

Wey House School

Chair of Governors: Bob Arnold



December 2015

Dear Applicant,

Thank you for the interest that you have expressed in Wey House School and in the position of Headteacher.

Context

The school was rated 'Good' by Ofsted at its last inspection in 2013 ('Satisfactory' in 2011) and currently supports boys in KS2 with Social, Emotional and Mental Health (SEMH) needs. It is the main provision for this group of children in Surrey, so pupils are drawn from across the County and the majority travel to/from Wey House by taxi.

The school is set in spacious grounds and having formerly had residential places, has a good amount of unused space – though this isn't necessarily configured helpfully. We are in the process of upgrading facilities in the classrooms and improving external play equipment for the boys.

Staff throughout the school are committed and passionate about improving the boys' outlooks and prospects through learning and personal development. Creating positive behaviours for learning can sometimes be challenging, particularly where boys have been excluded from mainstream schools or have had negative experiences of education in previous locations.

Financially the school is operating with a slight surplus and good controls are in place. There has been some under-investment in the fabric of the school and this is currently being addressed. Recently there has been an over-reliance on agency staff and there is an active campaign to reduce this imbalance.

The school currently has an experienced interim Headteacher in place following the relocation of the former Head to a school outside Surrey.

The potential

There is a strong demand for places at Wey House. The school currently has a PAN of 36 but could physically accommodate more boys than this. Among the challenges for the new Head to realise the true potential of the school will be to coach and develop a strong and effective leadership team, and improve the scalability of the current processes and ways of working. The school's grounds are an under-utilised resource, both for the boys attending the school and for the broader community to which Wey House is largely invisible.

The SEND agenda within Surrey is currently under review and there will be scope for a new Head to play a key role in the development of SEMH provision that will reduce the Authority's reliance on non-maintained independent school places.

The Governing Body

The school has a small (9 member) governing body that is highly supportive, yet challenging. Governors are active in monitoring the school's effectiveness and efficiency and know the school well. They recognise the importance of an effective work/life balance for the staff and leadership.

Full governing body meetings are held twice a term, at the end of the school day, and there are no committee meetings. Governors have clear aspirations for the school and now need to see these translated into a compelling vision and strategic plan by the new Head.

Our new Headteacher

We are looking for a Headteacher who is a pioneer and will lead the imaginative and innovative development of the school whilst maintaining the delivery of an offering to the boys that is at least 'good'. They must have the vision and capacity to create an outstanding learning community that engages and gains proactive support from staff, parents, agencies and the broader community. With boys drawn from across the County the Headteacher will aspire to build greater engagement and partnerships with parents and carers to support and enhance pupils' learning.

Our new Headteacher will be passionate about staff development, both for staff who have been at Wey House for many years and also for those who have joined recently. Governors expect to support the continuing professional development of the new Head and will be happy to discuss any current learning and development commitments that exist.

Applying for the role

It is essential that you complete the application form fully. In your personal statement we would like you to describe both how your skills and experience meet the criteria in the person specification and also how you will both retain and develop the unique character of Wey House School.

Please ensure that you have given details of your referees, one of whom should be your current or most recent employer. Another should be someone who is able to comment on your performance at work from a position of responsibility, not as a peer. Please note that Curricula Vitae will not be accepted as applications.

I hope that you will be able to visit the school informally before the interview date of Friday 12th February 2016.

To arrange a visit, please contact Robert Cattermole at Academicis.

Email: rcattermole@academicis.co.uk

Tel: 07825 346 535 Switchboard: 01223 907979 Direct Dial: 01223 907971

Please return your completed application to Robert Cattermole rcattermole@academicis.co.uk

The closing date for receipt of completed applications is 12:00 noon on Monday 8th February 2016.

We will be contacting short-listed candidates as soon as possible after 9th February and interviews will be held on Friday 12th February 2016.

Thank you for your interest in this position and we wish you every success with your application.

Yours sincerely,



Bob Arnold
Chair of Governors