

Deputy Headteacher

Candidate Information Pack



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Trust website: www.neat.org.uk Twitter: @neatschools

St Hild's School telephone: 01429 273041

St Hild's School website: <https://sthilds.neat.org.uk/>

Message from the CEO, NEAT Academy Trust

Thank you for your interest in finding out more about the role of Deputy Headteacher at St Hild's Church of England School. This pack tells you more about our trust, the role and the person we are looking for. The NEAT Academy Trust YouTube channel has a welcome video so you can see our trust in action and find out more about us:

https://www.youtube.com/watch?v=jd8aeTt8_pU



As someone who has worked in education for a number of years, I know only too well the pressures that school leaders have been under recently. I also know that headship really can be the most rewarding and inspiring job in the world and I honestly believe that St Hild's Church of England School will provide that real hearts and minds experience for the right candidate.

I wanted to take this opportunity to personally tell you a little bit more about our trust and our future ambition as we enter an exciting phase of potential growth. Our trust is built on the belief that every child can be successful. In collaboration with leaders across the trust, we have developed a unique curriculum offer that provides a whole range of experiences we feel are essential to developing key skills for life. Quality learning and teaching is supported by an innovative appraisal system based on the values of the organisation, allowing us to celebrate how our colleagues work, alongside recognising the impact they are having. Underpinning all of our work is evidence-based research, led by our very own Research School.

We have spent a significant amount of time developing our vision and strategy to take us into the next phase as a trust and I think now is a really exciting time to join both St Hild's Church of England School and the wider Trust. We, like all trusts, are developing relationships with schools who share our vision and values as we look to build on our successes and create a stronger trust. Our aim is to ensure not only that we make a positive difference to the lives of our young people and their families, but that we can make a greater difference by being together.

I'm confident that this new opportunity to assist with leading St Hild's Church of England school will offer the right person their first step on a long-term career path with NEAT. I was appointed as CEO from a headship role within the trust and we are committed to growing our own exceptional leaders.

We believe we make a greater difference by working together as one trust and having shared values at the heart of everything that we do. We'd love to hear from you if you also share this view and the values of the school.

Debi Bailey, CEO

Message from the Headteacher

We are pleased to recruit to this role for September 2023 as it will enable us to take forward the strategic vision and ethos of our school with the support of the trust and our local governors. We seek to build on from the innovative practices we have developed, continue on the journey of school improvement and ensure our young people have the necessary skills and knowledge for future success.

This is a key senior leadership role and we're looking to appoint someone who can make a significant contribution to the leadership and management of our school. Our Ethos Statement sets out our determination to provide high equality education in a Christian and fully inclusive context. Our core values of care, quality, honesty, respect and responsibility are at the heart of our school community, and we welcome those of faith and non-faith backgrounds.

As a Church of England school, we work tirelessly to make our vision of 'Life in all its fullness' (John 10:10) a reality for our school community. We are excited to publish our recent SIAMs inspection as soon as it is received.

If you're interested in this role, we would like to encourage you to make an appointment so I can tell you more about the role and share information about our school. Please register your interest by e-mailing n.barnes@neatat.org.uk



Tracey Gibson, Headteacher

About NEAT

Our trust was established in 2017 and currently consists of four primary schools, two secondary schools and a Research School, all located in Newcastle upon Tyne and Hartlepool.



We are a “mixed” multi academy trust as we have two Church of England schools and four schools without a religious character. The trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School at Walkergate has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.

All of our primary schools are currently judged “Good” by Ofsted and we continue to strive for improved outcomes for all our pupils and prepare them for life after school.



3,350 pupils



£23 million budget



485 staff

About NEAT



Pupils from five of our schools with Debi Bailey, CEO of NEAT and Roger Alston OBE, Chair of the NEAT Board of Directors

Making a difference together

Each school is encouraged to have its own ethos and character but to work collectively as one trust to achieve our shared common purpose, vision and strategic priorities.

Our common purpose

Our common purpose defines the essence of what we all do. We exist to **nurture**, **educate**, **achieve** and **transform** together.

- **Nurture** - we support and challenge to enable growth.
- **Educate** - we prepare successful, lifelong learners.
- **Achieve** - we strive to be the best we can be.
- **Transform** - we provide experiences and opportunities that enrich and empower.

Our values

Our values are the behaviours that will enable us to achieve our common purpose and deliver our vision:



Our vision

We are one trust working with partners to grow potential.

Our governance arrangements

The trust is a charitable company. We have a strong and effective Board of Directors, who are also the charity's trustees. The Board of Directors delegates the operational running of the trust to the CEO. Headteachers also have a role in making decisions. Each school's Local Governing Committee provides an important scrutiny and evaluation role at local level to provide assurance to the Board about the quality of education and the quality of care provided for pupils, and to engage with stakeholders including parents and carers.

Finding out more about NEAT

The NEAT Academy Trust YouTube channel has a welcome video so you can see our trust in action and find out more about us with this QR code:



About St Hild's

We are a fully inclusive 11-16 school in the heart of Hartlepool which has a rich cultural diversity and strong sense of community. We are proud of our distinct Christian ethos, that remains evident in our aim to ensure that each child enjoys their education and is able to achieve the best they can; academically and in their personal and social development. With this foundation, our pupils have a strong platform to be confident, happy and are able to achieve their aspirations.

St Hild's Church of England School has been part of the NEAT Academy Trust family of schools since 1st April 2021. We are proud to be guided by the Trust's common purpose to nurture, educate, achieve and transform.

Our Ethos Statement sets out our determination to provide high quality education in a Christian and fully inclusive context. Our Core Values of care, equality, honesty, respect and responsibility are evident in our everyday life. We are very proud of our school and its pupils and take every opportunity to celebrate our many successes.

St. Hild's pupils enjoy modern facilities which support our high aspirations for them. Our approach to education is built on sound, traditional teaching which has stood the test of time, enhanced by innovative and creative methods of curriculum delivery; our focus is on learning and we try to make the decisions that parents and carers would make for their own children if they could. We work tirelessly to ensure each child enjoys their education and is able to achieve the best they can, both academically and in terms of their personal and social development. "Life in all its fullness" John 10:10, is our vision and we work hard to make this a reality.



The advert

St Hild's Church of England School Deputy Headteacher

Leadership Group pay range L16- L20 (£64,225 - £70,733 per annum)
To start September 2023

We invite interest in this opportunity to join the Senior Leadership Team at St Hild's Church of England School, which is one of six schools within NEAT Academy Trust. At the heart of our trust is the aim to nurture, educate, achieve and transform the lives of young people and our communities.

St Hild's Church of England School is a rapidly improving school, as evidenced by our recent SIAMs inspection which we are eager to publish. We are an inclusive school and continues to grow, providing a thriving learning environment for all of our pupils.

Our journey to ensure improved whole school progress and attainment outcomes for all learners is already underway and we need the right person to work with our Senior Leadership Team and other colleagues to drive forward our key priorities and plans.

The school requires a Deputy Headteacher who has experience of leading within a secondary school and who has the determination and vision to drive school improvement and maintain high standards within our school.

We are looking for a leader who can inspire and influence a range of stakeholders and who will:

- have a proven track record in raising achievement and leading whole school initiatives
- be an outstanding teacher
- have a proven track record in managing and leading change
- have a proven track record in leading, planning strategically and delivering on outcomes on attendance, punctuality, teaching & learning and behaviour for learning.

In return we offer:

- a thriving school community on a modernised site with extensive facilities.
- the benefits of working in a highly collaborative multi academy trust aiming to provide a seamless education from 2-19.
- excellent personal career development as the trust takes forward its ambition to grow.

Interested in finding out more? Please visit us and register your interest by e-mailing Natalie Barnes at n.barnes@neatat.org.uk

Interested in applying? A completed application form and equalities monitoring form must be submitted by e-mail to hr@neatat.org.uk **no later than midnight on Sunday 16th April 2023.**

NEAT Academy Trust is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. An enhanced criminal records check from the Disclosure and Barring Service is required for all posts.

The job description

Job Title:	Deputy Headteacher		
Location:	St Hild's Church of England School		
Salary Range:	L16 - L20		
Date:	September 2022	Status:	Final
Responsible to:	Headteacher		
Responsible for:	Assistant Headteacher(s) as allocated		
Job purpose:	Ensuring a high quality of strategic leadership in the development, implementation and evaluation of strategies of school improvement and excellence within the context of the trust's shared vision and principles. Key accountabilities and school development priorities as allocated.		

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

General

1. To carry out the professional duties of Deputy Headteacher as set out in the School Teachers' Pay and Conditions Document including deputising for the Headteacher in their absence
2. As a member of St Hild's Senior Leadership Team, to ensure the effective day-to-day management of the school and lead, motivate and inspire pupils, staff, parents and the wider community

Educational Leadership and Management

3. Make a significant contribution to the School's self-evaluation and the development, implementation and evaluation of appropriate school improvement strategies and plans for the academy by working collaboratively with the Headteacher the Senior Leadership Team, Local Governors, the Trust's School Improvement Executive team and the Chief Executive Officer. Strategic leadership of the intent, implementation and impact of school strategies, which meet the needs of all learners within the context of the Trust's shared vision and principles and reach secure, successful outcomes.
4. Provide professional Leadership of School's inclusion systems and practices and ensure ambitious pupil outcomes for the Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management are achieved.

5. Lead where required and support other Leaders in the planning, implementation and evaluation of processes for admission and transition throughout the school.
6. Lead where required and support other Senior Leaders to ensure the effective delivery of strategies and plans for SEND pupils.
7. Lead where required and support other Senior Leaders in the development, implementation and forecast impact of an ever improving broad and balanced curriculum to include the characteristics of the NEAT learner and ensure that all pupils are well prepared for their post 16 pathway.
8. Line manage curriculum and subject leaders.

Strategic Leadership and Management

As a member of the School's Senior Leadership Team and as a Senior Leader within the Trust:

9. Work with all stakeholders to embed our strategic Trust vision for St Hild's Church of England School, alongside a positive School ethos, climate and culture.
10. Lead and manage the School in partnership with Colleagues, Local Governors and the Trust.
11. Develop, plan and deliver short-term and medium-term objectives for the School's within the context of the Trust's vision and strategic plan.
12. Develop, review and evaluate the impact of School-wide policies and ensure these translate into effective practice.
13. Promote and develop the values of NEAT within the School.
14. Contribute professionally to the broader NEAT agenda including the development, delivery and evaluation of Trust-wide priorities and plans and working collaboratively with other academies and schools.

Curriculum and Resource Management

15. Have a strategic oversight of the personal development curriculum offer from Key Stage 3 to Key Stage 5, ensuring that character education, PSHCE, RSE, Citizenship and extra-curricular activities meet the needs of all pupils and ensure positive outcomes.
16. Provide professional oversight of learning support throughout the School, ensuring that statutory, School and pupils needs are met efficiently.

People Leadership and Management

17. Develop and maintain a culture of working together and collective responsibility to achieve high standards throughout the School and the Trust.

18. Manage the performance of colleagues who directly report to this post and ensure that staff receive appropriate recognition, support, development and challenge to achieve those high standards and expectations.
19. Promote a culture of reflective practice and continuous professional development that enables all staff to achieve their full potential. Contribute to and participate in shared CPD arrangements across NEAT, e.g. NEAT ELE programme.
20. Support the development of capacity and skills within the School's middle leadership team.

Parental, Community and Sector Engagement

As a member of the School's Senior Leadership Team:

21. Develop strong and effective partnerships with parents and carers.
22. Create proactive links with the community.
23. Take an active role in developing networks across the education sector including other secondary schools and multi academy trusts.

Trust Responsibilities

24. Work to fulfil the vision and values of the Trust.
25. Assist in maintaining a healthy, safe and secure environment and act in accordance with the Trust's health and safety policies and the school's/central team's health and safety procedures.
26. Promote and implement the Trust's equality and diversity policy in all aspects of employment and service delivery.
27. Promote and safeguard the welfare of children and young people s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.
28. Assist in ensuring the Trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
29. Participate in appraisal, training and development and other activities that contribute to performance management.
30. Attend and participate in regular team and 1:1 meetings.

The person specification

JOB TITLE:	Deputy Headteacher
DATE:	September 2022
STATUS:	Final

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. National Professional Qualification for Senior Leadership (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd	D	✓			✓
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Wide, current knowledge and understanding of national and local education policy and research and how it translates into the school's/trust's context	E		✓	✓	
5. Thorough understanding of how young people learn, the core features of effective school systems in supporting a positive culture, and climate, to ensure success in all areas of School life.	E		✓	✓	
6. Thorough and wide knowledge of safeguarding issues	E			✓	
7. Knowledge of the SEND Code of Practice	E	✓			
Experience					
8. Outstanding teacher with a track record of improving outcomes	E	✓			✓
9. Experience as a Senior Leader in a Secondary School	E	✓			✓
10. Proven track record in strategically leading, planning, delivering and evaluating in achieving successful outcomes	E			✓	
11. a. Experience of leading aspects of safeguarding b. Experience of leading on whole school attendance or areas of	E			✓	

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
attendance.					
12. Experience of working collaboratively with leaders in other schools to achieve shared priorities and/or of supporting other schools	E	✓		✓	✓
13. Experience of accurately analysing quantitative and qualitative data to evaluate School performance and identify School Improvement priorities and actions	E	✓		✓	✓
14. Track record of successfully implementing whole School strategies to improve pupil outcomes and raising aspirations	E	✓		✓	✓
15. Evidence of successfully developing teams of professionals, delegating with accountability and managing change	E	✓		✓	✓
Skills and competencies					
16. Inspires and influences all stakeholders to support the fundamental importance of education and aspiration in young people's lives	E		✓	✓	
17. Demonstrates behaviours consistent with the trust's values: Aspirational, Collaborative, Inclusive, Innovative, Responsible	E		✓	✓	

Living in North East England

Famous for the friendliness of its people, North East England combines vibrant city life with breathtaking countryside and a spectacular coastline within easy reach.

Hartlepool itself has a unique heritage with spectacular scenery, gorgeous beaches and an award-winning marina. The town is home to a wide range of restaurants, adventurous activities and cultural experiences for all ages. Teesside Airport is also close by to Hartlepool and offers international travel links. You can find out more about the things Hartlepool has to offer on the following website: <https://www.explorehartlepool.com/>

More broadly, the North East offers great transport links. You can reach our stunning coastlines within minutes of leaving Newcastle's bustling city centre, and the rugged beauty of Northumberland isn't far either. Our region proudly hosts the world's largest half marathon and you'll find world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining and art galleries.

Lonely Planet sums up Newcastle as follows;

“Against its dramatic backdrop of Victorian elegance and industrial grit, this fiercely independent city harbours a spirited mix of heritage and urban sophistication, with excellent art galleries and a magnificent concert hall, along with boutique hotels, some exceptional restaurants and, of course, interesting bars...The city retains deep-rooted traditions, embodied by the no-nonsense, likeable locals.”

<https://www.lonelyplanet.com/england/northeast-england/newcastle-upon-tyne>



Working within NEAT

We offer our colleagues:

- Great opportunities for continuing professional development including access to Outstanding and Developing Teacher Programmes and National Professional Qualifications for Middle and Senior Leaders, as well as trust-wide career pathways.
- Membership of the Teachers' Pension Scheme (for teachers) or the Local Government Pension Scheme (for support staff), which the trust also contributes to on your behalf.
- Recognition of previous service with other schools/academies, local government etc.
- Access to flexible working/accrued time policies wherever practicable.
- Exciting plans for our staff wellbeing offering, including support through Health Assured and continuous initiatives that are fed back through our staff engagement leads.

NEAT commitment to equality, diversity and inclusion

We are committed to advancing equality, diversity and inclusion within NEAT and in our relationships with partner organisations, suppliers and contractors. Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. Diversity is about recognising and valuing difference in its broadest sense. Both of these are at the heart of our inclusive approach as an employer and education provider.

We seek to attract and retain a progressive and diverse workforce and aim to provide a stimulating, rewarding and dynamic working environment where all colleagues can thrive, develop and fulfil their aspirations.

NEAT commitment to safeguarding children and young people

The trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have. This does not mean that you cannot work for NEAT if you have a criminal conviction as we will consider the age of the conviction, whether it is relevant to the job you applied for and any mitigating factors before making a decision. The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees, one of which must be your current or last employer.

Applying for this vacancy

Please read the job description/person specification for the post and the guidance notes thoroughly before completing an application form. Your completed application form, and equalities monitoring form must be received by **e-mail** no later than **midnight on Sunday 16th April 2023** to: hr@neatat.org.uk Please note that we do not accept CV applications.

Please contact us via the above e-mail address if you have any queries about the application process.