



Deputy Head Teacher

FULL TIME
LEADERSHIP SCALE L8-L12
£50,151 - £55,338

Permanent subject to successful performance
management cycle

Start Date: Sep 2021

CANDIDATE INFORMATION PACK



What is included within this pack?

Within this pack you will find both information and advice on applying for a role with Esteem Multi-Academy Trust including:

- Welcome from the CEO
- About Esteem Multi-Academy Trust
- Welcome from The Head teacher
- About the School
- Job advertisement
- Job description and person specification
- Safeguarding and checks
- Application process and timeline

Welcome from Esteem Multi-Academy Trust



Dear applicant,

Thank you for your interest in Esteem Multi-Academy Trust (MAT). The Deputy Head Teacher position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very important time.

We are eager to appoint an outstanding specialist deputy head teacher with a passionate commitment to improving the lives and opportunities of children and young people with special educational needs and challenging behaviours

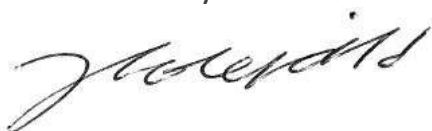
Stanton Vale School is a vibrant, stimulating and specialist community in which pupils and staff value themselves and others. We aim to challenge, motivate and empower individuals with the skills and knowledge for a life beyond school. We want the students and staff of Stanton Vale to be both aspirational and inspirational.

If you think you have got what we are looking for, we look forward to receiving your application for consideration.

For further information, please contact Rob Mulvey on 0115 9729769, via email to info@stantonvale.derbyshire.sch.uk or visit our website at www.esteemmat.co.uk/jointheteam. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

I wish you well in your application.

Yours faithfully



Julian Scholefield
Chief Executive Officer

About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust currently comprises of eleven academies throughout Derbyshire, Derby City, and east Staffordshire. Formed by a group of like-minded school leaders in August 2018, the MAT is currently responsible for the education and care of approximately 1,200 students and employs around 750 staff. The total revenue budget for the MAT is approximately £23 million and plans are in place to expand further.

Esteem Multi-Academy Trust has grown from seven to 11 academies within its first 18 months and now includes 7 special schools and 3 support centres (PRUs) and a primary school with enhanced resource provision educating young people with a range of additional needs. We wish to grow further to fulfil our vision to become a centre of excellence for special educational needs and disabilities (SEND). We have a well-defined set of values and a clear vision for the MAT to become a regional hub for expertise in SEND and inclusion. We share a collaborative ethos, believing that our collective efforts will achieve a better outcome than we can as individual schools. Our academies focus on the holistic needs of the young person, due to students' vulnerabilities. So, 'joined-up thinking', between our academies and different agencies, is essential to deliver the right support for our students.

The main aims of Esteem MAT are to:

- Provide an ambitious, inspirational, bespoke education, setting the foundation for the future and ensuring our young people are ready for the world;
- Deliver high standards and value for money from our support services, resources, estate and technology; and
- Invest in and support our people, exploiting opportunities for collaborative, continual professional development, sharing of expertise and best practice.

As a group of academies working together, we can share and deliver better practice. We will be able to commission health, care and therapy services in a fully 'joined-up' way.

Welcome from the Headteacher

Dear prospective applicant,



Thank you for your interest in applying for the post of Deputy Head Teacher at Stanton Vale School. Stanton Vale is an all-age academy with students joining from age two and potentially staying with us until they are nineteen. The students have a range of needs and abilities, but mainly have severe, complex or profound and multiple learning disabilities. The academy has a growing reputation for working with more complex youngsters, which means our staff are skilled in supporting the physical and complex health needs of these students.

Stanton Vale School is a relatively small academy, with 86 students on roll. This gives the academy a close community atmosphere, where students feel safe and happy as they are supported and empowered to reach their full potential. We are proud of the fact that our academy is a great place, both to learn and to work.

We have a dedicated and talented staff team who have genuine ambition for the students they teach. Our governing body is supportive and challenging as well as being open to new ideas and fresh approaches. But it is the students who are at the heart of Stanton Vale School. It is their enthusiasm and drive that makes the academy such a special place.

As well as making a positive contribution to the lives of our students, we can offer you:

- A supportive, collaborative and friendly staff environment where you will have the chance to make a real and positive impact on the lives of Stanton Vale School's students
- Professional and continuous training programmes and a supportive career progression
- Generous pension schemes (LPGS)
- A range of health and wellbeing services through Westfield Health
- Free, on-site car parking
- School social events
- A commitment to staff well-being



Within this pack you'll find lots of information on the application process and about the academy. However, you may also wish to visit us and see for yourself the energy, enthusiasm and above all the joy for learning of the students here.

We welcome applications from candidates who, having read the application pack, feel they have the necessary skills, experience, and strength of character to fulfil the challenges of the role. The closing date for applications is 12:00 Noon Monday 19 April 2021.

A visit to the site is strongly encouraged, please contact the school on 0115 9729769 to arrange this.

Interviews for this post will be held on Monday 26 April 2021 at Stanton Vale School.

Thank you again for your interest in our academy; I wish you well with your application.

Yours faithfully,

Robert Mulvey
Headteacher
Stanton Vale School

About Stanton Vale School

Stanton Vale School is a vibrant all age special academy located in Long Eaton, working with students primarily from the south east of Derbyshire but also from Derby City, Nottinghamshire and Leicestershire. Our students' complex needs can act as a barrier to effective learning. The academy has a strong reputation for multi-disciplinary work aimed at overcoming these challenges. We then build on this by focusing on what students can do.

Our most complex students benefit from a specialist sensory based approach and learn through an experiential curriculum. Our more able students spend time working on key skills of learning and, at an appropriate time, their curriculum may become more formal in line with their developing skills and understanding. For all our students, outcomes rooted in their Education Health Care Plan (EHCP) are the driver to their learning and individual curriculum. As with any special school, we ensure equality of opportunity for our students and work hard to provide a range of additional activities such as college visits, residential activities, community visits and enhanced provision in sports and especially the arts.

The academy also benefits from having a dedicated nurse on site as well as access to speech & language therapy, physiotherapy and occupational therapy. Strong links with parents and governors are fostered through a range of formal and informal events with the academy striving to be at the centre of its community.

The students benefit from access to a swimming pool on site as well as specialist teaching spaces such as a 'soft mobility room', library, adapted kitchens. Externally we have large grounds. Dedicated play spaces are complimented with an allotment, quiet area and an outdoor willow learning space. Students also spend time at The Long Eaton School as well as attending Central College as appropriate.

Further information about our academy can be found on the website at www.stantonvale.derbyshire.sch.uk

The advertisement

Job Title: Deputy Head Teacher

Location: Stanton Vale School, Thoresby Road, Long Eaton, NG10 3NP

Grade/Scale: Leadership Scale L8-L12

Start date: Sep 2021

Contract: Full time, Permanent subject to successful performance management cycle

Stanton Vale School is a vibrant, stimulating and specialist community in which pupils and staff value themselves and others. We aim to challenge, motivate and empower individuals with the skills and knowledge for a life beyond school. We want the students and staff of Stanton Vale to be both aspirational and inspirational.

We are seeking an outstanding specialist deputy head teacher with experience of working with young people with complex needs, including ASD, SLD, SEMH, PMLD along with experience of appropriate behaviour management techniques for children and young people with SEN, communication difficulties and challenging behaviours

Reporting directly to the Head teacher, the ideal candidate will have previous experience of senior leadership in a school or been part of an extended leadership team.

Benefits include: Teachers Pension Scheme, school holidays, Westfield Health membership and free parking.

For further information, please contact Ron Mulvey, Head teacher, Stanton Vale School, on 0115 9729769, via email to info@stantonvale.derbyshire.sch.uk or visit our website at www.esteemmat.co.uk/jointheteam. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

Closing date for applications: 12 Noon 19 April 2021

Interview date: Monday 26 April 2021 at Stanton Vale School

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Job Description

JOB TITLE:	Deputy Head Teacher
SALARY SCALE:	Leadership Scale L8-L12
CONTRACT:	Full Time
RESPONSIBLE TO:	Headteacher
DISCLOSURE LEVEL:	Enhanced

JOB PURPOSE:

To assist the Head teacher, deputising in their absence, by providing leadership for the school and developing a strategic vision, which reflects its ethos and values, and ensures a high quality of education.

To play a key role in the senior management of the school.

They act as a critical friend to the Head teacher, always demonstrating high standards of personal integrity, loyalty, discretion and professionalism and publicly supporting all decisions of the Head teacher, Governing body and Multi-Academy Trust.

A key role of the post holder is to lead and manage the development, implementation and evaluation of a curriculum that supports high-quality teaching and delivers the best possible learning outcomes across the school for all pupils and the QA processes that sit around this.

The post holder contributes evidence and judgements in the schools' self-evaluation process and collaborates with all staff to create, achieve and evaluate the school improvement plans.

RESPONSIBLE TO:

The post holder is responsible to the Headteacher, CEO and LGB of the school. They will at all times carry out your duties in accordance with the policies of the school.

AS DEPUTY HEADTEACHER:

You are required to carry out such particular duties and responsibilities which apply to Deputy Headteacher as detailed in the School Teachers' Pay and Conditions Document.

In addition, you are required to undertake the following duties and responsibilities.

These are to:

- work with the Executive Team of the Trust to engage in Trust-wide School Improvement.
- support and deputise for the Headteacher in all aspects of strategic leadership and operational management of the school.
- support and assist the Headteacher in establishing and maintaining clear aims and vision for the school and ensure that the functioning of the school lies within the agreed overall aims and objectives.
- collect evidence and make judgements about the key strengths and weaknesses of the school and identify areas for improvement via QA processes and SEF/SIP.

- collaborate with the Headteacher, the Leadership Team, and all staff with areas of responsibility within the school and other stakeholders to design the School Improvement Plan, achieve its objectives and evaluate its impact.
- collaborate with the other members of the Esteem MAT and our community in developments to enhance the educational achievement of all pupils.
- work within the wider Leadership team to support the creation of a school ethos in which individuals feel valued, and where resilience is fostered and encouraged and educational progress and personal growth is achieved.
- maintain excellent staff wellbeing and good staff relationships and to set an example by maintaining the highest professional standards of leadership.
- take account of student and staff well-being at all times and provide guidance, support and training as appropriate.
- advise the Headteacher about resource needs in the school as appropriate and support in student financial planning.
- enter into an educational partnership with parents, governors and all stakeholders by involving them as much as possible in making the school the heart of its community.
- develop and maintain good relationships with all professionals, agencies, organisations and individuals as is necessary to meet the needs of pupils.
- develop and lead rigorous Performance Management and Appraisal that holds staff to account for their practice.
- support on the monitoring and evaluation of the Quality of Education and student progress
- participate in recruitment and act to retain staff.
- ensure Health and Safety policies and practices are followed by all staff and visitors.
- represent the school where needed at a range of meetings which may involve the School Governors, the Local Authority, service providers, stakeholders and other interests of the school and contribute to the work of these meetings.
- ensure all teaching groups are staffed adequately and appropriately
- to work alongside the Headteacher to oversee the work of, and advise the curriculum leaders on the management of staff and resources. Ensure that appropriate policies and procedures are in place and their effectiveness monitored.

In addition, to perform any other such duties as may, from time to time, be reasonably assigned by the Executive Headteacher operating within the above order.

SPECIFIC RESPONSIBILITY FOR:

- Leading key aspects of the school's development such as Assessment, Behaviour, Safeguarding, the Curriculum Offer. These will be negotiated dependent of the relevant skills set and experience of the successful candidate.
- Be the designated Teacher for all Looked after Children.

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- Leading and managing the Continuing Professional Development of all staff (including NQTs, Students and trainees), setting challenging targets for their performance management and providing appropriate support.
 - Leading the schools' pedagogical research and development
 - Reporting to governors and responding to challenge.
 - Planning, leading, facilitating and chairing (as appropriate), Staff and Leadership team meetings.
 - Organising the cover of absent/sick colleagues on a daily basis.
 - Reviewing and formulating statutory policies and school procedures as necessary.
 - To liaise with the Headteacher and SENCo in the identification of students at risk of underachievement and develop ways to improve their engagement and progress against their personal targets.

SAFEGUARDING:

Everyone involved in the provision of services to children and young people shares an objective to help keep them safe by contributing to:

1. The provision of a safe environment for children and young people in all settings.
 2. Identifying children and young people who are suffering or likely to suffer harm and taking appropriate action with the aim of ensuring they are kept safe.
- Be the Deputy Designated Safeguarding Lead.

Person Specification

APPOINTMENT CRITERIA	Essential/ Desirable	Assessed from
QUALIFICATIONS		
Qualified Teacher Status.	E	1
NPQSL completed	E	1,3
NPQH- completed, in process or in application stage	D	1,3
EXPERIENCE		
Evidence of successful experience in;		
<ul style="list-style-type: none"> • Senior leadership in a school. 	E	1,2,3
<ul style="list-style-type: none"> • Teaching and assessing pupils with SEND. 	E	1,2,3
<ul style="list-style-type: none"> • Leading whole school improvement. 	E	1,2,3
<ul style="list-style-type: none"> • Implementing strategies for raising pupil achievement. 	E	1,2,3
<ul style="list-style-type: none"> • Monitoring, evaluating and improving the quality of teaching and learning. 	E	1,2,3
<ul style="list-style-type: none"> • Working with parents and the community as partners in learning. 	E	1,2,3
<ul style="list-style-type: none"> • Designing, delivering and evaluating school improvement plans. 	E	1,2,3
<ul style="list-style-type: none"> • working with School Governors 	D	1,2,3
<ul style="list-style-type: none"> • Organising and Delivering high quality CPD 	E	1,2,3
Knowledge and understanding of;		
<ul style="list-style-type: none"> • Pedagogies for students with SEND 	E	1,3
<ul style="list-style-type: none"> • High quality educational provision for pupils with learning difficulties. 	E	1,3
<ul style="list-style-type: none"> • Data analysis, and its use to set targets for improvement. 	E	1,3
<ul style="list-style-type: none"> • Strategies for raising achievement for pupils with learning difficulties. 	E	1,3
<ul style="list-style-type: none"> • National and local educational initiatives. 	E	1,3
<ul style="list-style-type: none"> • Appropriate teaching techniques for pupils with learning difficulties. 	E	1,3
<ul style="list-style-type: none"> • Working in partnership with partner agencies to meet a pupil's needs. 	E	1,3
LEADERSHIP SKILLS	Essential/ Desirable	Assessed from
Ability to lead and manage people to work as individuals and as a team.	E	1,2,3
This will include an ability to:		

<ul style="list-style-type: none"> • Significant understanding of leadership models and a belief in distributed and shared leadership • Substantial understanding of system leadership • Be aware at all times of the changing educational landscape and how this will effect school policy and procedure • An ability to place the school at the heart of its community • Understand and manage transformational change in pursuit of school improvement • Collaborate with others to develop solutions, their implementation and evaluation • Instigate and manage rigorous and effective PM and appraisal for all staff teams • Delegate tasks and responsibilities and value the work of others • Coach, support and motivate others to achieve high standards, • Seek advice and support when necessary. • Deal sensitively with people and resolve conflicts and have difficult conversations • Take account of student and staff wellbeing in decision making 		
DECISION MAKING SKILLS		
<p>Ability to investigate, resolve problems and make decisions. This will include an ability to:</p> <ul style="list-style-type: none"> • Collect and weigh evidence, make judgements and take decisions in line with good educational practice. • Evaluate and synthesize evidence into coherent plans • Think creatively and imaginatively to solve problems and identify opportunities. 	E	1,2,3
COMMUNICATION SKILLS	Essential/ Desirable	Assessed from
<p>Ability to communicate clearly and take into account the views of others. This will include an ability to:</p> <ul style="list-style-type: none"> • Be approachable and accessible to pupils, staff, parents and other partners. 	E	1,3

<ul style="list-style-type: none"> Communicate effectively orally and in writing to a range of audiences. Negotiate and consult effectively, welcoming the views of others Manage communication systems, including chairing meetings effectively. 		
MANAGEMENT/SELF MANAGEMENT SKILLS		
<p>Ability to plan time and organise work effectively. This will include an ability to:</p> <ul style="list-style-type: none"> Be a self-directed and self-motivated individual Prioritise and manage time. Work under pressure and meet task completion deadlines. Be self-motivating and set personal goals Work in close partnership with the Headteacher particularly with regards to educational and financial viability Work as part of a team. 	E	1,2,3
SCHOOL ETHOS	Essential/ Desirable	Assessed from
A commitment to stakeholder voice in all decisions and innovations	E	1,3
A clear vision and aims that all stakeholders can buy into and understand	E	1,3
A clear understanding of the Trust ethos and the impact on school practice	E	1,3

1, Application, 2 References, 3 Interview

Safeguarding and checks

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Esteem Multi-Academy Trust's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

Each student's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with special educational needs and disabilities, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world positively. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all students within our academies.

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2020' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.

If you are currently working with children, either paid or voluntary, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any investigation or disciplinary proceedings.

If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.

Where neither your current or previous employment has involved working with children or young people, your current employer will be asked about your suitability to work with children and young people, although it may be answered "not applicable", where appropriate, if your work has not brought you in to contact with children or young people.

Application process and timeline

Application forms are available on our website at www.esteemmat.co.uk/jointheteam or you can email info@stantonvale.derbyshire.sch.uk to request a copy. Please specify the job vacancy for which you wish to apply.

After the closing date, shortlisting will be conducted by a panel who will match your skills and experience against the criteria in the Person Specification. You will be selected for interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are necessary or relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates for any central office-based positions and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.

Closing date for applications: 19 April 2021 (12:00pm)
Interview date: 26 April 2021, at Stanton Vale School

Completed application forms can be returned electronically to the HR team via email to info@stantonvale.derbyshire.sch.uk

If you wish to submit your application form by post, please return it to the following address:
Private & Confidential: Kay Smith, Stanton Vale School, Thoresby Road, Long Eaton, NG10 3NP