

- Support the Head Teacher in ensuring the vision for the school is clearly articulated, shared, understood and acted upon by all;
- Demonstrate the vision and values of the school in everyday practice;
- Motivate, working with and through others to further develop a shared culture and positive ethos
- Promote high expectations of attainment and progress for all;
- Working with the Head Teacher on the strategic development and implementation of the School Improvement Plan;
- Working with the Head Teacher to develop and implement effective strategies to evaluate the effectiveness of curriculum, teaching and learning;
- Working with the Head Teacher to oversee and develop the school's curriculum.
- Lead the Senior Leadership Team and Middle Leaders in reviewing and assessing current teaching practice and developing a personalised improvement approach with all staff;
- Be responsible for the development and review of all school policies relating to Curriculum, Teaching and Learning;
- Be the professional lead for the Governors' Curriculum and Teaching & Learning Committee.



Leading Teaching and Learning:

- Be the lead professional responsible for raising the quality of teaching and learning and students' achievement, setting high expectations for students and staff;
- Be coach and mentor for others with the ability to model and exemplify good practice and act as consultant for other teachers;
- Provide regular, diagnostic feedback for colleagues that recognises good practice and challenges where necessary in a way that results in a tangible impact on students' learning;
- Lead on the development of policies and practices across the school that promotes inclusion and high achievement through effective and differentiated teaching, learning and assessment;
- Secure and sustain effective teaching and learning throughout the school through structured monitoring, evaluation and review processes;
- Ensure appropriate support and interventions are put in place, as necessary, to secure high quality teaching and learning experiences.

Developing Self and Working with Others:

- Work with the Head Teacher and the Senior Leadership Team to build a professional learning community that empowers others to achieve;
- Be the lead professional responsible for raising the standard of teaching from all teaching staff;
- Be responsible for ensuring appraisal arrangements are effective in securing outstanding academic performance and effectively plan and deliver professional development activities for others;
- Build a collaborative learning culture within the School and actively engage with other schools to build effective learning communities;
- Committed to your own professional development, regularly review own practice and set personal targets;
- Identify and pursue leadership and management development opportunities (to be agreed and negotiated with the Head Teacher who will give support throughout).

Securing Accountability:

- Work with the Head Teacher to ensure the school's accountability to a wide range of groups such as parents and carers, governors, the LA and the DfE;
- Work with the Governing Body to ensure that it meets its' responsibilities and offers the appropriate degree of challenge to the School's leadership and performance;
- Be responsible for the School's Self-Evaluation and be able to present a coherent, accurate and insightful account of the School's performance to a wide range of audiences;
- Be responsible for the line management of members of the Senior Leadership Team with subject area responsibilities and the academic progress of students;
- Monitor the standards achieved by subject areas and to lead and monitor the production of Subject Area Reports and Subject Area Improvement Plans;
- Work with the Head Teacher and the SLT to develop strategies to further improve attendance.



Strengthening Community:

- Engage effectively with our internal and external school community to deepen a sense of partnership;
- Collaborate with other schools and organisations in order to share expertise and bring positive benefits to our school and other schools;
- Collaborate at both strategic and operational levels with parents and carers, fellow professional and across multiple agencies for the well-being of others.

Resource Management:

- Work with the Head Teacher and the SLT to provide effective organisation and management of the School and seek ways to improve organisational structures and functions based on rigorous self-evaluation;
- Work with the Head Teacher and the SLT to ensure the School and the staff and resources are organised and managed to provide an efficient, effective and safe learning environment.

General:

- Support and promote the values and ethos of Pewsey Vale School;
- Be aware of the responsibilities under Data Protection Legislation for the security, accuracy and significance of the personal data held in the School's systems;
- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the School and to be one of the designated persons for child protection;
- Work in accordance with the Schools Health and Safety Policies and Procedure;
- Undertake such other duties as laid down in the School Teachers Pay and Conditions Document and those delegated by the Head Teacher.

General Professional Duties:

The job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document. The post is otherwise subject to the Conditions of Service for School Teachers in England and to locally agreed conditions of employment.





Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • QTS • Evidence of continuous professional development. • Evidence of further training in leadership and management. 	
Safeguarding	<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children. • Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community. • Safeguarding qualifications. • Safeguarding training. 	<ul style="list-style-type: none"> • Experience of varied behavior policies and strategies.
Experience	<ul style="list-style-type: none"> • Proven record of building relationships with students and having strong behaviour management. • Proven record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils across the full ability range. • Proven record of successful curriculum/ subject leadership leading directly to an increase in standards of attainment. • Experience of leading and implementing whole school initiatives and managing change, developing strategies for raising achievement. • Experience of monitoring and evaluating curriculum delivery. • Additional Teaching & Learning responsibilities eg. Key Stage Leadership/ Assistant Head, existing Deputy Head. 	
Strategic Leadership	<ul style="list-style-type: none"> • Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these. • Ability to articulate and share the vision of Pewsey Vale School. • Ability to lead whole school curriculum. • Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement. • Understanding and commitment to promoting and safeguarding the welfare of all pupils. • Ability to delegate where appropriate and to support others in undertaking responsibilities. • Commitment to equal opportunities. 	<ul style="list-style-type: none"> • Experience of managing underperformance. • Overseeing pupil premium.



	Essential	Desirable
Teaching & Learning	<ul style="list-style-type: none"> • Clear understanding of what good quality teaching and learning looks like and strategies to develop this. • Secure understanding of the requirements of the national curriculum. • Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils. • Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning. • Experience of effective monitoring of teaching and learning. • Clear understanding of the characteristics of successful behaviour management. 	
Knowledge & Skills	<ul style="list-style-type: none"> • Ability to communicate effectively orally and in writing to a range of audiences; eg. staff, pupils, governors and parents. • Knowledge of ways in which links with external agencies can be used to extend learning opportunities for pupils. • Excellent personal organisational skills. • Ability to prioritise workload and work to specific deadlines. 	<ul style="list-style-type: none"> • Ability to use data management systems. • Experience of timetabling.
Personal Attributes	<ul style="list-style-type: none"> • Understanding of and commitment to nurture and inclusion, and their impact upon learning. • High expectations for all pupils. • Ability to inspire, challenge, motivate and empower others. • Belief in and ability to foster a fair, open and supportive culture. • Self-motivation and a commitment to continued professional development. • A 'can do' attitude and an ability to solve issues as and when they arise. 	<ul style="list-style-type: none"> • Experience of working with other stakeholders and/or members of the community eg. Governors/PTA/ friends/community.

How to apply

Please complete the TES on line application form, along with the PVS Monitoring & Diversity form.

In compliance with Safer Recruitment Guidelines, CV's will not be accepted

Potential candidates may contact Pewsey Vale School with any questions on 01672 565000 or email was@pewsey-vale.wilt.sch.uk



Pewsey Vale School is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. In accordance with our Safer Recruitment Policy we are unable to process applications without a fully completed application form. The successful applicant must obtain DBS clearance at enhanced level.

The school will also carry out a prohibition from teaching check. Non-disclosure may lead to termination of your employment.