



THE POST OF DEPUTY HEADTEACHER – Raising Standards

‘Weaverham High School is a wonderful place to learn’ OFSTED 2020

This post arises at a key time in the life of Weaverham High School following the retirement of a long standing Deputy Headteacher. It provides the opportunity to join a dynamic, forward thinking senior leadership team who are determined to ensure all members of our school community thrive and surpass their potential.

Weaverham High School is a remarkable place to work. We celebrate uniqueness and see individuals. We understand that our pupils have hopes and dreams, challenges and barriers and it our privilege to celebrate their worth and their potential. We want every child to enjoy their own journey of discovery, acquire a thirst for knowledge, creativity and imagination and develop a love for their learning. We want pupils to leave our school not just with qualifications showing their academic success, but also with the capacity to think clearly and deeply, a desire to act with integrity and to show kindness and empathy to others. We are also determined to ensure we develop their character and leadership experience to empower them to thrive. If these values resonate with you as a leader, we are keen to hear from you.

Over the last 3 years the staff body has worked towards achieving their collective vision for change. Our mission statement is clearly visible through our daily interaction with our wonderful pupils and their families. We are proud to be a truly comprehensive school. Our staff work tirelessly to ensure individual barriers are overcome and pupils are challenged and supported in equal measure. We nurture talent, ability and ambition with energy, creativity, determination, relentless kindness and high expectations.

We are also proud that just prior to the first lockdown, Ofsted visited our school and confirmed that we are a high achieving, good school. Our ambition is to be even better. We work towards that each and every day and our pace of change is swift, determined, supportive and unapologetically relentless.

We do not take our success for granted. We are conscious that future improvement in the school can only be achieved through a transparent and honest approach to self-evaluation. This enables us to set ourselves clear priorities that we know will impact on the experiences of our pupils. We understand our strengths and use them well. We know our areas for improvement and track our progress robustly.

Your appointment will play a key role in this forward journey of the school. Although we will shape the precise role around your skills, we have some expectations of where you will fit. You will be expected to lead a dynamic and effective team of Curriculum Leaders in our school, inspiring them and supporting them in all elements of Curriculum innovation and development, Teaching and Learning, Assessment and Intervention.

You will be directly line manage 2 Assistant Headteachers, a range of Curriculum Leaders in addition to key support staff linked to the broader Raising Standards team.

This appointment provides an opportunity to intervene across a range of areas and make a significant difference to the lives of many pupils. It has the potential to change family outcomes and send children to university who never thought it possible. It will require a high degree of energy, immense hard work and a relentless focus on improving learning in every classroom. You will need to adopt an attitude that will not accept excuses and that will demand the highest from your colleagues and peers. In this process you will be supported by a robust and effective Governing Body who will challenge and support as appropriate. They are committed to seeing the school succeed and recognise that your contribution in this area will be critical to its future success.

I hope you are excited by the possibilities of this post (even if you find yourself a little daunted). You will be joining a loyal team which works together effectively and shares the ambition and drive to see each of our pupils succeed. If you would like to discuss this post please do not hesitate to contact me by email on clare.morgan@weaverhamhighschool.com

The post will begin Easter 2021.

Starting salary L18

I look forward to reading your application.

Clare Morgan
Headteacher



“Be the best version of you”

The closing date for applications is 9am, Monday 29th November 2021

Please note it is the practice of the governing body to take up references of all longlisted candidates. If this presents a problem please make this clear in your application.

All shortlisted candidates will be expected to complete a DBS form as part of the interview process and will need to supply the appropriate documentation.



Deputy Headteacher responsible for Raising Standards The role of Deputy Headteacher (Raising Standards) is pivotal as we constantly strive to further improve the academic outcomes for all Weaverham learners. The role involves ensuring that our curriculum offer and high quality learning is at the centre of strategic planning and resource management. The role will also focus on the quality assurance of Curriculum Leaders to ensure that high standards of teaching, learning and assessment are maintained across all departments and impact on pupils' outcomes.

Responsible to: Headteacher

Key Responsibilities:

- To work as part of the senior leadership team in conjunction with the governing body to develop and implement the strategic vision for the school.
- To strategically lead the development of the curriculum to ensure consistency and outstanding outcomes for pupils across all subjects.
- To strategically lead T&L across the school to ensure Weaverham pupils have the very best outcomes and reach the destination of their choice.
- To advise the Senior Leadership Team and Governors of significant curriculum developments and their implications for the work of the school.
- To identify and evaluate innovative teaching and learning practices to inform changes that may need to be made to the curriculum.
- To lead the T&L Covid Recovery element of the School Improvement Plan
- To review all departmental plans to ensure they are linked to the school's strategic plan, that they are forward thinking and contain exciting learning initiatives.
- To strategically lead whole school assessment procedures to ensure consistent and continuous focus on pupils' achievement, using data to monitor pupil progress.
- To strategically lead academic intervention to support the progress of identified pupils.
- To deputise for the Headteacher as required, to be a member of the Senior Leadership Team and support the Headteacher in the leadership of the school.
- To line manage AHT with responsibility for T&L
- To line manage the AHT with responsibility for Assessment and Intervention

Key Tasks:

- To work closely with the Deputy Head responsible for Ethos, Climate for Learning and Personal Development to strategically plan Alternative Provision for identified pupils.
- To line manage the Assistant Headteacher responsible for Teaching and Learning to ensure high quality outcomes for all learners.
- To ensure academic intervention impacts significantly on pupil's progress and attainment
- To conduct regular reviews of departments, monitoring and scrutinising the outcome of the pupils through classroom observations, staff voice and pupil voice to ensure quality outcomes for pupils.
- To ensure that curriculum planning provides continuity and progression between Key Stage 2,3 and 4.
- To oversee the work of the School Data Manager giving direction and sustained emphasis to all aspects of data including Target setting and Timetabling.
- To oversee the development and embedding of appropriate assessment systems and an accurate assessment policy to ensure that assessments are rigorous and robust.
- To ensure that parents are kept well informed about the curriculum through a range of vehicles

including Parent Information Evenings, Progress Reports and VLE.

- To line manage the Examinations Officer.
- To line manage the Data Manager
- To oversee Year 9 Options process



Deputy Headteacher - Person Specification

Essential	Desirable
Qualifications <ul style="list-style-type: none"> Teaching qualification Relevant continuing professional development 	<ul style="list-style-type: none"> Graduate with good honours degree Higher qualification in education or training
Experience <ul style="list-style-type: none"> Team leadership experience Excellent classroom teacher and tutor Planning and leading effective change Subject success in GCSE or A Level examinations Success of embedding change and positive impact in more than one school Proven track record of securing improvement in the quality of teaching and learning Improving the progress and attainment of pupils within a specific area 	<ul style="list-style-type: none"> Senior management experience Large team leadership Evidence of whole school responsibility and strategic improvement planning Department success in GCSE or A-level examinations. 2 or more mixed comprehensive schools Experience of effective working with a Governing Body
Knowledge and understanding <ul style="list-style-type: none"> Fully conversant with new Ofsted framework. Understanding of key features of effective schools Current educational developments particularly relating to learning, teaching, intervention and pupil support. Ability to use strategic interventions to secure progress. Confidently understand IDSR and ASP Confident in the use of data relating to pupil progress. Strategies for self-review, monitoring and evaluation of team and individuals. 	<ul style="list-style-type: none"> Leadership of strategies to improve any of teaching and learning, attainment, ethos and behaviour. Experience of leading teams during OFSTED or other external inspection/scrutiny Ability to use data effectively to plan strategic intervention and improve pupil outcomes. Evidence of involvement in monitoring and evaluation strategies.
Leadership and Management skills <ul style="list-style-type: none"> Ability to develop and communicate ideas, to form and implement strategies for taking the school forward Ability to inspire, motivate, involve, support, challenge and develop staff both individually and in teams. Ability to manage pupils effectively and gain the support of colleagues, parents and pupils to a course of action Strong interpersonal skills including effective communication and skills for working with parents Delegation, consultation and decisiveness Sound judgement and the ability to be accountable for difficult decisions Assessment of teacher effectiveness through appraisal and objective setting 	<ul style="list-style-type: none"> An understanding of the big picture and the wider implications of individual actions Ability to operate both within and as leader of a team Evidence of managing colleagues outside their own particular area
Personal Qualities <ul style="list-style-type: none"> A willingness to embrace new ideas Ethical leadership qualities Approachability and openness including a willingness to listen and empathise Recognition that everyone is an individual and that everyone deserves respect. Self-critical and reflective Consistency and good judgement Drive, energy, enthusiasm and passion A belief that the sky is the limit and that all individuals can succeed A commitment to sustaining and improving the quality and outcomes of inclusive education A sense of humour and an ability to not take oneself too seriously 	<ul style="list-style-type: none"> A willingness to take calculated risks A tendency to see the best in people rather than assume the worst Completed Trauma Informed CPD The desire to become a Headteacher