



nishkamschool
westlondon



Post: Deputy Headteacher (Pastoral Development and Sixth Form), Secondary Phase

Dates:	<u>Apply by:</u> Friday 14 th April 2023 (12.00pm)
Start date:	Autumn Term 2023
Salary:	Competitive
Location:	Nishkam School West London, 152 Syon Lane, Isleworth, TW7 5PN
Contract type:	Full-time
Contract term:	Permanent
School Size:	1400 pupils at capacity in 2024 (108 per year group; 4 form entry)

A unique and exciting opportunity has arisen for a passionate school leader to make a key contribution to our outstanding, multi-faith school as we continue our journey through the secondary phase of its development.

Nishkam School West London is a flagship school for our Trust, offering all-through provision on an expansive 11-acre green site. Opportunities like these are few and far between and will interest those with creative minds and high aspirations, seeking to inspire a new generation of children through a virtues-led, multi-faith curriculum. The journey will be one of building towards outstanding GCSE outcomes in the secondary phase, which will be immensely rewarding for the right individual.

Background: Nishkam School West London is an innovative state of the art all-through 4-19 school. Nishkam's outstanding primary school opened in 2013 and the highly over-subscribed secondary phase opened in September 2018. The school is part of a successful Multi-Academy Trust (4 schools, 2 nurseries; 1 vocational college in Kenya)

- Leadership and management at all levels are of exceptionally high quality. Leaders constantly check the quality of teaching and learning and provide very good support for any teacher who needs to develop their practice.
- Exemplary leadership and management skills ensure that the school's values are central to developing pupils' learning and mind-set.
- The school's vision to 'offer excellence... and inspire children to learn' pervades the school. As a result, pupils are motivated and have high aspirations.

Ofsted-October 2016

As Deputy Headteacher for Pastoral Development and the Sixth Form at Nishkam School West London, you will work in a pioneering group, Nishkam School Trust (NST). NST is one of the first multi-academy free school trusts in the UK. The Trust has opened two free schools in Birmingham (a primary in 2011 and a secondary in 2012), both of which are judged Ofsted Outstanding, and a third, a primary free school in Wolverhampton. We are looking for a highly committed and innovative Senior Leader to work in close collaboration with other Senior and Middle Leaders in both the secondary and primary phases across the Trust.

NST has developed an inclusive virtues-led, multi-faith educational approach that nurtures pupils of all faiths and those of no particular faith. The Nishkam ethos is to help grow a selfless mindset, aspiring to excellence as well as going beyond ourselves to serve others, to create supportive communities and to realise our true potential. This pervades every aspect of the school. Below is just some of the feedback from our most recent staff surveys:

- The school environment is very calm and the behaviour of the pupils is good overall. Leadership team works hard and is approachable and supportive if you need any help or guidance.
- Regular staff and department meetings ensure all teachers are updated regularly to ensure high quality teaching is being delivered. Additionally, professional development training is provided as a means to guide and support teachers in the classroom. This helps teachers to discuss and explore different teaching strategies they may want to implement into their own teaching.
- Leaders at Nishkam are empathetic, compassionate and encourage excellence in a way that corresponds to individual ambitions.
- I am proud to work at this school and feel that SLT as a whole is really supportive and help me reach my goals.

Staff Survey Feedback- October 2023

The Role

The role will commence in Autumn Term 2022. You will play a significant part in shaping the strategic development of the school across all areas of the secondary phase and will be instrumental in the effective day-to-day running of the school.

You will become an expert in your specific areas of responsibility and have the opportunity to share your expertise with other senior leaders and colleagues across the Trust. You will also be part of a global community of charitable initiatives.

This is an exceptional opportunity to work within a vibrant atmosphere and a supportive setting.

Your leadership role will evolve as the school grows to full capacity in 2024.

The Environment

The school site is based in 11 acres of green space in an impressive purpose-built single facility housing the all-through school.

Our expectations are that you will:

- believe all pupils can and will achieve highly
- build an environment through a virtues-led education that encourages compassion, humility, service; and recognises all humanity as one
- ensure excellence in learning, teaching and achievement throughout the curriculum within the context of a faith inspired, virtues-led school
- ensure that standards of teaching and learning at GCSE & A Level are a benchmark for excellence and within the top quintile of all schools
- nurture a culture that cherishes childhood, stimulates the spirit of adventure and ignites a passion for lifelong learning
- lead, motivate, support, develop and enrich staff to ensure that all pupils, and staff alike, fulfil their true potential
- develop and implement an enriched curriculum for the school that allows children to both further their own interests and explore new horizons
- develop and maintain the support and active involvement of parents in their children's learning
- build and nurture links within the local community
- contribute to, and maintain the ethos of the Nishkam culture by drawing on best practice across Nishkam Schools, locally and nationally
- report to the Headteacher of Nishkam School West London
- work closely with the Local Governing Body
- work in collaboration with Head of Primary Education at NSWL
- deputise for the Principal when required.

We will offer you:

- A very warm and welcoming team
- Hardworking and dedicated colleagues who are prepared to give selflessly for the benefit of the students
- Supportive parents, carers and community
- A committed and fully involved Governing Body and Board of Directors
- An inspiring learning environment
- Wide-ranging opportunities for professional development
- Terms and conditions similar to other academies and schools.

Nishkam School Trust (NST) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. Any successful applicant will be required to undertake an Enhanced DBS check.

To find out more:

- Arrange a visit or informal conversation with the Headteacher by contacting: Enquiries.NSWL@nishkamschools.org or 0203 141 8760.

To apply:

- Please download an application pack at <https://www.nishkamschooltrust.org/page/?title=Vacancies&pid=86> or contact the school office on 0203 141 8760.
- Applications to be sent to recruitment.nswl@nishkamschools.org by Friday 14th April 2023 (12.00pm).
- Interview process to take place week beginning 17th April 2023.