



Dallam School

Application Pack

Deputy Headteacher



Courage | Respect | Compassion | Endeavour | Integrity

Can you help us shape our future?

The role of Deputy Headteacher will work alongside our Headteacher, Steven Henneberry, and the Senior Leadership Team to set the pace of change and ambitions for our school.

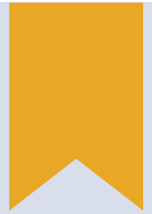
Role:	Deputy Headteacher
Pay:	Leadership Scale L22 to L26
Deadline:	17 January 2025
Start date:	Easter, May or September 2025
Visit (optional):	Arranged on request
Interviews:	Week commencing 27 January 2025

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Welcome to Dallam



We're a vibrant and friendly comprehensive school where our children can continue studying into Sixth Form or study away from home, staying in our State Boarding House.

Dallam School offers day and boarding students a place to achieve academically, enjoy a wide range of creative and outdoor opportunities, and develop into a responsible and caring individual.

We have a truly comprehensive intake with 900 students, 11-18, currently on roll. Our 60 boarding students and cohorts of short-stay international students contribute to a culturally diverse school community.

Visitors are always impressed by our family atmosphere and the warmth of relationships between our staff and students.

Come and visit us

We've offered you an opportunity to come and visit us. Here's what you'll discover when you do:

- Although our official Ofsted grading is 'Requires Improvement', we see this as an opportunity to be a rapidly improving school and are working at pace to achieve this. Ofsted has recently commended us for our progress in implementing our school improvement plan.
- A rural yet international school close to the Lake District World Heritage Site with endless opportunities for adventures from coast to mountains.
- A career opportunity as Deputy Headteacher with support from a Senior Leadership Team with high aspirations for the school and its students. We have a clear focus on outcomes for learning, behaviour and community.
- Our Headteacher, Steven Henneberry, who was once a student here, is looking to recruit a like-minded colleague with a strong presence and an interest in evidence-based practice to help inspire change and set a positive course for Dallam.
- Fantastic facilities including modern school buildings, historic Boarding House, pavilion and playing fields, all-weather 3G pitches, and excellent indoor sports halls.
- A heritage and traditions stretching back to 1613, the school is grounded in traditional values but forward-thinking and innovative.
- A supportive and inclusive culture in and around school where community is at the heart of all that we do. This includes the working relationship between teachers and students, the trusting relationships with form tutors and the pastoral team, and the honest relationships our staff develop with parents and carers.
- Every opportunity to pursue professional development. You'll also benefit from our extensive educational networks within Cumbria, including the South Lakes Federation of 10 secondary schools, Kendal College and University of Cumbria.

Our environment

Dallam School is located in the North West of England and is surrounded by the national parks of the Lake District and the Yorkshire Dales.

Based in the South Lakeland district of Cumbria, close to Kendal and Windermere, Dallam School offers day and boarding students a place to:

- Achieve academically.
- Enjoy a wide range of creative and outdoor opportunities.
- Develop into a responsible and caring individual.



Flexible working

Dallam School is committed to supporting its workforce in achieving a greater work-life balance.

Through our Flexible Working Policy, we offer a range of formal and informal flexible working options, which have been adopted by a growing number of our staff. We are open to discussing our approach to flexible working options at any stage of the recruitment process or beyond.

Please contact our HR Officer for further details.

You will be given every opportunity to pursue professional development and encouraged to perform to the highest standards.

Our values

Dallam School places a high value on the support that we provide for our pupils and staff. Their welfare and development is an important part of our vision statement as described below:

At Dallam School, we believe that education empowers students with the knowledge, skills and values they need to build a better future for themselves, their families and their community. At our school, every student develops the confidence and courage to be themselves and has access to opportunities that unlock future success. The inclusive and innovative ethos of Dallam School creates an inspiring environment in which every student can shine in their own unique way.

Our Dallam School values are respect, compassion, endeavour, integrity and courage.



The post:

Whole School Leadership

The successful candidate would join a supportive, collaborative and committed Leadership Team, who meet regularly and share responsibility for all aspects of our community.

Everyone has key areas of accountability but we have a collective responsibility for maintaining our strong ethos of shared values and high standards in all areas. We focus on every aspect of our community, engaging with events and activities and keeping our school a vibrant place, with warm relationships at its heart.

This really is an opportunity to take an adventurous step in leadership and help shape the future direction of our school. Our main areas of focus are improving learning and teaching – with a focus on evidence-informed practice; improving culture and ethos through relational approaches to student behaviour; and improving health and wellbeing for our whole school community. Senior leaders within the school have a teaching responsibility.

On appointment, the Leadership Team responsibilities will be restructured to ensure that the skills, knowledge and expertise of the successful candidate are utilised. Professional development and coaching will be available for the successful candidate through our partnerships with One Cumbria and the South Lakes Federation.



The person

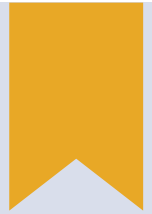
This summarises the main characteristics; see the Specification for further details.

We expect to appoint a Deputy Headteacher who has:

- The ability to consistently demonstrate the school values of courage, respect, compassion, endeavour and integrity
- An up-to-date knowledge of educational research and evidence-informed practice and the desire to implement where appropriate
- Relational approaches to behaviour
- A keen intellect and an excellent academic background with a very good degree
- Experience of leading people and initiatives successfully with demonstrable impact
- Compelling personal qualities, an ability to form positive relationships with people and the ability to enthuse and inspire both pupils and staff
- The confidence to make difficult decisions and an ability to reflect on them and re-consider situations with empathy, humility and warmth
- A commitment to enhancing the community and extra-curricular life of the school
- A commitment to ethical leadership
- A commitment to inclusion



Specification



Qualifications, experience and attributes

Essential

- A strong academic degree
- Ability to demonstrate experience of first-class teaching and excellent outcomes
- Qualified Teacher Status
- Continued commitment to own professional development
- Experience of leading people and initiatives
- Proven track record of improving educational standards
- Teaching experience within the 11-18 context
- Understanding of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children

Desirable

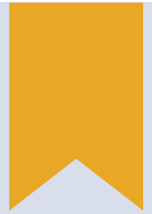
- Further relevant professional qualifications

Evidence

- Application form
- Certificates
- References



Specification



Operational and strategic leadership

Essential

Knowledge and understanding of:

- Models of effective leadership and organisational structures
- New technologies and their potential impact
- Leading change, creativity and innovation
- Leadership and management of data
- Developments in education at national context

Desirable

Knowledge and understanding of:

- Strategic planning processes, tools and techniques

Evidence

- Application form
- Letter of application
- References
- Interview

Skills

Essential

- Think strategically, analytically and creatively
- Deal with complexity and uncertainty
- Anticipate, lead and manage change
- Use research to support and challenge practice
- Inspire, challenge, motivate and empower others to attain challenging outcomes
- Celebrate achievement and acknowledge excellence
- Model the vision and values of the school
- Build capacity and achieve sustainability

Desirable

- Build a vision and communicate clear purpose and sense of direction

Evidence

- Interview

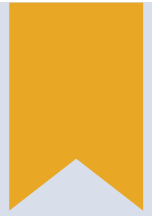
Responsibilities

The Deputy Headteacher shall:

- Deputise for the Headteacher and, in all aspects of the role, ensure the main aims and ethos of the school are upheld
- Make a positive contribution to the vision and leadership of the school
- Assist the Headteacher in ensuring the highest possible standards of education through the promotion of excellent teaching and learning, a broad and balanced curriculum, the provision of excellent pastoral care and support for students and a rich extra-curricular programme
- Play a key role in promoting the aims, values and ethos and facilitate effective communications with all stakeholders
- Maintain a strong awareness of the school's performance with regard to student progress and outcomes, conduct and culture and the Ofsted framework
- Assist the Headteacher in the construction of the Development Plan and Self-Evaluation process to secure continuous improvement
- Assist the Headteacher with the recruitment and development of excellent staff and in ensuring high standards of discipline and positive morale throughout the school community
- Assist the Headteacher in ensuring budgets are effectively managed and that the school delivers value for money
- Ensure that Child Protection and Safeguarding of students is given high priority at all times
- Report to Governors and Trustees on a regular basis



How to apply



We strongly encourage you to visit the school before you apply for the post.

If you would like to discuss the position with the Headteacher, Steven Henneberry, please contact him by email: s.henneberry@dallamschool.co.uk

If you decide to apply for the post, please note the following important information:

Please read the Guidance Notes carefully before completing the Application Form and ensure that you fill in all sections. Please contact the school if you require the application form in an alternative format.

Along with the Application Form, please write a covering letter of no more than two sides. Please include the following;

- A statement about why you are applying for this particular post
- An outline of relative experience
- How your personal and professional qualities make you suitable for the role

Closing date: midnight, Friday 17 January 2025

We will try to contact all applicants selected for the interview process by telephone initially. This will be followed up by a formal invitation and further information about the process the following day. We will contact all applicants, even if where the application was unsuccessful.

The interview process: week commencing 27 January 2025

Information that you provide for the purpose of your application will be used as part of the recruitment process. Any data supplied will be held securely and access restricted to those involved in dealing with the recruitment process. Once this process is complete, the data relating to unsuccessful candidates will be stored for a maximum of 6 months and then destroyed. If you are successful, your application form will be retained and form the basis of your personnel record.

If you require further information or wish to discuss any issues, please do feel free to get in touch with Jo Mulholland, PA to the Headteacher, as a first contact - 015395 65165, j.mulholland@dallamschool.co.uk

For further information, please visit:

www.dallamschool.co.uk

www.southlakesfederation.co.uk