



BLACON HIGH SCHOOL

SUCCESS THROUGH PARTNERSHIP



BLACON HIGH SCHOOL



HEADTEACHER INFORMATION PACK

Ofsted
Good rating



DRIVEN BY EXCELLENCE; VALUES EVERYONE; TRANSFORMS LIVES

Headteacher, Chester

Start Date: September 2018

Salary: Group 5 Points 25-31

Contract: Type Full Time

Contract: Full Time

Blacon High School is a maintained trust 600-place 11-16 Secondary School in Chester.

The Governors are seeking a leading educational practitioner with integrity and commitment to lead our good school into its next stages of growth and development.

The School operates from new state of the art buildings, and has been transformed over the past six years from a school requiring improvement to a 'good' school striving to be 'outstanding'. We would like you to help us to achieve this objective.

The ethos of the school is firmly rooted in the local community and you will need excellent collaboration skills and the ability to work very closely with our local Primary schools and other partners in continuing the physical and educational regeneration of the area. We cater for a range of needs and a critical factor in our selection will be finding a leader who will continue to develop a differentiated approach to learning in order to meet the diverse needs of our young people.

The school is growing in size and popularity and with applications exceeding places for the first time this year we are starting to explore options for expansion.

The application pack has more detailed information about the school and the type of person we are seeking to appoint. If you feel this is a challenge that matches your aspirations we would be pleased to hear from you. If you would like to have an informal discussion about the role and / or arrange a visit please contact the Headteacher, Sue Yates (Tel. 01244 371475). Two dates have been reserved for informal visits to the school on Monday, 26th March and Tuesday, 27th March at 2.00pm. In addition, Day 1 of the interview will give shortlisted candidates the opportunity to find out more about the school.

Closing Date: Wednesday, 11th April 2018

Interview Dates: Friday, 27th April, Monday, 30th April and Tuesday, 1st May 2018.



Dear Candidate

Thank you for your interest in applying for the post of Headteacher at Blacon High School. We are looking to appoint a highly motivated individual with integrity and commitment and the leadership skills to take the school into its next stage of growth and development.

The Blacon community is well defined geographically. It has a strong local identity and has higher than average levels of social need. The community has a determination to improve the social and physical environment, and is starting to succeed. We want a leader who will play a full part in that regeneration. As part of a wider community effort, and in partnership with our local primary schools, we strive to bring hope, strength and happiness to our community by providing life changing education for the young people of Blacon and surrounding areas of Chester within a caring and safe environment.

We believe that all young people are entitled to equal opportunity in life, and we fully accept our responsibility to secure this for our community by providing a rich and varied curriculum to meet all needs and by achieving the highest standards of teaching and community engagement.

The school has made great advances over the past seven years under the leadership of our retiring Headteacher. We are now looking for someone who will take our school from 'good' to 'outstanding' and explore the future development of the school to respond to growing levels of demand. The ability to work effectively in local partnerships with local Primary Schools, with Health and Social Care agencies and with local community is crucial. The Headteacher will have teaching expertise and the ability to inspire outstanding classroom practice. You will be expected to have a small teaching commitment.

Please read the rest of the pack to find out more about the school, what we can offer and what we are looking for. If our aspirations match yours we hope that you will apply.

Yours sincerely



David Peachey
Chair of Governors



About Blacon High School

Driven by Excellence; Values Everyone; Transforms Lives

Our Vision

We will bring hope, strength and happiness to our community by providing life changing education for the young people of Blacon.

Our Mission

Through distinctive local partnerships we will inform, educate and inspire our families and community by providing outstanding education from nursery to school leaving.

Our Values

We believe that all young people are entitled to equal opportunity in life, and we fully accept our responsibility to secure this for our community by achieving the highest standards of teaching and community engagement.

Blacon High School is a smaller than average 11-16 maintained trust school situated on the outskirts of Chester. It serves an area of higher levels of social deprivation than those found nationally.

Blacon High School's journey has been remarkable. Since 2010, the school has developed and progressed significantly in every aspect of its work. This is as a direct consequence of the culture of the school which 'places pupils at the heart of everything that it does.' (Ofsted 2016) Ofsted identified that the school is 'driven by relentless ambition' and, last year, Blacon's Progress 8 outcome of + 0.27 placed the school the third highest in the Authority. A strong feature of the school is its inclusive practices and outcomes for SEND pupils and pupils of disadvantage are especially strong.

'Investors in People' noted about the school, when we secured the gold award that, 'the transition in the school is seamless' as a consequence of working in strong and creative partnerships. One such partnership is the Blacon Educational Village (BEV). Blacon High School is an active and proud member of the BEV which links all of the schools together in this community. As a consequence of this powerful collaboration, the school is now oversubscribed as it has become the school of first choice in this community and beyond.

The school also works in strong collaboration beyond Blacon. For example, it is an active partner in Hope Opportunity Trust (a charitable trust) which selects able pupils from disadvantaged backgrounds to study at some of the most prestigious public schools in the country. Pupils from Blacon High School have gone on to study A levels at schools such as Eton College, Repton School and Marlborough College.

Another essential characteristic of this school is our persistence and focus on getting processes and procedures right and consistent. Our monitoring and evaluation processes are robust and well defined. They have been forged through reflection and informed by outcomes, pupil voice, teacher voice and insightful leadership. The effectiveness of systems has been a key lever in the significant progress that has been made at the school.

The school rests on highly effective learning and teaching. This is informed by well targeted and well researched CPD. The CPD programme is also enriched through practitioner research and this is strengthened through appraisal. Our appraisal system clearly identifies career progression for all members of staff and our professional development programme ensures that staff are well trained and supported through the progression.

As you can see, it is a hugely exciting time for the school and this community. In September 2016, a new school building was completed and in September 2017 a new 3G facility was opened. The school is at the heart of this community both physically and spiritually.

The school is rapidly increasing in numbers, has a highly skilled and motivated staff, insightful leadership and informed and committed governors. This is a superb context for future growth and success.

The school was judged to be 'good' in 2016 and since then it has been on a journey to secure the route to 'outstanding'. This is the clear goal of the staff, leadership, governors, pupils and parents/carers. The next Headteacher will be instrumental in this work and a key driver in the school's next significant steps.

You will find out more information about the school on our website at www.blaconhighschool.net



HEADTEACHER

Who are we looking for?

We are a school that is improving rapidly, and therefore attracting a greater number of pupils than in previous years. By 2020, our new school building will be full - doubling our pupil numbers within a five year period. Two years ago, for the first time in the history of the school, we received a 'good' judgement from Ofsted and we have continued to improve since then towards our goal to become an 'outstanding' school. Our Progress 8 data is significantly above the national average (for every category) and currently third best in the Local Authority area.

We recognise that there is more to do, and we require a Headteacher who will continue to lead improvement initiatives, and inspire and develop the senior team and our excellent teaching staff. The post requires an individual with a compelling moral purpose, clarity of vision, dedication and persistence and a transformational leadership style.

External partnerships are important to the school especially the strong partnership with local primary schools (The Blacon Educational Village) in which the Headteacher will play a full part, and our work with community organisations and with other local services and agencies particularly Social Services and Health.

What do we want from you?

- To be motivated by a strong ethos to serve our community.
- The ability to communicate a compelling vision of the school and the confidence to manage strategically empowering all pupils and staff to excel.
- To be a good classroom practitioner and have the highest level of commitment to teaching and learning.
- To instill in all staff a strong sense of accountability in the impact of their work on pupil outcomes.
- Recognition that the school's organisational orientation must be outward facing to the community, other schools (especially local primary schools), the local authority, and other relevant local and national organisations.
- Develop further fair and transparent systems and measures for managing the performance of all staff with excellence as the goal.
- Ensure that the school's organisation, systems and processes are well considered and frequently reviewed for effectiveness.
- Exercise strategic financial planning to ensure equitable deployment of resources focussed on improving pupil outcomes.
- An understanding of how organisations function, with an insight about the role of well designed, integrated systems and processes that become self-sustaining and enable continuous improvement.
- We need someone with the ability to maintain and develop a skilled workforce and, in particular, to be creative in managing and filling vacancies.

What do we offer?

- The opportunity to make a real difference to the local community in Blacon.
- A school that is well supported by the community.
- Strong established partnerships with local primary schools.
- A school that is improving and growing rapidly.
- A supportive governing body.
- A well motivated and supportive senior leadership team and teaching staff.
- A new school building and sports facility.
- Strong and developing external partnerships with external organisations like the Hope Opportunity Trust.



Headteacher Job Description

In order to achieve the key goal of driving the school to an 'outstanding' judgement over the next three years, the governing body requires *specific emphasis upon the following leadership qualities and responsibilities*:

1. To clearly articulate the school vision, and inspire and motivate others to serve and improve the local community.
2. To promote our ethos of inclusivity, within a supportive and caring educational environment, built upon strong attendance and excellent standards of behaviour.
3. To lead by example with integrity, positivity, optimism and persistence and by demonstrating the vision and values in everyday work.
4. Demonstrate excellent stakeholder collaboration skills enabling the establishment of a wider shared vision for the school and community. In particular, the ability to work closely with local primary schools and other partners in the pursuit of further physical and educational development of the Blacon area.
5. To enhance the reputation of the school in the community through relationships with local, national, and international communities and organisations.
6. Demonstrate commitment to an open, honest and transparent culture based upon a self-reflective style of leadership at all levels, an openness to challenge, and a willingness to be cooperative and supportive of colleagues.
7. To engender in all staff a strong sense of accountability and commitment to the overall school team and a cross curricular approach to success.
8. The ability to design and lead an agile and learning organisation that is dedicated to improvement through persistence, creativity and innovation. Critically, improvement should be self-sustaining by being embedded in school norms through the clarity and standardisation of processes. To undertake the regular and critical review of the school's processes and implement improvements where necessary.
9. The ability to develop further a differentiated approach to learning in order to meet the diverse needs of our young people. One fundamental aspect of this will be the deployment of a broad and balanced curriculum that is flexible enough to provide a variety of enrichment opportunities and enable all pupils to achieve the best possible outcomes.
10. A commitment to the personal development of all staff through mentoring, professional development, routine performance review, and empowerment to fulfil their responsibilities.
11. Teaching expertise with the credibility to inspire outstanding classroom practice (the Headteacher will have a small teaching commitment).
12. The ability to maintain and develop a skilled and highly motivated workforce and, in particular, creativity in managing and filling vacancies.

Core Requirements

1. To take responsibility for the strategic management of all resources to create a sustainable and developing school.
2. To understand, and communicate to governors, the implications of local and national educational developments.
3. To ensure that the governing body has full, accurate and timely information on which to base decisions on priorities and strategy.
4. To set high performance expectations of all staff, and encourage their high expectations of others. To inspire the setting of stretching personal and departmental targets.
5. To adopt and develop assessment frameworks and a data driven approach to improving teaching and learning and the targeting of resources to individual pupils and pupil groups.
6. Routine continuous monitoring of classroom practice and deployment of improvement methods.
7. To ensure organisational clarity through the clear delegation of responsibilities and tasks.
8. To challenge underperformance at all levels in the school.

Statutory Requirements

1. To fulfil the duties as set out in the *School Teacher's Pay & Conditions Document* relating to the Employment of a Headteacher.
2. To meet *National Standards for Headteachers* as published by the DfE.
3. To achieve performance criteria set by the governing body.
4. To promote and safeguard the welfare of all young people in the school by ensuring that all relevant policies and procedures are fully implemented.



Person Specification

		Essential / Desirable		Assessed by Application / Interview	
Personal Qualities		E	D	A	I
1	A role model, value driven by a sense of purpose and a set of strong beliefs.	*		*	*
2	Cares about other people, and acts as motivator and mentor to develop others. Able to relate empathetically to parents, carers, staff, pupils, governors, and the wider community.	*			*
3	An understanding of the fundamentally important issues and the ability to address those issues without being distracted.	*		*	*
4	Consistent in style and persistent, innovative and open to new ideas.	*		*	*
5	Strong analytical skills with the ability to manage primarily by fact and data.	*		*	*
6	To be articulate and approachable with excellent interpersonal communication skills both verbally and in writing.	*		*	*
7	Sound judgement and the ability to anticipate and plan in order to overcome barriers to progress and any organisational conflict.	*		*	*
8	A preference for working within a structured and clearly organised environment.	*		*	*
Qualifications & Education		E	D	A	I
1	A first degree or equivalent.	*		*	
2	Qualified Teacher Status (QTS).	*		*	
3	Evidence of recent and relevant training and development at headship level and/or in preparation for headship.	*		*	
4	Relevant higher degree or equivalent.		*	*	
5	NPQH		*	*	
Experience & Knowledge		E	D	A	I
1	An effective teaching practioner with substantial experience of teaching.	*		*	*
2	Successful recent strategic leadership experience likely to have been gained as a Headteacher or Deputy Headteacher in a secondary school or other educational organisation.	*		*	*

		Essential / Desirable		Assessed by Application / Interview	
3	Proven track record in leading and managing staff including building a successful team, delegating effectively and in the implementation and management of change.	*		*	*
4	In-depth knowledge and understanding of the wider educational agenda including current national policies and educational issues as well as the statutory and legal framework.	*		*	*
5	Experience of raising standards with measurable outcomes.	*		*	*
6	In depth knowledge and experience of the policies and practice of Child Protection, Safer Recruitment and Safeguarding.	*		*	*
Managing the Organisation		E	D	A	I
1	Experience of working with a Governing Body to develop collaboratively a school vision.		*	*	*
2	Proven experience of school self-evaluation and school improvement processes, and accountability to governors.	*		*	*
3	Evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through to resolution.	*		*	*
4	Knowledge of the potential of ICT to enhance learning, interpret and analyse data and understand school information systems.		*	*	*
5	A commitment to and evidence of promoting diversity, equal opportunity, in the curriculum and in employment practice.	*		*	*
Learning & Teaching		E	D	A	I
1	Successful experience of curriculum development along with an understanding of the issues associated with choice and flexibility to meet the personalised learning agenda.	*		*	*
2	Successful experience of the implementation of effective assessment procedures for learning needs of all pupils.	*		*	*
3	Recognition of the role parents and carers in the learning of young people.	*		*	*
4	Recognition of the importance of developing the expectations and aspirations of young people.	*		*	*
Community & External Relationships		E	D	A	I
1	Experience of developing effective partnerships and involvement in wider networks with external agencies in order to provide greater opportunity for young people beyond school.	*		*	*

How to Apply

Applications should be made by completing the school application form, together with a covering letter, and submitting it either by post to Tegan Whiteside, Clerk to the Governors, Blacon High School, Melbourne Road, Blacon, Chester CH1 5JH or by email to twhiteside@blaconhigh.cheshire.sch.uk

KEY DATES

Closing Date: Wednesday, 11th April 2018

Optional Informal Visits: 2.00pm Monday, 26th March or 2.00pm Tuesday, 27th March

Shortlisting: Monday, 16th April 2018

Interviews: Day 1 Familiarisation, Friday, 27th April

Days 2 and 3, Interviews/Selection Monday, 30th April and Tuesday, 1st May.

