



BLACKDOWN
EDUCATION
PARTNERSHIP



BELIEF IN EVERY CHILD



WELCOME TO BLACKDOWN EDUCATION PARTNERSHIP

Thank you for your interest in this post. Please take some time to have a look at this pack and gain a sense of who we are and what we stand for. All Multi-Academy Trusts are different and we are keen to explain why we believe that our values and ethos make us a great employer.

The Blackdown Education Partnership was created by the merger of two founding trusts which shared some important similar values. Put simply, we believe that collaboration, partnership working and sharing our best ideas will enable us to deliver on our mission.

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

All our schools share this purpose and we work closely together to understand and deliver it.

We do not believe in creating schools which are replicas of each other. Our philosophy of aligned autonomy enables Headteachers to make effective decisions within the context of each individual school. We do not have a common curriculum but we do have a view on excellence and seek to harness the expertise of our subject leads to ensure that each school delivers schemes of learning that are rigorous, inspiring and rich in knowledge. Curriculum and other leaders across our schools meet regularly to network, share and moderate and the Trust operates a well-developed programme of peer-review to ensure that leaders are challenged, supported and have access to excellent professional development.

Our schools are all characterised by a strong ethos, ambitious culture and compassionate environment which together drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that, whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions. A large number of colleagues are currently undertaking leadership development and we run regular networks and collaborative groups to allow colleagues to share best practice across the Trust. We also offer some more bespoke leadership programmes run through our outstanding network of partners.

We take staff wellbeing seriously and take active steps to reduce workload. We have a wellbeing offer which ranges from gym membership and support with personal fitness to talking therapies and subscribe to Carefirst. We also allow employees personal days to enable everyone to enjoy some flexibility over attendance and participation in events that they might not otherwise be able to.

We are always willing to consider flexible working requests and job-shares and pride ourselves on a family friendly approach across our schools. The best resource we can provide for pupils is highly skilled, happy and fulfilled staff.

We are looking for an individual who shares the same vision and values – if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

LORRAINE HEATH, OBE
CHIEF EXECUTIVE OFFICER





**HEADTEACHER: MR ROBERT
CROCKER**

WELCOME TO AXE VALLEY ACADEMY

Dear Applicant,

Thank you for your interest in this exciting and vital post.

Axe Valley is an ambitious school where a staff body of dedicated and motivated professionals continue to work hard to support its community, It is a school that we are immensely proud of because it is a real community. We are a completely comprehensive school offering high quality educational opportunities to students of all abilities and aptitudes. I am looking for a dedicated Deputy Headteacher who shares our commitment to ensuring that the young people we serve received the best possible standard of education because the progress of each individual student matters to us regardless of their starting points and despite their barriers. You will join a supportive, positive and committed team who share a vision of driving Axe Valley to be exceptional.

We are a school that staff and students are proud to be a part of and who enjoy working together. We aim to develop well rounded young people equipped to deliver positive social change in their school and wider communities. We believe that students need a broad education, one that nurtures specific positive character traits and virtues. We also pride ourselves on our pastoral care. Being a smaller school has some significant advantages and one of those is being able to know every student as an individual; to recognise and nurture their strengths; to teach kindness explicitly and to be as kind as we can.

Our beliefs as a school community are straightforward – teachers are here to teach and students are here to learn. There is no escaping that a huge part of the purpose of education is to equip children with the examination results that they need to give them as many options as possible. We must be in the business of opening doors for the young people in our care. We demand the highest possible standards and expect students to engage with their learning no matter what and we don't apologise for this.

If this vision matches on your own, we would be delighted to hear from you.

Rob Crocker

Headteacher



The Opportunity



Deputy Headteacher (Pastoral)

Full time permanent from January 2025

Main Job Purpose

Following the recent growth of the school we are looking to appoint a talented and experienced pastoral leader to the position of Deputy Headteacher at Axe Valley.

You will be responsible for ensuring the highest standards of behaviour across the school, securing strong rates of attendance for all students and will have responsibility for continuing our rigorous approach to Safeguarding.

You will also be supported by an Associate Assistant Headteacher (Designated Safeguarding Lead) which will allow you to focus on the strategic leadership of Safeguarding across the school.

See the Job Description for a full breakdown of the role and responsibilities.

Please note the right to work in the UK is essential to this position

The closing date for this post is 5pm on Friday 11th October 2024
Interviews 22nd and 23rd October 2024

Job Description



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| Job Title: | Deputy Headteacher |
| Location: | Axe Valley Academy |
| Pay Grade | LS 15-20 |
| Actual salary | To be agreed with the successful candidate |
| Hours of Work: | Full time |
| Responsible For: | Ensuring the highest standards of behaviour across the school, securing strong rates of attendance for all students and will have responsibility for continuing our rigorous approach to Safeguarding. You will also be supported by an Associate Assistant Headteacher (Designated Safeguarding Lead) which will allow you to focus on the strategic leadership of Safeguarding across the school. |
| Reporting to: | Headteacher |
| Key Purpose : | The Deputy Headteacher will provide professional and inspirational leadership for the Trust to ensure its continued success, improvement, and development. The Deputy Head will deputise for the Headteacher in all matters as required. |

Duties and accountabilities of post:

The Deputy Head will:

- Lead all aspects of the pastoral provision as well as strategic oversight of safeguarding.
- Develop the positive ethos, values and practices of the school;
- Undertake the normal responsibilities of the class teacher;
- Be a member of the senior leadership team;

- Assist the Headteacher in leading and managing the school;
- Undertake such duties as are delegated by the Headteacher;
- Play a major role under the overall direction of the Headteacher in formulating and reviewing the School Improvement Plan and the aims and objectives of the school by:
 - establishing the policies through which they shall be achieved;
 - leading and managing staff and resources to that end;
 - monitoring progress towards their achievement.

Main Tasks

The specific nature and balance of these responsibilities will vary according to the needs of the school and may be shared.

The internal organisation, management, and control of the school:

To contribute to:

- maintaining and developing the ethos, values and overall purposes of the school;
- formulating the aims and objectives of the school and policies for their implementation;
- planning improvement which will translate school aims and policies into actions;
- establishing, reviewing, updating and implementing the Trust's policies;
- the efficient organisation, management and supervision of school routines.

Student Care

- To be responsible for the line management of all Pastoral areas (Behaviour, Attendance and Safeguarding).
- To ensure that the Associate Assistant Headteacher (DSL) is fulfilling their statutory responsibilities.
- To have strategic oversight of Safeguarding.
- To ensure high standards of student behaviour.
- To ensure high rates of attendance.

- To contribute to:

- the development, organisation and implementation of the school's policies and procedures for the personal and social development of students including pastoral care and guidance;
- the effective induction of students;
- the promotion among students of standards of conduct/discipline and proper regard for authority and the encouragement of good behaviour;
- the management of individual student incidents.

Student Outcomes

- As a Deputy Headteacher, to contribute towards high outcomes, progress and support of all students.
- To contribute to:
 - the development, organisation and implementation of the school's curriculum
 - school policies on curriculum, teaching and learning, assessment, recording and reporting;
 - ensuring that the learning and teaching provided by different faculties and teaching teams form a co-ordinated, coherent curriculum entitlement for individuals;
 - ensuring that information on student progress is used to improve teaching and learning, to inform and motivate students, to inform families, to provide necessary references for other educational institutions and employers and to aid Governors in their management of the school;
 - ensuring that the individual student's continuity of learning and effective progression of achievement are provided.

The Management of Staff

- To be responsible for the line management and performance management of pastoral leaders.
- To participate in the recruitment and development of teaching and non-teaching staff of the school.
- To contribute to good management practice by ensuring positive staff participation, effective communication and procedures.
- To participate in arrangements for the appraisal of the performance of teachers.

- The provision of professional advice and support and the identification of training needs.

Relationships

- To be responsible for fostering positive relationships across the school community.
- To advise and assist the Governing Body as required in the exercising of its functions including attending meetings and making reports.
- To help in maintaining and developing effective communications and links with families and to provide positive responses to concerns and problems regarding their children's educations and wellbeing.
- To assist liaison with other educational establishments in order to promote the continuity of learning, progression and curriculum developments.
- To develop and maintain positive links and relationships with the community, local organisations and employers.

Special Factors

- This role may involve some traveling between schools within the Trust (and new ones that may join in the future). The reimbursement of travel costs to schools, other than the location of the central Trust office, will be as per the Trust's travel policy.
- The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility, as required.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Policies and Procedures including Health and Safety and Data Protection requirements.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.
- As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether

“spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post.

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

The Trust seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.

Person Specification



| Qualifications | Essential | Desirable |
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| Good honours degree | ✓ | |
| Qualified teacher status | ✓ | |
| Enhanced Safeguarding Training (Level 3 or equivalent) | | ✓ |
| Completion of a National Professional Qualification in a relevant area of expertise (e.g. NPQSL, NPQH, NPQLBC) | | ✓ |
| Experience | | |
| Successful leadership and management experience in a school or other relevant organisation as an Assistant or Deputy Headteacher. | ✓ | |
| Demonstrable evidence of impact on student outcomes in an area of whole school responsibility | ✓ | |
| Experience of managing safeguarding in a school or other relevant organisation, including: <ul style="list-style-type: none"> • Building relationships with children and their families, particularly the most vulnerable • Working and communicating effectively with relevant agencies Implementing and encouraging good safeguarding practice throughout a large team of people | ✓ | |
| Demonstrable evidence of developing and implementing strategies to help children and their families | ✓ | |

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| Experience of handling large amounts of sensitive data and upholding the principles of confidentiality | | |
| Skills and knowledge | | |
| Expert knowledge of legislation and guidance on safeguarding and working with young people, including knowledge of the responsibilities of schools and other agencies | ✓ | |
| Ability to work with a range of people with the aim of ensuring the safety and welfare of children | ✓ | |
| Awareness of local and national agencies that provide support for children and their families | ✓ | |
| Excellent record keeping skills and attention to detail, in order to produce reports, take minutes of meetings, and document safeguarding concerns | ✓ | |
| Good IT skills | ✓ | |
| Effective communication and interpersonal skills | ✓ | |
| Ability to communicate a vision and inspire others | ✓ | |
| Ability to build effective working relationships with staff and other stakeholders | ✓ | |
| Ability to solve problems and plan strategically | ✓ | |
| Personal Qualities | | |
| Commitment to ensuring the safety and welfare of children | ✓ | |
| Uphold and promote the ethos and values of the school | ✓ | |
| Act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school | ✓ | |

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| Ability to work under pressure and prioritise effectively | ✓ | |
| Maintain confidentiality at all times | ✓ | |
| Commitment to quality | ✓ | |
| Behaviours | | |
| Understanding of and commitment to equality and diversity | ✓ | |
| Empathy with other Trust teams and Schools | ✓ | |
| Understanding of and commitment to Trust Values | ✓ | |
| Capacity to work as part of a team as well as individually without supervision and under pressure | ✓ | |
| Demonstrate a positive and pro-active approach to work and focused on outcomes | ✓ | |
| Demonstrate creativity, flexibility and responsiveness to change | ✓ | |
| Commitment to raising standards for all in the pursuit of excellence | ✓ | |
| Commitment to continuous professional development of self and others to maximise skills/experience | ✓ | |
| Other | | |
| Willing and able to work flexibly across the local area as directed by the Line Manager and to meet Trust needs | ✓ | |
| Willing to undergo training and staff development to maximise skills and experience relevant to the post | ✓ | |
| Access to a car and ability to undertake travel as required to fulfil the duties of the post | ✓ | |



We believe in the potential of every child

OUR MISSION

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

BELIEF IN EVERY CHILD

Our Schools



LOCATIONS

All our schools are situated in the beautiful countryside of Devon and Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



