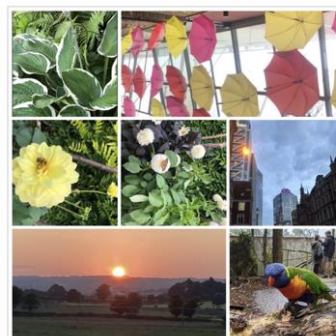
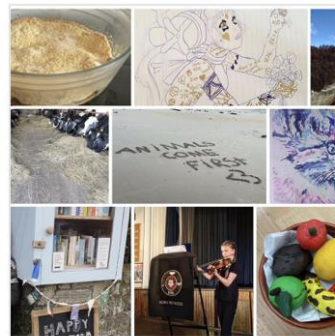




BEDALE HIGH SCHOOL

CANDIDATE INFORMATION PACK



COURAGE

COMMITMENT

COMPASSION

Deputy Headteacher: Curriculum, Teaching and Learning

Dear Candidate,

Thank you for requesting information for the post of Deputy Headteacher with responsibility for curriculum, teaching and learning. I look forward to reading your application.

We are an 11-16 school with just over 500 students. This is an exciting time to join us: over recent years our staff have worked tirelessly to make us a school that our students, their parents and the wider community can be proud of. In January 2019, we secured a Good judgement from Ofsted. Since then, the school has continued to thrive through strong academic results and our successful work within the community to grow the school. Currently, our year groups have approximately 100 students, but in September 2022 we will have an intake of 137. This is a testament to the outreach work we have committed to over the last couple of years, and the growing reputation of the school within the local community and beyond.

We may be a small, rural school, but we are ambitious for our students. Along with our amazing staff, they are our best selling point. We want them to aim high, to have the courage to face challenges and the resilience to learn from these experiences. We want them to appreciate the advantages of growing up in a beautiful rural setting, while making them aware of the opportunities that exist beyond it. We want them to be compassionate individuals who understand the importance of belonging to a community, of respecting and appreciating each other's differences as they learn about other cultures and traditions. Ultimately, we want them to be able to thrive and lead by example, in whichever corner of the world they finally live.

Securing the best staff to help our continued growth and development is key to our ongoing ambitions. I hope that the information within this pack proves useful to you and that you are encouraged to apply for the role. But if you would like to contact me for an informal chat before applying, please email me: kellyt@bedalehighschool.org.uk.

I look forward to hearing from you.

Yours faithfully

Tom Kelly

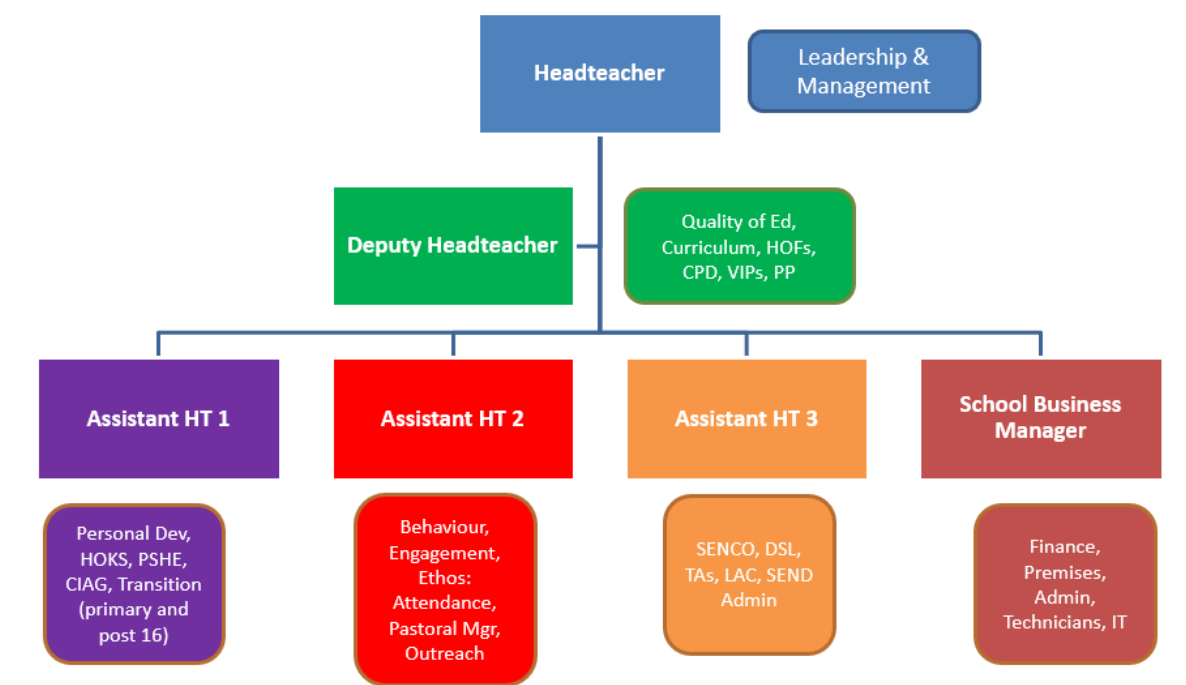
Headteacher



SCHOOL INFORMATION

We have been planning for a leadership restructure to come into effect from September 2022. The new model allows for more capacity at leadership level, and a more effective allocation of key areas of responsibility.

SLT STRUCTURE (Sept 2022)



SLT LINE MANAGEMENT STRUCTURE (SEPT 2022)

Headteacher	Deputy Headteacher	Business Manager
Deputy HT	Heads of Faculty x 5	Admin Team
Asst Headteachers	Exams Officer	Technicians (including IT)
Business Manager	Data Manager	Site Staff (Caretakers)
Asst Headteacher (Behaviour, Engagement, Ethos)	Asst Headteacher (SEND & DSL)	Asst Headteacher (Personal Development)
Pastoral Mgr	TAs, HLTAs	Heads of Key Stage
Attendance Officer	Inclusion Admin	



Introduction:

The Deputy Headteacher will be a key member of our senior leadership team, working with the Headteacher and three Assistant Headteachers to continue the exciting journey at Bedale High School.

We are a small, rural secondary school and as such, our leadership team work closely together across a range of areas. We embrace the servant-leadership philosophy that underpins our approach to work, always trying to embody our core values of courage, commitment and compassion in our dealings with each other, and the wider staff body. In a school like ours, senior leaders must be willing to look beyond their own needs and pressures, and be prepared to support others at all times.

The successful candidate will be responsible for our continued work on designing and implementing a values-based 'Bedale curriculum' that inspires our students, while also ensuring that our teaching practice is underpinned by excellent subject knowledge and supported through bespoke staff development. As such, the role incorporates significant aspects of the Quality of Education section from the Ofsted framework. In simple terms, it is about ensuring that our curriculum design and delivery prepares our students to thrive – during their time with us, and in their future lives.

The role comes with a teaching allocation which will equate to approximately 16 hours across a two-week timetable. The successful candidate may need to teach some KS3 lessons out of their subject specialism and History is likely to be one subject area where teaching is required. A key aspect of the role is the line management of our 5 Heads of Faculty: English & Media; Maths & Computing; Science & Technology; Humanities & MFL; Creative & Health.

KEY RESPONSIBILITIES:

Strategic Direction and Development:

- Support the Headteacher in ensuring that the vision for the school is clearly articulated, shared, understood and acted upon by all;
- Demonstrate the vision and values of the school in everyday practice;
- Strategically lead the development of an inspirational curriculum to respond to recent and future changes to the educational landscape. It will:
 - meet the needs all learners (including those in vulnerable groups)
 - meet statutory requirements
 - be cost-effective
 - promote high standards of achievement and effective progression through all key stages
 - reflect our core values
 - prepare students for life beyond BHS;
- Motivate staff and students, working collaboratively, to further develop our core values of courage, commitment, compassion through the delivery of our curriculum;
- Create the timetable and staffing model that best serves our curriculum (training if needed, and external provider also used);
- Promote high expectations of attainment for all;
- Work with the headteacher on the strategic development and implementation of the SEF and SDP;
- Lead SLT and Heads of Faculty in reviewing and assessing current teaching practice, developing a bespoke improvement approach with staff;
- Be responsible for the timely reviewing and updating of relevant policies, for submission to the Governing Board.

COURAGE

COMMITMENT

COMPASSION

Leading Teaching and Learning:

- Be responsible for maintaining and, where necessary, raising the quality of teaching, learning, and achievement;
- Oversee the delivery of an effective and engaging staff CPD programme through internal resourcing and use of external partners such as the YSA;
- Model and exemplify good practice, being an effective mentor and coach to others;
- Support and challenge staff appropriately, using clear feedback to recognise good practice and to demonstrate areas for improvement that will impact more positively on students' learning;
- Develop policies that promote inclusion and high achievement through effective teaching and assessment;
- Lead a clear and manageable monitoring, evaluation and review process to support effective teaching and learning;
- Ensure that appropriate interventions are implemented to secure the best provision, especially for those in vulnerable groups by leading our strategic support for Pupil Premium, Disadvantaged and others.

Developing Self and Working with Others:

- Work with the headteacher and the senior leadership team to build a professional learning community that empowers others to achieve;
- Be the lead professional responsible for raising the standard of teaching from all teaching staff;
- Be responsible for ensuring performance management arrangements are effective in securing outstanding academic performance;
- Support the recruitment and induction of new staff to the school;
- Effectively plan and deliver professional development activities for others;
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning partnerships;
- Be committed to your own professional development, regularly review your own practice, and set personal targets.

Securing Accountability:

- Work with the headteacher to ensure the schools accountability to a wide range of groups such as parents and carers, governors, the LA and the DfE;
- Oversee the target setting for individuals and groups of students throughout the school;
- Work with the governing body to ensure that it meets its responsibilities and offers the appropriate degree of challenge to the school's leadership and performance;
- Lead key aspects of the school's self-evaluation process and be able to present a clear and accurate account of the school's performance to a wide range of audiences;
- Line-manage our five Heads of Faculty to secure innovative approaches to the curriculum, teaching and learning and to the professional development of their teaching teams;
- Oversight of departmental budgets;
- Monitor the standards achieved by subject areas through their Faculty Development Plans and the Faculty Review model;
- Advise the SLT, and lead on all matters relating to performance data, both externally driven and internally generated, identifying school priorities, interventions and contributing to the school self-evaluation and school development plan;
- Oversee relevant work streams from other senior and middle leaders;
- Line-manage the Exams Officer and Data Manager.

Strengthening Community:

- Engage effectively with our internal and external school community to deepen a sense of partnership;
- Collaborate with other schools and organisations in order to share expertise and bring positive benefits to our school;
- Collaborate at strategic and operational levels with parents and carers, fellow professionals and other partners to ensure that the school remains a positive influence both within the community and beyond.

General:

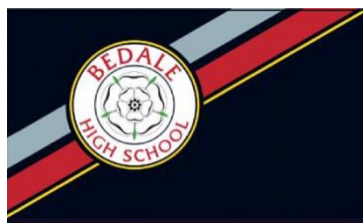
- Support, embody and promote our core values of courage, commitment, compassion;
- Demonstrate visible leadership in school and around school, supporting operational aspects of the school day such as break duties, lunch duties, supervision of inclusion and detentions;
- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the school;
- Follow the school's health and safety policies and procedures;
- Be aware of the responsibilities under data protection legislation for the security, accuracy and significance of the personal data held in the school systems;
- Take responsibility for the operational and strategic running of the school in the absence of the headteacher;
- Undertake other duties as laid down in the Teachers Pay and Conditions document and those delegated by the headteacher.



Deputy Headteacher: Curriculum, Teaching and Learning

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> - QTS - Evidence of continuous professional development - Evidence of further training in leadership and management 	
Experience	<ul style="list-style-type: none"> - Established record of exemplary teaching with consistently good or outstanding progress and achievement for pupils across ability ranges - Leading and implementing whole school initiatives - Leading and monitoring of curriculum delivery - Line management of middle leaders - Experience of whole school data analysis, presentation and interpretation 	<ul style="list-style-type: none"> - Experience of subject leadership - Experience of creating timetabling and staffing models
Strategic Leadership	<ul style="list-style-type: none"> - Ability to articulate and share the school's priorities, vision and ethos - Ability to lead the planning and construction of the whole school curriculum model - Evidence of successful track record for planning, monitoring and implementing school improvement - A strategic approach to planning, data analysis and target setting - Ability to effectively delegate where appropriate, supporting others in undertaking their responsibilities - An understanding of and commitment to the promotion of safeguarding and the welfare of all students 	<ul style="list-style-type: none"> - Leadership and oversight of strategies to raise engagement and achievement of Pupil Premium and Disadvantaged students



	ESSENTIAL	DESIRABLE
Teaching and Learning	<ul style="list-style-type: none"> - A clear understanding of what good quality teaching and learning looks like and strategies to develop this - A secure understanding of National Curriculum requirements - Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all students - A good understanding of assessment and assessment strategies that will support progress for all students - Experience of effective monitoring of teaching and learning - A sound grasp of what good behaviour for learning looks and feels like, along with the whole school teaching strategies that support this - A willingness to effectively manage your own teaching allocation, including some likely out-of-specialism teaching 	
Knowledge and Skills	<ul style="list-style-type: none"> - Excellent written and oral communication skills for a range of audiences - Excellent organisational skills to support effective prioritisation of workload and management of deadlines - A good understanding of curriculum challenges and content for a range of subject areas - Ability to use data management systems 	<ul style="list-style-type: none"> - Experience of timetabling
Personal Attributes	<ul style="list-style-type: none"> - A willingness to embody our core values - A commitment to our servant-leadership philosophy - A can-do, team ethos approach - High expectations for all students - Ability to inspire, challenge, motivate and empower others - Self-motivation and a commitment to continued personal development 	



APPLICATION INFORMATION

SAFEGUARDING:

Bedale High School is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

If you wish to have an informal chat about the role, please contact me via email: kellyt@bedalehighschool.org.uk (Tom Kelly – Headteacher)

Take a look at our Facebook page to get a sense of what we are all about (link below).

To apply, please download an application form from the school website here:

[Current Vacancies > Bedale High School](#)

Complete and return it for the attention of Tom Kelly, headteacher, by email to admin@bedalehighschool.org.uk.

Closing Date: 9am 23rd May 2022

Interview Date: 24th and 25th May 2022

Job start date: September 2022

Bedale High School, Fitzalan Road, Bedale, North Yorks, DL8 2EQ

Tel: 01677 422419

Fax: 01677 425488

Email: admin@bedalehighschool.org.uk

Website: www.bedalehighschool.org.uk

Facebook: <https://www.facebook.com/bedalehighschool>