



THE **Forest** SCHOOL

*Empowering all students  
to fulfill their potential*



Deputy Headteacher

Information Pack

# Welcome to our school

Dear Applicant

Thank you for your interest in this important, exciting and challenging post - that of sole Deputy Headteacher at The Forest School Academy Trust.

We are looking for an exceptional person with outstanding leadership skills, energy and passion to bring out the best in the school, staff and students.

Staff and Trustees work hard to create a close family community of learners in which there is a clear focus upon raising standards through inspiring teaching and learning, closing the gap between the key stages, effective behaviour management and developing the individual child. The balanced and relevant curriculum provided by the school serves to ensure that students can fully develop their interests and talents.

The Forest School has an excellent sporting pedigree – we have won several national tournaments in a variety of sports, and have many current and past students competing at County (U14 winners 2022), Regional, National (U16 Elite Cup Winners 2022) and even International level. We have a good relationship with Reading Football Club and many of their Academy players attend the school for their educational provision. Students also gain from a varied programme of activities such as trips to Europe, America and the Caribbean, theatre and musical outings as well as more traditional outings to sites of interest such as Cheddar Gorge and Ypres. We have a thriving extra-curricular community and run clubs on a host of activities, including music, drama and table tennis to name but a few.

You will see from our website that the Ofsted graded us as 'Good' (June 2021), although we were delighted with the outcome, we do feel many areas are outstanding as the school continues on its upwards journey.

Berkshire is a delightful and desirable place to live and work. Students attend from the towns of Wokingham and Reading, as well as from the outlying Berkshire villages. The Forest School Academy has deep roots within this community for over 60 years.

Within this application pack you will find a list of the qualities and capabilities that we are looking for. The website will provide an initial introduction, however for a fuller flavour of our school, I would invite you to contact us for a visit. We would be delighted to give you a tour of the school and answer any questions. Please telephone Jaquie Blaney, my PA on 0118 978 1626 x 1091 to arrange this.

I look forward to meeting you during the interview process.

Yours faithfully



Shirley Austin  
Headteacher



## About Us

We are an established academy school of 800 students from year 7 to year 13.

The main school is a single sex non-selective boys school, with a modern 6<sup>th</sup> form centre that is co-educational.

## Our Vision

The Forest School is a learning community where every member of staff understands the difference that they can make to all students' progress. All staff will be actively involved in the personal development of our young people and show commitment to their own and the school's professional development.

The Forest School is committed to the delivery of a first-class education where aspiration, high achievement and excitement are supported by resilience and respect.

At The Forest School the ethos of ASPIRE is followed by all: Aspiring; Safe; Prepared; Independent; Respectful and Excellent.

## We can offer the successful candidate:

- The opportunity to help shape the strategic direction of the school and sculpt its future
- To create an ethos that enables secure and effective teaching for all Forest students.
- The scope to work in partnership with Wokingham Federation Schools, staff, students and the community and lead them on a journey to educational success
- A new and impressive Sixth Form facility with untapped potential
- The challenge to move the school from 'Good' to 'Outstanding', with a solid plan already in place.
- A competitive salary and benefits
- Café, Gym, Swimming Pool, MUGA, Tennis Courts and onsite car parking.



## Context of the post:

The successful candidate will contribute to creation of the next strategic plan. The key to this role is that the members of SLT will work as a strong, cohesive team each contributing specific skills to enable the group to function as a single entity with a strong emphasis on team work and sharing expertise. The expectation is that each member will acquire the necessary skills to be able to take a lead on every aspect of Leadership and Management as it pertains to their areas of responsibility. Positivity, determination, respect and a sense of humour is vital characteristics of team members.

The Deputy and Assistant Headteachers will act as the link between the Leadership Team and specified academic department, meeting regularly and providing support, leadership and guidance to the relevant Subject Leaders on all curriculum, student and staffing matters, taking action to resolve issues of concern and reporting back to the Leadership Team on issues of relevance. A similar pattern of line management will exist in the line management of Heads of Year.

All staff working in the Academy have a duty to safeguard and promote the health, safety and welfare of all children and young people for whom they are responsible or with whom they come into contact with in the course of their duties.

## Ethos:

The Ethos of this position is to;

- Support the Headteacher on the drive to move the school results to above national average when compared to mixed cohorts.
- Ensure that the vision for the Academy and the Trust is clearly articulated, shared, understood and acted upon effectively.
- Demonstrate the vision and values in everyday work and practice.
- Translate the vision into plans which promote and sustain Academy improvement.
- Motivate and work with others to create a shared culture and positive climate.
- Focus on students' achievements and high expectations.
- Acknowledge and celebrate the success and achievements of others.
- Help build a culture which values the richness and diversity within the School.
- Treat people fairly, equitably and with dignity and respect.
- Work with others to improve the quality of teaching and learning and all aspects of the school.
- Encourage a professional learning culture which enables staff to achieve high standards.
- Seek ways of improving organisational structures based on rigorous self-evaluation.
- Promote collective responsibility in the School.
- Work in partnership with parents, Trustees and the wider community to support and improve students' achievements and personal development.
- Review own practice, set personal targets and take responsibility for own personal development.
- Think strategically.





# How to apply



- Complete the 'quick apply' application form on the TES website.
- Please include a supporting letter of no more than 2 sides of A4 font size 12 outlining your education philosophy and how you meet the person specification.
- References will be taken up for shortlisted candidates prior to the interview date wherever possible.
- The Forest School is committed to safeguarding and promoting the welfare of all students. Successful candidates will be required to undertake an enhanced DBS check.
- If you have any queries regarding the application process please contact Jaquie Blaney on 0118 978 1626 x 1091 or email [jblaney@forest.academy](mailto:jblaney@forest.academy)

**Deputy Headteacher salary:** Dependent on experience

**Applications Closing date:** 12:00noon on Thursday, 9th March 2023

**Starting date:** May or September 2023

