

Witherslack Group

Rotherham School

Do you have what it takes to sit in the **big seat?**

Head Teacher Candidate Information



We're looking for a new Head Teacher

Someone who is resilient, innovative and enthusiastic. You'll have a real passion for working with children with SEN and will be dedicated to leading our challenging and hugely rewarding community.

This is a unique opportunity to be part of a completely bespoke newly refurbished building. Our brand new School in Rotherham is an independent day school catering for up to 50 young people, aged 10 upwards, with SEMH and complex needs. The School will benefit from excellent staffing ratios and small class sizes, ensuring that every young person will receive a highly personalised curriculum and is treated as the individual they are. The school is part of the Witherslack Group, a highly successful and expanding national SEN Group with a 'no limits' approach to learning, with a commitment to the best possible outcomes for young people.

Our existing range of specialist schools, both day and residential, offer unrivalled opportunities, experiences and support for every child.

We are dedicated to fulfilling the hopes of every parent by releasing their child's full potential. The successful candidate will be instrumental in setting up the new school and building a resilient, hardworking, highly dedicated, innovative, skilled and experienced team. With the full support of the Witherslack Group management team, the Head Teacher will ensure the new provision meets the high standards expected by the Group and working together to achieve an 'outstanding' Ofsted rating.

Like all of our schools, our new one in Rotherham will offer state-of-the-art learning resources and well equipped environments. Our young people will be supported in small class sizes, by well qualified and experienced staff who are able to offer an extensive range of academic, practical, vocational, sport and leisure activities, to support both a young person's educational achievements and social and communication skills.

We are dedicated to fulfilling the hope of every parent by releasing their child's full potential.

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We want every young person to get the most from life. We aim to maximise their opportunities while giving parents and carers peace of mind. At the same time, our expert blend of therapeutic, emotional and educational support provides unmatched value for local authorities.

We focus on each child, giving them stability and support, we call this our 'internal team around the child' approach. This allows us to set high aspirations and inspire young people to achieve them.

We are a leading provider of specialist education and care for children and young people with social, emotional and mental health needs, communication difficulties (autistic spectrum conditions, Asperger's Syndrome, speech, language and communication needs), complex learning needs and challenging behaviours.

Seeing a young person learn, smile and grow is incredibly rewarding, but that's not the only reason to join us. At Witherslack Group we'll give you and your team far more than just a job, we'll give you a career where you're free and supported to grow with us.

Our Vocational Offer

Our curriculum delivers a comprehensive vocational offering, as well as academic for our young people. The highly equipped learning environment incorporates a range of resources to support a range of qualifications, subject specific classrooms and designated teaching areas.

About the Role

We are seeking a new Head Teacher who is resilient, innovative and enthusiastic with the ability to keep calm in challenging situations. You'll have a real passion for working with children with SEN and will be dedicated to leading a challenging and hugely rewarding community.

Committed to delivering highest quality education and with experience of working with SEN, you'll help us achieve our 'outstanding' standards and continue to deliver the best for our young people.

Integrated Therapeutic Support

The school operates an integrated approach towards therapeutic support and is well supported by a range of therapists, including occupational therapists and speech and language therapists.

The Witherslack Group directly employs in excess of 60 therapists and is able to provide a broad range of specialist support and advice. The clinical services team delivers a combination of directly targeted work with young people in addition to providing staff consultation, support and training.







Job description

Position:	Head Teacher
Salary Range:	**Package In Excess Of £120K:** • Salary upto £80,000 depending on experience, Company Car / Car Allowance • 10% Performance Related Pay, Long Term Incentive Scheme up to 30% pa • Family Private Health Care, Teachers Pension Scheme, Relocation
Accountable to:	Regional Director of Schools

Role:

To provide vision, leadership and management for the school. To ensure continual improvement and high quality, engaging and fulfilling education across all age groups and further development in standards of teaching, learning and achievement in accordance with and subject to:

- The provisions of the Education Acts, and any orders and regulations from government legislation
- The statutory guidance and regulations of the Children Act 2004 and 1989
- Department for Education guidance
- The policies, practices and procedures of the Witherslack Group



Main Purpose of the Role:

The Head Teacher, working within the overall strategy and guidelines of the Witherslack Group, is accountable for the leadership and management of the school that will enable the achievement of:

- Outstanding pupil outcomes that are a reflection of each young person reaching their full potential
- A safe environment that protects and cares for the young people and staff in the school
- An exciting and stimulating shared vision, which fits within the overall Witherslack Group strategy, which inspires and motivates students, staff and all other members of the school community
- Meeting all statutory requirements as defined by Ofsted and other external bodies, and achieving the highest possible inspection ratings
- A motivated staff group that is fully engaged in the goal of achieving excellence in all areas of school life and who develop both personally and professionally
- The commercial success of the school as defined by operating at optimum occupancy, the management of costs and the development and implementation of growth plans as appropriate
- Highly effective planning and operational processes which operate alongside a culture of Continuous Improvement

Staff

- To select and appoint staff in line with the Group's terms and conditions of service and safer recruitment process
- To deploy and manage all teaching, pastoral care, clinical, support and administrative staff, allocating duties to them in accordance with their conditions of service and the needs of the school and pupils
- To ensure that all staff have access to supervision and training appropriate to their needs and in accordance with Group and School policies
- To supervise and participate in appraisal and performance management of the staff in accordance with Group and School policies and to report outcomes to the School Board and Group Board of Directors
- To motivate and work with others to create a shared culture and positive climate
- To treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture
- To ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and responsibilities
- To acknowledge the responsibilities and celebrate the achievements of individuals and teams
- To develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory
- To regularly review own practice, set personal targets, and take responsibility for own personal development in conjunction with the WG Senior Managers
- To manage own workload and that of others to allow an appropriate work/life balance

Curriculum

- To determine and organise an appropriate curriculum, having regard to the needs, aptitudes, interests and stages of development and resources of the school
- To ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning
- To organise planning, delivery, monitoring and evaluation of the curriculum to ensure the quality of its content, delivery and learning outcomes and to report on these to the School Board, Group Board of Directors and Ofsted
- To take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils
- To seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community

Pastoral Care

- To determine and implement a policy for the pastoral care of pupils, in accordance with Group and School policies
- To ensure that the physical, social, emotional and behavioural needs of the pupils are met through the extended curriculum
- To create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development

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Standards of Behaviour

- To define standards of behaviour for staff and pupils and to ensure that these standards are applied consistently throughout the school
- To ensure the maintenance of good order and discipline at all times, both on and off the school site
- To ensure that all staff accept responsibility for maintaining appropriate behaviour and that they model appropriate behaviour in accordance with Group and school policy
- To monitor incidents where pupils require positive handling and ensure appropriate recording and reporting takes place in accordance with Group and school policies

Commercial Success

- To embrace the commercial and administrative operation of the school which are key to supporting the core pupil outcomes and other school goals and will enable further investment and development in the school to take place.
- To take an active role, working hand in glove with the Group's commercial team, in the marketing of the school to parents and local authority customers to ensure that all potential referrals are captured and evaluated by the school. This will ensure that the school is operating at optimum occupancy.
- To ensure that the school operates the Group's referral system in order to meet standards expected by our customers.
- To ensure the school has clear cost control processes in order that that expenditure is kept within agreed limits and is reviewed in the light of movements of pupil numbers outside the originally agreed planned levels.

Communication

- To promote positive and effective relationships with parents, LAs, Department for Education, Social Services agencies, Ofsted, the local community and other Witherslack Group establishments
- To make arrangements for appropriate consultation with LAs and parents, and to provide regular information about the school curriculum, teaching and learning and pupil progress
- To maintain and submit all records that the Department for Education require
- To organise case conferences, pupil reviews, planning meetings and LAC review in accordance with statutory requirements and Group policy
- To meet with parents/carers, local authority representatives and personnel from other agencies and visitors as and when appropriate
- To liaise with WG Group Office regarding school issues (e.g. premises, H&S, finance, personnel)
- To provide a regular report to the School Board and the Group Board of Directors
- To attend Group meetings as required
- To chair School Leadership Team meetings, Admission Panel meetings, School Council meetings and Annual Reviews, as required
- To monitor and record all official complaints and major incidents and to report them to the School Board and WG Group Office

Ofsted Judgements rank us as the UK's leading education and care provider.







Resources, Premises & Safety

- To allocate and account for the financial and material resources of the school
- To make provision for the security and effective supervision of the school buildings, their contents and the school grounds
- To be responsible for the maintenance of the fabric of the building and grounds
- To implement the Group's Health and Safety Policy and Safeguarding Policy, to ensure the safety of staff, pupils and visitors at all times
- To ensure the safety and supervision of pupils during off-site activities
- To monitor the use and safety of school transport
- To ensure that the medicinal needs of all pupils are effectively met
- To ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education and care for all pupils and provide value for money
- To be responsible for promoting and safeguarding the welfare of children and young person's s/he is responsible for, or comes into contact with
- To use and integrate a range of technologies effectively and efficiently to manage the school

Management

- To make appropriate arrangements for suitable persons to assume responsibility for the discharge of the Head Teacher's duties at any time that the Head Teacher is absent from the premises

Administration

- To ensure that all school policies are reviewed on a regular basis to reflect current legislations, government initiatives and policy
- To ensure the efficient operation of the school's administration and fulfil the requirements of Witherslack Group Head Office
- To ensure the keeping and management oversight of all records, the Group's database, daily logs, staff guidelines, pupil profiles, pupil progress files, as are required for the efficient running of the school and by external agencies
- To maintain correspondence and other communication with outside agencies, ensuring appropriate liaison and cooperation



Aspirational futures through inspirational education and care.









Person specification

Key: **A:** Application form; **I:** Interview/assessment activities
R: Reference and other employment checks; **C:** Certificate

	Essential	Measured by:	Desirable	Measured by:
Essential	Deputy Head Teacher experience (three years) Special School experience	A	Teaching experience in two or more establishments	A
	Ofsted inspection process	A	Head Teacher experience	A
	Evidence of building and leading a successful team	I		
	Experience of managing and motivating disaffected and challenging students	A/I		
	Evidence of producing outstanding outcomes for children/young people with SEMH	A/I Ofsted		
Education/training /qualifications	Qualified Teacher Status	A/C	Higher level of qualification in education or education management	A/C
	Evidence of regular and appropriate professional development	A/C	Advanced SEN qualification	A
	Evidence of recent management development	A	Currently undertaking NPQH or having successfully completed it	A/I/C
Special knowledge	Curriculum development (5-18, primary and secondary)	A/I	Management including employment law, equal opportunities legislation, personnel and external relations	A/I
	Strategies for raising pupils' achievements (educationally and socially)	A/I		
	Use of comparative data to establish benchmarks and set targets for improvement	A/I	Knowledge of 'Looked After'	I
	Strategies for promoting pupils' spiritual, moral, social and cultural development including knowledge about citizenship and ethnic and cultural diversity	A/I	Performance Development and Review Process and threshold process	I
	Fluent in SEN Code of Practice	A/I		
	Strategic planning linked to School Improvement	A/I		
	Knowledge of child protection and health and safety issues	A/I		
	Commercial aptitude	A/I		

Person specification continued

	Essential	Measured by:	Desirable	Measured by:
Skills disposition	Effective financial management within a school environment	A/I/R		
	Communication skills - the ability to make points clearly and listen to and understand the views of others	A/I/R		
	Decision making skills - the ability to investigate, solve problems and make and implement decisions	I/R		
	Self-management - the ability to plan time effectively and organise oneself efficiently	A/I/R		
	Change management skills	A/I		
	High quality inset planning and delivery skills	A/I/R		
	Detailed knowledge of the National Curriculum and approaches within SEN	A/I		
	Good ICT skills	A/I		
Personal qualities	**Ability to:** Demonstrate enthusiasm and sensitivity	A/I/R I		
	Demonstrate a stimulating and innovative approach	I/R		
	Initiate and manage change	A/I/R		
	Employ strategies to cope with stress and pressure	A/I		
	Commitment to pastoral care and education	I		
	Reliability, persistence and even temperament	I/R		
	Evidence of being able to build and sustain effective working relationships with young people, staff, parents/carers and the community	I/R		
	A good record of health, attendance and time keeping	I/R		
	High professional standards	I/R		
	High level of resilience	A/I/R		
	Good motivational skills	I		
	Ability to calmly respond to challenging situations	R		
	Personal and professional integrity	I		
Work arrangements and availability	Current full UK driving license	A		
	Flexible to deal with the needs of the school, including during holiday periods	I		

Witherslack Group

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