

Date: March 2018

## **ASSISTANT HEADTEACHER**

Leadership Scale L12-16

Thank you for your interest in the above post at Churchill Community College. The information provided is intended to help you decide if we are the school you would like to join. Please read the information carefully and decide if Churchill Community College is the place you want to develop your career and help us make a significant difference to the lives of young people.You can read more about our success and the ethos of the College by accessing our website at [www.churchillcommunitycollege.org](http://www.churchillcommunitycollege.org/) or at the Ofsted website- [www.ofsted.gov.uk](http://www.ofsted.gov.uk/).

We are seeking to appoint an experienced, dedicated and talented professional to join our Leadership Team from September 2018 as an Assistant Headteacher to lead evidence based teaching and learning strategies to close achievement gaps and maximise the achievement of all student groups. We are looking for someone who will earn the respect of our talented staff through her or his professionalism, hard work, talent and enthusiasm. Churchill is a school where we believe the education of every child is of equal value and that ethos informs all our work. It is, and will remain, a fully inclusive school where the highest quality provision for, and exceptional care of, all students are our driving forces. Our staff are dedicated, very hard-working and believe that what we do is vital to improving the life-chances of the young people in the community that we serve. We expect that dedication and commitment from all staff. Challenge and accountability are central to what we do but nurturing good relationships and treating people decently are important to us too.

We are looking for an outstanding leader to join our team. The successful candidate will

* Evidence knowledge and a strategic grasp of teaching and learning to drive forward evidence based strategies in the classroom to maximise the achievement of all student groups.
* Evidence strong and strategic middle leadership and management skills.
* Be a strategic thinker who can develop and implement a strong vision that will ensure all student groups achieve their full potential.
* Have a proven ability to implement change and can lead a cultural shift relating to evidence based strategies that close achievement gaps.
* Have a strong record of raising achievement with different groups of students.

You will be able to demonstrate proven leadership skills, outstanding classroom practice, the ability to inspire and motivate students and staff and a capacity for hard work whilst retaining a sense of perspective and humour. We require an Assistant Headteacher with a high profile in school and will expect to see you out on the corridors at breaks and lunchtimes and communicating effectively with students, staff and parents. We also expect from our Leadership Team absolute personal loyalty and total commitment to the ethos and aspirations of the college. In return, you will be part of a diverse and stimulating environment, and will be very well prepared for promotion for Deputy Headship and Headship. There is a job description for this post below but the final detail will be a matter for negotiation.

This is a dynamic, exciting place to work with many opportunities available for staff and students. We have been designated a National Teaching and Support School by the DfE and we also lead the ‘Great North Maths Hub’ for the North of England alongside the North Tyneside Learning Trust. Our work as a teaching school has developed rapidly this year and we have recently been awarded a bid of over £400,000 to support the development of oracy and literacy skills in schools north of the Tyne. We have provided a very significant level of support at leadership team level and in teaching and learning to another local secondary school at the request of the local authority. We are one of two lead schools for the Northumbria University PE SCITT and work closely on ITT provision with Durham University, Sunderland and Newcastle too; as well as supporting Schools Direct provision. This work is all evidence of our continuing commitment to high quality professional development for those who work in education.

Our most recent OfSTED Inspection in May 2014 graded us as **Outstanding** across all areas. We are very proud of the outcome of the report because it reflects the years of hard work and commitment by our staff to build the quality of provision it evidences. The report said that:

**‘Churchill Community College is an outstanding provider of education to young people that prepares them extremely well for their future..………..The College has a distinct caring atmosphere and a family feel. The behaviour of students is outstanding. Relationships between staff and students and between students themselves are very strong and supportive. Staff and students are courteous, polite, mature and respectful of each other.’**

**‘All groups of students in Key Stages 3 and 4, regardless of their backgrounds, make outstanding progress and leave Year 11 with GCSE results well above those found nationally…………Teaching is outstanding. Teachers know their students well, have excellent subject knowledge and plan activities that lead to rapid learning for all groups of students. Tasks constantly challenge students and inspire and engage them to do well. Students say that they enjoy learning.’**

The college has made very significant improvements in the last 10 years, however, we are not complacent; we recognise that there is a journey ahead of us and we need to continue to develop our work and reflect on our strategies and practices so that we can continue to develop to provide an outstanding education for everyone, students and staff. The highest quality teaching and learning taking place in every classroom is central to that continued success. This post is interesting, demanding, and creative and will give the right candidate the opportunity to play a lead role in that work. You will need clear vision, excellent communication skills, inspiration, perseverance, grit and determination, proven people skills and a real understanding of how learning happens along with a commitment to the development of all staff. Your own teaching must be outstanding and continually developing as you explore ways to improve. You will be a role model for staff and students.

The closing date is **Tuesday 27th March 9.30am** and we look forward to receiving your completed application form and a letter of application (this should not exceed two sides of A4) which will outline how your skills and experiences make you the best candidate for this post. A CV is not required. Please address them FAO Heather Bell - Headteacher’s PA.

Interviews will be week beginning **16th April**, further details will be sent to shortlisted candidates. Those candidates that are not short-listed will not receive notification and should assume that they have not been successful in this instance. Please also note we do not pay expenses for candidates asked to interview.

Thank you for investing the time in our College.

Yours sincerely

 

David Baldwin Jill Huxtable

Headteacher Head of School