



Deputy Head Recruitment Pack

Deighton Gates Primary School

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This pack can only give you a snapshot of our wonderful school, so we would encourage you to visit us, both at our website and in school.

About Our School

Deighton Gates is an inclusive, welcoming, oversubscribed primary school that is an integral part of the Wetherby community. We are set at the edge of the town and are the link with the local village of Kirk Deighton. Formerly a two-form entry school, we have extensive buildings and grounds that house up to 210 children from Reception to Year 6 with up to 30 staff.



Deighton Gates is one of the founding members of the Wharfe Valley Learning Partnership which is a Foundation Trust of 10 primaries, a secondary and a specialist school. As a Foundation school within the WVLP, we share expertise in managing change, leadership practices and processes, assessment and data management and curriculum development.

We have a strong ethos of providing the best educational and personal developmental opportunities for all of our children. We have a reputation at the local secondary schools for developing the best grounding for children so that they are ready to start high school and thrive.

Attainment and progress are also strong with the school consistently performing above the National Average in Reading, Writing and Maths.



Our last Ofsted inspection took place in January 2023 under Section 8 and the School continues to be good.

<https://reports.ofsted.gov.uk/provider/21/107876>

The Pupils



Central to the school's ethos is the personal development of all pupils. Wetherby has little ethnic diversity and is in the bottom 1% of deprivation according to postcode. This does mean that for those families whose children are entitled to Free School Meals, the gap can be huge in terms of wealth and opportunity.

The school prides itself in ensuring that a lack of wealth or home support will not impact on a child's entitlement to a rich learning experience at Deighton Gates. No child misses out on school trips, residential, uniform or after school clubs due to an inability to pay. We are fortunate to have a Learning Mentor who works closely with our most vulnerable children. Pupils are also able to access support through the EPOSS cluster.

Current Pupil Numbers and Pupil Premium

Year	Total	PP	EAL	LAC/PLAC	SEN
6	29	3	1	1	4
5	30	1	0	0	2
4	28	3	0	0	3
3	30	1	0	0	4
2	30	3	1	0	5
1	31	1	0	1	4
R	30	0	0	0	0

Assessment and Outcomes

Unvalidated data for 2024 is below

Reception – Good level of development

	GLD 2022	GLD 2023	GLD 2024
Deighton Gates	76.7%	70.9%	81%
Leeds	61%	63%	
National	65.2%	67%	68%

Phonics screening

	2022	2023	2024
Deighton Gates	93.3%	87%	84%
Leeds	75.2%	78%	
National	75.5%	79%	80%

Year 6

	2022				2023				2024			
	EXS	National	GDS	National	EXS	National	GDS	National	EXS	National	GDS	National
Reading	70%	72.2%	10%	27.7%	85%	73%	39%	29%	87%	74%	32%	28%
Writing	70%	69%	3.3%	12.7%	82%	71%	14%	13%	81%	72%	19%	13%
Maths	76.7%	70.9%	16.7%	22.3%	89%	73%	14%	24%	74%	73%	13%	24%
SPaG	80%	70.8%	23.3%	28.2%	85%	72%	21%	28%	84%	72%	39%	32%

Staff

We are fortunate to have wonderful, dedicated and experienced staff. The last few years have challenged even the most experienced individual, but Deighton Gates staff have consistently risen to the challenge and continued to provide a warm, calm and nurturing environment for pupils to learn. Each individual has a clear understanding of the school's ethos and aims, and the needs of each child.

Our team is made up of extremely skilled teaching staff, dedicated teaching assistants, a fantastic learning mentor, a strong office team and an extremely helpful site superintendent.

Our teachers, some with only a few years' experience, have a clear ambitious vision for their subject which in turn drives up standards and widens opportunities for all children. The vision for the curriculum is unified and shared by all. Expectations are consistent through strong shared values.

The Curriculum



The curriculum continues to be an area for focus, and is a key strand of school development.

All pupils, regardless of their starting points, access a broad and balanced curriculum that enables each of them to achieve their best and acquire the knowledge, skills and understanding that they need in order to lead fulfilling lives.

The aim is to provide a broad and balanced curriculum, teaching children 'soft skills' as well as knowledge and resilience to prepare them for the rest of their lives.

For each subject, there are well developed and tailored, subject specific curriculum plans that coherently define end points and progression within each subject's core disciplines. These take the children on a learning journey through the school, building on what has been learned in previous years.

Pupil Opportunities



Pupils have consistently high levels of respect for others. They are integral in the school ethos of respecting differences and celebrating communalities in their responsibilities both in school and extended into the wider community. These include:

- ✓ Playground Buddies - supporting younger children on transition
- ✓ Play Makers – facilitating active, happy play
- ✓ Lunchtime servers – modelling lunchtime behaviours in the dining room
- ✓ Green Ambassadors – leading the way on environmental awareness
- ✓ Choir – community carol singing for the elderly and Wetherby Lions fundraising
- ✓ House Captains – representing the school at the Remembrance Parade; supporting school assemblies; role models for behaviour; organising inter house competitions
- ✓ Sports teams – competitive representing of the school in a wide range of sports including athletics, cricket, football, netball, rugby
- ✓ Fund raising – Macmillan, Sports Relief, Comic Relief, Children in Need, environmental charities
- ✓ School Council – pupil voice
- ✓ Wellbeing Champions - pupil voice and support outside of the classroom.
- ✓ Coaching groups – these are in place for staff and for all children in school.

The School Council is an active group of children, democratically elected by their peers to give a clear pupil voice. Here, they have the opportunity to debate school issues, make suggestions and bring about change. They coordinate fund raising activities and attend governor meetings.

Behavior Policy

Behaviour and attitudes are a strength at Deighton Gates Primary. School rules and classroom expectations underpin the school vision:

At Deighton Gates we are committed to providing a positive, safe and stimulating learning environment where all children thrive and are valued equally.

The behaviour policy is fully understood by children, staff, parents and governors and we have very high expectations of behaviour. The policy is regularly reviewed and updated. It was rewritten with the support of Barnardo's to make sure that we are inclusive of the needs of LGBTQ+ and trans children and families. Our

policy has recently been revamped to take account of Restorative Practice, Zones of Regulation and our Coaching groups.

Behaviour in and out of class is a strength with visitors often commenting on the warm, friendly and hardworking environment that we have in school. Any incidents are dealt with quickly, fairly and transparently. Low level disruption is not tolerated, and the system is used to motivate pupils. Children with specific behaviour needs are well supported by highly trained staff who have experience with working with children with autism, attachment disorders, chromosomal abnormalities, and ADHD to name but a few. Staff and parents work together to support our children with Individual Behaviour Plans, Individual Risk Assessments, visual timetables and personalised curricula to meet individual needs. Children with additional behaviour needs may have tailored plans to support their specific challenges.

The school works closely with the North East Area Inclusion Partnership (NEAIP) to support children who are in danger of exclusion. Such support may include additional funding to support children in school, staff training, or accelerated access to additional professional services.

Children are our most valuable asset in terms of modelling behaviour and thus they have a high profile as ambassadors in school through their roles as School Councillors, Wellbeing Champions, House Captains, Playmakers, Librarians and Sports Leaders. They are highly motivated and model positive attitudes and commitment to our school. Our children thrive in our calm, safe, supportive learning environment. They know that it is safe to fail and that we might not have mastered something ...yet.

Extra-curricular activities

The school has an active extra-curricular offer with opportunities for all children to attend after school sports clubs, partake in sporting teams or come and try sports sessions.

Children learn to understand that competition is healthy with sports days, sports matches against local schools and inter house events.

All clubs and teams are inclusive with all who want to take part being given an opportunity. Our children are respectful and support each other giving their best, even if they are not always winning.

Wharfe Valley Partnership



As a founding member of the Wharfe Valley Learning Partnership, a group of 10 primaries, a secondary and a specialist school we are able to share knowledge at all levels. The children are able to interact with one another, securing their understanding of the wider community, and staff and governors are able to share knowledge, training and advice. For more information see <https://deightonblog.files.wordpress.com/2021/12/wvlp- the-relaunch - 1.pdf>

Message from our Chair of Governors

On behalf of the governing body, I would like to thank you for your interest in the position of Deputy Headteacher at Deighton Gates Primary School, and welcome you to our wonderful, caring community.

We are incredibly proud of our school and all of the amazing young people who make up our community. Deighton Gates is extremely highly regarded in the local community, and every member of our school community is valued.

I hope the information you have received will encourage you to find out more about us, and visit us at school. You will be guaranteed a warm welcome. Our children are happy, calm, confident and eager to learn.

At Deighton Gates we are ambitious and strive to be the best we can be. We are looking for someone who can support our headteacher in leading us as we continue our journey, building on the good practice already in place and continuing to challenge and develop the school.

Our head Mrs Hawes is a very visible person within our community – greeting parents and children each morning on the gate and also at the end of the day on the playground, attending community events and helping staff develop their full potential to allow them to be the very best role models for our pupils. The school is a happy place to be, and this is reflected in the children’s behaviour and enthusiasm for learning.

As the school was previously a two-form entry school we are lucky to have a wealth of space and beautiful grounds with a pond, orchard and gardens as well as playgrounds and sports facilities. This offers our children the opportunity to learn in creative ways.

We have a strong governing body who are involved in school life, regularly visiting and supporting staff and pupils. Governors join a class at the start of their tenure and then follow a cohort of children through their school journey year on year. This enables the children to have a fuller understanding of the governor role but also for Governors to see a wider view of the school. The governing board has a good working relationship with the school, built on openness, transparency and mutual respect.

The support of the Wharfe Valley Learning Partnership is extremely valuable, allowing for peer to peer support, the pooling of resources and expertise and a real feeling of being part of a wider community.

Our school is looking for a senior leader who shares our aim to develop the school and ensure that we are best placed to help our children achieve well and become healthy, happy, lifelong learners. We are looking for an experienced and passionate individual who is able to build upon the strengths that our outgoing deputy has achieved and who will inspire our children and parents. If you are excited about the prospect of helping to lead a fantastic school with a joyful atmosphere where everyone is valued for being exactly who they are, then we would love to hear from you.

I look forward to meeting you and sharing what makes Deighton Gates a wonderful place to be.

Kate Carroll

Chair of Governors

Message from our Headteacher

Thank you for expressing an interest in being the next Deputy Headteacher of Deighton Gates Primary School.

Our place in the Wetherby community has evolved with us now being full across the school and oversubscribed for Reception. We have a high profile in the local community with local organisations such as the care homes, Wetherby Lions, Rotary, St James' Church as well as being very active in local sporting competitions.

The children and their families are what brings Deighton Gates alive. We have an active PTA (Friends of Deighton Gates), regular family events and an open door policy so that we can work together for the needs of all the children.

We have a strong, dedicated staff team. The staff is established with many teachers having started their teaching careers here and who are now accessing leadership opportunities. Our subject leadership is strong with teachers taking responsibility for developing and monitoring specific areas. Our support staffing is centred in the community, with some colleagues having initially started as parent helpers and who have now trained to be qualified HLTAs and have now undertaken relevant training. Staff feel supported and enjoy working here. It is a cliché to say that we work really well as a team, but the team consistently demonstrates the close relationships that staff have and the professionalism that they have demonstrated have been second to none.

Deighton Gates has taken a lead role in the development of the Wharfe Valley Learning Partnership, a collaboration of 12 schools that work closely together, mainly on school improvement. Projects include Head Teacher development, Early Years Network, assessment and Moderation, Curriculum networks as well as shared professional training. The WVLP will provide the best possible support for staff in the Partnership.

Under the supportive, dynamic leadership of our Chair, governors have a good understanding of their role in supporting and challenging the school to be its best. They are keen to attend school events, to get to know the real life of the school, rather than just by policy or meeting and want to support in ensuring that staff wellbeing is high on the agenda.

Thank you for showing an interest in our wonderful school. I hope the information that Governors, the children and myself have provided have given you a flavor of what Deighton Gates is and that we have encouraged you to find out more, even to submit an application.

Best wishes and good luck!

Sarah Hawes

Our New Deputy Head

What the children are looking for

This is a representation of all the children's views, through the school council, from Year 2 to Year 6.

We would like our new Deputy Head to be someone who:

- ✓ Is respectful of people's differences
- ✓ You can talk to if you are upset
- ✓ Will help you if you are stuck
- ✓ Cares for the children and understands when something is wrong

- ✓ Will respect what the children like and don't like
- ✓ Always has a smile on their face
- ✓ Isn't shy
- ✓ Is a good story teller – we love our assemblies!
- ✓ Loves singing and is happy to run our very active school choir!
- ✓ Looks after our teachers and support staff
- ✓ Is fun
- ✓ Is nice and doesn't shout
- ✓ Will work with School Council, ask our opinions and consult with us if there is going to be change
- ✓ Wants to spend time with us and get to know us
- ✓ Will know our names

What the staff are looking for

We have worked really hard over the last few years on our curriculum development, and in response to Covid. We would like a Deputy Head who is able to carry on the work we have done to date, and bring new ideas to the table. We are a very happy team who feel valued and supported.

We would like our new Deputy Headteacher to be someone who:

- ✓ Always has the best interests of the school at heart
- ✓ Has excellent leadership and communication skills
- ✓ Has a deep knowledge and understanding of curriculum in terms of progression, depth and breadth
- ✓ Is organized and able to be analytical
- ✓ Values all members of staff and their contributions to the school
- ✓ Listens to others ideas and consults staff when making decisions
- ✓ Cares for the children, takes time to come into the classroom, talk to the children and see their work
- ✓ Has a clear vision for the school and promotes core values
- ✓ Actively champions staff wellbeing and understands the pressures of the classroom and workload
- ✓ Is committed to establishing a positive environment with mutual respect and trust
- ✓ Promotes diversity and inclusion
- ✓ Is passionate and inspiring
- ✓ Is calm under pressure and can keep the team motivated in difficult times

- ✓ Leads by example

What the governors are looking for

We are looking for a school leader who:

- ✓ Will promote our aims, shared values and ethos.
- ✓ Will develop and progress our curriculum and assessment process.
- ✓ Will continue and enhance our work in developing the curriculum progression from Reception to Year 6.
- ✓ Is kind, approachable, calm and nurturing to children, families and staff.
- ✓ Is able to promote diversity and inclusivity.
- ✓ Will bring a fresh and dynamic vision to the school.
- ✓ Is able to respond to change in an effective and supportive manner.
- ✓ Can work well as a team member and promote knowledge sharing and joined up working across the school.
- ✓ Is keen to become part of the wider community, to include the Wharfe Valley Learning Partnership.
- ✓ Welcomes strong governance and understands how to effectively engage the governing body and disseminate information in a clear and succinct manner.

Our vision statement

At Deighton Gates, our children come first and our priority is to deliver high quality teaching and learning whilst at the same time providing rich and truly enjoyable learning experiences for our community of children. Everything we do as a school is to ensure that the children achieve their very best. We are deeply aware that children only get one chance at their primary education and it is our job to ensure that they all reach for the highest levels of personal achievement and development. We want every child to be successful; to reach for success from the very first day they join us and throughout their school lives so that when they leave us, they have a love of learning for the rest of their lives.

At this school we fully embrace the need “to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.”

Our curriculum reflects, celebrates and teaches children about diversity.

How to Apply

To apply for the post of Deputy Head at Deighton Gates Primary School, please in the first instance try and download a copy of the Application pack electronically or for an application pack to be emailed direct. This can be requested from Krissie Bamforth (Business Manager) recruitment@deightongates.leeds.sch.uk

Please complete the application form outlining how you meet the criteria.

Should you wish to supply more information to support your application, please use the additional information section, but please do not submit more than two sides of A4 in font size 11.

Please provide details of daytime and evening contact numbers and an email address.

Candidates are warmly invited to visit school to personally experience our work and ethos.

We have two dates booked in for school visits. 3rd October 2024 at 2pm and 8th October 2024 at 4pm.

To arrange a visit please contact the School Business Manager – Krissie Bamforth on 01937 584359 or via email at recruitment@deightongates.leeds.sch.uk

The closing date for applications is **17th October 2024 at 5pm**

Shortlisting will take place on the **18th October 2024**

Interview will take place on the **23rd / 24th October 2024**

Completed applications should be returned to recruitment@deightongates.leeds.sch.uk

Deighton Gates Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will be subject to vetting including an enhanced Disclosure and Barring Service check.