

DEPUTY HEADTEACHER (PASTORAL) INFORMATION BOOKLET

SEPTEMBER 2021



Introduction

Thank you for enquiring about our **Deputy Headteacher** position. We hope after reading the information in this pack, you will be excited by the prospect of joining our team.

Vandyke is a great place to work, with high expectations and a caring ethos. "Everyone Matters" here at Vandyke. Our Annual Survey consistently shows that staff feel well supported and are supportive of one another, students enjoy coming to school and our parents/carers are hugely supportive of our school. We often find that competition for posts at Vandyke is strong and the experience colleagues gain here can be a stepping stone to further promotion.

The School

Vandyke became an academy in August 2011. The school is heavily over-subscribed and with 1468 students aged 13-19 on roll we believe the school is strong enough to "stand alone" as an academy benefitting from local and national networks and working closely with our partner middle schools. However, we continue to assess the benefits of forming a multi-academy trust (MAT) with local schools or joining a MAT elsewhere although there are no immediate plans to do this.

Our students achieve very well, making strong progress in all year groups and achieving outstanding outcomes at GCSE and A Level from all starting points. In 2019, Progress 8 was +0.49 and value-added in the Sixth Form was also high building on strong progress at KS4. Results in 2020 and 2021 were at a similar level and allowed students to progress to their chosen next steps. For the majority of Y13 students the next step was university with students going on to a range of courses at many different universities including two students going on to Oxford.



The ethos of Vandyke is based on strong, positive relationships between staff and students. The atmosphere is of a "college" whereby we seek to allow students autonomy and independence. Students respond very well to this creating a "special" atmosphere around school often commented upon by visitors. Staff go out of their way to provide great teaching and support and additional learning opportunities for students. Parents and carers are supportive of the school and feedback from parents and carers is always that the school is welcoming and friendly.

In March 2015, we had an OFSTED inspection that judged Vandyke overall to be a "good" school. The report states "students are very proud of their academy. They behave well and display highly constructive attitudes to their learning." In May 2018 the OFSTED inspection was again "good" with the report confirming "There is a harmonious learning environment throughout the school", "What shines through is the way that staff work together and really know each student" and "Students are pushed and challenged to make the best possible progress."

We are pleased to hold Sportsmark and Artsmark (Platinum) awards in recognition of our commitment to Sport/PE and our outstanding programme of extra-curricular sport and performing arts activities. Over 160 students take part in the DoE award scheme each year.



Facilities at Vandyke are excellent and include a theatre, drama studio, dance studio, sports hall, sports activity area, specialist athletics jumping facility, floodlit netball centre, floodlit astro-turf pitch, music suite, café and extensive library/study facilities. Construction of a 3G pitch is due to begin shortly to add to the impressive facilities.

In September 2020 we opened a new teaching block comprising 12 new science labs, 10 new maths classrooms, Sixth Form centre including Sixth Form café and accommodation for staff.

The Role

We are seeking to add an additional Deputy Headteacher post to the existing Leadership Group which comprises the Headteacher, Deputy Headteacher, 7 Assistant Headteachers and Head of Student Support who is also the Designated Safeguarding Lead.

We have an outstanding senior team of experienced colleagues who work together to provide the leadership and day-to-day management of our large comprehensive school. Relationships within the team are mutually supportive and professional. The team is determined, hard working and committed to the best interests of our young people and of the school.

The new post-holder will initially lead on behaviour, care, guidance and support including attendance. However, job descriptions are not fixed. From time to time job roles within the Leadership Group alter to meet the changing needs of the school and to provide opportunities for professional development.



We are seeking to appoint an excellent teacher with experience of leading and managing change and improving whole school outcomes. The successful candidate will be a highly professional leader committed to working with others to achieve whole school goals, who enjoys working with young people and is committed to “go the extra mile” to ensure our students are well supported and achieve highly. In the occasional absence of the Headteacher, the two Deputy Headteachers will be in charge of the daily running of the school.

This is a crucial appointment at an exciting point in the school’s development. This post will provide an excellent development opportunity for the right candidate. Both the previous Deputy Headteachers have gone on to Headship.

The Recruitment Process

Visits to the school before making an application are welcomed or call on 01525 636700 for a telephone conversation with the Headteacher.

To apply, please submit a letter of application of no more than two sides of A4 setting out why you are applying and, if successful, what you will bring to the role. Further, please complete the application form in full in accordance with the accompanying guidance notes. CV applications will not be accepted as the information provided on a CV may not be consistent with the information we require.

The closing date for applications is **midday on Monday 11 October**. Candidates will be shortlisted against the criteria set out in the person specification for this post. The selection process will be held on the **19/20 October** for a **1 January 2022 start**.

Vandyke is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All shortlisted candidates will be required to bring proof of identity to the interview. The successful candidate will be required to complete an application for an Enhanced Disclosure from the Disclosures and Barring Service (DBS). Please refer to the separate information contained in this pack about the process and acceptable forms of identification.

All applicants are also required to confirm their eligibility to live and work in the UK. Please ensure one of the documents you produce to support your DBS application is also listed on the enclosed list "Asylum and Immigration Act 1996" to satisfy this requirement.