



# Riverside Special School

Headteacher Recruitment Pack  
Spring 2024



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## Letter from the Co-Chairs of the Governing Board



Dear Applicant

On behalf of the Governing Body, we would like to thank you for expressing an interest in the position of Headteacher at Riverside Special School, Goole. We are delighted you are considering our school to be the next step on your career path, and we hope the following information will encourage you to proceed with your application.

We are very keen to appoint an inspirational leader to join our school from September 2024 due to the retirement of our very respected and long-standing Headteacher. The successful candidate must have a passion for, and knowledge of, Special Educational Needs and Disabilities provision across all areas of the curriculum.

Our school is very well known in the community for its warm and friendly atmosphere, where every child and young person is valued, included and treated as an individual. Our recent Ofsted inspection was rated good. It was reported that the work to support pupils' wider development was exemplary. We have been rated as 'outstanding' in behaviours & attitudes and in personal development, this is something we are all very proud of.

There's no doubt this will be a challenging and fulfilling role which will offer many opportunities for the successful candidate to make a real difference in a school which has great potential. We offer a warm, caring and welcoming environment with committed staff, engaged parents, encouraging and supportive governors and, most importantly of all, wonderful children and young people who we believe will achieve and succeed.

We encourage you to visit our school to meet our fantastic team if you believe you can fulfil this role. Please do contact the school office to make an appointment or should you require any further information.

We look forward to receiving your application.

Yours faithfully

Helen Caldwell & Jessica Horseman

Co-chairs of Governors

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## About our school

Riverside School is a well sought after community day special school, which caters for children aged 2 – 19 years. All our staff strive to make Riverside an outstanding learning community in which all students enjoy their studies, feel valued and safe.

You will be joining a highly skilled and motivated staff team who share a passion for helping our students to achieve their potential. Our talented and supportive colleagues work collaboratively to maintain our caring ethos and high standards.

We **BELIEVE** in the ability of all and create an environment of respect, inclusion, equality, aspiration and celebration.

We enable pupils to **ACHIEVE** their potential, inspire them to develop positive, healthy lifestyles and prepare them for adult life. We aim to keep pupils engaged whilst striving to develop their basic skills (Literacy and Numeracy) as well as social and life skills, including shopping and travel training.

To do this we continue to develop appropriate curriculum opportunities for all to **SUCCEED** and fully include those with more significant/complex learning needs.

## Location

As the name suggests, Riverside School is situated alongside the river Ouse, close to the relatively modern, town of Goole and the leafy villages of Hook and Airmyn. Goole's strongest feature is, perhaps, its position. Situated close to the junction of the M62 and the M18, within easy commuting distance of Sheffield, York, Leeds and Hull.

As a Special School, our students come from towns and villages across the whole of the East Riding of Yorkshire and several neighbouring Local Authorities.

In 2020, the school was transformed by a large-scale refurbishment and extension project, including a hydrotherapy pool, sensory rooms, a PMLD equipped classroom and intervention learning spaces. The school boasts extensive grounds which include a sensory garden, outdoor classroom pavilion, horticultural area with polytunnel, outdoor gym, wheelchair/ cycle track and a MUGA pitch.

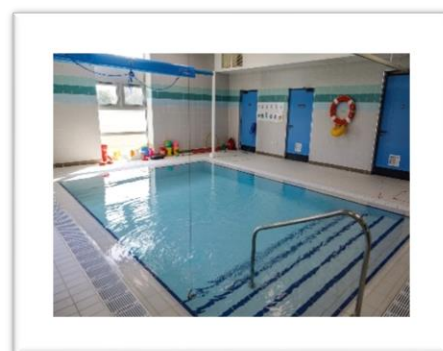
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Our expanded capacity now includes a designated EYFS provision and Sixth Form department, in line with the East Riding's Common Offer for special schools. The school's designation accommodates individuals with SLD and complex needs, though many of our older students present as MLD.

The school offers numerous clubs and activities for pupils both during the day and after school. We encourage regular offsite visits and activities, including weekly shopping and travel training. Residential excursions are a very important part of our extended curriculum.

You would be joining a happy and successful school. More information about Riverside School is available on our website

<https://www.riversideschoolgoole.com/>



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## What our children like about our school



Sensory  
room and  
swing room.

Its fair, like  
the teachers.

It's a  
friendly  
place.

Some of my friends  
make me feel like  
we're a family.

Going to the  
shops with  
my teachers.

**People help  
us.**

I like  
learning.

I like to  
play.

I like to write  
and draw.

Playing games with  
my friends like  
Football, Basketball  
and Parkour.

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We want someone who is:

- Kind and Fair
- Funny and Helpful
- Nice
- Organised
- Patient and Happy
- Smartly dressed
- Supportive
- Brave
- Solves problems
- Helps people with difficulties
- Attends meetings with teachers to make sure everyone is heard
- The Headteacher would be filled with friendliness, caring and joyfulness.

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# Headteacher Job Description

## **Purpose:**

- To provide vision, leadership and direction for the school.
- With the governing body, to be responsible for creating and maintaining a productive learning environment which is engaging and fulfilling for all pupils, promoting the highest possible standards, and fostering the continuous improvement of the quality of learning offered by the school.

## **Accountable to:**

- The governing body.

## **Accountable for:**

- Standards, progress and well-being of all pupils and all staff and for all resources.

**The post holder will be expected to uphold all the Headteachers' Standards.**

## **Professional Conduct**

- To uphold the Nolan Principles of Public Life.
- To uphold public trust in school leadership and maintain high standards of ethics and behaviour.
- To promote effective relationships with all pupils, staff, governors, parents, other schools, the local community, the Local Authority and other external bodies to enhance the positive image of the school and the development of the education system.
- To develop a culture of staff professionalism.

## **School Culture and Ethos**

- To treat everyone fairly and equitably, with dignity and respect, to create and maintain a shared school culture and positive climate which motivates pupils, staff and all other members of the school community.
- To nurture all children so that they reach their personal goals.
- To create a culture of high expectations and aspirations that lead to an excellent education for all pupils.
- To ensure that parents, pupils, staff and governors are committed to the school's vision.
- To establish a positive ethos throughout the school so that pupils take pride in their school, their work and their behaviour.
- To provide support, professional development, guidance and challenge to all staff, embracing opportunities to engage critically with educational research to provide the very best for all pupils.

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- To ensure that teachers and adults work effectively with professionals, parents and carers to identify and meet the needs of pupils with additional needs and those with Special Educational Needs and Disabilities.

### **Curriculum, Teaching and Assessment**

- To ensure that teaching nurtures, engages and motivates children and is based on accurate assessment of children's learning needs and development so that activities and experiences meet their needs.
- To ensure that assessment is appropriate and proportionate, and that assessment information is used effectively by leaders and governors to improve teaching and the curriculum.
- To ensure that statutory requirements for the curriculum are met, that curriculum provision is appropriate and relevant to the needs of all pupils and provides equality of opportunity for all.
- To ensure that the curriculum is ambitious, promotes enthusiasm and engagement for pupils and helps to develop their life skills.
- To ensure that excellent teaching within a broad and balanced curriculum, accompanied by effective provision for spiritual, moral, social and cultural development, assists all pupils to prepare for life in modern Britain.
- To understand what good and outstanding teaching and learning looks like and to be able to communicate this effectively to all staff and governors.
- To ensure that post 16 students achieve as highly as possible.
- To ensure that students are well prepared for their next steps.
- To ensure that children in the Early Years achieve well in line with the statutory framework.

### **Professional Development or leadership and management?**

- To ensure that the school's Appraisal policy, including induction, is effectively implemented including reporting to the governing board as necessary.
- To ensure that staff have access to high-quality professional development opportunities that align to individual needs and that of the whole school development planning process.
- To ensure that professional development helps to build capacity and sustain school succession planning.
- To keep up to date with developments within education.
- To regularly review their own practice, sets personal targets and takes responsibility for own personal development.

### **Organisational Management or leadership and management?**

- To lead and manage change effectively.

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- To ensure that effective monitoring and evaluation of the quality of teaching, attainment and progress are used to improve learning.
- To ensure that parents and carers are regularly provided with sufficient information to understand how well their children are doing and what they can do to help improve learning.
- To treat staff fairly, equitably and with dignity managing systems to ensure their well-being and their workload is well managed.

## **Governance**

- To work with the governing body to enable it to meet its responsibilities and present to it, on a regular basis, an accurate account of the school's performance.
- To ensure that the school fulfils all statutory duties, including those relating and not limited to safeguarding, finances, curriculum, equality and health and safety.



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# Headteacher Person Specification



Headteacher Specification	Essential	Desirable	Application	Interview or task	Reference
<b>Qualification and Training</b>					
Degree level qualification	X		X		
Qualified Teacher Status	X		X		
Evidence of further continuing professional development		X	X		
<b>Experience</b>					
Substantial experience of SEND with proven, successful senior leadership and management experience within a mainstream school/college and/or special school(s)	X		X	X	X
Effective delivery of educational services to children with EHCPs and complex/high needs	X		X	X	
A successful track record of leading and managing change to deliver strategies to improve measurable outcomes	X		X	X	X
Experience of working with partner agencies in the delivery of strategic objectives (e.g. Ofsted, DfE, MATs, Council services, employers and parents)	X		X	X	
Experience of managing and developing a curriculum that caters for individual students' needs	X		X	X	X
Demonstrated ability to inspire and effectively lead colleagues in professional development	X		X	X	X
Experience of working across different phases in education (e.g., Nursery, Primary, Secondary, 6 <sup>th</sup> Form)		X	X	X	
<b>Knowledge and Skills</b>					
Motivation to work with children and young people with a strong commitment to ensure all achieve	X		X	X	
An understanding of how to empower students and staff	X		X	X	
A clear understanding of the Ofsted framework and a proven track record for preparing staff for inspection	X		X	X	
A clear understanding of and commitment to the safeguarding of all children	X		X	X	X
Proven ability to listen to, understand, inspire and work effectively with the school and wider community	X		X	X	
Knowledge and understanding of the statutory frameworks which set out their professional duties and responsibilities	X		X	X	
Knowledge of current educational developments and legislation, particularly in relation to the SEND	X		X	X	

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<b>Personal Qualities</b>					
Be able to provide inspirational leadership for the whole school community	X		X	X	X
Demonstrate consistently high standards of principled, professional and ethical qualities in line with the Head Teacher professional standards	X		X	X	X
The ability to build positive relationships rooted in mutual respect	X		X	X	X
Highly developed communication and presentation skills with the ability to present ideas and proposals effectively	X			X	
The ability to hold difficult conversations and dealing with conflict whilst sustaining positive relationships	X		X	X	X
Demonstrate tenacity, emotional resilience, and be a positive role model within the school community	X		X	X	
Have a commitment to valuing, supporting and encouraging the professional development of all staff.	X		X	X	
To foster an open, transparent and equitable culture with a commitment to Equal Opportunities	X		X	X	
<b>Governance</b>					
An understanding of the importance of working productively and professionally with the Governing Body.	X		X	X	
Able to demonstrate an understanding of school finances, recognising the need to use public funds effectively and efficiently		X	X		
<b>Behaviour and Safety</b>					
Experience of safeguarding and promoting the welfare of children and young people and developing a safe and supportive school environment	X		X		X



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## Key Information

### The School

Riverside Special School  
Ainsty Street  
Goole  
DN14 5JS

Phone: 01405 763925

Email: [riverside.special@eastriding.gov.uk](mailto:riverside.special@eastriding.gov.uk)

Website: [www.riversideschoolgoole.com](http://www.riversideschoolgoole.com)

Number on Roll: 136

### The Post

Post: Full time, permanent  
Salary range: L21-L27

### The Recruitment Process

Applications are available from: [www.eastriding.gov.uk/jobs](http://www.eastriding.gov.uk/jobs)

Closing date: Tuesday 2<sup>nd</sup> April 2024  
Shortlisting: Thursday 4<sup>th</sup> April 2024  
Interviews: Candidates will need to be available across two days:  
Monday 15<sup>th</sup> and Tuesday 16<sup>th</sup> April 2024  
Start date: 1st September 2024 (or as soon as possible after this date)

Visits to our wonderful school are welcomed and encouraged. Please telephone Abby Wilson at the school to make an appointment.

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