**Werneth School: Contextual Information for Deputy Headteacher**

Werneth School in Stockport is an 11-16 school with over 1000 students. The school serves a comprehensive intake, with some significant deprivation. Over 40% of students are pupil premium students.

A new headteacher started in September 2015 and there has been a significant amount of change over the past 18 months within school. This has included a new SLT structure; a new curriculum structure; a new school day format; refocused systems with regard to tracking, reporting, pastoral welfare and the role of middle leaders; abolition of NC levels at Key Stage 3 and a new approach to lesson observation.

The school moved into a new building at the rear of its current premises on 31st October 2016, and the whole site will be completed in May 2017 ( demolition of “old” school, new car park, sports facilities and completion of outdoor spaces ). This is a much-needed improvement for the school’s curriculum, resources and learning environment.

OFSTED last visited in 2012 and another inspection is due. Some disappointing results in 2014 and 2015 mean this inspection will be challenging, but much of this is due to curriculum decisions that have now been changed and the improvements shown in the 2016 results were encouraging. The local authority describe the school as “rapidly improving” and are supportive of the changes that have been implemented. But the school is on a journey and there remain significant challenges ahead to consolidate and strengthen the school’s performance.

The leadership team is structured as follows:

Mr A Conroy, headteacher

Mrs P Foy, deputy headteacher, Curriculum and Achievement

Vacancy, deputy headteacher, Teaching & Learning, and Professional Development

Mrs H Butler, assistant headteacher, Teaching & Learning

Mr G Norman, assistant headteacher, Maximising Achievement

Mrs K Logan, assistant headteacher, Key Stage 3 Curriculum and Achievement

Mrs J Dee, assistant headteacher, Student Support, Inclusion and Safeguarding

Mr S Bolland, assistant headteacher, Learning Technologies and Parental Engagement

Mrs G Kennedy, assistant headteacher, Head of Mathematics

Mrs R Chantler, assistant headteacher, Head of English

Mrs Z Holgate, school business manager

Heads of English and Mathematics were appointed within the last academic year and have led significant changes and improvements in those areas. An SLE is working with the Science department to lead improvement, and this is having a significant impact.

**Teaching & Learning**

The school operates a “Learning and Teaching Action Group” to guide good practice. All student-centred staff also attend half termly “Teacher Learning Communities”. Other CPD opportunities are regular and popular with staff. 12 staff were trained in July to take on the role of “Teacher Coaches” to provide 1-2-1 support where necessary, and the potential of this has yet to be realised. Observations are conducted by headteacher, deputy headteacher and assistant headteacher, without notice.

**Challenges for the new postholder:**

The headteacher will be very supportive of the new postholder in driving this agenda, and the role will have an extremely high profile within school.

* The current postholder has led the building project for the past 12 months and has therefore not been able to focus on improvements in this area to the extent that we would have liked. The headteacher is keen to establish strong systems and CPD to improve teaching to “good” across the board.
* There is some excellent teaching, and some weaker teaching within school. Main priority will be to improve teaching to at least “good” in terms of typicality of practice across the curriculum.
* Embed and lead systems to challenge underperformance in teachers, working with teacher coaches and other methods
* To lead staff CPD, focusing on a number of key areas as a priority:
  + Differentiation
  + Challenge
  + Developing students’ resilience and independence
  + Increased active engagement in lessons
* To lead CPD, self evaluation and leadership development within school, to drive standards.

Candidates are encouraged to arrange a visit to the school and meet the headteacher to discuss the role in greater detail, and see the school in action. Visits can be arranged via the headteacher’s PA, Mrs C Humphreys [Catherine.humphreys@wernethschool.com](mailto:Catherine.humphreys@wernethschool.com)

This is an exciting role and the rewards will be significant for the successful candidate. Werneth School is a supportive place to work, and – whilst the role will demand a significant commitment – the school is ready to continue its improvement journey. The successful candidate will have proven ability to lead improvement in aspects of teaching and learning in a secondary school, and will have the tenacity and confidence to drive improvements in teaching at a strategic level.

A Conroy, headteacher, November 2016