

Withernsea High School



Headteacher Application

Co-educational school for pupils aged 11-18

We are seeking to appoint a Headteacher who has the vision, drive, inspirational leadership and skill to take our school on the next step of its journey of growth and development. We are interested to hear from experienced Headteachers and those looking for their first headship.

At Withernsea High School we are committed to working in partnership with our students, their parents and the community to enable all our students to achieve more than they think is possible.

Working together achieving more

Withernsea High Schools' ethos is based on high aspirations, expectations and achievement for all. We exist to provide high quality teaching and learning experiences in a supportive and caring environment situated at the heart of our local community.

Many of our staff have stayed to develop their teaching career with us, showing a commitment to the school and its ongoing ambition to provide an excellent sustained provision for all students regardless of their background.



Ofsted
raising standards
improving lives

Rated: Good
November 2016

Withernsea High School, Hull Road, Withernsea, East Riding of Yorkshire, HU19 2EQ

Phone: 01964 613133

Email: whstc@wscampus.net

Web: www.withernseahigh.org.uk

Working together, achieving more

Advert

Contract type: Full time

Contract term: Permanent

Salary: Group 5, ISR: L24 £69,330 - L30 £80,310

Start date: On or before 1st January 2019

The governors, staff and students at Withernsea High School are seeking to appoint a Headteacher who has the vision, drive, inspirational leadership and skill to take the school on the next step of its growth and development.

The successful candidate will be truly committed to building on the strong foundations of significant growth, change and improvement by further improving the positive culture of the school.

We have a committed and able staff, a supportive governing body and students that are talented and hardworking.

The school is situated in the coastal town of Withernsea to the north of the Humber Estuary, and takes students from a number of villages across southern Holderness. We presently have 695 on roll which includes a Sixth Form of 68 students.

We are seeking to appoint someone who will:

- Promote an ethos that develops a climate of aspiration and mutual respect.
- Lead developments in the quality of teaching and the pupils achievements
- Have a vision of excellence and a passion to move the school forward
- Inspire and motivate staff and students
- Display the energy, enthusiasm and creativity to impact on the day to day lives of our young people
- Foster close links with the community in which we serve

Applications are invited from outstanding, committed and enthusiastic senior leaders with proven leadership and management skills.

There will be an opportunity for candidates to visit the school at 9.00am on either **Wednesday 25th April** or **Tuesday 1st May 2018**. Please see Page 14 (Contacts) for further information.

Application forms and information packs are available at <https://jobs.eastriding.gov.uk/>

Key dates during the process...

Informal visit opportunity: Wednesday 25th April

Informal visit opportunity: Tuesday 1st May

Closing date: Monday 7th May

Shortlisting: Thursday 10th May

Interviews: Tuesday 26th & Wednesday 27th June

Start date: On or before Tuesday 1st January 2019

Introduction

Letter from Caroline Heaton, Chair of Governors

Dear Applicant,

We are seeking to appoint a new Headteacher who has the vision, drive and inspirational leadership skills to take our school from good to outstanding.

At Withernsea High School we are committed to working in partnership with our students, parents and the wider community to achieve more than they think is possible.

Our mission statement is 'Working together, achieving more'. Our ethos is based on high aspirations, expectations and achievement for all.

We exist to provide high-quality teaching and learning experiences in a supportive environment which is situated at the heart of our local community.

We are looking for a highly-motivated and committed individual who will lead our staff to carry out their roles to the highest standard and challenge any underperformance.

Due to our geographical location, deprivation and the challenges these bring, we are looking for someone who is able to raise the aspirations of our students.

I would like to thank you for expressing an interest in this post and I look forward to meeting the short-listed candidates.

My Warmest Wishes



Caroline Heaton,
Chair of Governors

Person Specification

Your application should show the extent to which you have successful experience of:

Shaping the Future

- Working within a school community to translate the vision into agreed objectives and operational plans which promote and sustain school improvement.
- Motivating and working with others to create a shared culture and positive climate.

Learning and Teaching

- Ensuring a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning.
- Monitoring and evaluating the quality of teaching, the standards of learning and the achievement of all pupils, including vulnerable groups, in order to set and meet challenging targets.
- Demonstrates and articulates high expectations and sets stretching targets for the whole school community.

Developing Self and Working with Others

- Ensuring effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Regularly reviews own practice, sets personal targets and takes responsibility for own personal development.
- Manages own workload and that of others to allow an appropriate work/life balance.
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

Securing Accountability

- Developing a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensuring individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.

Leading and Managing the Organisation

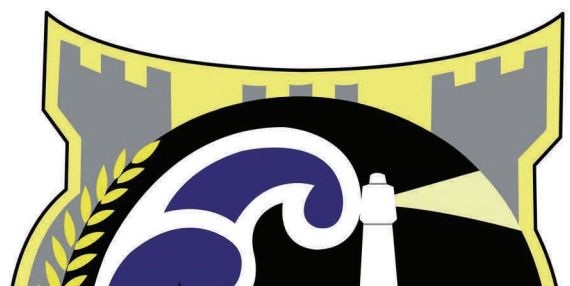
- Producing and implementing clear, evidence-based improvement plans and policies for the development of a school and its facilities.
- Hold all staff to account for their professional conduct and practice.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Ensuring that, within an autonomous culture, policies and practices take account of national and local circumstances, policies and initiatives.
- Ensures that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money.

Strengthening Community

- Collaborating with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of the students and their families.
- Creating and maintaining an effective partnership with parents and carers to support and improve students' achievement and personal development.

Professional Qualities

- Have Qualified Teacher Status and evidence of further professional development (such as NPQH).
- Preferably have had experience of working in an 11-18 school.
- Preferably have had experience of holding a post in more than one school.



Job Outline

Job title: Headteacher of Withernsea High School

Job purpose: a) to provide vision, leadership and direction for school. b) with the Governing Body, to be responsible for creating and maintaining a productive learning environment which is engaging and fulfilling for all pupils and fosters the continuous improvement of the quality of education offered by the school.

Accountable to: The Governing Body

Accountable for: The standard, progress and well-being of all pupils and all staff and also for all resources.

Key tasks:

- To treat people fairly, equitably, with dignity and respect to create and maintain a shared school culture and positive climate that motivates pupils, staff and all other members of the school community.
- To be responsible for the safeguarding and promotion of the welfare of children in the school.
- To be responsible for the day-to-day management, organisation and administration of the school, managing your own workload and that of others to allow an appropriate work/life balance.
- To ensure that the school achieves its curriculum and pastoral aims through the effective implementation of the school's development and annual improvement plan.
- To ensure that statutory requirements for the curriculum are met, curriculum provision is appropriate and relevant to the needs of all pupils and provides equality of opportunity.
- To provide a curriculum that promotes high levels of achievement and raises pupils aspirations.
- To develop the school's planning process to ensure that teaching is appropriate to the age and ability of all pupils and provides challenge, progression and high expectation to enable all pupils to achieve at the highest level.
- To monitor and evaluate standards of teaching, learning, resource usage and management effectiveness and implement appropriate strategies for change where required.
- To collaborate with others to raise standards of education, recognising the role of the Headteacher as a leader within the local community.
- To advise the governing body on the formulation of policies and their implementation to ensure the enhancement of the quality of learning in an efficient and cost effective manner.
- To promote effective relationships with all pupils, staff, governors, parents, other schools, the local community, the Local Authority and other external bodies to enhance further the positive image of the school and the development of the education system as a whole.
- To be responsible for the appointment and dismissal of staff outside the School's Leadership Group.
- To ensure that the school's Performance Management Policy, including induction, is effectively carried out, including reporting to the governing body through regular reports.
- 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.

Aims and Values

Aims

Withernsea High School:

- Ensures that high aspiration, expectation and achievement are at the core of all that we do
- Recognises and celebrates success
- Focuses on providing excellence in teaching and learning
- Offers a wide range of learning experiences
- Provides a safe, healthy and inclusive school community
- Ensures a strong sense of community between staff, our learners, parents, local communities and partners
- Provides strong pastoral care where every student is known, supported and guided

These aims are under-pinned by the following values.

Values

- Respect for self, others, school expectations, and the environment
- Unwavering belief that every person can make a valuable contribution
- Responsibility for self, others and the community we serve
- Embracing individual diversity whilst creating a sense of belonging (being different, belonging together)
- Integrity exemplified through positive communication in words, gestures and deeds between all members of our community
- Inspiring all to be lifelong learners through challenging and engaging learning opportunities

Whole School Improvement Priorities 2017-20

Ensure excellent outcomes for all by:

- **Assessment, recording & reporting:** 'Highly effective systems of assessment, recording and reporting are embedded across the school and valued by students, staff and parents'
- **Monitoring & evaluation:** 'Consistent monitoring and evaluation by leaders and Governors results in improvement in provision, quality of teaching and learning and student outcomes'
- **Student responsibility:** 'Students demonstrate expert learner attributes across the school'
- **Celebrating Success:** 'Student achievements are consistently recognised and celebrated across the school'
- **Most able:** 'A broad, stimulating and suitably challenging curriculum leads to outstanding outcomes for our most able students through enhanced learning opportunities'
- **Disadvantaged:** 'A culture of high aspiration enables disadvantaged students to achieve academic excellence, participate actively, improve attainment and make progress which exceeds national averages'

Ensure excellence in teaching and learning for all by:

- **CPD:** 'Staff and Teams access a range of bespoke CPD opportunities which lead to excellent provision and strong student outcomes'
- **Big 3:**
Challenging all learners – 'There is a suitable level of challenge for all students across the curriculum and in teaching across the school'
Feedback and response - 'Highly effective feedback is routinely given to students who through their response, make excellent progress'
Literacy & Numeracy - 'Students demonstrate a developing mastery of language and fluent mathematical skills across their areas of study'
- **Study Skills:** 'Students use a range of study skills effectively to help secure strong outcomes'

Ensure high quality support and challenge for all by:

- **Curriculum:** 'An enriched, challenging curriculum engages, inspires and prepares students fully for their next steps'
- **Extra-curricular:** 'Students participate in a range of extra-curricular activities that meet the interest and needs of learners across all key stages'
- **Mentoring and intervention:** 'High quality mentoring and intervention enables all students to achieve strong outcomes'
- **Transition:** 'Highly effective transition enables all students to make good progress across all key stages'
- **Parental and community engagement:** 'Parents/Carers and the community are fully engaged with the school, supporting excellent student outcomes'
- **Leadership and management:** 'Leaders and managers receive high quality professional development'
- **Communication:** 'Highly effective systems of communication are embedded across the school community'

Location

Withernsea High School is in a coastal town 18 miles from Hull. We serve the local community and the surrounding villages.

We have 695 children on roll with roughly 50% from the town of Withernsea and 50% from the surrounding villages of Holderness. The region has a population of approx. 44,000 and is predominantly agricultural.

Holderness develops each year as a residential and holiday area. Inland there are many attractive villages; there are historic houses, parks and gardens.

There is a wide range of property available both for first-time buyers and for those seeking larger properties. The cost of property within the area is below the national average. Some rented accommodation is available within Withernsea itself. The majority of staff live in the surrounding villages, Hedon, Beverley or Hull.

Our school has a special place and responsibility within the community because it is the only secondary school in the area. Although there is a certain challenge we face from being rurally isolated we capitalise on our location, making good use of our local newspaper and radio station to advertise our achievements.

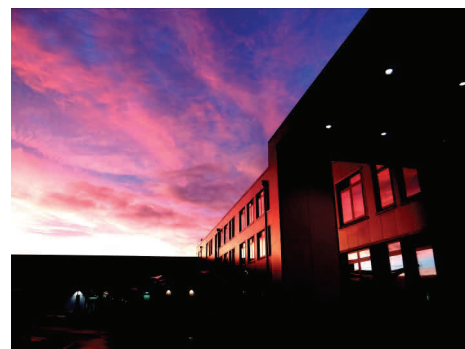
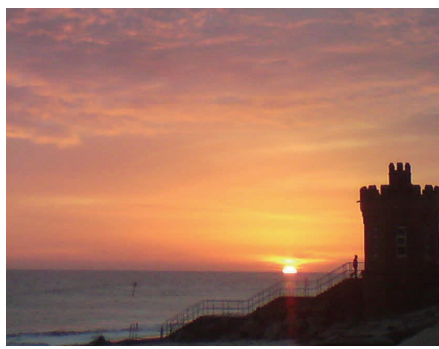
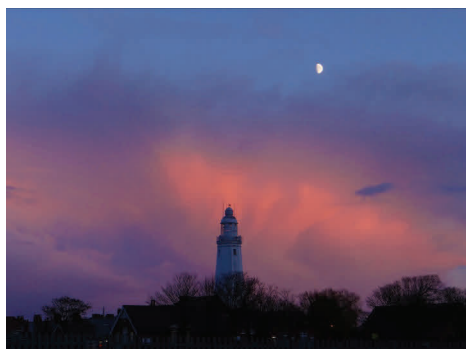
Colleagues who join us will have a role to play in fostering close links with the community which we serve.

How to find us...

From M62: As you come off the motorway you will join the A63 in to Hull. Follow signs for the A1033, eastern Docks and Ferry Terminal. Take the A1033 straight to Withernsea (via Keyingham and Patrington). Enter Withernsea, passing Tesco on your left, and follow the road straight in to town. Turn left on to Hull Road at the mini roundabout (opposite the Spread Eagle public house) and Withernsea High School is on your right, approximately 1/4 of a mile up the road.

From Hornsea: Follow the B1242 (via Aldbrough and Roos) in to Withernsea. When you reach the town you will see the lighthouse directly in front of you. Turn right on to Hull Road and Withernsea High School is on your right, approximately 1/4 of a mile up the road.

From Hedon: Follow the B1362 (via Halsham) to Withernsea. Cross the mini roundabout at Carrs Meadow and Withernsea High School is the first turn on your left.



Buildings

In September 2015 we took receipt of a brand new state-of-the-art teaching block which was complemented by the extensive refurbishment of parts of our existing school.

Facilities now include a large Assembly Hall, 3G all-weather pitch, Multi Media Centre, Student Support Centre, Sports Hall, Dance studio, Media Suite, Library and Reprographics, as well as a full range of specialist teaching rooms.

We also have an additional specialist facility, the Holderness Learning Centre, for the delivery of vocational courses and Sixth Form study which opened in September 2012.

Out with the old...

Demolition of the old Withernsea High School buildings in 2015. The original parts date back to the mid-1950s with additions made in the 1960s and 70s.



In with the new...

The school underwent an extensive joint rebuild and refurbishment project which saw the majority of the old site demolished. The remaining original sections were refurbished to complement the aesthetics of the new multi-million pound teaching block.



Curriculum Structure

Our curriculum is under constant review and is designed to develop and prepare pupils for the opportunities, responsibilities and experiences of later life.

In Key Stage 3 (Years 7 and 8) students follow a diet of compulsory subjects, which will give them a firm foundation for their later learning.

In Key Stage 4 (Years 9, 10 and 11) some aspects of the curriculum are compulsory and students then choose options subjects from three pathways dependent on ability and needs.

Our extra curricular provision responds to the isolation of the area and extends the school day, giving students the opportunity to engage in sporting, creative and academic experiences.

The Sixth Form offers students the opportunity to continue their education with us and study a range of both academic and vocational subjects in three pathways, which relate to average points score from Year 11.



Pastoral Care

Our pastoral structure supports a personalised approach where every student is known, supported and guided to make the right choices.

We are a genuine comprehensive school and are proud of our inclusive approach to student care. When students join us in year 7 they are assigned to a tutor group in one of our 4 Houses. We encourage excellence, resilience and above all friendliness.

Each Head of House is a non-teaching member of staff. We invest time in building positive relationships with our students, their parents and the community we serve and develop in our students the skills and attributes to respect this.

Tolerance of individual differences, care for the environment and care for our community are some of our key expectations. In all of aspects of school life we seek to encourage positive 'Behaviour for Learning.'

Both standards and relationships are at the heart of the school and our expectations of children and staff is ambitiously high. Visitors often comment on the positive welcome they receive and the good behaviour of our students.

Our Houses...

LACEY

Lacey House is based within the refurbished areas of the original Withernsea High School building. Lacey's classrooms are used for: **Geography, History, ICT, Hair and Beauty, Religious and Social Studies.**

Squadron Leader James Harry "Ginger" Lacey was one of the top scoring Royal Air Force fighter pilots of WW2. He was the second highest scoring British RAF fighter pilot of the Battle of Britain. He was stationed at RAF Patrington for a number of years.

KENDALL

Kendall House is based on the ground floor of the main school building. Kendall's classrooms are used for: **Engineering, Design Technology, Food, Resistant Materials, Art & Design, Music, Sport and Dance.**

Born in Withernsea in 1927, Kay Kendall was an internationally famous actress who appeared in a number of films during the 1940s and 50s. Her life and career were cut tragically short in 1959 when she died from Leukaemia at the age of 32.

FOURACRE

Fouracre House is based on the middle floor of the main school building. Fouracre's classrooms are used for **English, Maths, Film Studies and Modern Foreign Languages.**

Local residents benefited from health care provided by three generations of the Fouracre family who between them were doctors in the town for almost 90 years. Their history of practising medicine in the town began in 1922 and finished in 2011.

ROBERT CROSS

Robert Cross House is based on the top floor of the main school building. Robert Cross' classrooms are used exclusively for **Science.**

Robert Cross, one of the most decorated coxswains in the country, was cox of the Humber Lifeboat for 31 years. In that time he was awarded numerous RNLI Gold, Silver and Bronze medals. He retired in 1943 and died in 1964 at the age of 88.

The school's most recent Ofsted was in November 2016 and the school was graded **Good** overall.

Among the qualities Ofsted recognised were:

- The Headteacher and Governors have high expectations of pupils and staff
- Pupils support the work of the school well by taking on leadership roles. Overall, pupils treat each other and adults with respect and this leads to effective personal development, behaviour and welfare.
- Well-planned activities and consistently effective questioning engage pupils well in their learning. Pupils enjoy their learning and teachers remedy early misconceptions so that pupils learn well.
- Teaching assistants make a good contribution to pupils' learning both inside and outside the classroom. They support pupils with a range of abilities as they have a good understanding of the subjects they are supporting pupils in.
- Governors are very ambitious for the pupils and staff. They use good systems to check the progress of the school regularly to ensure that the school is improving. Governors know that leaders have strengthened teaching through high-quality professional development and well-targeted support for teachers and middle leaders. Governors have ensured the wise use of the additional resource provided by the teaching school.
- Around the school, pupils' conduct is good. They care well for the school environment which is litter free. The school is a calm and purposeful place.
- Pupils show respect to each other and to the adults they work with. They are proud of their school and are smart in their appearance.
- Sixth Form students make a good contribution to the life of the school. They support the learning of younger pupils in the school and promote positive attitudes.



General Information

Staffing Structure

Senior Leadership Team:

- Headteacher
- Two Deputy Headteachers
- Assistant Headteacher
- Business Manager
- Systems and information manager

Middle Leadership includes:

- Progress Leaders of faculties or subjects
- Director of Sixth Form
- Progress Leader of Achievement

School Day

Period 1	08.45 to 09.50
Period 2	09.50 to 10.50
Break	10.50 to 11.10
Period 3	11.10 to 12.10
Tutor Time or Assembly	12.10 to 12.30
Lunch	12.30 to 13.20
Period 4	13.20 to 14.20
Period 5	14.20 to 15.20

The school day starts at **8.45am** and finishes at **15.20pm**.

We have five one-hour lessons and a 20 minute registration period at the end of the morning.

We work to a two week timetable.



Further Information

A significant amount of information about the school, including the full Ofsted report, is available on the school website - www.withernseahigh.org.uk

If you cannot find something, please do let us know.

We encourage you to arrange to visit the school as part of this process as the 'feel' of a school can never be captured on paper.

PLEASE TURN OVER FOR CONTACT INFORMATION

Contact

Informal Visit Opportunities

If you would like to visit for a look around the school, you can do so by taking advantage of one of our informal visit opportunities.

These will take place from 9.00am on Wednesday 25th April and Tuesday 1st May.

Please contact Karen Burton (Headteacher's PA) to book a place on your preferred date.

Email: burtonk@wscampus.net **Phone:** 01964 613133 (ext. 509)

Informal Discussion

For an informal discussion about our school, or further information relating to the application process, please contact Caroline Heaton (Chair of Governors) via Fay Crawforth (Clerk to Governors).

Email: crawforthf@wscampus.net **Phone:** 01964 613133 (ext. 502)

Application

Please visit <https://jobs.eastriding.gov.uk/> to receive an application pack.



Thank you for your interest in our school. We look forward to meeting you.

Working together, achieving more

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