



Headteacher

• Vacancy Pack •

Ysgol Dinas Brân, Llangollen

'Success Through Effort'



Message from the Chair of Governors

Dear Colleague

Thank you for your interest in this post and in Ysgol Dinas Brân.

We are a caring and supportive community who want the best for our children. We have been a successful school for many years and offer our pupils a very good education and a wide range of experiences. We did experience a dip in our results this year which has impacted on our national school classification. The change in curriculum had an effect on these results and we are very keen to move back to being a Green school as quickly as possible. We seek to appoint the best person for the next chapter in our development, moving to become an excellent school in the coming years. If you share our beliefs and commitment I hope you will apply.

Ysgol Dinas Brân is classified as a 2B bilingual school, offering provision through both English and Welsh medium. Our Welsh medium teaching stream enables first language Welsh students to follow their curriculum through the medium of Welsh throughout the school. We encourage students to be ambassadors to help us all develop our language skills and our year 7 students all participate in an Eisteddfod. We are proud of our strong traditions in extracurricular activities. Approximately 100 students usually enlist for the Duke of Edinburgh programme and our annual school production regularly involves over fifty students.

This pack contains some information but please visit our website www.dinasbran.co.uk for more details where a direct link to other key documents can also be found. You are also welcome to visit the school. To arrange a visit, please contact Emily Collins the Headteacher's personal assistant on 01978 860669 or email: E.Collins@dinasbran.co.uk

I look forward to hearing from you.

Christine Ashford
Chair of Governors



A message from the Head Boy and Head Girl

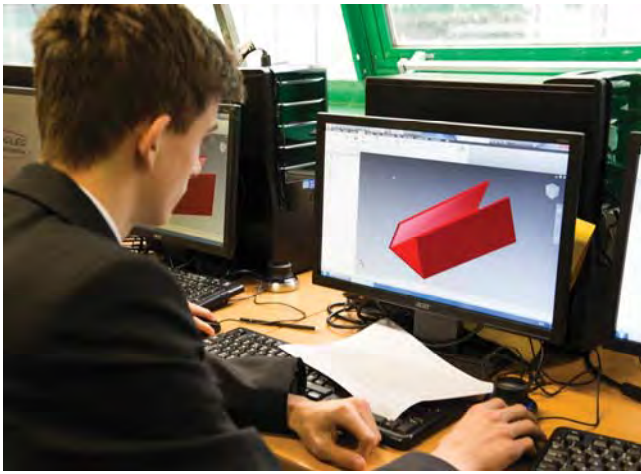


Our new Headteacher should be able to bring an element of discipline to the school whilst also being available to discuss issues with students in a friendly manner. They should have a passion and determination to uphold the values and high expectations for educational achievement that our school is so proud of.

They must show both commitment and appreciation for the improvement and the overseeing of both the academic and creative sides of school curricula and must attempt to aid both of these aspects; respecting the opinions of pupils and staff alike.

They may also consider how, with an ever limited budget, educational trips and improvement to certain departments may be accessed; with the purpose of these activities being to encourage an active learning ethos within our school.





The role

The Governing Body of Ysgol Dinas Brân, Llangollen, wishes to appoint an outstanding and inspirational Headteacher, to lead our successful school. The school consists of approximately 1030 students and 150 staff, all of whom uphold the school motto 'Success Through Effort'.

The successful candidate will:

- Be able to provide vision, leadership and direction to the staff and students
- Ensure the best outcomes for students both in terms of attainment and progress
- Promote excellence, equality and high expectations for all
- Build and maintain strong relationships with the students, staff, parents and governors
- Have the vision for further development to achieve a consistently high performance

In return we offer:

- A happy community with well-behaved students
- The opportunity to work with committed, enthusiastic and able staff
- A supportive, proactive Governing Body
- A commitment to supporting your professional and personal career development

At Ysgol Dinas Brân, we encourage all students to participate in learning beyond and outside the classroom and firmly believe this plays a crucial part in broader educational development. As a bilingual school, we fully embrace our Welsh culture, providing a high standard of learning in both languages. We are looking for a leader who will continue to uphold our traditions, whilst also embedding positive changes to ensure strong community links, high standards of learning, and innovative practices.



The local area

Llangollen is located in scenic North Wales. It is considered a picturesque and vibrant town based within the Dee Valley, an Area of Outstanding Natural Beauty. Llangollen is well known for its strong sense of community and welcomes all visitors and new members. It also boasts strong global links with an annual International Eisteddfod.

The town is steeped in history with its own castle and ancient abbey. Llangollen sits amidst a wild river and gentle canal, forests and stunning mountains providing a variety of outdoor pursuits for all types of ability and ages. The town has a range of cafes, restaurants, boutique shops and interesting places to visit. The Riverside Park offers a fantastic location for families to relax by the river, whilst the nearby Horseshoe Falls, Worlds End and the Pontcysyllte Aqueduct (a UNESCO World Heritage site) provide breath-taking views and wonderful walks. There are well maintained and award winning railway stations in Ruabon, Wrexham, Llangollen and Chirk, offering either a gentle steam train experience or connections to Birmingham, Chester, Shrewsbury, Manchester and Liverpool.

The A5 runs through Llangollen and within 26 miles of scenic drive you are in Snowdonia National Park. This route and the A55 offer access to coastal North Wales within an hour drive where you will enjoy stunning blue flag status beaches and seaside towns such as Llandudno, Colwyn Bay, Anglesey and beautiful Barmouth. Llangollen is the perfect town to feel amongst nature and semi-rural life; however a short drive provides access to major roads including M53, M54 and A55. The map indicates a 45 minute travel radius from the school.



Denbighshire has a population of 95,000 people, an average house price of £222,000 and has a number of high performing schools across the county.

Overall Denbighshire is a great place to live, work and raise a family, for those starting their career path, and those wanting to progress further.



Headteacher

Salary: L29 - L35, £78,359 - £90,773

Location: Llangollen

Age range: 11-18 years

To arrange a visit, please contact Emily Collins, the Headteacher's personal assistant, on 01978 860669 or email: E.Collins@dinasbran.co.uk

How to apply:

To apply for this incredible opportunity, complete our application form via the Denbighshire County Council website www.denbighshire.gov.uk.

To be considered for this position, candidates are asked to also submit a covering letter to hredirect@denbighshire.gov.uk addressing the following question:

"Having read our performance summary sheet and 'My Local School' data, suggest what actions you would implement as Headteacher to move the school back to being a Green school under the National Classification and to consistently remain there, (maximum 1 side of A4, font size 12)."

Closing date: 21st May 2018

Assessment dates: 20th and 21st June

Accommodation can be arranged for shortlisted candidates and reasonable relocation costs can be recovered for the successful candidate.

Denbighshire County Council is a Disability Confident Employer and is committed to Equal Opportunities and Welsh Language Standards. We welcome applications made in the Welsh Language. Any applications made in the Welsh Language will not be treated less favourably than any submitted in English. For alternative methods of applying, please call HR on 01824 706200





Job Description

Job Title:	Headteacher of Ysgol Dinas Brân
Job 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 students and fosters the continuous improvement of the quality of education offered by the school.
Accountable to:	The Governing Body
Accountable for:	Standards, all staff and resources

The Headteacher is accountable to the governing body for the leadership, strategic direction and operational management of Ysgol Dinas Brân in order to ensure that the school's aims are implemented in accordance with the school improvement plan and the policies of the governing body. This will provide a secure foundation from which to achieve high standards in all areas of the school's work. The Headteacher is required to monitor, evaluate and review the impact of policies, priorities and targets of the school and take timely action as necessary. The governing body of the school is committed to the safeguarding, welfare and safety of pupils and staff. The Headteacher must ensure that the highest priority is given to following the guidance and regulations which safeguard all pupils.

To achieve this, the Headteacher will:

- Provide vision, leadership and direction.
- Effectively manage teaching and learning.
- Promote excellence, equality and high expectation of all pupils.
- Deploy resources to achieve the school's aims.
- Evaluate the school performance and identify priorities for continuous improvement.
- Carry out day to day management, organisation and administration.
- Secure the commitment of the wider community.
- Create a safe and productive learning environment that is engaging and fulfilling for all pupils, implement strategies which secure high standards of behaviour and attendance, student welfare and citizenship.

Creating strategic direction

- Ensures the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- Works within the school community to translate the school's vision into agreed objectives that promote and sustain school improvement
- Embodies the school's vision and values through daily practice and continual advocacy.
- Motivates and works with others to create an effective school climate and shared culture.
- Employs creative, innovation and new technologies to achieve excellence.
- Ensures that strategic planning takes account of the diversity, values, experience and context of the school and the community at large.

Securing accountability

- Ensures individual staff accountability is clearly defined, understood and agreed and is subject to rigorous internal and external review and self-evaluation.
- Works with the governing body so that it is able to meet its responsibilities for securing effective learning and teaching and improved standards of achievement.
- Develops and presents a coherent, understandable and accurate account of the school's performance to a range of audiences including parents and governors
- Uses data and benchmarks to monitor progress in every child's learning and to focus teaching.
- Sets stretching targets for the whole school community based on consistently high expectations.



- Develops and maintains a climate of high expectations
- Ensures collaboration with other agencies in providing the intellectual, spiritual, moral, cultural, physical, social and emotional wellbeing of students/pupils

Developing and working with others

- Treats people fairly, equitably and with dignity and respect to create and maintain a positive school climate.
- Shares and distributes leadership.
- Develops, empowers and sustains effective teams.
- Creates an environment in which others can grow professionally.
- Develops and nurtures leadership potential in others to build the leadership capacity of the school.
- Builds a collaborative learning culture within the school and actively engages with other educational establishments to build effective learning communities.
- Ensures that the school contributes, where appropriate, to the training of future teachers and other adults who work with learners.
- Develops and maintains effective strategies and procedures for staff induction, early and continuous professional development and performance review.
- Ensures effective planning, allocation, support and evaluation of work undertaken by teams and individuals, providing clear delegation of tasks and devolution of responsibilities.
- Acknowledges and celebrates the responsibilities and achievements of individuals and teams.
- Has regard for own workload and that of others to secure a satisfactory work/life balance.

Leading learning and teaching

- Ensures a consistent and continual school-wide focus on learners' achievement.
- Ensures that both school and classroom climates promote effective learning and teaching for all.
- Promotes the equity of academic, vocational and experiential learning routes.
- Places learning at the centre of strategic planning and resource management.
- Develops policies and practices to secure social inclusion for all learners to ensure their individual learning needs are met.
- Promotes and puts in place policies designed to enable learners to develop independence and to acquire thinking and learning skills.
- Establishes creative, responsive and effective approaches to learning and teaching in every subject to meet and support the aims of the school.
- Establishes and maintains an ethos of challenge and support where all learners can achieve success and become engaged in their own learning.
- Implements strategies that secure high standards of behaviour and attendance.
- Organises and implements the curriculum so that it meets the requirements of the national curriculum in Wales.
- Implements strategies to secure effective assessment procedures, including assessment for learning.

Managing the school

- Ensures that the professional duties and conditions of employment as set out in statutory requirements, including those for the Headteacher, are fulfilled.
- Produces and implements clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Ensures that policies and practices take account of national and local circumstances, policies and initiatives including bilingualism and the Welsh dimension.
- Builds, remodels and maintains organisational structures and systems which distribute leadership and enable the school to run efficiently and effectively on a day-to-day basis.



- Monitors, evaluates and reviews the effects of school policies, priorities and targets in practice.
- Acts upon the outcomes of school self-evaluation and external inspection by Estyn to drive school improvement.
- Uses information and data from within and outside the school to inform management and organisational development.
- Makes effective use of the support and challenge provided by the LA and other relevant bodies.
- Manages the school's financial and human resources effectively and efficiently to achieve the school's education priorities and goals.
- Recruits, retains and deploys staff appropriately and manages their workload to achieve the vision and goals of the school.
- Manages and organises the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Establishes effective arrangements for the co-ordination of provision for learners with additional learning needs.

Strengthening the community focus

- Establishes and builds partnerships with other schools to share best practice.
- Builds a school climate and learning culture which takes account of the richness and diversity of the school's community and culture.
- Ensures that the school plays a productive role as a member of its local, national and global communities.
- Creates and promotes positive strategies for developing good race relations and dealing with racial harassment.
- Promotes appropriate attitudes towards disability and additional learning needs that promote equality and inclusion.
- Ensures that the school plays a central role in the community.
- Develops citizenship in learners so that they make a positive contribution to local and wider communities.
- Creates and maintains an effective partnership with parents, guardians and carers to support and improve learners' achievement and personal development.
- Works co-operatively and collaboratively with teachers and colleagues, including those from external agencies.
- Develops policies and procedures that promote learners' understanding of the bilingual context of Wales and that develop their bilingual skills as appropriate.
- Takes a strategic role in the development of new technologies to enhance and extend the learning experiences of learners and the teaching capabilities of teachers.
- Monitors and evaluates the curriculum and its assessment and identifies and acts on areas for improvement.
- Maintains a high visibility around the school and devotes considerable time to interaction with learners, staff and parents.
- Implements strategies to ensure that learners' additional learning needs are met.
- Develops and enhances the learning environment to better meet the needs of learners.
- Monitors, evaluates and reviews the range, quality and use of all available resources to improve

In addition

The Headteacher may be asked by the governing body to undertake other duties reasonably regarded as falling within the duties and responsibilities of the post. This job description will be reviewed annually at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with the post holder.

The appointment is subject to the provisions of the School Teachers' Pay and Conditions Document / National Conditions of Employment for Headteachers and educational and employment legislation.



Person Specification

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria.



Person Specification

You will be expected to most if not all of the following criteria:

Source:
A = Application form
I = Interview
R = References



	Essential	Desirable	Source
Professional Development	<ul style="list-style-type: none"> Graduate qualification QTS NPQH Relevant professional study or training in educational leadership 	<ul style="list-style-type: none"> Fluent in Welsh and English A second degree 	A/I A/I A/I A/I
Experience	<ul style="list-style-type: none"> Recent successful leadership as Head or Deputy Headteacher Demonstrate a proven track record in successful leadership in statutory education (ie as defined by Estyn or Ofsted and school improvement frameworks) Successful experience in delivering school improvement and managing change Successful involvement in performance processes and data analysis Evidence of personal school improvement, development and change Variety of teaching experiences. 		A/I/R A/I/R A/I A/I A/I A/I/R
Leadership and Management	<ul style="list-style-type: none"> Development of whole school leadership and implementation of management systems with appropriate delegation, monitoring and enforcement of accountability Raise aspirations and improve performance with enthusiasm and motivation amongst all stakeholders to develop leadership and management A clear understanding of Welsh medium and bilingual education and a commitment to maintaining and developing the bilingual classification of the school Demonstrate successful staff development within a school setting A depth of knowledge of child protection and safeguarding Development of effective monitoring, evaluation and school development planning to recognise high performance and tackle underperformance with specific measurable targets Knowledge of the Welsh curriculum and sound experience of curriculum delivery, monitoring and assessment Ability to analyse complex curriculum issues and develop effective solutions Clear understanding of providing for the well-being of all students 	<ul style="list-style-type: none"> Experience of strategic financial management to achieve educational priorities ensuring efficiency and value for money 	A/I A/I A/I A/I A/I A/I A/I
Skills and Abilities	<ul style="list-style-type: none"> The ability to make decisions and identify and solve problems based on thorough analysis, sound judgement and integrity Excellent interpersonal skills Excellent time management, planning and delegation skills The ability to work under pressure and maintain high levels of organisational skills The ability to lead, motivate and develop high levels of performance amongst all connected with the school as individuals The ability to implement and manage the delivery of sustainable improvements. 		A/I A/I A/I A/I A/I A/I



Thank you for your interest

Denbighshire County Council

Customer Services : 01824 706000

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Facebook : Denbighshire County Council

Twitter : @DenbighshireCC

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