

THE
TURING
SCHOOL

-Job Title-
INFORMATION



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Dear Applicant,

I am delighted that you are interested in becoming part of the team at The Turing School. The Turing School is a proudly comprehensive and fully inclusive school of approximately 540 students. There is a consistent approach to lesson planning, teaching and marking at the school and an explicit focus on differentiation and quality of work in books. At the heart of our vision for the school is a relentless drive to ensure that all pupils make good progress in every subject. Our curriculum is broad and balanced, offering courses to suit pupils of all abilities.

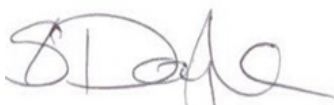
At The Turing School we are committed to securing excellence in learning and progress for all students through exciting and stimulating teaching, and a rich curriculum which encourages a love of learning. We want all students to have high expectations of themselves and to develop as enthusiastic, creative and positive young people who display good personal, social, emotional and spiritual development. At The Turing School, we know all of our pupils and take the time to support and guide them towards targets and goals that are realistic and personalised.

We promote self confidence and belief, supporting students to face the challenges future life brings, alongside an awareness and understanding of the values of our society and other cultures. We seek to celebrate our pupils' talents and skills at every opportunity and are proud of what we achieve together as a school community. To achieve our vision, we place the recruitment, retention and professional development of excellent teachers as a top priority.

Our modern, well equipped building has excellent facilities offering an inspiring modern learning environment, with well resourced classroom spaces. The Turing School is part of a multi-academy trust focused on school improvement, collaboration and continuous learning.

The Turing School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check. As a school dedicated to the principle of equal opportunities, we aim to ensure that staff recruitment is fair and open to all regardless of age, social class, disability, religion, ethnic origin or sexual orientation within the context of a detailed person specification.

Kind regards



Sarah Doyle
Head of School



Liza Leung
Executive Headteacher

Dear Applicant,

Thank you for your interest in this role within Swale Academies Trust. Swale Academies Trust is one of the leading Multi-Academy Trusts in the south east with a highly effective record in school improvement. We are currently looking for outstanding leaders and teachers to join us as we grow. Swale Academies Trust consists of a group of primary and secondary schools based in Kent, East Sussex and South London. We are also working with a number of schools who require support prior to joining the Trust. We have a very strong track record in school improvement and are looking for dynamic people who want to transform children's lives in some of the most challenging educational contexts in the region.

We are looking for ambitious professionals who are interested in working with pupils from diverse communities in some of the region's most challenging schools. We want energetic, inspiring classroom practitioners who are highly motivated and committed to the profession. We recognise the importance of a well-ordered teaching environment for staff to flourish. Parents and teachers provide regular positive feedback about our work to create a positive climate for learning. As a result, Ofsted visits identify pupils' conduct as a strength across the Trust. We want teachers who are keen to make a positive difference to children's lives, are proud of the students they teach, the work they produce and share this pride in the achievements of all.

Our salary package, continued professional development and additional benefits are some of the best in the sector. We invest in our staff at every level with a wide range of coaching programmes, delivered across our schools, including Westlands, the Trust Teaching school. We also work closely with a number of external partners such as the University of Kent to support leadership development across our family of schools. All of our schools are unique and reflect the communities they serve but they work closely together to support each other and collaborate to raise standards. Teachers identify the well-structured collaboration as a key factor in improving their practice but also improving their work-life balance.

Since its creation in September 2010, Swale Academies Trust has become a strong and successful school improvement service, specialising in taking schools in Ofsted category and turning them into good schools. A glance at the most recent Ofsted reports for Beaver Green Primary School, South Borough Primary School, Meopham School, Regis Manor Primary School, Westlands Primary School, Istead Rise Primary School and The Sittingbourne School, will all point to the effectiveness of the Trust in bringing about change and providing and enabling excellent leadership. First and foremost, Swale Academies Trust is about the provision and development of high quality leadership and management.

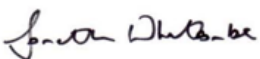
Our ambition is driven by enabling schools and children to succeed. We have a wide range of excellent and highly accomplished senior leaders who lead with a sense of purpose, charisma and a set of shared

values. The Trust is fortunate to be overseen by a Board of Directors who share leaders' values and provide the highest quality challenge and support.

We are proud of our schools and strive for a sense of shared pride in the achievements of all of our students.

We look forward to receiving your application.

Yours sincerely,



Jon Whitcombe
Chief Executive Officer

JOB DESCRIPTION

**Job Title: Deputy Headteacher**

Salary: SAT L17 - L21

Responsible to: Headteacher

Main Purpose:

The Deputy Headteacher will work in partnership with the Headteacher and other SLT members in defining, articulating and implementing the mission and values of The Eastbourne Academy School through effective communication and engagement of all stakeholders.

The Deputy Headteacher will also be expected to fulfil the professional responsibilities as set out in the School Teachers' Pay and Conditions Document (STPCD).

The specific nature and balance of responsibilities will vary according to the needs of the school but the main functions of the role are:

- Deputise for the Academy Principal;
- Have responsibility with SLT for the development of planning, coverage and delivery of the National Curriculum, and delivery of teaching and learning policies;
- Support the Principal in the school's self-review procedures, including the analysis of performance data, and producing the School Development Plan.
- Implement the school's behaviour policy to maintain good order in the school;
- Carry out Performance Management of designated staff;
- Undertake other reasonable duties at the request of the Principal or governing body;
- Promote the values and achievements of the school to the community;
- Lead, drive, motivate, support, challenge and develop middle leaders to secure improvement across the school;
- Take school assemblies when required;
- To lead in the further development of the teaching of core and foundation subjects.



JOB DESCRIPTION



All members of the School's Senior Leadership team are expected to:

- Reflect the school's vision and aims by promoting and developing a learning and caring culture;
- Demonstrate leadership by example;
- Set high standards, acting as role models for colleagues;
- Show a commitment to enabling all pupils to maximise their achievements;
- Contribute to the provision of a safe and secure learning environment;
- Support the school's endeavours to meet the needs of its community;
- Manage staff in a way that promotes their skills, confidence and expertise;
- Participate in the school's Performance Management process;
- Lead assemblies.

Key Accountabilities

Strategic direction and development of the school:

- To assist the Principal in shaping the vision and direction for the school, setting out very high expectations and with a clear focus on pupil achievement;
- To play a significant role in setting aims and objectives for the school and in producing the School Development Plan along with the Principal, governors and other senior leaders;
- To take responsibility for developing and monitoring policy and practice as laid down in the School Development Plan, and in agreement with the Principal;
- To assist the Principal in school self-evaluation and in the effective planning and management of resources to secure improvements;
- Demonstrate strategic vision and planning, using performance data analysis to inform staff deployment and to set targets;
- Ensure that analysis leads to improved rates of children's progress and overall attainment levels across the designated phase or whole school;
- Creation of strategic and operational data analysis systems to support in-depth analysis of individual teacher, subject and curriculum performance as part of the whole school self-evaluation process.
- 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 the effective use of budgets and resources.

JOB DESCRIPTION



Leading and Managing Staff

- Lead, drive, motivate, support, challenge and develop staff to secure improvement;
- Support the Principal and governors in accounting for the efficiency and effectiveness of the school to all relevant stakeholders;
- To actively participate in school / community events;
- In consultation with, and by the direction of the Principal, deploy people and resources efficiently and effectively i.e. timetables, supply staff;
- To participate in recruitment and selection as agreed by the Principal.

Safeguarding

- Take responsibility for promoting and safeguarding the welfare of pupils and staff in accordance with the current statutory guidance and legislation. αPromote expected standards of behaviour which support learning and positive pupil outcomes;
- Create and maintain an effective partnership with parents/ carers to improve children's achievement and their personal and social development;
- Promote a culture of independent learning;
- Take responsibility for handling individual pupil disciplinary cases.

The above responsibilities and expectations are neither exclusive nor exhaustive and the Deputy Headteacher may be required to carry out such other appropriate duties as may be required by the Principal within the competence of the individual.

PERSON SPECIFICATION



CRITERIA	ESSENTIAL/ DESIRABLE	ASSESSMENT METHOD
Qualified Teacher Status	E	F
Recognised degree or equivalent	E	F
Recent participation in a range of relevant & significant continuing professional development, including leadership	E	F,I
Successful Senior Leadership experience	E	F,L,R
Impacting significantly on a whole school initiative which has led to raising standards	E	F,L,I
Successful Senior Leadership experience or substantial experience of coaching teachers to improve performance	D	F
Experience of leading one or more curriculum areas with evidence of impact of initiatives on pupil outcomes	E	F,L,I
Successful curriculum leadership & innovation	E	L,I
Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care	D	L,R
Improvement planning, implementation, monitoring and review	E	L,I
Developing effective partnerships with parents and outside agencies	E	L,I
Improving the quality of teaching at individual practitioner level and whole school	E	L,I
Working in partnership with governors	E	L,I
Up to date knowledge of national policies, priorities and statutory frameworks including recent changes in curriculum and assessment	E	L,I
Ability to use performance management to promote & support school improvement	D	L,I
Appreciation of the benefits of effective collaborative working	E	L,I
Ability to inspire, motivate & challenge staff including through the development of effective teams	E	L,I
Excellent communication skills	E	L,I
Exceptional interpersonal skills	E	I
Personal impact, commitment, enthusiasm, integrity and resilience	E	I
A commitment to promoting and developing pupils' personal development and well-being	E	L,I
Enjoyment, energy and enthusiasm for working with our children	E	I
Willingness to maintain own learning and professional development	E	L,I
Being an organised, professional, reflective practitioner and creative thinker	E	I

Assessment Methods:

F = Application Form

L = Support statements

I = Interview

R = Reference

OVERVIEW

Since its creation in September 2010, Swale Academies Trust has developed into one of the South East's leading Multi-Academy Trusts.

Our purpose is to develop good and outstanding schools and ensure the rapid improvement of schools with challenges.

As the Trust has grown and developed, we continue to ensure that effective school support and leadership is maintained. The Trust's approach to school improvement is based on a combination of CPD, capacity building and collaboration, with a relentless focus on teaching and pupil progress, in order to effect rapid and sustained improvements in outcomes for young people.

The Trust is an organisation which is driven by the belief that all children deserve a good quality education where they are seen as individuals and above all are exceptionally well cared for.

Swale Academies Trust – Schools

Primary

- Beaver Green Primary School, Ashford
- Istead Rise Primary School, Istead Rise
- James Dixon Primary School, Bromley
- Langney Primary Academy, Eastbourne
- Parkland Infant School, Eastbourne
- Parkland Junior School, Eastbourne
- Regis Manor Primary School, Sittingbourne
- Shinewater Primary School, Eastbourne
- South Borough Primary School, Maidstone
- Westlands Primary School, Sittingbourne



Secondary

- Meopham Secondary School, Meopham
- Peacehaven Community School, Eastbourne
- The Eastbourne Academy, Eastbourne
- The Holmesdale School, Snodland
- The North School, Ashford
- The Sittingbourne School, Sittingbourne
- The Turing School, Eastbourne
- The Whitstable School, Whitstable
- Westlands Secondary School, Sittingbourne



Central Support Services (based at Trust Head Office), Ashdown House, Sittingbourne

- Human Resource Team
- Finance Team
- ICT Team
- Building / Estate Management

The Application Process

Applications will only be accepted from candidates completing the appropriate application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible.

Please note CVs will not be accepted in place of a completed application form.

Application forms can be found on swale.at website. Completed forms can be sent to gemma.sorrell-fleet@swale.at or by post to the following address:

Miss Gemma Sorrell-Fleet
The Turing School
Larkspur Drive,
Eastbourne
East Sussex
BN23 8EJ

The Shortlisting and Interview Process

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form.

After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within 10 working days of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or driving licence
- Documentary proof of current name and address
- Where appropriate any documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

Conditional Offer

Any offer of employment will be conditional upon a number of formalities, including, but not restricted to the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment.

Safeguarding

Our Trust has robust safer recruitment procedures to help prevent unsuitable people from working with children.

Retention of information

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

Privacy Notice

Please refer to the Trust's Privacy Notice for job applicants for information about how we use any personal data about them we hold.

This can be downloaded here: <https://www.swale.at/page/?title=Privacy+Notice&pid=33>



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