

Deputy Headteacher

Candidate Information Pack



**NEAT Academy Trust Registered Office, 1 Hedley Court,
Orion Business Park, North Shields, Tyne and Wear NE29 7ST**

Trust telephone: 0191 2284090
Trust website: www.neat.org.uk
School telephone: 0191 2655737
School website:





Message from the CEO, NEAT Academy Trust

Thank you for your interest in finding out more about the role of Deputy Headteacher at Benfield school. Within this pack, we will tell you more about our trust, the role and the person we are looking for.

As someone who has worked in education for a number of years, I know only too well the pressures that school leaders have been under especially during our two years of Covid. I also know that headship really can be the most rewarding and inspiring job in the world and I honestly believe that Benfield School will provide that real hearts and minds experience for the right candidate

I'm confident that this new opportunity to lead Benfield school, offers the right person their first step on a long-term career path with NEAT. I was appointed as CEO from a headship role within the trust and we are committed to growing our own exceptional leaders.

Although jobs – and schools – are much more than inspirational quotes, these words from Martin Luther King Jr sum up for me the current context for the trust and the mix of opportunities and challenges that it presents.

“Faith is taking the first step even when you don’t see the whole staircase.”

It is difficult to predict exactly what the “whole staircase” will look like for our trust over the next 3-5 years as we continue to grow and evolve, however we have a strong foundation of collaborative working as a group of schools on which to build and a wide range of expertise at all levels of the organisation on which to draw.

I wanted to take this opportunity to personally tell you a little more about our trust and our future ambition as we enter an exciting phase of potential growth. Our trust is built on the belief that every child can be successful. In collaboration with leaders across the trust, we have developed a unique curriculum offer that provides a whole range of experiences we feel are essential to developing key skills for life. Quality learning and teaching is supported by an innovative appraisal system based on the values of the organisation allowing us to celebrate how our colleagues work, alongside recognising the impact they are having. Underpinning all of our work is evidence-based research, led by our very own Research School.

We have spent a significant amount of time developing our vision and strategy to take us into the next phase as a trust and I think now is a really exciting time to join both Benfield School and the trust. We have recently grown, through the sponsorship of a secondary school and like all trusts, we are developing relationships with schools who share our vision and values as we look to build on our successes and create a stronger trust. Our aim is to ensure not only that we make a positive difference to the lives of our young people and their families but that we can make a greater difference by being together.

If you have ambition for all learners, if you believe inclusion and equality for all is at the heart of great learning, if you believe in a values-based approach to leadership and if you embrace evidence-based research, then we are the trust for you.

In return, we can guarantee you will have opportunity and support to make the biggest difference to young learners within Benfield and the wider trust. We look forward to receiving your application. In the meantime, I welcome you to come along to one of our open days or get in touch for an informal chat about the role, and details of how to get in touch are in the advert.



Debi Bailey, CEO

Message from the Headteacher

Thank you for your interest in finding out more about the role of Deputy Headteacher at Benfield School.

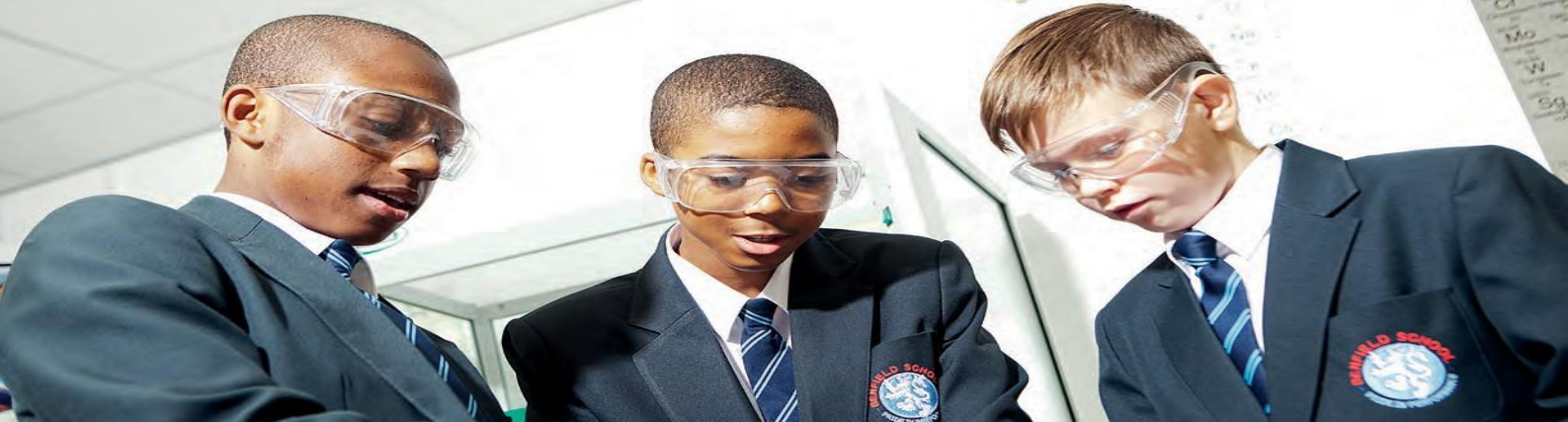
We are pleased to recruit to this role as it will enable us to take forward the strategic vision and ethos of our school with the support of the Trust and our local governors.

This is a key senior leadership role and a unique opportunity to shape leadership responsibilities according to the successful candidate's experiences and strengths to best work with our existing leaders to drive the school forward.

I would welcome visits to the school so you can meet us before deciding whether to apply. We would like to encourage you to make an appointment so I can tell you more about the role. Please register your interest by contacting my PA, Beverley Davies b.davies@neatat.org.uk.



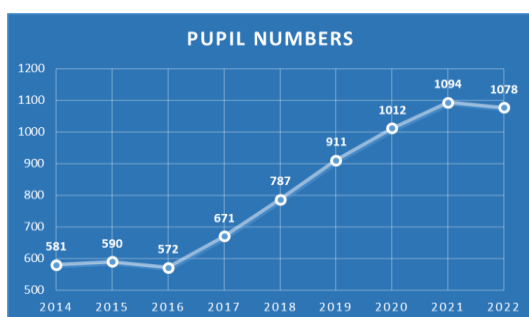
***Anthony Martin,
Headteacher***



About Benfield

In collaboration with local primary schools, Benfield was one of the founding members of NEAT Academy Trust. All school leaders shared a common vision from the very beginning and this remains a key strength. At the heart of our trust is the absolute aim to nurture, educate, achieve and transform the lives of young people and our communities.

This role offers a real opportunity to lead a vibrant and fully inclusive secondary school through an exciting new phase. Benfield has been on a real journey for the past few years. The school experienced a fall in pupil numbers between 2010 and 2016 due to the demographics of the catchment area, but has been growing ever since. School numbers have increased significantly and are currently 1094. Over 40 language are spoken by our students. Our provision includes an Additionally Resourced Centre (ARC) for students with physical and medical disabilities and Additionally Resourced Provision (ARP) for students with social communication needs which add to the unique, inclusive and collaborative ethos of the school.



2021 Quintile - Whole School	Q5	Q4	Q3	Q2	Q1
% Number on Roll					
% FSM Ever 6					
% SEND Support					
% SEND EHC Plan					
% of EAL					
% Stability					

Q5= Bottom 20% of schools Q1 = Top 20% of schools

Benfield, like all schools, has faced challenges during the last few years and is currently judged as Requires Improvement. Benfield also has the most amazing pupils, committed and skilled staff, strong and very supportive governing committee and a wonderful community.

As a senior leadership team, we are working together to build on the current strengths of Benfield students, staff and governors to secure ambitious standards and educational outcomes as the school continues on its' exciting journey.

We have faith that taking your first step on this career path with NEAT will give you new challenges, great rewards and the opportunity to shape our trust to make a real difference.

Our Ethos

As a school in the heart of the community, with a number of NEAT feeder schools we can take a more personalised approach to the care and guidance we provide, we are committed to recruiting staff who are prepared to go the extra mile. We are recognised as being an exceptionally nurturing and caring school by Ofsted, other professionals, parents and visitors. Working closely with parents is a key priority for us and we aim to involve parents and carers at every opportunity. The happiness and wellbeing of our students is our number one priority. Each student has a care support team of Form Tutor & Head of Year, to whom they can turn at any time. We have other staff, with specific skills, to provide additional help and advice, as necessary.

Our School Premises

A £17 million refurbishment project was completed in 2010 and enables us to provide our students with stimulating learning environments and modern teaching facilities.

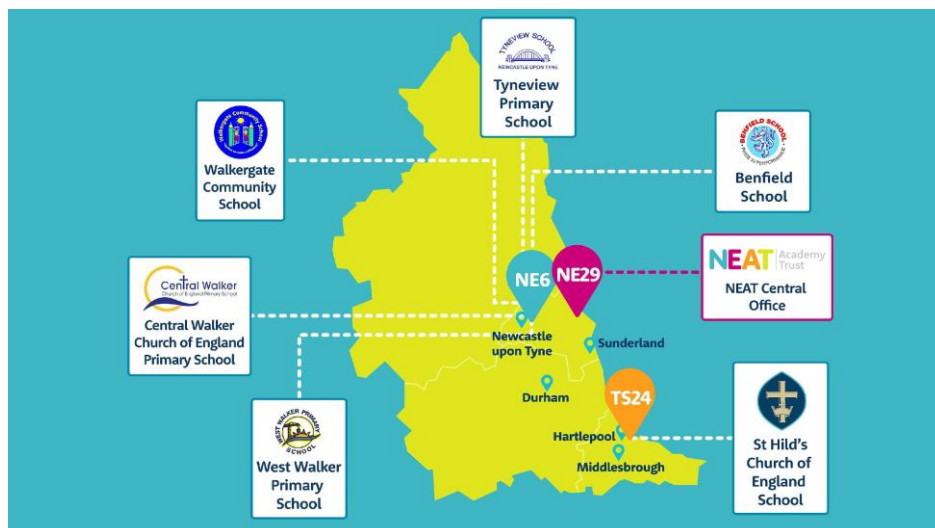
We also have some of the best sports facilities within the city of Newcastle. These include:

- 20-metre swimming pool
- sports centre with six badminton courts and international standard gymnastics centre
- dance studio
- multi-use sports hall
- fitness suite
- 3G all-weather pitch
- extensive grass playing fields

Our students have access to all of these sports facilities, through PE lessons and extra-curricular activities. Pupils from local schools also share these benefits.

About NEAT

Our trust was established in 2017 and currently consists of four primary schools, two secondary schools and a Research School, all located in Newcastle upon Tyne and Hartlepool.



We are a “mixed” multi academy trust as we have two Church of England schools and four schools without a religious character. The trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School at Walkergate has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.

All of our primary schools are currently judged “Good” by Ofsted and we continue to strive for improved outcomes for all our pupils and prepare them for life after school.



3,350 pupils



£23 million budget



485 staff

About NEAT

Making a difference together

Each school is encouraged to have its own ethos and character but to work collectively as one trust to achieve our shared purpose, vision and strategic priorities.

Our shared purpose

We exist to **nurture**, **educate**, **achieve** and **transform together**.

- **Nurture** - we support and challenge to enable growth.
- **Educate** - we prepare successful, lifelong learners.
- **Achieve** - we strive to be the best we can be.
- **Transform** - we provide experiences and opportunities that enrich and empower.



Our vision for 2021-2022

We are one trust working with partners to grow potential.

Our governance arrangements

The trust is a charitable company. We have a strong and effective Board of Directors, who are also the charity's trustees. The Board of Directors delegates the operational running of the trust to the CEO. Headteachers also have a role in making decisions. Each school's Local Governing Committee provides an important scrutiny and evaluation role at local level to provide assurance to the Board about the quality of education and the quality of care provided for pupils, and to engage with stakeholders including parents and carers.

Finding out more about NEAT

The NEAT Academy Trust YouTube channel has a welcome video so you can see our trust in action and find out more about us with this QR code:



NEAT values

Our values are the behaviours that will enable us to achieve our shared purpose and deliver our vision:



Our commitment to equality, diversity and inclusion

We are committed to advancing equality, diversity and inclusion within NEAT and in our relationships with partner organisations, suppliers and contractors. Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. Diversity is about recognising and valuing difference in its broadest sense. Inclusion enables everyone to have a sense of belonging. All of these are at the heart of our inclusive approach as an employer and education provider.

We seek to attract and retain a progressive and diverse workforce and aim to provide a stimulating, rewarding and dynamic working environment where all colleagues can thrive, develop and fulfil their aspirations.

The advert

Deputy Headteacher, Benfield School
Leadership Pay Range L18 – L22 (£63,508 - £70,745)
To start January 2023

We invite interest in this opportunity to join the Senior Leadership Team at Benfield School, which is one of five schools within NEAT Academy Trust. At the heart of our trust is the aim to nurture, educate, achieve and transform the lives of young people and our communities. Benfield is an inclusive school and continues to grow, providing a thriving learning environment for all students.

Our journey to ensure improved whole school progress and attainment outcomes for all learners is already underway and we need the right person to work with the Senior Leadership Team and other colleagues to drive forward key priorities and plans following our recent Ofsted inspection. The school requires a Deputy Headteacher who has experience of leading within a secondary school and who has determination and vision to drive school improvement to move the school to outstanding.

We are looking for a leader who can inspire and influence a range of stakeholders and who will:

- have a proven track record in raising achievement and leading whole school initiatives
- be an outstanding teacher
- have a proven track record in managing and leading change
- have a proven track record in leading, planning strategically and delivering on outcomes on attendance, punctuality, teaching & learning and behaviour for learning.

In return we offer:

- a thriving school community on a modernised site with extensive sporting facilities
- the benefits of working in a highly collaborative multi academy trust aiming to provide a seamless education from 2-19
- excellent personal career development as the trust takes forward its ambition to grow.

Interested in finding out more? Please visit us and register your interest by e- mailing Beverley Davies at benfieldrecruitment@neatat.org.uk

Interested in applying? A completed application form and equalities monitoring form must be submitted by e- mail to benfieldrecruitment@neatat.org.uk **no later than 12 noon on Monday 17th October 2022.**

NEAT Academy Trust is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. An enhanced criminal records check from the Disclosure and Barring Service is required for all posts.

The job description

Job Title:	Deputy Headteacher		
Location:	Benfield School		
Salary Range:	L18 - L22		
Date:	September 2022	Status:	Draft
Responsible to:	Headteacher		
Responsible for:	Assistant Headteacher(s) as allocated		
Job purpose:	Ensuring a high quality of strategic leadership in the development, implementation and evaluation of strategies of school improvement and excellence within the context of the trust's shared vision and principles. Key accountabilities and school development priorities as allocated.		

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

General

1. To carry out the professional duties of Deputy Head Teacher as set out in the School Teachers' Pay and Conditions Document including deputising for the Headteacher in his absence
2. As a member of Benfield's' Senior Leadership Team, to ensure the effective day-to-day management of the school and lead, motivate and inspire students, staff, parents and the wider community

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

Educational Leadership and management

1. Make a significant contribution to the School's self-evaluation and the development, implementation and evaluation of appropriate school improvement strategies and plans for the academy by working collaboratively with the Headteacher the Senior Leadership Team, Local Governors, the Trust's School Improvement Executive team and the Chief Executive Officer. Strategic leadership of the intent, implementation and impact of school strategies, which meet the needs of all learners within the context of the Trust's shared vision and principles and reach secure, successful outcomes.
2. Provide professional Leadership of School's inclusion systems and practices and ensure ambitious pupil outcomes for the Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management are achieved.
3. Lead where required and support other Leaders in the planning, implementation and evaluation of processes for admission and transition throughout the school.
4. Lead where required and support other Senior Leaders to ensure the effective delivery of strategies and plans for SEND pupils.
5. Lead where required and support other Senior Leaders in the development, implementation and forecast impact of an ever improving broad and balanced curriculum to include the characteristics of the NEAT learner and ensure that all pupils are well prepared for their post 16 pathway.
6. Line manage curriculum and subject leaders.

Strategic leadership and management

As a member of the School's Senior Leadership Team and as a Senior Leader within the Trust:

1. Work with all stakeholders to embed our strategic Trust vision for Benfield School, alongside a positive School ethos, climate and culture.
7. Lead and manage the School in partnership with Colleagues, Local Governors and the Trust.
8. Develop, plan and deliver short-term and medium-term objectives for the School's within the context of the Trust's vision and strategic plan.
9. Develop, review and evaluate the impact of School-wide policies and ensure these translate into effective practice.

10. Promote and develop the values of NEAT within the School.
11. Contribute professionally to the broader NEAT agenda including the development, delivery and evaluation of Trust-wide priorities and plans and working collaboratively with other academies and schools.

Curriculum and resource management

1. Have a strategic oversight of the personal development curriculum offer from Key Stage 3 to Key Stage 5, ensuring that character education, PSHCE, RSE, Citizenship and extra-curricular activities meet the needs of all pupils and ensure positive outcomes.
2. Provide professional oversight of learning support throughout the School, ensuring that statutory, School and pupils needs are met efficiently.

People Leadership and management

1. Develop and maintain a culture of working together and collective responsibility to achieve high standards throughout the School and the Trust.
2. Manage the performance of colleagues who directly report to this post and ensure that staff receive appropriate recognition, support, development and challenge to achieve those high standards and expectations.
3. Promote a culture of reflective practice and continuous professional development that enables all staff to achieve their full potential. Contribute to and participate in shared CPD arrangements across NEAT, e.g NEAT ELE programme.
4. Support the development of capacity and skills within the School's middle leadership team.

Parental, community and sector engagement

As a member of the School's Senior Leadership Team:

1. Develop strong and effective partnerships with parents and carers.
2. Create proactive links with the community.
3. Take an active role in developing networks across the education sector including other secondary schools and multi academy trusts.

Trust Responsibilities

1. Work to fulfil the vision and values of the Trust.
2. Assist in maintaining a healthy, safe and secure environment and act in accordance with the Trust's health and safety policies and the school's/central team's health and safety procedures.
3. Promote and implement the Trust's equality and diversity policy in all aspects of employment and service delivery.
4. Promote and safeguard the welfare of children and young people s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.
5. Assist in ensuring the Trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
6. Participate in appraisal, training and development and other activities that contribute to performance management.
7. Attend and participate in regular team and 1:1 meetings.

The person specification

JOB TITLE:	Deputy Headteacher
DATE:	September 2022
STATUS:	Final

CRITERIA	Essential Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. National Professional Qualification for Senior Leadership (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd	D	✓			✓
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Wide, current knowledge and understanding of national and local education policy and research and how it translates into the school's/trust's context	E		✓	✓	
5. Thorough understanding of how young people learn, the core features of effective school systems in supporting a positive culture, and climate, to ensure success in all areas of School life.	E		✓	✓	
6. Thorough and wide knowledge of safeguarding issues	E			✓	
7. Knowledge of the SEND Code of Practice	E	✓			
Experience					
8. Outstanding teacher with a track record of improving outcomes	E	✓			✓

CRITERIA	Essential Desirable	Application	Tasks	Interview	Vetting checks
9. Experience as a Senior Leader in a Secondary School	E	✓			✓
10. Proven track record in strategically leading, planning, delivering and evaluating in achieving successful outcomes	E			✓	
11a Experience of leading aspects of safeguarding	E			✓	
11b Experience of leading on whole School attendance or areas of attendance					
12. Experience of working collaboratively with leaders in other schools to achieve shared priorities and/or of supporting other schools	E	✓		✓	✓
13. Experience of accurately analysing quantitative and qualitative data to evaluate School performance and identify School Improvement priorities and actions	E	✓		✓	✓
14. Track record of successfully implementing whole School strategies to improve pupil outcomes and raising aspirations	E	✓		✓	✓
15. Evidence of successfully developing teams of professionals, delegating with accountability and managing change	E	✓		✓	✓
Skills and competencies					
16. Inspires and influences all stakeholders to support the fundamental importance of education and aspiration in young people's lives	E		✓	✓	
17. Demonstrates behaviours consistent with the trust's values: Aspirational, Collaborative, Inclusive, Innovative, Responsible	E		✓	✓	

Living in North East England

You can reach our stunning coastline within minutes of leaving Newcastle's bustling city centre. Our region proudly hosts the world's largest half marathon and you'll find world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining and art galleries. Whilst nearby Northumberland countryside is renowned for its rugged beauty. With affordable house prices, the North-East offers an enviable quality of life. You can find out more about our vibrant region and the pride we have for our passionate city here: <https://www.visitnortheastengland.com/>



Working with NEAT

We offer our colleagues:

- great opportunities for professional development including access to EEF programmes, Outstanding and Developing Teacher Programmes and National Professional Qualifications for leadership roles, as well as trust-wide training and career pathways
- membership of the Teachers' Pension Scheme (for teachers) or the Local Government Pension Scheme (for support staff), which the trust also contributes to on your behalf
- recognition of previous service with other schools/academies, local government etc
- good public transport and road links



Our commitment to safeguarding children and young people

The trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have.

The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees one of which must be your current or last employment.

Applying for this vacancy

Please read the job description and person specification for the post and the guidance notes thoroughly before completing your application.

Completed application forms and equalities monitoring form must be received by e-mail no later than **Monday 17th October 2022** by **12 noon benfieldrecruitment@neatat.org.uk**.

Please note that we do not accept CV's.