

Candidate Information
DEPUTY HEADTEACHER



BISHOP WAND
CHURCH OF ENGLAND SCHOOL
— REALISING GOD-GIVEN POTENTIAL —

Headteacher WELCOME

Dear Colleague,

- Are you an exceptional leader, ready to embrace the challenge of Deputy Headship?
- Are you excited and energised by the opportunity to contribute to a legacy of educational excellence?
- Are you driven by a desire to serve, to lead, and to excel?
- Then we warmly welcome you to apply for our role of Deputy Headteacher at The Bishop Wand Church of England School.

At Bishop Wand we believe that leadership is not just a position but a calling. It is an opportunity to make a lasting impact on the lives of young people and to contribute to a legacy of educational excellence.

Rooted in our Christian ethos, we are seeking to appoint a Deputy Headteacher who embodies our commitment to nurturing every student's "God-given potential." We are looking for a leader who also has the passion to galvanise our community, fostering a culture of continuous improvement and collective aspiration.

As a Deputy Headteacher at our School you will be entrusted with the pastoral care of our students, a role that is fundamental to their well-being and development. You will be the architect of a supportive environment where every child feels valued and understood. Your expertise will be instrumental in refining our systems for behaviour for learning, ensuring that they reflect our values of respect, discipline, and personal growth.

The core of our School's success is simple; our people make us who we are, our staff, our parents and our students.

We know our staff are the architects of our School's future. They are the mentors who ignite curiosity, the guides who foster resilience, and the role models who inspire excellence. As Deputy Headteacher you will not only influence our students but also inspire our staff colleagues and become a role model for future leaders. We will support you in your leadership journey so your actions and words will set the standard for what it means to lead with integrity, passion and vision.

As we look to the future, we see more than just a continuation of our past successes; we see an opportunity to elevate them. The right candidate joining our Team will not just find a platform for growth but will become a catalyst for it. Alongside an experienced and committed Leadership Team you will have the chance to shape lives, influence futures, and leave a legacy of educational distinction.

Our Bible verse serves as a guiding light for our actions, reminding us of the power of mutual support and the importance of fostering a nurturing environment where all can thrive.

"Therefore encourage one another and build each other up, just as in fact you are doing" (1 Thessalonians 5:11).

We invite you to be part of this remarkable journey, to contribute to our story, and to experience the joy of working with people who are not just colleagues and students but family.

Blessings and regards,

Daniel Aldridge, Headteacher

KEY DATES

Commencement date: Monday, 2nd September 2024
Closing date for applications: Friday, 17th May 2024, 10.00am
Interview dates: Wednesday, 22nd May 2024
Thursday, 23rd May 2024

HOW TO APPLY

Please complete the School's Application and submit it to: recruitment@bishopwand.surrey.sch.uk by 10.00am on Friday, 17th May 2024.

DESIGNATED CONTACT FOR THIS VACANCY

Should you wish to arrange a visit to our School or have any questions regarding the post please contact:

Name: Sarah Bennett

Role: HR Manager

Telephone: 01932 778648

Email: sbennett@bishopwand.surrey.sch.uk



Mrs V Woodier,
Headteacher

Job Profile

Working alongside the Headteacher, the Deputy Headteacher of Pastoral is central to our School's 'Behaviour for Learning' philosophy. It is about cultivating an environment where exemplary behaviour is standard and learning flourishes.

In collaboration with the Senior and Pastoral Leadership Team, the Deputy Headteacher will guide students through their seven-year spiritual and cultural journey, ensuring all students, irrespective of background or circumstance, succeed and grow.

The Deputy Headteacher must inspire our leaders to demand excellence, uphold high standards, and implement clear, effective systems and processes. "Our greatest aspirations are limited only by our processes." It's about consistently meeting our high standards, affording every student the opportunity to excel.

In this role, the successful candidate will nurture a school culture that prizes academic achievement and personal growth, guaranteeing our students depart as well-rounded, confident individuals, believing they could not have received a better education anywhere else.

Recognising individual strengths vary, the role is adaptable. Specific responsibilities will be tailored to leverage the successful candidate's unique talents.

Strategic Vision and Ethos

- **Supporting School Aims:** Collaborate closely with the Headteacher to actualise the School's aims, fostering a cohesive and ambitious environment for the entire school community.
- **Christian Ethos Advocacy:** Promote the School's Christian ethos, including leading assemblies and embedding the School's values in daily operations and strategic planning.
- **Pastoral Leadership:** Establish a benchmark for Assistant Headteachers in managing Pastoral Leaders, ensuring pastoral care is consistently excellent.
- **Oversight and Management:** Define the agenda for supervising and managing Pastoral Leaders, guaranteeing the uniform application of pastoral strategies processes and systems.
- **Community Engagement and Enrichment:** Actively engage with parents/carers, businesses, and external agencies to enrich the educational experience, forming partnerships that bolster school initiatives and community involvement.
- **Governance Support:** Aid the Headteacher in meeting the Governors' expectations, especially in policy development and strategic reporting, to fulfil governance standards.
- **School Development Planning:** Contribute significantly with the Headteacher to the annual School Development Plan, setting educational goals and operational tactics for the upcoming year.
- **Leadership in Evaluation:** Direct Assistant Headteachers and pastoral leads in critically assessing current practices, aiming for continual improvement and a culture of pastoral excellence.

Pastoral Care and Discipline

- **Pastoral Leadership:** Take comprehensive responsibility for pastoral care and discipline, ensuring a supportive and orderly atmosphere for all students and overseeing the smooth operation of centralised systems and behaviour reporting.
- **Behaviour Policy:** Ensure the School's discipline policies and procedures are actively practised, modelled, and upheld by the School community, fostering respect and positive behaviour.
- **Attendance Oversight:** Manage the Attendance Leads, monitor school-wide attendance and punctuality, and initiate interventions for any issues.
- **Student Rewards:** Work with Senior and Middle Leaders to recognise and value each student, focusing on their holistic development.
- **PSHE and Citizenship:** Collaborate with Middle Leaders to advance the School's PSHE, Citizenship, and British values education, ensuring a well-rounded curriculum.
- **Equality, Inclusion, and Diversity:** Lead the School's Equality, Inclusion, and Diversity Team, promoting an inclusive culture alongside all stakeholders and leadership roles.
- **Seven-Year Journey:** Design, develop, and monitor the seven-year educational journey for our students.

Teaching and Learning

- **Lead and Support High-Quality Teaching:** Uphold and enhance exemplary 'Behaviour for Learning' standards across all subjects and phases by guiding, supporting, and fostering the professional development of teaching staff.
- **Exemplify Outstanding Practice:** Act as a model of exceptional 'Behaviour for Learning' practices within the School.
- **Curriculum Development:** Actively participate in the curriculum's innovation and improvement with all leaders across key stages, ensuring it engages, supports, and challenges every student.

- **Monitor Progress:** Supervise and track students' academic progress, ensuring steady advancement and overcoming learning obstacles.
- **Foster Collaborative Learning:** Promote a collaborative teaching and learning culture, contributing to the School's collective educational progress, coaching, and continuous improvement.

Leadership

- **A Role Model:** Recognise staff as the key drivers of the School's progress, serving as a mentor to inspire curiosity, foster resilience, and inspire excellence.
- **Integrity, Passion, and Vision:** Embark on a leadership journey supported by the School, setting the standard for leading with integrity, passion, and vision, and ensuring successful recruitment and effective onboarding processes of future leaders.
- **Line Management and Development:** Line manage and develop the leadership capabilities of Senior and Middle Leaders, including Assistant Headteachers and Heads of Department, tailoring support to specific areas of responsibility.
- **Creative and Visionary Leadership:** Provide creative and visionary leadership to build effective teams and offer strategic direction, working in harmony with all school support staff for the seamless operation of the School.
- **Professional Development Advocate:** Model a commitment to continuous professional development, promoting a culture of mentoring, coaching, and celebrating achievements among staff. Review team and individual performance but addresses performance issues, while ensuring effective, professional, and positive communication with all colleagues.
- **Deputising and Support:** Support and deputise for the Headteacher as required, ensuring the smooth and effective running of the School.

Person Specification

Strategic Vision and Ethos

Qualified Teacher Status and Recognised degree or equivalent	Essential
Higher Degree	Desirable
NPOSL equivalent, or studying towards a higher NPQ qualification	Essential

Experience

Experience as a Senior Leader in at least two 11-16/11-18 secondary schools	Desirable
Proven ability to bring about improvements in the quality of teaching and learning across a curriculum area that results in improved outcomes for students	Essential
Experience of contributing to strategic development	Essential
Experience of using IT effectively and innovatively to improve the quality of teaching and learning	Desirable
Effective change management experience	Desirable

Knowledge and Understanding

Thorough knowledge and understanding of current educational issues including national policies, priorities and legislation	Essential
Understanding of financial control and budgeting	Desirable

Personal Qualities and Attributes

To be a strong innovative and motivational leader with vision	Essential
Ability to build and maintain effective relationships with staff, students and external stakeholders	Essential
Ability to work in a team, enthusiastically and deliver the aims and vision of the School	Essential
Ability to manage conflict	Essential
The capacity and willingness to contribute to the development of the School's strong Christian ethos	Essential
Good organisational skills and the ability to have a flexible and adaptable approach	Essential
A strong sense of professionalism, commitment to upholding standards and setting an appropriate example	Essential
A sense of humour, loyalty, enthusiasm and dynamism	Essential

Proud to be a Church School

Christian values and spirituality are at the heart of all aspects of school life at Bishop Wand and our School's Christian ethos reflects wisdom and reverence – where faith, love, hope and truth flourish. We believe each member of our School community is unique and amazing and our aim is to help everyone realise their God-given potential. We feel we have so much to learn from each other and aim to promote an atmosphere of listening to and learning from each other, respecting everyone's beliefs, and staff of all faiths, or none, are warmly invited to participate in and receive support from our Chaplain and the Christian-based groups we facilitate in School.

"The School's distinctive Christian vision is absolutely central to the whole life of the School. This is because the determination of leaders, including Governors, to live out a commitment to 'encourage one another and so build each other up'"

SIAMs report 2023.

View the full report [here](#).

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Bishop Wand is a special place to work because we really do have a value of community. This is shown in the staff body with some of my colleagues being close friends. This is also instilled in our students with a real sense of community allowing a really positive relationship to be formed. My time here started as an NQT and I have developed with a strong CPD and support from my department and senior leaders into my current role, which I really do love.

Mr M Collins @BW 7 years

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Since starting at Bishop Wand I have felt very welcomed and supported in the wonderful community here. I have been impressed by the clear vision of the school leadership and the friendly and disciplined students.

Mr P de Lima @BW 3 months

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Our School

The Bishop Wand Church of England School is a highly regarded 11-18 secondary school nestled in the heart of Sunbury on Thames, Middlesex, and has earned a strong reputation within the local community. The School's popularity is evident through its consistent oversubscription in recent years, prompting an expansion to seven forms of entry starting in September 2022.

Academic excellence is a cornerstone of Bishop Wand's identity, with consistently strong academic results reflecting the commitment to quality education. In addition to academic achievements, the School is dedicated to providing outstanding pastoral support, ensuring the holistic development and well-being of its students.

The School's commitment to excellence is further underscored by its recent inspection ratings. The Ofsted Good rating in 2022 speaks to the overall quality of education, while the SIAMS (Statutory Inspection of Anglican and Methodist Schools) outstanding rating in 2023 is a testament to the School's distinctive Christian character and its unique contribution to the spiritual, moral, social, and cultural development of its students. Notably, Bishop Wand is the only Church of England School in the London Diocesan Board to achieve this outstanding rating.

The School's expanding Sixth Form is a hub for advanced education, with links to the Rugby Football Union for the ACE (Academy Centre of Excellence) Programme, showcasing a commitment to sports excellence and providing students with specialised opportunities.



One of the School's unique attributes is its intangible "something" that sets it apart—a special atmosphere or ethos that fosters a sense of belonging. This, in turn, contributes to a low turnover of staff, as our colleagues find a supportive and rewarding environment to develop their careers within the Bishop Wand community.

As a faith-based institution, Bishop Wand maintains strong links with local parishes, emphasising its commitment to nurturing spiritual growth alongside academic achievement. Overall, The Bishop Wand Church of England School stands as a beacon of educational excellence, community engagement, and spiritual development in Sunbury on Thames.

[View our Ofsted report here.](#)

Teaching and Learning

At Bishop Wand we have very high standards of teaching and learning. Our dedicated and talented staff provide our students with rich learning experiences in lessons, our community and beyond. We continuously challenge all students to reach their full potential and your contribution is key to our success.

Regardless of your role at our School we welcome your fresh perspective, innovative ideas, and skill set which will contribute to the dynamic learning environment we strive to cultivate. The infusion of new talent not only enriches our Staff Team but also enhances the educational experience for our students. We believe that by attracting and retaining exceptional talent, we can collectively move our School to new heights of success and excellence.

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I started here at Bishop Wand as a trainee in 2016 in the Science Department. The school is so welcoming, warm and supportive that I accepted a job before I had even gone on my second placement. Since then, I have progressed to become Head of Science and Psychology. I still find it that same, supportive and friendly environment as when I started.

Miss A Thomas @BW 7 years

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Your Professional Development

Our commitment to professional development fosters a collaborative learning community where educators can share insights, collaborate on projects, and collectively work towards the common goal of providing an exceptional educational experience for our students.

We deliver a vibrant Thrive Time Programme where our Staff Team benefit from high quality professional and relevant development, on a weekly basis through the School Term. This is complimented with further opportunities for you to engage in training and coaching both internally and externally.

We understand that your professional growth is paramount to your success and job satisfaction. That is why we are dedicated to offering a range of professional development opportunities tailored to your needs and aspirations.



Your Wellbeing

Pastoral care is at the centre of everything that we do. It is our belief that everyone who comes through our doors, regardless of their faith, has been blessed with wonderful gifts, dreams and desires. Alongside our students, we guide our teaching and support staff colleagues to be the best version of themselves.

We recognise that an environment where staff colleagues feel supported, valued, and secure directly influences their professional satisfaction and overall effectiveness. By prioritising staff well-being, we not only foster a positive and collaborative work culture but also create the conditions for you to thrive personally and professionally.

Joining our team means not only contributing to the growth of our students but also being part of a supportive community that values the well-being.

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Bishop Wand is a wonderful school to work in! I completed my ECT years here and the support, care and encouragement that I have received has been incomparable. The staff in every department offers incredible knowledge, always with a warm and friendly smile. The positive atmosphere throughout the staff team makes it a joy to work here!

Miss H Kelly @BW 2 years

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What we can offer you

- Free on-site car parking and bicycle storage
- Excellent travel links (5 minutes from both Upper Halliford and Sunbury stations, 5 minutes from M3)
- Employee Assistant Programme (Free 24/7 confidential support offering a wide range of support services)
- Subsidised on-site catering
- Free tea and coffee for all staff
- Excellent catering facilities
- Access to excellent sports facilities including indoor swimming pool
- The support of our School Chaplain
- Opportunities to participate in off-site activities (eg. overseas trips to fantastic destinations, annual Ski trip, theatre trips, Duke of Edinburgh)
- Staff Social Events
- Electric Vehicle charge point



Our local area

Sunbury-on-Thames is situated on the northern bank of the River Thames, approximately 13 miles southwest of Central London. The town is known for its historical significance, with landmarks such as Sunbury Court, a grand 18th-century mansion, and the nearby Sunbury Park.

The area offers a mix of residential neighbourhoods, green spaces, and amenities. Lower Sunbury, close to the river, features picturesque landscapes and riverside walks. Sunbury Cross, another part of the town, is a commercial hub with shopping centres and facilities.

Transportation options include Sunbury railway station, providing rail links to London Waterloo, and proximity to major roadways, including the M3 and M25, offering convenient access to nearby towns and beyond.

In close proximity to Sunbury-on-Thames there are leisure centres, cinemas, sports clubs and parks. Hampton Court Palace and the town of Windsor are just outside the Borough, as is Twickenham Rugby Ground. Nearby Staines-upon-Thames, and Kingston-upon-Thames have great shopping centres, and numerous pubs and restaurants – many of which can be enjoyed with river views. Lower Sunbury (or Sunbury village) is home to the Millennium Embroidery and Walled Garden, and Anglican, Roman Catholic and Methodist churches are many throughout the Borough. Bushy Park is fairly local to Sunbury and holds a weekly Park Run, as does Hazlewood. Sunbury has a cricket club, hockey club, sailing club and golf club plus easy access to such facilities in neighbouring towns.

www.smoothguide-sunbury.com



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I love working here at Bishop Wand as I feel part of a supportive team. Each day is different and a new challenge. I enjoy helping students and colleagues alike and it's wonderful to work with so many lovely people.

Miss A Farragher @BW 15 months

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Thank you for your interest in our School.

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