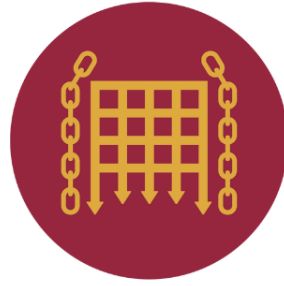


CARE
ASPIRE
INCLUDE



DEPUTY HEADTEACHER

Join Us

THE ROMSEY SCHOOL
GREATBRIDGE
ROMSEY
HAMPSHIRE
SO51 8ZB

01794 512334

jobs@gatewaytrust.org

www.romsey.hants.sch.uk

#WEAREROMSEY

Dear Candidate,

Thank you for having an interest in this Deputy Headteacher Role and in coming to work with us here at The Romsey School. This Deputy Headship is a substantial position and it presents an exciting opportunity to work closely with me and the Senior Team to lead the school to make a significant contribution towards our aspirations.

Romsey School is a very special place. It is a place which prides itself on aspiration, on its exceptional Student Support, superb Teaching & Learning and on the highly effective relationships that we have across our community. Our culture is based on mutual respect and members of our community strive to be the best we can be every day. [This link](#) will give you more details about our school values and our curriculum intentions.

As you will learn, our overarching vision is that we deliver “Compassionate Excellence” for all our students through the values of “Aspire, Care & Include”. We aim to ensure that our youngsters leave our school confident, inspired and fulfilled, ready to rise to the challenges of their future. This appointment brings a chance to join our Senior Team and to drive change to ensure that our exciting new vision becomes a reality.

It’s important that we appoint the right person who fits our team, builds excellent relationships and demonstrates the Romsey leadership qualities as described within this booklet (p7). Therefore, we have deliberately kept the remit broad to ensure that we can fit the role to the skills of the person. In short, the successful candidate will be the ‘Deputy Head for Student Support, Culture & Ethos’. They will lead across the school, creating solutions to any areas of change that are deemed necessary in order to achieve our vision, enabling a culture of compassionate excellence (*Aspire, Care & Include*). They will provide strategic leadership, management and motivation to secure high quality Student Support; ensuring the consistent application of our Student Support Policies and Processes. This could include an emphasis on Safeguarding, Attitudes, Behaviour, Personal Development, Well-Being, Care, Guidance and/or Tutorship. They will deputise for me and work on any headship matters which ensure the smooth running of the school.

Regardless of your particular current strength(s) in school leadership, if you are an enthusiastic and experienced School Leader who has already had clear and sustained impact at Assistant Headship level, and who wants to make a significant difference to the lives of young people, we hope that you will make our school the next step in your career. We are mindful that DHT candidates will all be looking to Headship in the near future, therefore this role will bring a wealth of opportunities to learn and hone your skills ready to take on your own school.

We hope that after reading this pack you will be excited about becoming part of the continuing success that is The Romsey School. If you would welcome an initial discussion about this role and/or a tour of the school, please contact me via Keren Elkins (my PA) on the email below. I look forward to meeting you and then to reading your applications which need to be at the school by 9.00am on Friday 27th January.

Yours faithfully,



Annie Eagle
Headteacher



THE ROMSEY SCHOOL SENIOR TEAM

WHY WORK WITH US?



Andy Marks (Deputy Headteacher & current post holder)

As a member of the Senior Leadership Team at Romsey for 20 years I have greatly enjoyed my leadership role in the evolution of our school. Our students are diverse and wonderful, as are our colleagues who work hard to ensure that all students thrive. Although I have now taken the decision to step away from my leadership role, I remain fully committed to The Romsey School, and am excited to be returning to the classroom full time.

Chris Stephens (Deputy Headteacher)

I really enjoy working at Romsey because I have always felt that the school provides “High Challenge in a Low Threat” environment and it stimulates growth. I also really enjoy working with our students. How happy they are to talk to us, laugh with us and work with us! Lastly, I have always valued the support given to me to enable me to pursue my Career Development.



Alison Clarke (Assistant Headteacher – Pupil Premium & Personal Development)

I love the shared excitement at Romsey, finding out what works, what makes students and staff motivated to achieve, and most importantly to be happy. Romsey is an inclusive school where teachers and support staff of all career stages are excited about the learning and outcomes in the classroom and beyond. We enjoy working in our school because members of the community are valued and nurtured, feeling a sense of belonging where they can work and grow in an inclusive and supportive environment.

David Fawcett (Assistant Headteacher – Teaching & Learning)

Having worked in a number of schools around Hampshire, The Romsey School is a place where both student learning and staff development are front and centre of its drive towards being exceptional. The spirit around the campus is infectious with both students and adults hungry to learn and improve. The school has such a community feel. It is a place where students shine, and staff meticulously develop their craft, working in synergy to be the best they possibly can be. The Romsey School is special and unique, full of opportunities, full of talent, and a place where working with our strong leadership team can help move our school beyond what can be imagined.



Donna Page (Assistant Headteacher - SEND, Diversity & Inclusion)

If you are looking for a supportive team, amazing children and a lovely location - Romsey is the place for you. When I researched job opportunities and then interviewed, I was so excited by the vision of 'aspire, care, include' and I still am. It's not just 'lip-service' of a vision, it is what we do, what we believe and how we run our school.

Adam Bettiss (Assistant Headteacher - Behaviour, Safeguarding and Attendance)

Romsey is a school that is genuinely at the heart of the community it serves and not just in the physical sense. We Aspire, Care and Include in equal measure and the care shown by the student support team for our entire community (parents, pupils and staff) is second to none. It is this unrelenting desire by all staff to support each and every pupil to reach and exceed their potential that gets me through my lengthy commute each day.





Nick Chafer (Senior Leader)

I've been here for 27 years and the main reason why I love it so much? The people and the community. Working here is a joy and allows you to develop a whole spectrum of skills to really make a difference. As a school we have continually evolved and we are all pushed to constantly ask ourselves if we could be doing things better.

The Senior Leadership Team at Romsey is a creative and supportive one. We have a strong focus on empowering all colleagues to develop and evolve teaching and learning and we believe in improving, not proving. As a group we have challenging and also creative conversations, along with lots of laughs.

N.B. The current senior team's roles and responsibilities are available on request.



Chris Nunn (Chief Operating Officer, GMAT)

I am proud to be a part of The Romsey School Senior Leadership Team. I am thrilled to be involved in the growth of the school as a whole and for all the exciting things to come. There is a real sense of community here, where people are made to feel supported and encouraged.



Gwennan Harrison-Jones (CEO, GMAT)

I started as CEO at The Gateway Trust (0.6 fte) in September 2022, bringing with me 7 years of previous experience as Headteacher at Cams Hill School, Fareham where I remain on a 0.4fte basis. I have thoroughly enjoyed getting to know the various settings within the Gateway Trust particularly working closely with Annie to get to know 'all things Romsey.' I am excited at the opportunity to recruit for a new Deputy Headteacher; a post that is such a crucial role in continuing to shape the ongoing evolution of the school into the future.



Judith Houghton (Chair Board of Trustees, GMAT)

On behalf of the Gateway Trust, I'd like to add my thanks for your interest in this role. Our Trust is small at the moment - 1 secondary school, 1 primary school and a community arm - but we have plans for growth and this will include further leadership opportunities within the trust in the future. We have a proven track record of excellent staff development and of tailoring roles and responsibilities around staff, so please do get in touch to find out more.





DEPUTY HEADTEACHER

STUDENT SUPPORT, CULTURE & ETHOS

- Closing Date: 9.00am Friday 27th January 2023
- Job Start Date: April or September 2023
- Contract: Permanent
- Salary Type: Leadership Scale
- Salary Details: LDR 18-22 (£67,351- £74,284)
- Hours of Work: Full time
- Location of Role: The Romsey School
- Contact e-mail address: jobs@gatewaytrust.org
- School address: The Romsey School, Greatbridge, Romsey, SO51 8ZB

The Romsey School is a successful secondary academy in the market town of Romsey in Hampshire. We are seeking to appoint an inspirational and driven leader with a proven track record of impact at whole school level. The successful candidate will join a supportive, ambitious and innovative Senior Leadership Team. They will have specific responsibility for the oversight & strategic direction and daily leadership of our school's Student Support, Culture & Ethos. However, responsibilities will be adjusted to fit the skills, talents and passions of the right candidate.

Application Procedure

If you would welcome an informal discussion in the first instance about this role, please contact Annie Eagle (Headteacher) via her PA; Keren Elkins on head@romsey.hants.sch.uk

For the application form and equality form please go to The Romsey School website [here](#). Please complete the **bespoke** DHT Application form which is found under this booklet on our website. Please do not complete the generic application form. For the extended prose at section 6 of the form, please write two sides of A4 font size 11 identifying how you believe your skills, experiences and attributes align with The Romsey School characteristics of high performing leaders (p7), evidencing impact. Completed application forms should be returned by the closing date to the HR Administrator, The Romsey School, Greatbridge, Romsey, SO51 8ZB or sent electronically to jobs@gatewaytrust.org

Shortlisted candidates will be asked to produce a three-minute video and then we will shortlist again for the interview. Interviews will take place on 8th and 9th February.

The Gateway Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks

CHARACTERISTICS

HIGH PERFORMING LEADERS OF THE ROMSEY SCHOOL

- Possess the highest aspirations for themselves and others
- Drive forward change and evaluates their own impact; encouraging others to do the same
- Are explicit (with teachers and students) about what success looks like
- Develop trust through high performance, delegating, making decisions when appropriate and regular communication with HT
- Own their areas of responsibility and will do all they can to manage it rather than passing 'up'.
- Have a deep-seated ambition to enable others to improve and flourish
- Align themselves with the direction of the school and encourage others to do the same
- Have sheer grit and determination to get the best outcomes possible
- A true learner who proactively seeks and plans their own personal and professional development
- Are explicit about noticing the way people behave and chatting about this to ensure alignment
- Are deeply caring and compassionate
- A highly inclusive ethos to include all staff and students – they treat everyone the same with unconditional positive regard
- Tackle underperformance unswervingly and kindly
- Possess a clear and well-articulated vision for the area they are leading on
- Are professionally generous; sharing resources, ideas and time willingly
- Regularly communicate with team members including listening carefully to others
- Work highly effectively as a team player (both “we” and also “I”)
- Have had impact at all levels: classroom, department, year team, whole school and beyond.
- Are creative and innovative in their thinking of new ideas which have value
- Possess confident humility
- Demonstrate vulnerability at times and asks for help when needed
- Are outward facing; research oriented and collaborate with others across the county and beyond
- Are proactive in planning strategy and feeding back on the solutions they've used to overcome problems
- Possess high levels of self-awareness and emotional intelligence
- Are courageous enough to be open to feedback

PERSON SPECIFICATION

The Successful Candidate will also have:

- Qualified Teacher status, degree level qualification or equivalent
- Further relevant professional/academic study and evidence of ongoing CPD. Therefore, demonstrates a deep knowledge of current research in education and a passion for learning
- At least three years of strong, successful Senior Leadership experience with clear impact of leading positive change in a secondary school
- Proven track record as an Assistant Headteacher
- Resilient and calm as a matter of course
- Consistently optimistic mindset including a good sense of humour
- Professional curiosity and the confidence to challenge all members of the team
- A commitment and take action in the following areas to ensure the school meets all of its legal responsibilities:
 - a. Equalities and the Equality Act 2010 and other relevant legislation/guidance
 - b. Promoting the school's and GMAT vision and ethos
 - c. High ethical standards
 - d. Relating positively to and showing respect for all members of the school and wider community
 - e. Ongoing relevant professional self-development
 - f. Safeguarding and Child Protection



EXTRA APPLICATION INFORMATION

Safer Recruitment

Gateway Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks.

Data Protection

Data Protection Act 1998. You should be aware that the information you have provided will be stored on GMAT/The Romsey School secure database and will only be used to process your application. It will not be passed to any other organisation.

Privacy Notice

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the school to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the Schools website for further details on their privacy notice and data protection policy.

You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the HR Department on jobs@gatewaytrust.org

Selection Procedure

The shortlist will be drawn up soon after the deadline. Further details will be sent to those candidates called for interview. Failure to send your application form to the above address may invalidate your application.

Equality Monitoring

All applicants are requested to complete a Confidential Equality monitoring form.

Our Mission: Our lived experience of ‘Compassionate Excellence’ means that we *aspire, care and include*. These values result in young people who are *inspired, confident and fulfilled*. Students leave our school ready to rise to the challenges of their future.

Our approach towards:

<p>Our Values</p> <p>Consistent <i>Ethos, where we aim to:</i></p>	<p>Our Shared Knowledge, Skills & Experiences</p> <p>Consistent <i>curriculum so that our students become:</i></p>	<p>Our Habits of Mind</p> <p>Consistent <i>Learning Involving:</i></p>	<p>Our Implementation</p> <p>Consistent <i>Teaching with excellent:</i></p>	<p>Our Rules</p> <p>Consistent <i>Behaviour where our students:</i></p>
<ul style="list-style-type: none"> • Aspire- to inspire confidence, ambition and a desire to go further than others might think is possible. • Care- to be able and willing to help, nurture and support both ourselves and each other. • Include – to appreciate our similarities and differences leading to a feeling of belonging. 	<ul style="list-style-type: none"> • Healthy • Literate • Learners • Numerate • Knowledgeable & Deep Thinkers • Culturally Aware • Ethical Global Citizens • Future Leaders 	<ul style="list-style-type: none"> • Creativity • Self-Management • Empathy • Collaboration • Resilience • Reflection • Curiosity 	<ul style="list-style-type: none"> • Behaviour & Relationships • Curriculum Planning • Explaining & Modelling • Questioning & Feedback • Practice & Retrieval • Mode B teaching 	<ul style="list-style-type: none"> • Arrive on time and give their best effort every lesson • Listen carefully when the teacher is talking • Come equipped for lessons and ready to learn • Follow all instructions in a respectful manner • Complete Home Learning on time and to their best possible standard • Are respectful to all members of our community • Wear uniform with pride in (and on the way to and from) school • Use mobile phones responsibly when allowed

The Romsey Charter

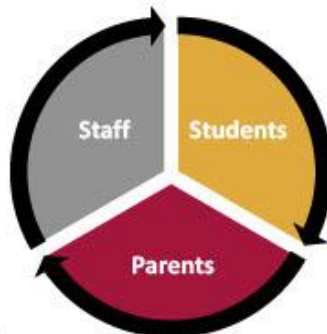
Our lived experience of 'Compassionate Excellence' means that we **aspire**, care and **include**. These values result in young people who are **inspired**, confident and **fulfilled**. Students leave our school ready to rise to the challenges of their future.

All members of our community have the RIGHT:

- To feel and be safe in their working environment
- To be treated fairly, with respect and without prejudice
- To have a voice, to be listened to and to be included
- To deliver and receive a high quality education
- To be encouraged to explore, develop and flourish
- To be able to make mistakes and to have the chance to learn from them
- To be able to ask for, receive and offer support

All members of our community have the RESPONSIBILITY:

- To deliver our curriculum intentions for all learners
- To support students & guide them on how to improve
- To monitor pupils' wellbeing and to raise concerns
- To model standards and professionalism at all times
- To communicate respectfully with other staff, pupils & parents



- To meet the expectations for all Romsey Students
- To take care of our environment (local & global)
- To be honest and take responsibility for our actions
- To seek help and support from others as needed
- To communicate respectfully with other pupils, staff & parents

- To support their child in their learning, and the school in maintaining high standards
- To support and trust in the decisions made by the school staff
- To provide boundaries, model and encourage good behaviour
- To support their child in meeting the expectations for all Romsey Students
- To communicate respectfully with other parents, pupils & staff

