



**GATEHOUSE  
GREEN** LEARNING  
TRUST

## **Deputy Headteacher**

**Candidate Information Pack**

**Required - 25 April or September 2022**

**Full Time / Permanent**

**L19 - L23 (£65,735- £72,497)**

**Closing date: Friday 4th February 2022 (9am)**

**Interviews: 10th and 11th February 2022**



ASHTON PARK SCHOOL

## Deputy Headteacher



Feeling career-ready for change? If you are an innovative, strategic-thinker, we'd love you to join our School to lead Teaching and Learning, implementing engaging, high-impact and inclusive approaches. Our successful candidate will already have had significant whole school impact and be ready to innovate further by embracing new technology and developmental team strategies. We work organically and to the strengths of our SLT, so your areas of specific responsibility will be agreed in partnership with the existing team and our ambitious priorities for the school.

Candidates for this role will be passionate about pedagogy and curriculum development, and have a track record of having developed academic provision in a management/leadership role. Candidates will have an empowering leadership and management style enjoying working collaboratively as part of a supportive and welcoming school leadership team.

The successful candidate will:

- love teaching and be a highly effective practitioner,
- have a proven commitment to all-round education, with evidence of having delivered in an academic leadership role,
- bring ideas and ambition for the academic life of the School, and
- be committed to excellence in all aspects of school life,

Visits to the school must be booked in advance and can be scheduled between 9:15am -12:30pm on Thursday 27th or Friday 28th January. To arrange a visit, or to request an informal discussion, please contact Mrs Joanne Deane, Executive Assistant to the Headteacher, on [joannedeane@ashtonpark.net](mailto:joannedeane@ashtonpark.net)

We are committed to safeguarding the welfare of children and expect all staff to share this commitment. An enhanced DBS check is required for the successful applicant. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Ashton Park School & Sixth Form.

## Context



Ashton Park School & Sixth Form is a well-established popular school, and its broad intake reflects a changing population in South West Bristol. As an inclusive 11-19 school, we are proud to host a specialist resource base for students with Speech, Language and Communication Needs who are fully integrated into the life of the school. The school is set in the beautiful grounds of Ashton Park Estate and within walking distance of our bustling City Centre. The school is close to Bristol City Ashton Gate Stadium and has close links with Bristol Sport.

Learning is at the heart of all we do, you will be joining an ambitious team of leaders at Ashton Park School and the Gatehouse Green Learning Trust who know that robust, focused staff development is key to driving up the quality of teaching and learning and that implementing quality first teaching is central to our students' success.

We value the contribution of the wider community and are passionate about supporting the achievement, development and well-being of young people, ensuring outcomes are excellent for all our students whatever their background.

Ashton Park is a member of the Gatehouse Green Learning Trust with Redland Green Secondary School and 3 partner primary schools. Your contract of employment will be directly with Gatehouse Green Learning Trust ("the Trust"). Your main place of work will be Ashton Park School but you may be deployed to work at any school within the Trust and carry out those duties that may be reasonably required in relation to such deployment.

The Trust provides shared support services for Finance, Estates, HR and IT, ensuring strategic leaders in the school focus on the essential work of teaching, learning and student wellbeing.

This is an exciting time to be joining Ashton Park School & Sixth Form. In September 2021 we appointed a highly experienced Headteacher and the school is experiencing rapid improvement in line with the Headteachers ambitious vision. Leaders play a crucial role in setting the climate and culture of the school and we are looking for an experienced and ethical leader to support the Headteacher and leadership team in achieving excellence.

Please visit our website for more information about our school <https://www.ashtonpark.net/>. You can download the Deputy Headteacher recruitment pack below from <https://gglit.co.uk/Vacancies/>

# Headteacher's Welcome

Thank you for your interest in the position of Deputy Headteacher currently available at our school.

I took up the Headship of Ashton Park School & Sixth Form in September 2021 following previous Headship and Executive Headteacher experiences. For me, the post of Headteacher remains an incredibly rewarding one. As we emerge from the greatest social and educational disruption in our lifetime there is a clear mandate and appetite to consider our practice collectively to ensure we provide the highest quality education for all our students.

I am looking for applicants who are passionate about students' learning and who have an unequivocal commitment to excellence in all they do. The successful applicant will have the people skills, knowledge and integrity required to lead through others in order secure high quality provision that inspires our students and meets their needs.

This is an exciting time to join Ashton Park School & Sixth Form as we embed our vision for our School to be 'Valued in our community for our passion for learning and a commitment to excellence within a caring atmosphere built on mutual respect, and celebration of success'.

We have secured significant impact in a short space of time. Stakeholders have voted for and embraced our new school values of **Respect | Determination | Community** and have committed to [The Ashton Park Way](#). [The four domains of excellent learning](#) is our framework for ensuring the intended curriculum is learned through high quality provision every lesson, everyday. The successful candidate will play a critical role in supporting me to ensure staff are equipped to deliver our ambitious curriculum. We have many strengths including a committed team of staff who are enthusiastic and passionate about their work and supporting the young people in our care. There is a hugely impressive range of opportunities on offer for our student body. We are a very happy school community with a committed Local Governing Board and visible trustees.

Being part of the professional learning community at Gatehouse Green Learning Trust will provide the post holder with outstanding opportunities to progress and contribute to the continuing development of both the school and trust.

I truly believe Ashton Park School & Sixth Form will develop into a beacon of academic excellence over the next few years. If you are prepared for the challenge of playing a significant role in helping us achieve this and have a core belief that all students, no matter what their background or prior attainment can achieve, then we would welcome an application from you.

I wish you the very best of luck with your application and I hope to meet you soon.

**Del Planter**  
**Headteacher**  
**Ashton Park School & Sixth Form**



# Process of Application

Please apply via our online application form. Within this there are two written tasks which should be completed as detailed below and sent to [hr@gglt.co.uk](mailto:hr@gglt.co.uk)

## **Supporting Task 1:**

Please explain why you are applying for this post and how your values, experience, training and personal qualities match the requirements of the role of Deputy Headteacher at Ashton Park School and Sixth Form. Your statement should be no more than 500 words

## **Supporting Task 2:**

Please write a short piece to describe and evaluate a strategy you have implemented to improve the quality of teaching and learning. This must be beyond classes you teach and should show the positive impact on students. Please identify what you learnt from this process and how it might influence your future planning and implementation. This piece of writing should be no more than 1000 words

**Application Deadline: Friday 4th February 2022 (9am)**

**Interview Date: Thursday 10th and Friday 11th February 2022**

## **School Visits**

Visits to the school must be booked in advance and will take place at a mutually agreed time between 9:15am -12:30pm on Thursday 27th or Friday 28th January To arrange a visit or for an informal discussion, please contact Mrs Joanne Deane, Executive Assistant to the Headteacher, on [joannedeane@ashtonpark.net](mailto:joannedeane@ashtonpark.net).

Please note CV's and/or letters will not be accepted.

We are committed to advancing equal opportunities for all and eliminating discrimination on any basis, so that equality, diversity and inclusion (EDI) underpin all we do.







ASHTON PARK SCHOOL

**At the heart of everything  
we do and believe in, is that  
we are a community and we  
serve the community**



## **Job Purpose:**

In addition to carrying out the professional duties of a Teacher, the Deputy Headteacher must play a major role under the overall direction of the Headteacher and undertake projects and any professional duties of the Headteacher reasonably delegated by them.

If the Headteacher is absent from the school, the Deputy Headteacher must undertake their professional duties to the extent required by the Headteacher, and Trust CEO on occasion.

## **Teachers Standards**

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up to date and are self-critical; they forge positive professional relationships and work with parents and carers in the best interests of their pupils.

## **School Culture and Behaviour**

Under the direction of the Headteacher, the Deputy Headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and are clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

## **Additional and Special Educational Needs (SEN) and Disabilities**

Under the direction of the Headteacher, the Deputy Headteacher will:

- Promote culture and practices that enable all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).



Under the direction of the Headteacher, the Deputy Headteacher will:

- Develop and maintain trust and school policies and practices which promote high achievement and inclusion through effective teaching and learning across Ashton Park School; they will work collaboratively with the Trust School Improvement team.
- Establish and sustain high-quality teaching across all subjects and phases, based on evidence and underpinned by subject expertise
- Work in conjunction with all staff to ensure that there is continuity and progression of learning
- Use a range of evidence to evaluate the quality of education to inform strategy and decisions
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented and have a rapid impact on students' learning
- Ensure the teaching of a broad, structured and coherent curriculum
- Embed curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

## **Professional Development**

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish an effective process to review and develop teachers' practice in the classroom
- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet their needs

## **Organisational Management and School Improvement**

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the Governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so that the school can operate effectively
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Allocate financial resources appropriately, efficiently and effectively





Under the direction of the Headteacher, the Deputy Headteacher will:

- Support the students' learning and staff development throughout Gatehouse Green Learning Trust
- Understand and welcome the role of effective governance, including the acceptance of responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations locally and nationally
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Deputy Headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role. The postholder will be subject to the working provisions of the School Teachers Pay and Conditions Document (STPCD), and Burgundy Book.

**Notes:**

- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.
- The job description is current at time of publication but will be reviewed on an annual basis and following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.





The successful candidate will have the following key skills, experience and attributes:

## Person Specification

Essential	Desirable	Method of Assessment: Assessment (Ass) / Interview (IV) / Application Form (AF)/ Reference (R)
<b>Qualifications and Training</b>		
Qualified Teacher status		AF
Degree	Higher degree	AF
Evidence of continuous professional development relevant to this role		AF
<b>Experience</b>		
Successful strategic leadership and management experience of delivery of leading edge, high quality education in a Secondary school	Experience of leadership within and across a Multi-Academy Trust	AF, R, IV
Secondary school Teaching Experience	Experience of leading and teaching post 16 education	AF, R
Ability to plan and deliver rapid and sustainable school improvement		AF, R, IV,
Understanding of high-quality teaching based on research and evidence, and the ability to model this for others and support others to improve		AF, R, Ass
Effective school self-evaluation and development planning leading to demonstrable school improvement		AF, R, Ass
Have in depth experience of whole school data analysis and target setting which has impacted positively upon pupil outcomes including for vulnerable groups		Ass R
Successful experience of securing and raising standards in an inclusive school working with external agencies locally nationally and or internationally		R IV



The successful candidate will have the following key skills, experience and attributes:

## Person Specification

Essential	Desirable	Method of Assessment: Assessment (Ass) / Interview (IV) / Application Form (AF)/ Reference (R)
Demonstrable experience of successful professional development of staff to promote pedagogy and behaviour for learning	Experience of leadership within and across a Multi-Academy Trust	R, IV, Ass
In depth knowledge and understanding of the wider educational agenda including current national policies and educational issues		AF, IV
<b>Skills and Knowledge</b>		
Ability to create and communicate a vision and inspire others		AF Ass, I
Ability to build effective working relationships		Ass R
Highly effective communication and interpersonal skills to a range of audiences		AF, R, IV, Ass
Understand how to work effectively with governors within a multi academy trust		R, IV, Ass
Knowledge of law and best practice for students with SEND		R, IV, Ass
Data analysis skills, and the ability to use data to set targets and identify weaknesses		R Ass
<b>Personal Qualities</b>		
Ability to motivate, lead and manage people to work both individually and in teams		AF Ass, I
Commitment to uphold the 7 principles of public life (the Nolan principles) at all times		Ass R
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of Ashton Park school		AF, R, IV,
Ability to work flexibly and prioritise effectively to tight deadlines		AF, R, Ass
Commitment to maintaining confidentiality at all times		AF, R, IV, Ass
Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position		R, IV, Ass



## About [Gatehouse Green Learning Trust](#)



### Vision

- Our schools will provide a safe and caring community in which young people develop high self-esteem, thrive and learn effectively.

### Our Values

- We are an inclusive Trust; we celebrate diversity and difference
- We will ensure all our children have access to the highest quality of education.
- We respect the contribution all our staff make to our children's education and will provide opportunities for their continued professional development and wellbeing.
- Our children will be proud of their schools and communities and learn how to make an active contribution to their development
- We collaborate and learn with and from each other, parents and partners.
- We are honest, transparent and fair.

“Our vision is to make GGLT the best trust in which to work and to learn. We expect all staff to be strong role models, enriching our community.

We believe children and adults can gain hugely from collaboration. It is our intention to develop strong relationships and partnerships in our trust, as well as with other schools and groups of schools, for the benefit of all.”

**Sarah Baker CEO**

### Ambition for [School Improvement](#)

GGLT will create a team of system leaders who raise ambition, expectations, quality of education and standards in all schools for all children and young people in the Trust so it is a beacon of excellence locally and nationally.

Gatehouse Green Learning Trust school improvement will be transformational and sustainable. We will invest in our staff to enable them to deliver this.



## Benefits of working for the MAT



- Free parking onsite
- Cycle to Work scheme
- Free eye tests
- Employee Assistance programme
- Family friendly policies
- Training and professional development opportunities, internal job market
- Access to school CPD library
- The hustle and bustle of beautiful Bristol on your doorstep!

