



Ridgewood School Recruitment Pack

**Position:
Deputy Headteacher –
Quality of Education**

Prepare for the road ahead

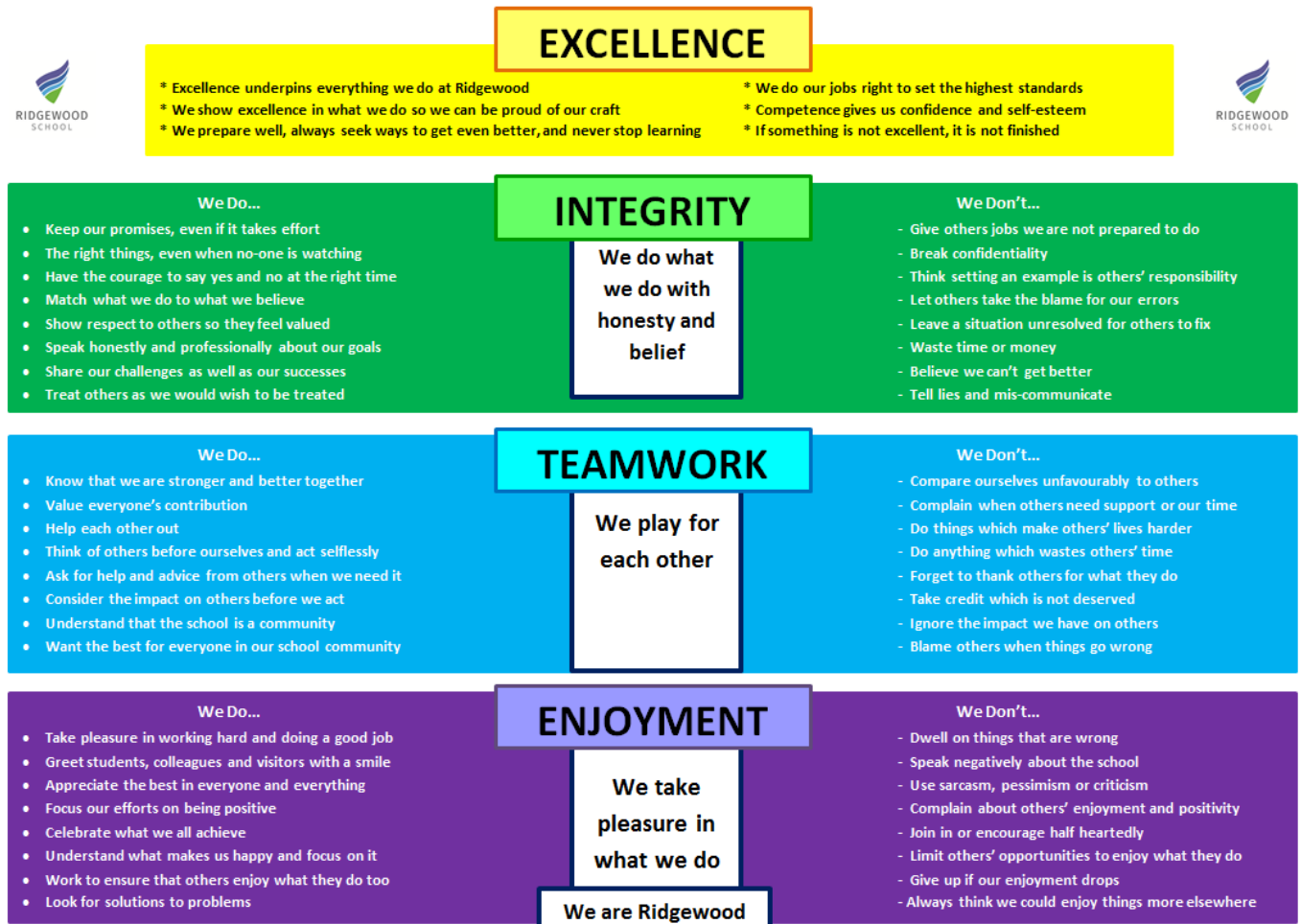
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Ridgewood School – Values and Ethos

Our Values

We educate the whole child. Ridgewood School seeks to provide all its students with the opportunities and support which enable them to achieve and exceed their potential, not only in terms of academic achievement, but as a valuable member of the school community, and of the wider society beyond.



Ethos and Aims

- To raise the aspirations of students so they desire to achieve and exceed targets set for them, both within and beyond the classroom
- To engender a sense of collaborative purpose, so students and staff work together to achieve their best
- To care for students as individuals and to respect their talents, aspirations, strengths and unique qualities
- To provide opportunities for students to be engaged, interested and challenged by what they do and learn, every day
- To continually strive for improvement in all areas, through hard work, resilience and determination

Letter from the Headteacher

Dear applicant,

Thank you for your interest in the position of Deputy Headteacher – Quality of Education at Ridgewood School.

At Ridgewood, we seek to appoint staff who are fully committed to securing students' success, and who love what they do. It is important to us that you enjoy your time working at Ridgewood, and that you feel able to give 100% in a supportive, innovative and high-energy environment. Our team of staff and governors are dedicated to ensuring that all our students reach their full potential, and that staff also feel they can be the best they can be.

The successful applicant will join a school community of friendly, committed and enthusiastic teaching and support staff. We believe that the best results come when we all work together, and we hope that the successful applicant will soon become part of our community and feel part of our inclusive ethos.

Ridgewood School is very proud of what it offers both students and staff. The opportunities students are given to develop their talents and skills are matched by the opportunities staff receive to develop their practice, enhance their knowledge and become better teachers every day.

I hope you feel that Ridgewood is the right school for you. We believe there is a lot we can offer those who choose to come and work here. If you would like to arrange a visit to the school, please speak to Frances Hamlet who will be happy to arrange it. I look forward to receiving your application.

Yours faithfully,

Andy Peirson

Headteacher
Ridgewood School

About Ridgewood School

The school's values of excellence, integrity, teamwork and enjoyment permeate all aspects of school life and are central to our work at Ridgewood. We are extremely proud of our school and the high quality education we provide. We insist on high standards of conduct from all our students and we expect them to behave impeccably: treating each other, our staff and visitors with kindness and respect.

We strive for all our students to meet and exceed their potential academically, however, we also place a great deal of importance on them really enjoying school and developing skills that will enable them to be responsible members of society. Our aspirations for our students drive every action, shape every interaction and inform every decision each day. We work hard to instil a love of learning, develop resilience and build confidence so that our students continue to flourish now, and in the future.

"We want every student who leaves Ridgewood School to aspire to achieve beyond what they thought they could do when they first started with us."

Our curriculum is ambitious for all students, regardless of their starting point. We offer a wide range of courses at GCSE and A Level to meet the needs of all. Our curriculum beyond the classroom is also vast and varied, providing our students with countless opportunities to broaden their horizons and share new experiences.

We want Ridgewood to continue to thrive and be at the heart of the local community. Parents/carers have a huge role to play in this and we welcome feedback from them on what we are getting right and what we can do to improve. Keeping communication channels open is vital in our pursuit of excellence.

– Andy Peirson, Headteacher



Training and Development Opportunities

At Ridgewood, we believe that the effective training, support and development of our staff enables them to be the best they can be, and to give our students an exceptional teaching experience. Ridgewood offers its staff bespoke packages which are tailored to their career point and path, and which encourage them to become reflective, enthusiastic and expert practitioners.

Our CPD is varied and matched to the needs of our staff, both teaching and associate. Teaching staff engage in whole school training in teaching and learning, understanding our school systems and quality assuring data, as well as benefitting from our bespoke development opportunities.

At Ridgewood, we also value a variety of forms of CPD. Training, coaching, shadowing of roles, one-to-one support, and project-based development can be organised in order to support staff to develop effectively in their jobs, and to understand how to make the next step in their career.



Our Curriculum



Our academic curriculum aims to offer students of all abilities and talents an opportunity to develop their knowledge and skills across a wide variety of subjects. We are committed to providing a curriculum which is challenging yet accessible, and which fosters a love of learning, as well as enabling students to achieve success in exams and assessments. Students follow a two-week timetable in order to maximise learning time. We regularly review our curriculum, to ensure that the needs of all our students are being met. More details of each subject can be found on our website.



Our Enrichment Opportunities

Because we value a rounded education, our students have access to an extremely wide range of extra-curricular opportunities and trips. We firmly believe that students get out of school what they put in to it, so we encourage our students of all ages to get actively involved in the many clubs on offer.



Trips

Experiencing ‘real world’ versions of what students are taught in a classroom helps embed learning and broaden students’ knowledge and understanding. For example, our Engineering students get to see how engineers work on a massive scale, and visit companies such as TATA Steel to witness first-hand the theory they learn in class. Other subject-based field trips include performing arts students visiting Doncaster’s CAST theatre and watching a live performances, as well as taking part in the iSing event and the band competition Stage Invasion.

Outside lessons, students get to travel both nationally and internationally. In October 2019, a group of students went to New York to experience all the city has to offer. In summer 2018, students made a once-in-a-lifetime trip to Tanzania. Closer to home, a large number of students take part in the National Citizenship Programme each year where they spend three weeks involved in adventure pursuits, social action planning and volunteering in the community.

Sixth Form students are also heavily involved in enrichment, and won the prestigious Helena Kennedy Debate Competition held at Sheffield Hallam University this year.



Clubs

Within school, there are over thirty clubs that students can join. These range from those aimed at students who enjoy sport (badminton, hockey, rugby, football, netball, basketball, table tennis and zumba) to those for our aspiring businessmen and women, including the established Young Enterprise Scheme. We also submit entries to the Connections Competition, a high profile National Theatre competition, and the South Yorkshire Road Safety competition, which we won for two years in a row. This year we are focusing on 'New Views'.

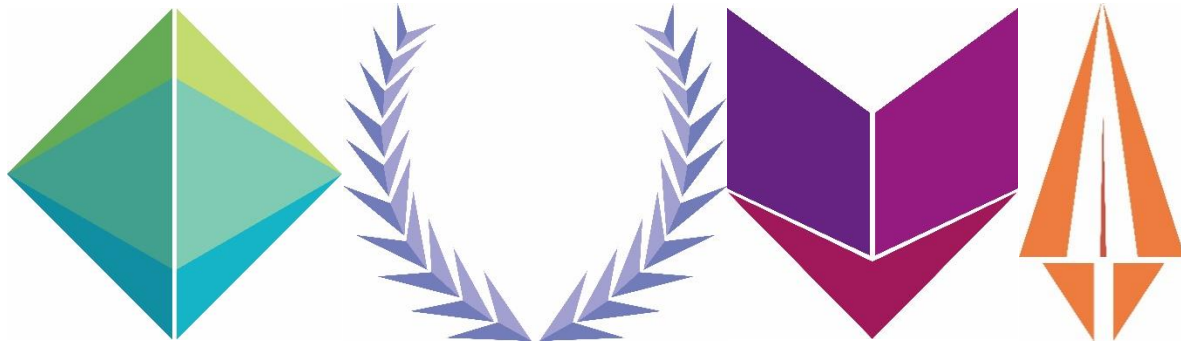
Examples of clubs on offer include:

- Elite band
- Guitar choir
- Athletics
- Book club
- Basketball
- Code club
- Table tennis
- Netball
- Duke of Edinburgh Award
- Zumba
- Cheerleading
- Science club
- Football
- Rugby
- Art
- French film club

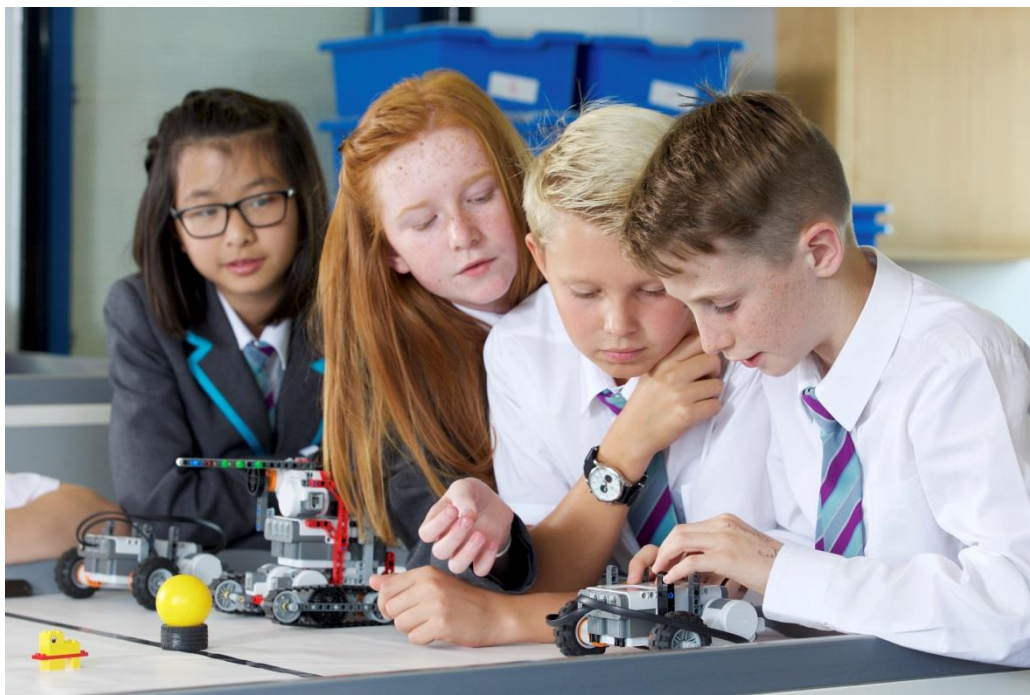
To support academic progress, there are also revision sessions which run alongside the enrichment programme.

Our House System

Our house system is all about ensuring that students become well-rounded individuals who contribute and get involved, whatever their talent or passion. It provides every student in the school with a plethora of opportunities to engage in competitions, support and mentor others, represent the school in a range of activities, and learn what it means to be part of a community. We are extremely proud of our house system.



When students arrive at Ridgewood, they are assigned to one of four houses: Imperatrix, Voltigeur, Ambidexter or Margrave. These houses reflect both our geographical location in Doncaster, and the history of the area.



Our unique student reward system ALTUS

The Latin word 'altus' means high, noble or profound. We thought this was an appropriate way to describe the students who achieve this status at Ridgewood, and so we developed the Altus reward scheme in order to recognise outstanding effort and attitude. As well as having a Latin meaning, we have also attributed the qualities of our Altus students to each letter of the word:

A is for attitude
L is for leadership
T is for teamwork
U is for understanding
S is for success

After each round of Creating Futures data has been entered and distributed to students and their parents, those students who display a 'Motivated' or 'Outstanding' attitude in all their subjects, will be rewarded with an Altus badge in a special Altus assembly.

Behaviour for Learning

Our Behaviour for Learning policy (BfL) ensures that students are able to learn and work without distractions, and that praise is at the forefront of every lesson. It has four simple rules which students must follow:

- Remain on-task at all times
- Remain silent when the teacher is talking
- Speak to other people in a pleasant way
- Do not touch another student

Those students who do not follow these rules will receive consequences which may lead to an after school detention if the rules are consistently broken. Students who follow the rules will receive praise from their teachers, and will be eligible for the Altus reward system. We strive to create an environment where teachers can teach, and students can learn.



Sixth Form

Our Sixth Form students have a consistently impressive track record of securing places at their first choice universities and on prestigious higher apprenticeships.

Facilities

We have excellent facilities, many of which are uniquely available to our Sixth Form students in our Faraday Sixth Form Centre.

- A purpose built Sixth Form Centre which includes subject-specific classrooms
- Purpose built Science and STEM laboratories
- Resource centres housing key texts, journals and access to bookable equipment such as tablets and digital cameras
- Several IT suites
- A 200-seat, multi-use auditorium
- A mix of study and social spaces
- A café

As well as the facilities in the Sixth Form Centre, students have access to main school facilities.

- A gymnasium, a full sized sports hall, a fitness room, three 5-a-side football pitches, one 9-a-side football pitch, two 11-a-side football pitches, one full sized rugby pitch and recently refurbished multi-purpose courts.
- An iMac suite featuring 26 iMacs with MIDI keyboards with Sibelius, Garage Band and Logic Pro X software
- Six fully restored music practice rooms (benefitting from an electric drum kit, keyboard, guitar, bass, microphone and multi-channel amp)
- Laser cutters, 3D printers, CNC Milling machines, and a range of state of the art engineering facilities
- A kiln for clay work
- Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people



Activities and Events

Duke of Edinburgh Gold Award

A highly prestigious, nationally recognised qualification offered to all Sixth Form students, DoFE enables students to develop a vast range of skills, both physical and mental, and they are supported by specialist, highly trained staff.

Young Enterprise

Students involved with the Young Enterprise programme at Ridgewood have won almost 40 awards in just four years. The programme provides students with the opportunity to run their own business, source finance, manufacture a product and sell it to members of the public.

Sports Leaders Award Level 3

For those studying PE at Sixth Form, there is an opportunity to take part in the Sports Leaders Award programme. As part of this scheme, students have the opportunity to lead on a particular area of sport, and to design and deliver sessions to others to help improve fitness.

National Citizens Service (NCS)

Ridgewood School is proud of having formed an exciting partnership with the Doncaster Rovers Club Foundation in order to provide students with opportunities to take part in the NCS programme. Students complete the scheme during the summer holidays and spend two weeks away from home; the first week involves a residential activity and the second week is spent volunteering within local charities.

Camps International

A group of students previously participated in an exciting once-in-a-lifetime trip to Tanzania, co-ordinated by Camps International. As part of the programme, students volunteered for two weeks within a Tanzanian village, helping to develop vital infrastructure including schools, medical centres and houses. They spent a further week taking part in a PADI scuba diving course, leading to their first PADI qualification.

Internships

Students in Year 12 complete a week-long internship within a professional working environment and we are fortunate to have access to a wide range of internship providers. We work closely with our students at all stages of the process to ensure that they are matched to the appropriate internship placement.

The internship scheme truly enables students to expand their horizons, experience a taste of the careers they wish to pursue and in some cases, provide opportunities for a taste of independent living. Vital relationships have been developed as a direct result of internships, particularly in the field of medicine. Students are not confined to the local area for their placements, and some have taken this chance to complete placements in France and Spain. As well as providing a unique window into a potential future career, the scheme has also allowed students to establish key contacts and points of reference that they can use throughout their careers.

Student Wellbeing

Validus Centre

We are extremely proud to be able to offer our students Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people.

Validus provides a programme of holistic support, including qualified counselling support, professional and targeted support for young people experiencing issues, and specialist support for those students experiencing stress, anxiety, depression and low mood. It also raises the profile of wellbeing for all young people and staff and effectively supports our wider school teams. This outstanding facility enables us to effectively coordinate safeguarding, child protection, welfare and health concerns through one central hub and to provide opportunities for working with families and the wider community. It is also an appropriate and confidential venue for external agency workers working with young people and their families in school.

Job Description

RESPONSIBLE TO: Headteacher

CORE PURPOSE:

- To support the governors in contributing to the strategic direction and development of the school and the development, implementation and monitoring of school improvement plans, based on school self-evaluation. To support the strategic development and operational management of the curriculum provision to reflect both school, local and national priorities ensuring that curriculum provision maximises the opportunities for student achievement.
- To deputise in the absence of the headteacher and take a major role in the day-to-day running of the school.

Quality of Education Accountabilities

- To support other members of the senior leadership team to sustain high expectations and outstanding practice in teaching and learning throughout the school.
- To have overall responsibility for the monitoring and evaluation of the quality of teaching and of student achievement and using benchmarks and target setting for school improvement.
- To have overall accountability for the leadership of curriculum developments at whole school and subject level
- To be responsible for ensuring that the curriculum delivers the quality of education required to ensure that all students make excellent progress, meet or exceed their targets and successfully access the next stage of their education
- To take a lead in ensuring that the financial implications of curricular developments are delivered within budgetary constraints.
- To be accountable in leading the development of the teaching and learning provision which meets the needs of all students through:
 - meeting all statutory requirements
 - offering equal opportunities to all students; including those with special and additional needs and providing stretch and challenge to students of all abilities and across all year groups
 - fostering student enthusiasm for learning and recognising progress and achievement
 - ensuring that data is accurate and analysed to target interventions appropriately
- To ensure a thorough analysis of data to identify trends and anomalies in order to deliver improved outcomes for students
- To have responsibility in supporting the headteacher in the self-evaluation of the school and subsequent improvement planning; taking responsibility for several areas of the School Improvement Plan
- To ensure the implementation of support plans for individuals/groups that are designed to accelerate rates of progress and evaluate the impact
- Along with the other deputy headteacher to be responsible for leading and developing the CPD offer; ensuring that it is of the highest quality, meets the needs of the school and is targeted at need
- To be responsible for the management of leadership and development of the Post-16 provision
- To lead the appraisal process for all teaching staff and providing recommendations for progression to the Headteacher and governing body in line with the school policy

- To directly line manage the assistant headteachers and middle leaders and undertake appraisals as appropriate
- To have responsibility for ensuring the smooth process of transition from KS4 to KS5

Other Responsibilities

- To play a lead role in the leadership and management of the School to ensure good working relationships with and between all students and staff
- To support the Headteacher and Governors in annual budget planning and monitoring
- Contribute to the strategic thinking required to deliver our vision
- Act as a strong presence and role-model during the school day and at whole school events
- To share whole school responsibility for the safeguarding, wellbeing, health and safety and data protection by implementing agreed school policies and codes of practice.
- Act as a role-model during the school day and at whole school events
- Monitor and challenge professional standards across the school
- Participate in, and lead, whole school marketing events and information evenings, as appropriate
- Participate in, and engage with, workplace learning and development opportunities, continually working to improve your own performance and that of the school
- Undertake any other reasonable duties requested by the Headteacher

Person Specification

Deputy Headteacher

Qualifications/Training	Essential	Desirable
Qualified Teacher Status	✓	
Professional development undertaken within last 2 years	✓	
Degree in a relevant subject area or working towards a senior leadership qualification		✓
Experience	Essential	Desirable
Successful experience of teaching at KS3 and KS4 demonstrating positive impact	✓	
Proven track record in implementing strategies and interventions to raise achievement	✓	
Experience of successfully managing the performance of staff to improve outcomes	✓	
Experience of managing teams through change and evaluation of the impact	✓	
Experience of whole school leadership in at least one area: teaching and learning or curricular innovation	✓	
Experience of developing systems/processes to support the achievement of students		✓
Evidence of successful teaching at KS5		✓
Knowledge and Skills	Essential	Desirable
Excellent oral, interpersonal, organisational, communication and problem solving skills	✓	
Knowledge of current and developing priorities in the secondary sector, inc, Ofsted framework and national trends	✓	
A good knowledge of the secondary curriculum	✓	
A sound knowledge of effective teaching and learning strategies/pedagogy	✓	
Ability to analyse data and other management software to evaluate school performance	✓	
Skills in planning a curriculum that meets the needs of students	✓	
Skills in developing and maintaining professional relationships with individuals (internal/external) at all levels	✓	
Ability to plan and deliver a CPD programme that improves student performance	✓	

Job Advert

Job title: DEPUTY HEADTEACHER – QUALITY OF EDUCATION

Salary: LS19-23

To start: September 2021

What makes Ridgewood School special?

Staff and students at Ridgewood work hard every day to embody the school's core values: Excellence, Teamwork, Enjoyment and Integrity. We are enjoying a trajectory of continued success and look forward to welcoming a successful applicant who can join us on our journey. We became a standalone academy in 2011, and we are incredibly proud of the progress we have made as a school, having laid strong foundations for further improvement going forward.

Our school motto, 'Prepare for the road ahead', represents our belief in preparing our staff and students for their future. We exemplify our motto not only in terms of academic achievement, but also in terms of the training, enrichment and experiences which make us all model citizens. Our school values underpin what we do and contribute to our ethos in everything we undertake as a school community. We set our standards high and do not compromise, because we believe in the best for everyone.

Why is the role of Deputy Headteacher – Quality of Education right for you?

We are looking to appoint an inspiring and dedicated Deputy Headteacher to join a school which strives for excellence in all respects and which believes in giving children the best possible opportunities to succeed, both academically and as members of the community. You will be an inspiring leader with a track record of improving standards. Your letter of application, which should be no more than two sides of A4, should outline how you would make a significant impact on continued improvements on the Quality of Education at Ridgewood School and present clear examples of significant whole school impact in your current role.

We are committed to offering the staff who work at Ridgewood every opportunity to become the best they can be. Our training packages, for staff at all stages of their careers, are second to none. As well as our whole school and departmental training, we also offer personalised coaching programmes. These are designed to give teachers one-to-one coaching to develop specific aspects of their classroom practice. NQTs and RQTs are supported through their early years of teaching as they embed excellent classroom routines; developing and experienced teachers are prepared for positions of leadership and responsibility; and senior staff are trained to reflect on and evaluate their practice whilst simultaneously developing others. We can match training and development to everyone's needs and wishes.

Are you seeking an energetic, vibrant working environment, working alongside supportive colleagues who share your passion for teaching? Do you want to work in a school with a dedicated team of senior leaders committed to whole school development? Are you passionate about giving young people every opportunity for success through the power of education? If so, Ridgewood School is for you.

How can you apply for this role?

For full details, to discuss the role or to request an application pack, please contact Frances Hamlet, the Head's PA. Email hamlet_f@ridgewoodschool.co.uk or appls@ridgewoodschool.co.uk

We welcome visits from potential candidates – please contact Frances to arrange this.

The closing date for this post is 9am Friday 16 April 2021. Interviews will take place soon after. Please return your application form as soon as possible directly to the school.

Ridgewood School reserve the right to close this advert prior to the closing date above.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check. The school operates a no smoking policy.