



LIGHTHOUSE
SCHOOLS PARTNERSHIP

Gordano School

Deputy Headteacher (Pastoral & Behaviour)

Applicant Information

January 2022

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**Dream big
Do your best
Give back**

Welcome from the Headteacher and Chair of Governors

Dear Applicant

Re: Deputy Headteacher Appointment

Thank you for your interest in the post of Deputy Headteacher (Pastoral and Behaviour) here at Gordano School, following the appointment of the existing postholder to a Headship from April 2022.

We are a thriving, high achieving school in which the challenge is not only to maintain and improve the school's performance but also to ensure that we deliver for every one of our students. Staff, students and parents expect a lot from the leaders in our school and although Gordano is a demanding place to work it is also a hugely enjoyable and rewarding context: we have great common purpose in our commitment to young people and belief in the transformational power of education.

We have recently seen a period of numeric growth and have also faced the trials of the pandemic. Gordano has risen successfully to both these challenges and has in the last year refreshed its vision as a foundation for future success. We now hope to appoint a Deputy Headteacher who can help us fulfil our potential for improvement as we emerge from the pandemic. There are very many strengths that we will all want to maintain at Gordano but we know too that new leadership will bring change and we will welcome support the new Deputy Headteacher in delivering that.

We enclose additional details which should contain much of the information that you will need. However, as this is an exceptionally important process for the school and a significant decision in your own professional career, please do not hesitate to contact Lisa Harrison, Head's PA (lharrison@gordanoschool.org.uk or call 01275 842606), if we can add to or clarify any of the details that you have been sent. Visits to the school are most welcome, to include a brief tour and a discussion about any questions you would like to raise. Please call or e-mail Lisa who will be happy to make the visit arrangements - dates that have been set aside are 27th and 28th January, but we will seek to accommodate requests outside of those dates should they not suit.

I hope that you will feel encouraged to submit an application to us and may I thank you in advance for the thought and effort that this will inevitably entail.

With best wishes

A blue ink signature of Tom Inman.

Tom Inman
Headteacher

A blue ink signature of Neil Willey.

Neil Willey
Chair of Governors

The School

Gordano School is a very large, over-subscribed secondary school with more than 2,100 students on its roll, including almost 400 in the Sixth Form. The school has grown significantly in the last few years to meet the demand for places from the town of Portishead.

Gordano School is a member of Lighthouse Schools Partnership (Multi-Academy Trust).

The Governors and Trustees are seeking to appoint an outstanding and forward-thinking leader to take this high performing and creative school on its next stage of development from September 2022.

We are looking for a leader who has:

- a track record of success in raising standards for young people
- the qualities needed to challenge, motivate and support colleagues to achieve the highest standards
- a vision for educating the whole person
- a personal commitment to inclusion and diversity
- The desire to extend the educational opportunities that a large school can provide
- the skills to network and build alliances across educational settings
- a desire to work collaboratively within the Multi Academy Trust

We can offer you:

- a school that is already performing well but will need to be constantly renewed
- a culture where all students feel safe and valued

- a talented, committed and well-motivated staff
- a happy, well-behaved, confident and hard-working student body
- a supportive and active Governing Body, together with encouraging and involved parents
- significant opportunities for collaboration and development within the LSP

Furthermore, as Gordano School is part of a larger Trust, there are wider opportunities for the right candidate to collaborate in initiatives over a number of schools.

Gordano School offers an excellent benefits package including contributory pension scheme, a comprehensive employee assistance programme and benefits (offering discounts on shopping), childcare vouchers and cycle to work scheme.

We would encourage prospective candidates to visit our school prior to application. Arrangements can be made by contacting Lisa Harrison, Head teacher's PA lharrison@gordanoschool.org.uk or 01275 842606

Applications should be emailed, with covering letter and application form (please do not include a curriculum vitae), to Tom Inman, Headteacher, to recruitment@gordanoschool.org.uk by no later than 9am on Monday 7th February 2022.

Interviews will be on 16th and 17th February.

Lighthouse Schools Partnership supports Equal Opportunities Employment. This Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Enhanced DBS checks are required for all successful applicants

Advert

Deputy Headteacher

Salary Range L20-24 (£67,364—£74,295)

**Closing Date:**

9am on Monday 7th February 2022

Interview Dates:

16th and 17th February 2022

Address:

Gordano School, St Marys Road,
Portishead, Bristol ,BS20 7QR

Tel:

01275 842606

Email completed applications to:

recruitment@gordanoschool.org.uk

Application Process:

How to apply:

Applications should be made to the Headteacher by formal letter of application (maximum 2,000 words) accompanied by a fully completed application form (please do not include a curriculum vitae) with details of all educational qualifications, including grades obtained.

Please address the following issues in your letter of application:

- Examples of your work which provide evidence of your leadership skills and that demonstrate how you would work effectively in this post;
- The values and philosophy which underpin your commitment to education.

The written application will be scored against the selection criteria in deciding whether to shortlist applicants.

Referees: Please ensure that you enclose the names and contact details of TWO referees (address, telephone or email) to support your application. One of the referees should be your current or most recent Headteacher. References will be used to support the selection process and will therefore be obtained prior to interview.

Additional details are available from our website: www.gordanoschool.org.uk or Miss Lisa Harrison, Head's PA lharrison@gordanoschool.org.uk or call 01275 842606.

Closing date for applications no later than 9am on Monday 7th February 2022.

Notes:

- The interview will be a two-day process - 16th and 17th February.
- E Applications will be acknowledged by email. Postal applications will only be acknowledged by email.
- It will not be possible to give debriefs to applicants who are not invited for interview. Verbal feedback will be offered to all candidates who are interviewed.

Please email completed applications to Tom Inman, Headteacher at recruitment@gordanoschool.org.uk or send postal applications to: Gordano School, St Mary's Road, Portishead, BS20 7QR.

Introduction

We are proud of our school, our students and our track record of achievement and community. Our 2019 outcomes were strong and reflected a trend of success in this excellent school. We were disappointed for our pupils that they were unable to take external exams in 2020 and 2021 as our tracking indicated that outcomes would have risen in both years. We cannot, however, rest on our laurels as our community rightly expects a lot from Gordano and a large school such as this requires strong, energetic leadership.

Gordano is successful, friendly and inclusive. We pride ourselves on the warmth of our school community, the richness of our educational offer and the very high quality of the staff who work here. In the paragraphs that follow, we have tried to highlight some of the key features of our community and to describe what makes this school such a rewarding place to work.

The Town

Portishead (population 20,000), situated on the Bristol Channel, has retained its character and its individuality despite continued growth and its proximity to the M5. Bristol is nine miles away and offers a full range of cultural, academic and sporting activities. There are many attractive places to live within easy reach. Property prices cover a wide range, but there is enough choice to suit most needs. There are housing developments in the town with more new houses being built. Staff travel comfortably to the School from as far away as South Wales, Taunton, Bath and Cheltenham.

The School

The School, which is the sole secondary school serving the community, traces its roots back to the Portishead Congregational School in the 1870s. In 1956 it moved to its current site and in 1964 became a Comprehensive School. In 2007, the School became a Foundation School and converted to Academy status in July 2011. We see ourselves as a community comprehensive school in nature, if not in name, and we will always work closely with other local schools, the Local Authority and the RSC's office. In 2016 we joined with other local providers to form The Lighthouse Schools Partnership (www.lsp.org.uk).

Gordano is an 11-18 co-educational comprehensive school in Group 8. There are 2,119 students on roll (PAN 336 but with breaches in years 7 and 9) including with 392 students in the Sixth Form; most study AS/A2 courses but there are also good vocational options. The school is 12 form entry with pupils placed in all-ability tutor groups. The School remains over-subscribed.

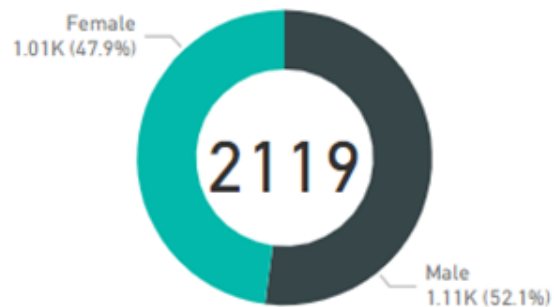
Examination results are well above national averages and show strong value added. In 2019, 55% of pupils achieved the Grade 5 or above basics measure in GCSE English & Maths and our Progress 8 was 0.2. At A Level, 75% of grades were at C or above and VA was positive. Whilst examination results are an important aspect of the School, we really strive to be much more than 'just exams'.

Gordano is a big school in every sense. The school roll exceeds 2,100 pupils, we have 211 staff (of whom 80 are support staff) and the school budget for 2021/22 is £11.4M. School finances are strong and the school maintains a healthy level of reserves.

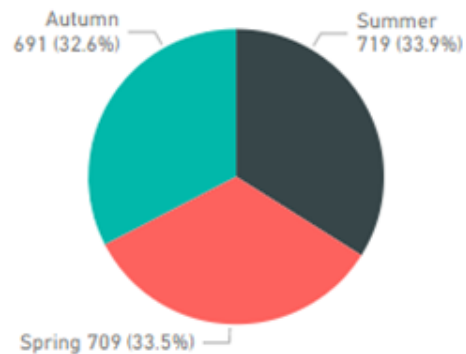


Introduction to the school

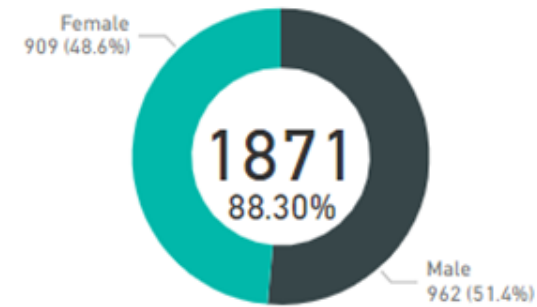
Total Number of Pupils



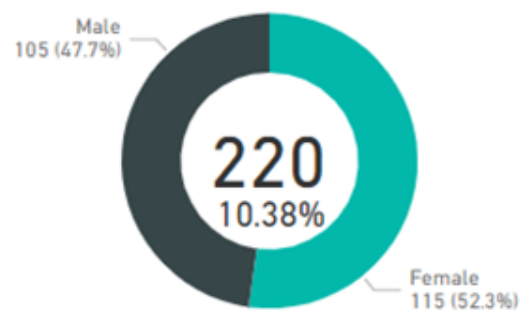
Term of Birth



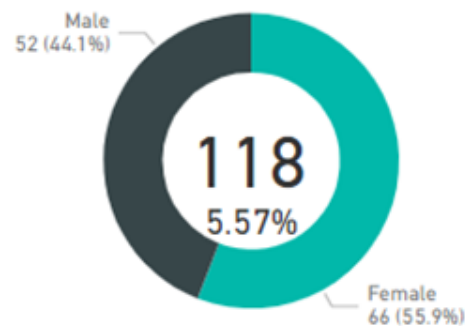
White British



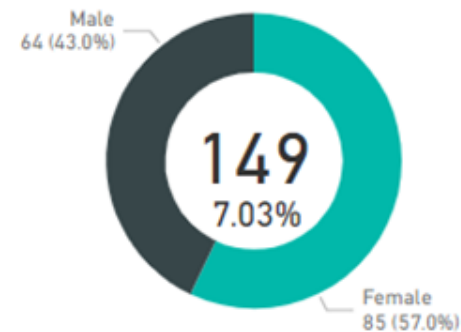
Pupil Premium



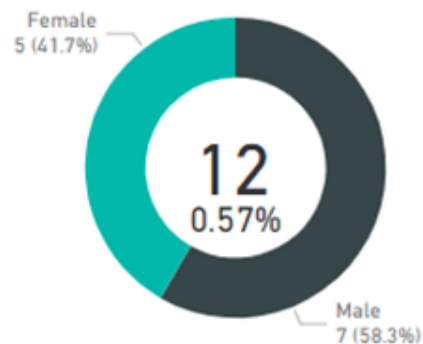
Free School Meal



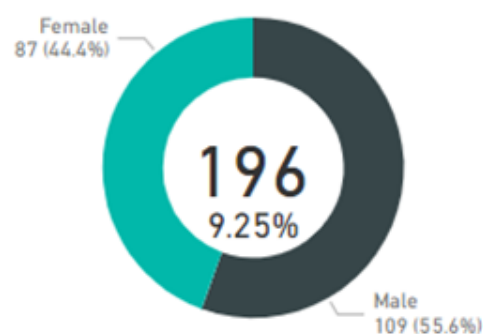
Free School Meal (last 6 years)



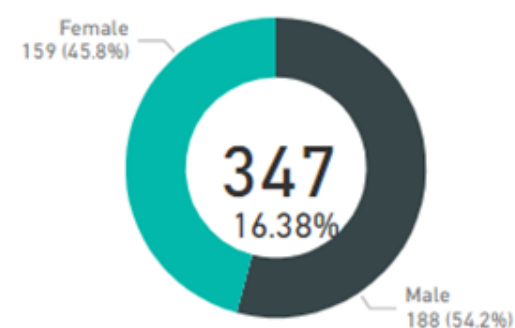
SEN - E - Education, health and care plan



SEN - K - SEN Support



SEN - N - No special educational need





Introduction to the school

The Trust

Gordano is one of 24 schools in the Lighthouse Schools Partnership. There are two other large secondary schools and the relationships between the schools are strong. The vast majority of Gordano's intake transfer from LSP primary schools. The Trust's latest Strategic Plan is available on the [LSP website](#). The Trustees are eager to see the secondary schools develop a deeper collaboration in future years and leaders across the schools are exploring areas that will increase capacity without unnecessarily constraining the freedom of each school. Assessment is a likely area for work in the coming year.

The Trust Offices are based at Gordano School.

Accommodation

The school expanded from a relatively small secondary school whose original buildings still provide the core. All of the original 1956 buildings remain but have now been augmented by many new facilities. A new Dining Hall and Modern Languages Faculty accommodation (with IT suite and Sixth Form Study Area) was added in 2018.

Apart from the main classroom areas, there is a wide range of purpose-built facilities, including a Science Block, Drama Studio, Music Rooms, an Art Suite, Library, Design and Technology area, Business Studies suite, ICT rooms, two Sports Halls, Gymnasium and all-weather "Astroturf" pitch. All Faculties/Departments have their own teaching areas with offices and resource bases.

There are six House areas and a dedicated Year 7 area, each with a common room. The Sixth Form is separate and has good facilities. These include a Study Centre, a Common Room and Lecture Hall. Spacious games fields adjoin the site, heavily used by students and the wider community. Our Community Trust (at arms' length and a not-for-profit-company) manages our leisure facilities.

Pastoral Organisation

The House system is a cornerstone of the Gordano tradition. Students in Years 7-11 are organised into six Houses. Until May in Year 7, new recruits remain in a separate year group then transfer as Year 11 leave. Each House has its own identity and tradition, and they work very closely together. The Sixth Form (Years 12/13) is organised separately. Each House and the Sixth Form have their own elected Pupil/Student Councils.

All teaching staff are attached to a house and participate in its activities and administration. There is a well-established pastoral programme that is delivered by tutors. Great importance is attached to the tutor's role, with responsibility for the personal, social and academic development of children in the tutor group.

There is also a strong Personal, Social and Health Education leader with specialist teachers (Ethics) delivering the PSHE curriculum. British Values and SMSC is delivered through PSHE, the Tutor Programme and the House system.

The school has a clear policy on behaviour to ensure that there is a consistent approach. Students and adults are expected to be polite, courteous and tolerant. Bullying in any form is challenged vigorously.

The Student Support Centre

The Student Centre provides a central contact point for students to access a plethora of support services, and is a gateway to our Inclusion Hub. We established it as part of our commitment towards including every single child in integrated support from all the professionals engaged in supporting young people work. The wider inclusion team is comprised of a Safeguarding Officer, Education Welfare Officer, Inclusion Mentor, Behavioural Support Worker, Attendance Officers, School Counsellors, Careers Advisors, Work Experience Coordinator and Student Receptionist, who is also our First Aider.

Inclusion Hub

Our Inclusion Hub is based at the heart of the school and provides a safe and calm environment for our most vulnerable young people. Based in our Hub are the SEND team (Student Support), non-teaching Assistant Heads of House and Year 7, school Chaplain, school Nurse, Counsellors, Alternative Curriculum Team and Pastoral Admin support.

Staff

It is the people that make a successful and happy school community - staff, students, parents and governors. The School wants staff to feel valued, fulfilled, and supported. The teaching and support staff at Gordano are very committed to the school. There is a strong Heads of Faculty group and a Heads of House team. All staff have the opportunity to be involved in consultations through faculty meetings, tutor meetings and full staff meetings. Regular staff surveys are conducted. During the pandemic on the UKGov-sponsored [thankateacher.co.uk](https://www.thankateacher.co.uk) Gordano school had the most thanked teachers in the South West of England.



Introduction to the school





Curriculum

Rationale

Gordano School believes in a broad and balanced curriculum in order to be able to develop the rich and diverse talent that its pupils bring into the learning environment. By the end of Year 11 the aim is to develop fully rounded individuals that have a positive role to play within our society. Throughout their school career, students also study Personal, Social and Health Education and Citizenship.

KS3 (Year 7 and Year 8)

(The curriculum is currently undergoing a review so the information below describes the current structure.)

All students follow a two-year Key Stage 3 which aim to provide them with a meaningful foundation in the following subjects: Art & Design, Design Technology, Drama, English, Humanities (Geography, History and Ethics & Philosophy), Mathematics, a Modern Foreign Language, Music, Physical Education, Science and Information Communication Technology. Students are set by ability in English, Maths and Science (Year 8 only) to ensure they receive an appropriate level of challenge and support in their learning. The Modern Foreign Language will either be French or Spanish and this is allocated on entry into the school, although students are able to express a preference if they have a sound reason for doing so.

Students with special educational needs are encouraged to study all subjects and will receive in-class and one-to-one help from the Learning Support faculty, including some withdrawal for specialist intervention. Students with a particular interest in and/or aptitude for a curriculum area are strongly encouraged to develop their skills further. as fostering enjoyment of reading.

Gordano supports these students through a number of Able Pupil and curriculum enhancement projects. All students follow a tutorial programme which covers aspects of personal, social, careers and health education, and are encouraged to join in the range of extra-curricular activities that cover most subject areas of the school, including Sport, Drama and Music (including tuition to learn an instrument).

Engagement with reading is supported in Years 7 and 8 as part of a wider literacy strategy, through weekly library lessons, attitude to reading surveys and for Years 7, 8 and 9 through tutor time reading and weekly D.E.A.R opportunities. Two reading mentors work with students identified as requiring intervention to support them in accessing the curriculum, as well as fostering enjoyment of reading.

KS4 (Years 9, 10 and 11)

The three year Key Stage four has allowed students to study beyond their GCSE/ Vocational specifications creating the learning pathways that will take them on to Sixth Form, further education or training. In year 9 most students will continue with a Modern Foreign Language as well as Maths, English and Science with the majority being set in these subjects.

Depending on the needs of the student, there is a choice of other qualifications, most of which last three years. The qualifications may be GCSEs, Cambridge Nationals or other forms of study which will enable each student to choose a set of options that suits their style of learning and interests. Ethics & Philosophy, Core PE, and work experience remain compulsory elements in the curriculum.

There are a range of curriculum enhancement opportunities offered to students throughout their time at Gordano through field trips, Gordano Extra and extra revision sessions outside of normal school lessons. We strongly encourage students to make the best use of these opportunities. As in the Development Stage, Gordano values sports, music, drama, debating and public speaking alongside a variety of other extra-curricular activities available to students. The school is particularly proud of the very high enrolment and completion rates for Duke of Edinburgh Award and we are the largest provider for DofE in the South West. Children that would benefit from Learning Support or the Able Student Challenge Programme will continue to be supported. Additional lessons also continue for those who subscribe.

Sixth Form Years 12 and 13

The majority of our students start Advanced Level (Level 3) courses in Year 12, while others may select a Level 2 course (GCSE A-C equivalent) to gain the entry requirements to study in Sixth Form or enter further education the following year.

The Sixth Form curriculum, as well as offering formal qualifications, includes the Careers, Volunteering, Extra-curricular (Electives) and tutorial programmes. Our students enter vertical tutor groups on arrival in Sixth Form, mixing Years 12, 13 and 14 together.

We offer a choice of over 30 Advanced Level courses including Cambridge Technicals and Level 3 BTEC Award Programmes. Most students will study three full 'A Level (or equivalent) courses in preparation for entry to university, further training, apprenticeships or employment. Many of our students also choose to study for the Extended Project Qualification.

Students continue to receive learning support as and when appropriate in Sixth Form, and have access to a Learning Mentor and Careers Advisor. All students are supported with university applications and those choosing Oxbridge, Medicine, Veterinary Science or Law, receive specialist advice. Our Careers Advisor also supports employment, apprenticeships and internship applications.

Learning at all key stages is delivered through 'Gordano Learning' a research informed approach that supports professional development in order to improve student learning.



Curriculum

Senior Staff & Responsibilities

School Leadership Team (SLT)

HEADTEACHER -Tom Inman (until July 2022)

- Overall standards
- OFSTED & School Improvement
- Role of Gordano in the LSP
- Strategic vision & RAPP
- Governance
- Staffing and recruitment
- Challenge Partners
- Workload
- Union liaison
- Behaviour Stage 4
- Student Leadership

DEPUTY HEAD—Vacancy

- Pastoral Care
- House system / Tutor Groups
- Pastoral Postholders
- Safeguarding and Child Protection
- Anti-Bullying
- Behaviour
- Enrichment & Extra - Curricular
- EOTAS
- Educational Visits - H&S
- Parent Forum

DEPUTY HEAD - Carolyn Tipler

- Curriculum
- Teaching and Learning
- CPD and Training
- Appraisal
- Training Budget
- Curriculum Postholders
- Observation
- Curriculum Development Budget
- Educational Visits - Curriculum Impact/Authorisation
- Library and Reading

BUSINESS MANAGER - Shane Blackshaw

- Finances & Operations
- School estate and development
- Budget and financial reporting;
- HR & payroll
- Lead for support staff
- Health and safety/compliance
- Contracts & SLAs
- Gordano School Community Trust (Financial Management)
- Catering contract

ASSISTANT HEADS:

Adam Snow:

- Director of KS3
- Homework
- KS2-3 Transition
- KS3 Curriculum and Assessment
- Year 6 Open Evening & transition arrangements
- Calendar
- EAL

David Beesley:

- Director of KS4
- Year 11 Strategy & The Hive
- Revision Guides
- IT Steering Group

Jeanne Fairs:

- Director of Sixth Form
- Sixth Form: admissions
- Careers Strategy
- Mental Health
- Post-16 pastoral care
- Post-16 safeguarding
- Sixth Form Senior Students / Prefects

Stuart Rossiter:

- Year 9 Achievement
- Learning Environments and Site Development
- Display
- GSCT Operational Management
- Options process
- Cover management

Charlotte Thomas

- Inclusion Team
- Student Centre
- Attendance
- Focus Room
- Inclusion Teams meetings referrals
- Intervention & Restoration
- Lead Pastoral & Behaviour Team, Student Centre
- Heads of House - operational line management

Extended SLT

Suzanne Devine:

- SENDCo

Laura Hitchcock:

- Head of English

Chris Rogers:

- Head of Fitzroy House

In our school we hold these Big 5- values:

- Care - we know and care for students as individuals
- Equity - we seek the same opportunities in life for all students
- Consistency - we maintain high expectations and support for all
- Partnership - we work together, in school and at home/with families
- Communication - we inform and listen

For our students we aim to:

- Develop self-esteem and raise aspirations
- Promote an independent learning capacity and the motivation to use that capacity
- Provide a rich and stimulating learning environment and a curriculum that meets the needs of all our learners
- Provide the highest possible level of pastoral care
- We offer a wide range of experiences beyond the formal curriculum
- Celebrate excellence and achievement
- Communicate regularly with their parents and with students themselves about academic attainment and the next steps for challenge and further progress
- Prepare them for the opportunities and responsibilities of adult life and local and global citizenship
- Work with their parents to share the responsibility of developing happy, confident young people who will leave school with qualifications and a purpose in life



Statement of Values & Aims

Our values and aims are delivered through our School Vision

1: Gordano Learning <ul style="list-style-type: none"> • Evidence-informed • Accessible For All • Promoting Literacy: Reading © and Writing as 'gateways to success' 	2: Academic Curriculum <ul style="list-style-type: none"> • Built on prior experience • Broad, balanced, ambitious • Personalised as appropriate 	4: Inclusion <ul style="list-style-type: none"> • 'An expert in your students' • Shared information and systems • Tiered support ('graduated response') 	6. Climate for Learning <ul style="list-style-type: none"> • Positive relationships • 'Visible Consistency' • Partnership with families
3. Professional Development <ul style="list-style-type: none"> • Joined up - Teaching & Learning, CPD, Appraisal • Developmental lesson observation • Personal professional development at all levels 	<p>"To provide a rich and rewarding learning journey, empowering all students to be positively engaged and contribute to their communities"</p> <div data-bbox="891 619 1288 981"> </div> <p>Our 'Big 5':</p> <ul style="list-style-type: none"> • Care - we know and care for students as individuals • Equity - we seek the same opportunities in life for all students • Consistency - we maintain high expectations & support for all • Partnership - we work together, in school and at home / with families • Communication - we inform and listen 		8. Safeguarding & Wellbeing <ul style="list-style-type: none"> • Welfare—Safe and Secure • Physical Wellbeing—physical health, healthy lifestyles • Emotional Wellbeing—positive Mental Health
5. Monitoring, Tracking, Intervention <ul style="list-style-type: none"> • Coherent model of Assess, Plan, Do, Review (APDR) • Consistent Quality Assurance & Self- Evaluation • Defined responsibilities 	7. Pastoral Provision <ul style="list-style-type: none"> • Tutor at the centre • Joined-Up support • House Identity • Charity and Kindness 	9. Wider Curriculum (Enrichment & Extra-Curricular ©) <ul style="list-style-type: none"> • Comprehensive offer • Increasing engagement for all • Student Leadership © 	10. Futures Curriculum <ul style="list-style-type: none"> • Comprehensive Careers programme, including exposure to future pathways and the World of Work • Personalised IAG • Curriculum links to future choices



Equality & Diversity

Gordano School recognises and values the diversity of its workforce and is committed to creating a working environment where everyone is respected and where all current and potential staff are afforded dignity and equality of opportunity.

We recognise that false assumptions, prejudice and stereotyping can lead to discrimination. That is why Gordano School is committed to actively promoting equality and combating prejudice, discrimination and harassment through the use of policies, procedures and education.

Our E&D Mission Statement is:

To eliminate discrimination and achieve equality in the workplace and in service delivery.

Work-Life Balance Statement

Gordano School recognises that in today's society people want a workplace that is flexible, and understands individuals' outside commitments. Our approach to work-life balance is based upon this principle and we seek to provide appropriate ways of achieving this.

Personal Data Statement

Personal data is sensitive and will be treated with the utmost confidentiality, in line with the requirements of the Data Protection legislation. The information will only be used for general statistical and monitoring purposes. It will be separated from the application form and will not be given to the selection panel.

Reasonable Adjustments / Alternative Formats

At any stage of the recruitment and selection process, should you require any information in alternative formats or reasonable adjustments to participate, please do not hesitate to contact a member of the HR team on 01275 842606. As an employer, we have a general duty to ensure, so far as is reasonably possible, the health, safety and welfare of our employees (in accordance with the Health and Safety at Work Act 1974). This responsibility means we must pay particular attention to many things, including:

- Providing safe plant and equipment
- Providing safe systems of work
- Ensuring a safe place of work with safe access and exits that pose no risks to health
- Providing information, training and supervision to promote safety at work
- Providing accessible welfare facilities
- Providing, where necessary, personal protective equipment (PPE) to protect staff while carrying out work

We also carry out regular risk assessments in line with the Management of Health and Safety at Work regulations 1999. The Health and Safety team enable the School to fulfil our statutory obligation and also provides professional advice to Headteachers and Managers.

2019 Results

Published performance data is available on the DfE website:

[Gordano School - GOV.UK - Find and compare schools in England
\(compare-school-performance.service.gov.uk\)](https://www.gov.uk/find-and-compare-schools-in-england)

The IDSR will be available at interview.

A photograph of several young boys in school uniforms (white shirts and dark jackets) playing rugby on a green field. One boy in the foreground is holding a rugby ball and looking towards the right. Other boys are visible in the background, also in motion.

Performance Statistics



Gordano School, St Marys Road,
Portishead, Bristol ,BS20 7QR

01275 842606
www.lsp.org.uk