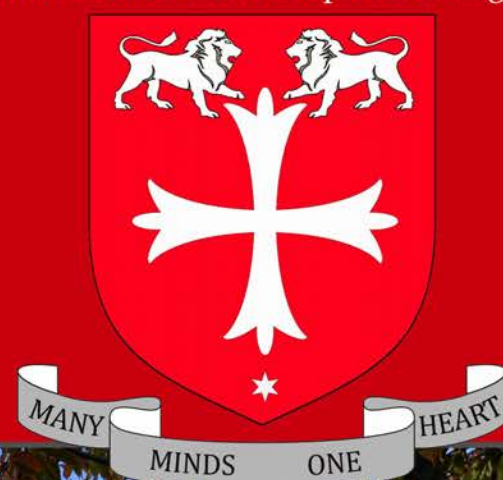


Northfield School & Sports College

# Candidate Information







Dear applicant,

Thank you for your interest in the position of Headteacher of Northfield School & Sports College, which has become vacant due to the retirement of Craig Walker after eight years of exemplary service to the school and community.

Until September 2009, Northfield was a forty acre, edge-of-town, single site school of 1100 students. In September 2009 due to the closure of Billingham Campus School, Northfield was enlarged to become one school operating on two sites with 1700 students. Following the merger in which the challenges of student performance, falling rolls and the management of two school sites were addressed, the school was judged as Good in all aspects in July 2016. A further Ofsted safeguarding inspection took place in 2017 which was very positive about the school's safeguarding protocols and the pastoral support the students receive.

Presently the school has 1370 students and anticipates an increase to 1650 within five years. To accommodate the increase in numbers, we are building a new three-storey block with a capacity of 330 students and will include a dining area and four large science laboratories. We have designated the building as a Year 7 school to facilitate effective transition from KS2 to KS3.

We have maintained and modernised the original school buildings to provide excellent facilities. In 2003 we received a £3.4 million grant to develop a Sports College specialism by building extensive new sporting facilities, including a full size illuminated all-weather pitch and the levelling and drainage of our extensive playing fields. This was further improved in 2017 with addition of a MUGA. We are very proud of our students' sporting achievements and community sporting provision and have close links with our family of schools and Stockton Sports. In 2007 we built a new multipurpose library and resource centre, followed by a creative arts suite for music and drama in 2008. In 2012 extensive new technology and ICT suites were added together with an enlarged dining area and other improvements.

The school is led by a senior leadership team comprising very experienced teachers as well as those more recently appointed. Senior leaders are effective in demanding high standards and ensuring the school runs efficiently. The recent appointment of Curriculum Leaders of English, Maths and Science gives us confidence in the future performance of our core subjects. The governing body is a mix of long serving and newer members, appointed with reference to the skills and experience they can contribute. We all have the one aim of developing successful, confident, articulate and highly motivated young people.

Northfield students come from a very wide range of socio-economic backgrounds whilst across a number of measures, such as free school meals, SEN, IDACI and KS2 prior attainment we are close to the national average. Ofsted reports are always very positive about our students who are well behaved and want to learn. We are an inclusive school with a dedicated inclusion base, extensive facilities to meet the needs of our SEN students and an Enhanced Mainstream School provision for visually impaired and hearing impaired students. Parents are very supportive of the school and we regularly canvass their opinions so that we can provide a school that meets their needs.



Northfield is the only maintained secondary school in Stockton. Governors follow the academisation programme closely and on analysing the risks and benefits have decided it is in the best interests of our students to remain a maintained school. No one can foresee the future, but governors are happy to continue as at present. We play an active role in the Campus Stockton Teaching Alliance and are active members of World Education.

The finances of the school are sound and efficiently managed by our Director of Business and Finance. As for many schools, we may face financial challenges in the future, though we are in a strong position from which to do so. The anticipated increase in student numbers is reassuring.

Billingham is a distinct community within the unitary borough of Stockton-On-Tees, situated in some of the most beautiful countryside and beaches in Britain, from Northumbria to the Durham Dales and the Yorkshire moors to the Lake District. We are in easy reach of Darlington, Durham, Newcastle, York and villages such as Sedgfield, Yarm and Great Ayton. An attraction of the area is the relatively low population combined with an excellent road and rail infrastructure. House prices are lower than in many parts of the country and there is a wide range of styles from country cottages to executive homes.

This is an exciting time for a new Headteacher to join Northfield School & Sports College. In a letter such as this, I can only give you a flavour of the many opportunities we have to offer.

The governors, staff, parents and students are looking for an inspirational and energetic leader with inclusive values and practice and the necessary vision, skills, experience and drive to continue our journey to excellence. If you believe you can meet these requirements you are encouraged to apply.

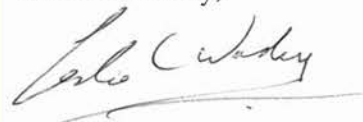
You may visit the school prior to application, for an informal tour, on 6th, 14th or 19th June 2018. I will be happy to show you around. Please contact Allyson Mills, at the school, at [Allyson.Mills@northfieldssc.org](mailto:Allyson.Mills@northfieldssc.org) to arrange an appointment. Deborah Merrett, Chief Advisor Stockton LA at [Deborah.merrett@stockton.gov.uk](mailto:Deborah.merrett@stockton.gov.uk) will assist with any other enquiries.

The closing date for applications is 12 noon, Thursday 21st June 2018. Please note we require online applications only at [recruitment@xentrall.org.uk](mailto:recruitment@xentrall.org.uk)

Short-listing will be carried out on 25th June 2018 and interviews are scheduled for the 11th and 12th July 2018. Applicants called for interview are kindly requested to contact their referees, well in advance, so that references are received by 3rd July 2018. Interview expenses and relocation costs are available.

I look forward to receiving your application.

Yours sincerely,



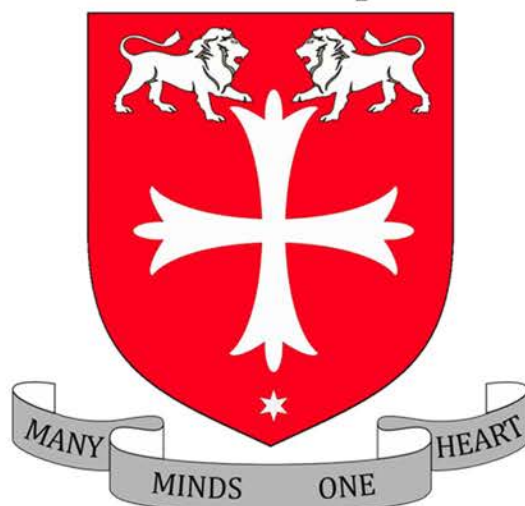
Les Wadey  
Chair of Governors







Northfield School & Sports College



## OVERVIEW

### POSITION

Headteacher

### SCHOOL

Northfield School & Sports College

### REPORTING TO

Governing Body

### STAFF REPORTING TO THIS POSITION

Senior Deputy Head, Deputy Head,  
Director of Business & Finance,  
Assistant Heads (x5)

### BUDGET SIZE

£7.8 million

### LOCAL AUTHORITY

Stockton-on-Tees





### Core Purpose

To provide professional leadership and management of the school that will promote a secure foundation from which to achieve high standards in all areas of the school's work.

The Headteacher will:

1. Drive the strategic leadership of the school, promoting ambitious standards for all students and staff.
2. Meet the National Standards of Excellence for Headteachers 2015 as published by the DfE.
3. Fulfil all the requirements and professional duties in accordance with the School Teachers' Pay and Conditions Document relating to the National Conditions of Employment for Headteachers, and Education and Employment Legislation.
4. Achieve performance criteria, objectives or targets agreed with or set by the School's Governing Body in accordance with the requirements set out in the School Teachers' Pay and Conditions Document.
5. Promote and safeguard the welfare of all children and young people within the School by ensuring that the School's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, students, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.

The Headteacher is accountable to the Governors for the standards achieved and the conduct, management and administration of the school, subject to any policies that the DfE may make. The Job Description is subject to annual review.

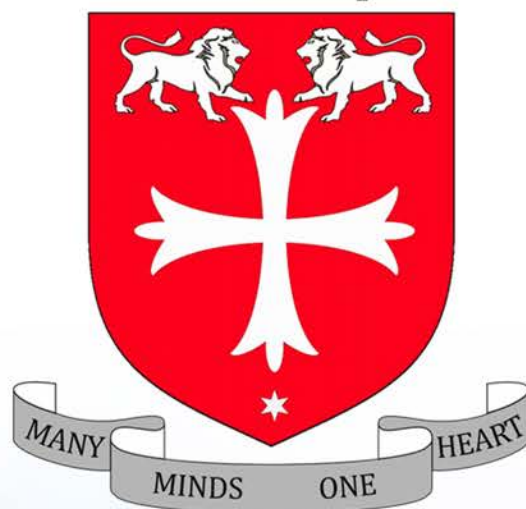


# Key Priorities

The Governing Body key priorities are:

1. To work with the Governing Body to agree a school vision that responds successfully to the opportunities and challenges of the educational environment and to effectively communicate this vision.
2. To hold the highest expectations of students and staff and provide the environment where all can achieve excellence within a caring and supportive environment.
3. To champion an inclusive school that strives to provide an excellent education for all students, including the most vulnerable.
4. To ensure that school improvement is driven through rigorous self-evaluation including robust quality assurance and accountability systems at all levels.
5. To ensure that leadership at all levels promotes consistently strong teaching and learning, pastoral support and student outcomes.
6. To provide a broad and balanced curriculum that is developed to meet the needs of all students.
7. To sustain partnerships with a range of organisations through collaboration and support, locally, nationally and internationally for the benefit of students and the community. To continue the school's involvement in sports provision in the local area.
8. To ensure that the new Year 7 school is established to give our students the best possible transition from KS2 to KS3 so that they flourish and are well prepared for successful progress at Northfield.
9. To effectively manage the increase in PAN so that we successfully grow from a school of 1350 students to one of 1650 students in the next five years.

Northfield School & Sports College





Your application will be shortlisted based upon how well your application demonstrates meeting the person specification below.

Application (A), Interview process (I), References (R). Essential (E), Desirable (D).

NO.	CRITERIA	EVIDENCE			
	QUALIFICATIONS AND TRAINING	E/D	A	I	R
1	Qualified Teacher Status.	E	✓		
2	Honours Graduate or equivalent.	E	✓		
3	NPQH qualification	D	✓		
4	Evidence of commitment to continuous training including recent leadership training e.g. LPSH or MA	E	✓		
	EXPERIENCE	E/D	A	I	R
5	Substantial experience of successful senior leadership in secondary school(s) as a Headteacher, Deputy Headteacher or equivalent	E	✓	✓	✓
6	Successful leadership and management of change and innovation leading to high performance	E	✓	✓	✓
7	Substantial experience of a positive impact upon whole school performance.	E	✓	✓	✓
	QUALITIES & KNOWLEDGE	E/D	A	I	R
8	Demonstrate integrity, resilience, humility and a clear moral purpose	E		✓	
9	Demonstrate a sense of humour, an ability to empathise with and listen to others	E		✓	
10	Thorough knowledge of the National Curriculum.	E		✓	
11	Articulate clear values and moral purpose, which underpin the strategic vision for the school.	E	✓	✓	
12	Demonstrate positive behaviour and attitudes, and build positive relationships with all key stakeholders.	E	✓	✓	✓
13	Lead by example, drawing on personal resources and expertise and those of others as appropriate.	E	✓	✓	✓
14	Maintain an up-to-date knowledge and understanding of education and school systems locally, nationally and globally.	E	✓		
15	Maintain a clear focus on the school's vision whilst taking into account local and national priorities and financial considerations.	E	✓	✓	
16	Provide clear strategic leadership which empowers staff and pupils to excel.	E	✓	✓	



NO.	CRITERIA	EVIDENCE			
	<b>WORKING WITH OTHERS</b> Is able to:	<b>E/D</b>	<b>A</b>	<b>I</b>	<b>R</b>
17	Articulate an inspirational vision and leadership to governors, staff and students.	E		✓	
18	Promote ambitious standards for all students and ensure all staff understand their accountability for the impact of their work on students' outcomes.	E	✓	✓	
19	Secure high standards of teaching across the school.	E	✓	✓	✓
20	Promote creative, responsive and effective approaches to learning and teaching	E	✓	✓	
21	Determine, organise and implement a curriculum which meets the needs of all students and secure an effective assessment framework.	E	✓	✓	
22	Establish a learning culture across the school which encourages continual professional development and the sharing and researching of best practice.	E	✓	✓	✓
23	Nurture and develop aspiring leaders, ensuring that they develop the necessary skills, knowledge and understanding, leading to clear succession planning.	E	✓	✓	
24	Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of students.	E	✓	✓	
25	Hold all staff to account for their professional conduct and practice.	E	✓	✓	✓
26	Promote high standards of behaviour for learning, ensuring that all staff and students are empowered to excel.	E	✓	✓	✓
	<b>SYSTEMS AND PROCESS</b> Is able to:				
27	Ensure that the school's systems, organisation and processes reflect its values and vision, are fit for purpose and enable the school to function effectively in line with legal requirements	E	✓	✓	
28	Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.	E	✓	✓	
29	Ensure rigorous, fair and transparent systems for managing the performance of all staff.	E	✓	✓	
30	Provide a safe, calm and well-ordered environment for students and staff.	E	✓	✓	
31	Actively support the development of the Governing Body (providing information, objective advice and support) to enable it to meet its responsibilities.	E	✓	✓	
32	Establish an effective leadership team, with distinct roles and responsibilities.	E	✓	✓	
33	Promote leadership at all levels, ensuring that all understand their distinct roles and responsibilities and how they contribute to the overall effectiveness of the school.	E	✓	✓	✓
34	Create and maintain an ethos, environment and infrastructure so that all young people are safeguarded and staff adhere to the principles of 'Keeping Children Safe in Education'.	E	✓	✓	
35	Promote safeguarding as 'everyone's responsibility'; ensure that the principles of safeguarding underpin school policy and practice.	E	✓	✓	







NO.	CRITERIA	EVIDENCE			
		E/D	A	I	R
	<b>THE SELF-IMPROVING SCHOOL SYSTEM</b> Is able to:				
36	Ensure a rigorous and robust approach to school self-evaluation.	E	✓	✓	
37	Produce and implement clear, evidence based improvement plans and policies for the development of the school and its facilities.	E	✓	✓	✓
38	Draw on best practice (including from other schools and organisations) to inform school improvement and secure the best outcomes for all students.	E	✓	✓	
39	Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all students.	E	✓	✓	
40	Draw on well-evidenced research to inform school improvement strategy.	E	✓	✓	
41	Contribute to the future quality of the teaching profession through providing high quality training and sustained professional development for all staff.	E	✓	✓	✓
42	Seek opportunities to invite parents and carers, community figures, business or other organisations into the school to enhance and enrich the school and its value to the wider community.	E	✓	✓	✓
43	Make effective use of internal and external accountability to shape school improvement strategy.	E	✓	✓	
44	Promote the school; inspire and influence others to recognise the value of education in shaping lives.	E	✓	✓	
	<b>SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE</b>				
45	Has the ability to maintain appropriate relationships and personal boundaries with children and young people	E		✓	✓
46	Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline	E		✓	✓
47	Has current knowledge on recent national and local safeguarding developments	E	✓	✓	✓



## Child Protection

The Governing Body and Local Authority are committed to safeguarding and promoting the welfare of children and young persons and Headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. This post is subject to an enhanced disclosure DBS check.



## Northfield School & Sports College

