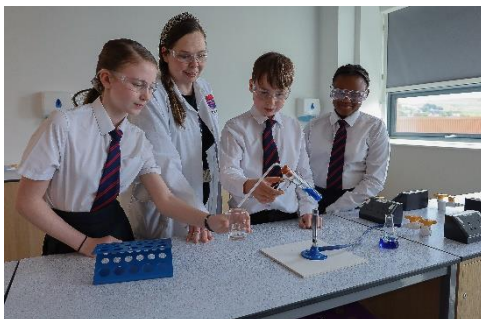




HEADTEACHER

REQUIRED FROM 1ST SEPTEMBER 2024



SUMMARY



Job Title	Headteacher
Reporting to	The Governing Body
Start Date	1st September 2024
Salary Grade	Group 5
Closing Date	12 noon on 22nd March 2024
Interview Dates	30th April & 1st May 2024
Type of School	Secondary (Community)
Age Range	11-16
Location	Whitworth, Rossendale
Denomination	Non-Selective
Number of Pupils	657
Co-educational	Yes

OUR SCHOOL'S ETHOS & VALUES

Our vision for our students as lifelong learners:

- Confident individuals with respect for self and others, able to relate to others, to manage themselves and to communicate effectively
- Responsible citizens with the commitment to participate responsibly in economic, social and cultural life; who have a moral purpose in life and values by which to live
- Successful, confident learners with enthusiasm and motivation for learning, able to link and apply skills and knowledge to new situations
- Effective contributors with resilience, creative ideas and problem-solving skills

Our curriculum:

- Is appropriate, ambitious and relevant to all our students
- Is progressive and flexible, interleaved and sequenced to develop knowledge, skills and understanding which lead to valuable, sustainable learning for all students
- Provides opportunities to develop literacy and numeracy knowledge and skills across curriculum areas
- Recognises the increasing pressures of the digital age on students, and supports their understanding of how to stay safe
- Promotes the spiritual, moral, social, cultural, mental and physical development of students
- Promotes opportunities across the curriculum for the development of positive health and wellbeing
- Provides a broad range of subjects/courses that engage, challenge and raise student aspirations
- Promotes learning and an enjoyment of learning through a wide range of contexts and experiences
- Promotes reading

Our school will support and inspire students to:

- have the confidence, resilience and knowledge to support their own mental and physical wellbeing and make healthy lifestyle choices
- have high aspirations, an ambitious vision for their future, and recognise education as central to this
- develop spiritually, morally, socially and culturally
- have a positive work ethic and thus achieve their academic potential
- enjoy and be happy in school
- become respectful, tolerant and empathetic towards others and uphold British values
- Know their own strengths and areas for development
- make informed decisions and understand their rights and responsibilities

Are you a hardworking, passionate, dynamic and inspirational senior leader who is keen to take on your next challenge? Do you have a proven track record in educational leadership and have aspirations to take your next leadership step? Are you a creative and collaborative leader who has experience of building and maintaining strong teams and devising systems and who will ensure our school continues to 'Climb Higher?'

We are seeking to appoint a Headteacher to continue our relentless drive towards being an outstanding school: an exceptional leader who has the vision, talent and determination to build on the many strengths and the powerful ethos of our school and take it forward on the next steps of the journey.

The successful candidate will be an excellent communicator, committed to enhancing the life chances of our young people, adept in managing competing agendas and in leading school improvement.

Whitworth Community High School demonstrates a relentless drive to embed a culture of high aspirations and expectations, and we provide a caring environment where students learn well, make very good progress, feel listened to and are safe. Student attendance is above national levels. We are full and oversubscribed in each year group; parent/carer, staff and student voice is very positive - highlighted in our Ofsted inspection - and we have earned an excellent reputation within our locality, and across Lancashire.

Students succeed academically and make strong progress at Whitworth Community High School. In 2023, our P8 score was +0.23, one of the most positive scores in Lancashire, and Attainment 8 was 49.1. Our student profile is truly comprehensive and we are proud that students of all abilities and from all backgrounds succeed and flourish with us within a calm, purposeful learning environment.

This is an exciting time to join Whitworth Community High School. At Easter 2023 we moved into our new school building which offers fantastic facilities, and is one of the first net carbon zero school building projects undertaken by the DfE in the pilot of their Rebuilding Schools Programme.

In March 2023 our Ofsted inspection team recognised that we remain a securely good school which continues to be highly ambitious and which continues to improve - a judgement about which we were entirely confident.

If you have the ambition, resilience and determination to inspire the next generation of students and staff at Whitworth Community High School, we look forward to receiving your application.

'Leaders have ensured that the school's motto of 'climbing higher' underpins the work of the school. They have designed opportunities and experiences that widen pupils' horizons. They expect pupils to achieve well.'

Whitworth Community High School is committed to safeguarding and promoting the welfare of children and young people. Appointment is subject to a satisfactory enhanced disclosure (DBS). Please note that in line with KCSIE 2023 an online search will be carried out as part of our due diligence on shortlisted candidates.

INTRODUCTION FROM CHAIR OF GOVERNORS



Dear applicant

Thank you for your interest in the role of Headteacher at Whitworth Community High School.

The vacancy comes about due to the forthcoming retirement of our present Headteacher, who has led the school to its current highly successful and well-regarded position and who has served the school and its community with vision and tenacity over her 11 year tenure. Under her leadership the school has risen to a secure and consistently 'Good' Ofsted rating, and continues to 'Climb Higher.'

Whitworth Community High School is a relatively small secondary school, in a semi-rural location with a truly comprehensive intake from the local area and beyond.

This post presents an exciting opportunity. We are poised for a new chapter in our proud history and in our new DfE-funded school building. Our new Headteacher will need a clear vision for the future, have extremely high standards, with the wellbeing of students and staff at the core of all that they do and the passion and experience to lead the school on this journey.

They will be able to rely on strong support from a governing board with a wide-ranging skill set and who have a real commitment to our school and its community. Governors enjoy positive relationships with the school: they take part in regular training and conduct well-planned visits to explore identified themes with staff and students as part of their monitoring role and to celebrate school successes. Governors have high expectations for the future of the school and are not afraid to challenge to achieve these.

The school is in a very strong position for the future having again secured a strong Good from Ofsted in March 2023, completed the move into the new school building, and having students who want to be in school therefore achieving an exceptional attendance figure and GCSE results.

The governing board values student opinions and I have included in the pack a message from our present Head Prefects who wanted to give their views on their life and that of their peers at Whitworth Community High School.

I hope this gives you some useful information and insight into the school that I am extremely proud to be a part of, and that this encourages you to apply for this exciting position.

Yours sincerely

Christine Wright

Chair of Governing Board

MESSAGE FROM OUR HEAD PREFECTS



Culture and high expectations, leadership opportunities and respect - this is what makes our school stand out from anywhere else, alongside rewards and recognition, being valued, Pastoral support, and our strong reputation.

Here at WCHS we have high expectations from all. We work hard to uphold our 7 Respects and always reinforce these throughout school, embedded from the very start of students' high school learning journey in Year 7. This ensures that our vision of "Climbing Higher" is evident to all students, families and within the wider community. Our supportive school certainly rewards good behaviour. Achievement points, termly commendation awards where students are awarded Bronze, Silver or Gold Stars and yearly awards evenings where we are recognised not only for achievement but for aiming high and effort, meaning all students feel valued, regardless of ability. Leadership opportunities are offered to all students, whether this is being listened to as a student voice, chosen to be part of School Council, an ambassador, prefect, senior prefect or Head Prefects, ensuring that students leave WCHS well rounded, responsible young adults, making ambitious choices.

Curriculum opportunities, academic achievements, AGT challenges, knowing you are valued for effort as well as attainment, staffing continuity and strong professional relationships with teachers are key to our success.

At Whitworth Community High School we take pride in our achievements and staff and governors always aspire to keep reaching outstanding results for our students and it is a priority that we continue to do so. One of the ways we do this is by having an ambitious curriculum that highlights the strengths of our staff and hopes to engage all students in lessons. We also are lucky as students to be offered an able, gifted and talented programme; this aims to support and encourage more able students to acknowledge their potential through looking at futures such as jobs and potential lifestyles and also by looking at more immediate futures and working with local colleges, apprenticeships and the Brilliant Club programme. However, one of the things that we like the most about Whitworth is that people are recognised and celebrated not just for academic attainment but also as individuals for their progress and effort, with awards being from achievement points and sweets to trophies at our annual Awards Evening. We think that in Whitworth's new chapter it is important that we continue to recognise the efforts made by all students.

Furthermore, one of the things that seems to help students most at Whitworth is a sense of stability and continuity, for example classes tend to have the same english and maths teachers all the way from year 7 to year 11 - we think that this is important as students don't need to adjust to new teaching styles and teachers can really get to know students and adapt their teaching style to suit the classes' needs. We also end up being a lot more comfortable and confident with teachers that we are more familiar with, therefore making our overall learning experience better.

Another strength of our school is the range of opportunities we have to become interesting and responsible young people; to experience school trips and to benefit from a wide range of extra-curricular and enrichment activities. Students value these opportunities and enjoy working alongside staff and students from other year groups - in sporting, musical and drama activities for example.

What do we think will make a good Headteacher for Whitworth Community High School?

A good Headteacher will need to be decisive and have a firm but fair attitude to uphold the school's high expectations; however, they should also be someone who cares for the students and listens to what they have to offer.

Our new Headteacher needs to keep the open door approach staff and students are used to; and keep the balance between being the lead professional and having a human side. We think that someone like that will really help students to continue to thrive and will keep our school 'Climbing Higher' as the next generation of students joins us.

Year 11 Student Leadership Team – February 2024



JOB DESCRIPTION



This job description reflects the **Headteachers' Standards** (2020). These standards are built upon the Teaching Standards (2012) which apply to all teachers, including Headteachers.

CORE PURPOSES OF THE POST:

The core purpose of the Headteacher is to provide professional leadership and management for the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success the Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The Headteacher should establish a culture that promotes excellence, equality, and high expectations of all pupils.

The Headteacher is the leading professional in the school. Accountable to the Governing Board, the Headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The Headteacher, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation, and administration of the school.

The Headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, the Local Authority, higher education institutions and employers. Through such partnerships and other activities, Headteachers play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.

B. HEADTEACHER STANDARDS

1. *School culture*

- establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism

2. *Teaching*

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains

- ensure effective use is made of formative assessment

3. Curriculum and assessment

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

4. Behaviour

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen

5. Additional and special educational needs and disabilities

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

6. Professional development

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

7. Organisational management

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate

- effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

8. *Continuous school improvement*

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

9. *Working in partnership*

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

10. *Governance and accountability*

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationships with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post. Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

[A] Qualifications

	Qualification requirements	Essential/ Desirable
	Qualified teacher status	E
	Good Honours Degree	E
	NPQH or relevant postgraduate qualification	D

[B] Professional Development

		Essential/ Desirable
	Evidence of recent and appropriate professional development for the role of Headteacher (for a first-time head) Or Evidence of ongoing leadership and management professional development (if a serving head)	E
	Up to date safeguarding training and knowledge of legislation for the protection of young people.	E

[C] School leadership and management knowledge and experience

		Essential/ Desirable
	Successful leadership as a Headteacher / Associate Headteacher / Acting Headteacher	D
	Experience of involvement in a significant capital project	D
	Experience of leading curriculum development	E
	Experience of leading pastoral systems	E
	Significant experience as a senior leader in a secondary school	E
	Evidence of successfully leading school improvement	E

	Evidence of the application of strategies to review, evaluate and improve teaching and learning.	E
	Experience of monitoring staff performance	E
	Knowledge of effective budget management and financial analysis	E
	An understanding of strategic financial planning in relation to its contribution to school improvement and pupil achievement.	E
	The ability to provide support and advice to the Governing Board to enable it to meet its responsibilities.	E
	To have had experience of guiding, mentoring or training individuals or teams.	E
	Maintains good awareness of current national education policy and strategy.	E

[D] Experience and knowledge of teaching

		Essential/ Desirable
	A clear understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils.	E
	Commitment to ensuring inclusion and addressing diversity positively.	E
	Can effectively analyse school data and identify appropriate actions which then form part of the school improvement plan.	E

[E] Professional Attributes

		Essential/ Desirable
	Commitment to achieving the very best	E
	An ability to communicate effectively, both orally and in writing, with a range of audiences	E
	To be a leader of learning; demonstrating, promoting and encouraging excellent classroom practice.	E
	A commitment to the professional development and wellbeing of all staff, and self.	E
	Have a good commitment to sustaining regular attendance at work	E
	To be able to assess and balance risks and opportunities	E
	An ability to engage and work collaboratively with parents/carers	E
	The ability to plan, prioritise and organise self and others	E
	Strong behaviour management skills	E

[F] Personal Qualities

		Essential/ Desirable
	A passion for and commitment to achieving the very best outcomes for all children	E
	Create a clear vision for an innovative, progressive and forward thinking school.	E
	The ability to build, create and then communicate a clear vision for the school to all people	E
	The capacity to provide inspirational, enthusiastic and innovative educational leadership	E
	A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual.	E
	Flexibility, initiative and resilience to maintain a positive attitude in the face of a challenging and demanding job	E
	An ability to establish effective working relationships with a diverse range of people including pupils, parents, Governors, colleagues, other professionals and wider community	E
	The ability to inspire confidence	E
	Excellent interpersonal skills and a good sense of humour	E
	The ability to perform effectively under pressure	E
	Think analytically and creatively and demonstrate initiative in solving problems	E
	Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E

[F] Safeguarding

		Essential/ Desirable
	Displays commitment to the protection and safeguarding of students and staff	E
	The ability to form and maintain appropriate relationships and personal boundaries.	E
	Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	E
	Will co-operate and work with relevant agencies to protect young people	E

[G] Professional Skills

Each candidate will be expected to demonstrate knowledge and understanding of the Headteachers' Standards 2020 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in Whitworth Community High School.

[H] Confidential References and Reports

Positive recommendation from all referees, including current employer	E
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VISITS TO SCHOOL

The first day of interviews will take place in the school, and there will be an opportunity to tour the school on this day.

If you would like to visit school prior to application, visits are available on the morning of **Monday 11th March** and **Friday 15th March** when there will be an opportunity to meet our current Headteacher. If you would like to arrange a visit, please contact Mrs Yvette Ellis on 01706 343218 or via email y.ellis@whitworth.lancs.sch.uk

APPLICATION

All applications should be on the Lancashire County Council application form which is enclosed. **Completed forms should be accompanied by: a letter of application which should be no more than two sides of A4, and an up to date CV.** In the letter you should indicate the reasons for your interest in the post, and your vision for the school together with a brief outline of how your previous experience, skills and attributes have prepared you for this position. Please note that whilst CVs should be submitted, they will not be accepted as application on their own.

**The closing date for applications is
12 noon on Friday 22nd March 2024**

All completed application forms with covering letter and CV should be returned to recruitment@whitworth.lancs.sch.uk or addressed to :

**Headteacher Application : FAO Mrs Y Ellis
Whitworth Community High School
Hallfold
Whitworth OL12 8TS**

**Interviews will be held on Tuesday 30th April and Wednesday
1st May 2024**

Due to limited resources, it is not our policy to write to the unsuccessful candidates so please assume your application has been unsuccessful if you do not hear from us within two weeks of the closing date. Thank you for your interest.