

February 2018

Dear Applicant

**Re: Assistant Headteacher Post at The Weald School**

Thank you for your interest in the post of Assistant Headteacher at The Weald School. The Weald is an outstanding, high achieving, popular and oversubscribed 11-18 comprehensive school with around 1700 students, situated in the heart of the West Sussex countryside, 10 minutes from Horsham, 35 minutes from Guildford and Brighton, and an hour by train to London. The school has an excellent record of academic and pastoral achievement and we pride ourselves in creating a caring and respectful ethos where every child is important. The school was judged to be “Outstanding in all areas” by Ofsted in 2013. Progress 8 results place us in the top 5% of schools nationally.

Before deciding to apply you will want to find out more about the school. Rather than make available reams of factual information and statistics, I would encourage you to visit our school website ([www.theweald.org.uk](http://www.theweald.org.uk)) and explore it as a starting point. You will get a real sense of what the school is about and what is important to us. I would encourage you to make sure that you see:

- Headteacher’s welcome video. This five minute video shows the school in action with interviews including myself, other staff and students of various ages.
- Downloadable prospectus
- Our last Ofsted report from November 2013
- Recent newsletters

On a wider basis you will want to look at:

- School exam results <https://www.compare-school-performance.service.gov.uk/school/126068>
- ParentView responses <https://parentview.ofsted.gov.uk/parent-view-results/survey/result/19499/current>

If you are interested in visiting the school prior to applying there will also be an opportunity for interested candidates to visit the school on **Wednesday 21 February 2018** from 2.00pm to 4.30 pm. Students will be available to give a tour of the school to potential applicants. I and other members of the SLT will also be available to answer questions from 3.15pm. Please contact my PA, Michelle Goodenough, by email on

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[mgoodenough@theweald.org.uk](mailto:mgoodenough@theweald.org.uk) or by phone on 01403 787224 if you would like to visit us on this afternoon.

The school has made significant progress over the last five years. I took over at The Weald as Headteacher in January 2009. The school was inspected in March 2009 and judged to be “a very good school with outstanding features”. In October 2013 the school was inspected again and achieved “Outstanding” grades in all categories. Whilst inspection grades are important short term, we are more interested in ensuring that excellent teaching and learning and other wider experiences are totally integrated into the fabric of what we do. In 2017 we exceeded our best previous GCSE performance as a school with 77% of students achieving 5 or more A\*-C/4 grades or better, including English and maths. 76% of students achieved both English and maths GCSEs at a 4 or above. We were particularly delighted with students’ performance on the new Progress 8 scale which measures progress from KS2 to KS4. Progress in the best eight subjects was +0.72. Our results for 2016 and 2017 placed us in the top 5% of schools nationally for progress.

We have focused much time and energy on teaching and learning in recent years which has been key to bringing about school improvement. As a school, we promote a growth mind-set with students that encourages them to embrace challenge and failure as part of the learning journey. This, of course, applies to staff just as much as students. We are very proud of the wider opportunities that we offer to students, whether they are extra-curricular opportunities, student leadership or trips. Examples of these would include the 200 students across the school involved in student leadership in some form. We employ around 50 Year 12 and 13 students every year to tutor a variety of subjects on a small group basis with our Year 11s, and in turn use our Year 7 students to go back to their primary schools and help with younger students. As a school we believe that everything is possible for both students and staff, but that it depends on hard work and application.

We have a very strong pastoral system which centres around five Houses, led by five non-teaching Heads of House. Students from Years 7 to 11 are placed in vertical tutor groups. In the Sixth Form, tutor groups are a mixture of Years 12 and 13. Visitors to the school invariably comment on the positive behaviour and attitude demonstrated by our students and the calm and purposeful environment.

The vacancy for Assistant Headteacher post has arisen due to expansion of the school. We have just grown to ten forms of entry. We have benefited from around an £11 million investment from the County in our facilities over the last three years. Once the appointment is made, the Leadership Team will comprise the Headteacher, one Deputy Headteacher, five Assistant Headteachers and the Business Manager. All leadership responsibilities are reviewed annually. There is an expectation that over a period of time members of SLT will take on different roles. We are more interested in getting the right person for this role than advertising a particular set of responsibilities. The successful candidate will be flexible and willing to learn where he/she has less direct experience.

I hope that having browsed our website and reviewed the information provided you will be interested in applying. Completed application forms, which may be downloaded from the school website, should be emailed to my PA Michelle Goodenough at [jobs@theweald.org.uk](mailto:jobs@theweald.org.uk) by **10.00am on Monday 26 February 2018**. Interviews will be held on 5 & 6 March 2018. **Along with your application form you should include a letter of application on no more than two sides of A4 (12 point font), outlining:**

- What skills and expertise you would bring to the school with evidence
- A concise example of an initiative you have led in your current role with clear reference to the impact it has had
- How you meet the wider person specification

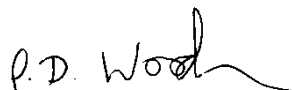
**Your letter should be clearly structured to show these three sections.**

This is an incredibly exciting time to join The Weald to play a vital role of ensuring that we provide outstanding opportunities to the students in our school. I look forward to receiving your application.

Please note that due to limited resources we will only contact applicants who have been shortlisted for interview. If you do not hear from us within two weeks of the closing date you should assume that your application has been unsuccessful on this occasion.

We very much look forward to receiving your application form, which may either be sent by post to the Headteacher at the school, or may be emailed to [jobs@theweald.org.uk](mailto:jobs@theweald.org.uk). Should you have any queries relating to this post please do not hesitate to telephone my PA Michelle Goodenough on 01403 787224.

Yours sincerely



P D Woodman  
Headteacher