



Kennet School

Excellence through Endeavour



Application Pack
Deputy Headteacher (Curriculum)

WHAT WE BELIEVE

At Kennet School we employ forward-thinking, creative teachers who are unapologetically passionate about their subject. Our motto, 'Excellence through Endeavour', does not apply to our pupils alone.

We place learning at the heart of everything we do. Through our learning blog and innovative professional development programmes, we seek to drive education reform through the heart of our school, making decisions that are right for our pupils whilst being an exciting place to work.

We do not believe in restrictive marking policies, for example those that demand a consistent marking technique. Rather, we value the full range of assessment methods and equip staff with the ability to plan the appropriate strategies alongside learning.

Our curriculum is rich in knowledge because we believe knowing things provides a foundation for being able to do things. Department and training opportunities create space for the ongoing development of the curriculum as we understand the value that specialist teachers bring to this process.

We value the time of our staff and all teachers start with a 15% PPA allocation. Additional admin support is provided to ensure all teachers are able to focus on their first priority: pupils' learning.

A rigid behaviour procedure enables departments to manage low level disruption internally. Our procedures reduce the demands on staff whilst ensuring that poor behaviour is dealt with swiftly and positive behaviours don't go unnoticed.

If you are passionate about seeing young people achieve more than they thought was possible and recruiting the next generation to your field of expertise, then we welcome your application to join our team.



Mrs G Piper
Headteacher

LETTER FOR APPLICANT

Dear Applicant

I am delighted that you are interested in this post and trust you enjoy reading the information about Kennet School. Please do not hesitate to contact Mrs Cambridge, my PA, (office@kennetschool.co.uk / 01635 862121) if you require any further information about the school; or would like to make contact with us directly. We would normally welcome a visit so you can see the school in action but given the restrictions in place at present we are happy to meet you virtually and, where possible, we will try to facilitate a site visit in person which will be carefully managed without coming into contact with others. On our website, the welcome video together with our main school and Sixth Form prospectuses, provide you with access to the general school information and further details about the wider life of the school. This vacancy arises from the successful promotion of the current postholder.

Kennet School made a rapid improvement from an RI inspection in 2014 and secured Outstanding just 18 months later. As a school, we work with real determination to deliver on our vision, enabling the children within our community to secure the very best life chances. The senior team are a small but dynamic group who lead with integrity and drive to ensure every pupil has access to exceptional learning, day in, day out.

We have been through a period of change in the last four years with a new Headteacher, some re-structuring of the senior leadership team and growth within the Trust. These things have all culminated in providing a fast paced, research-engaged, vibrant working environment.

There is flexibility in the allocation of responsibilities for this post and this will be discussed at interview and on appointment.

Our policies allow us to equip teachers with the responsibility to make the decisions appropriate to the learners and the learning with their classrooms. Our routine review cycle aligns leaders across the school and enables them to prioritise their attention every week on key areas to ensure excellence is delivered.

Following a whole school curriculum review, every Head of Department owns and can articulate the intention of their curriculum demonstrated through various means including formal presentation to the senior team and governors, as well as department reviews, peer collaboration and coaching.

This letter shares some of our context, and I encourage contact prior to application, which should indicate how you can contribute and lead us further and faster towards our goals. Applications are via our application form with supporting statement. Please also provide us with the names, addresses (including email) and telephone numbers of two appropriate referees.

I look forward to receiving your application and can assure you that the successful candidate will be joining a school which brings both great challenges and rewards for its staff. We look forward to welcoming a new senior colleague to our team, and we look forward to the challenges of the future with confidence.

Applications must be received by Monday, 1 February 2021 (10am) and interviews are planned for Wednesday, 3 and Thursday, 4 February 2021. Please ensure that we have a daytime telephone number on which we can contact you.

Yours sincerely



Mrs G Piper
Headteacher



WHY WORK FOR US?

...because we support and value our teachers!

Professional development at Kennet School is centred on investing in individuals. We spend well above the national averages on professional development and have teachers on NPQs, Leadership apprenticeship and MA programmes. Our aim is to help every member of staff be the best they can be.

Evidence-based inset programme has a real impact on teaching and learning across the school. Teachers work collaboratively across departments to focus on a question of their choice whilst engaging with current research in education. This programme is about trusting teachers to shape their own learning and giving them the time to explore issues relevant to their expertise and subject.

An unwavering focus on learning is at the heart of everything we do. We remove as many barriers as we can, administrative or otherwise, to keep learning at the top of everybody's agenda.

Lesson observation and feedback designed to be helpful and supportive, but also encourage development and improvement, at least twice a year. We also run a coaching programme which supports teachers as well as contributing to wider conversations about what excellent teaching and learning means to us.

Career Opportunities arise frequently in large schools and we actively seek to help our teachers develop their careers and move into positions of responsibility.

Our new staff and NQT+ programmes are bespoke for all new staff and particularly for NQTs, which includes supportive observations, training and other opportunities across the school. We have recently introduced a programme to support staff throughout the first three years of their career: from NQT to preparing for a post of responsibility.

Staff Perks include a cycle to work scheme with a tax free allowance, 15% PPA time, learning visits to other schools, a sophisticated leisure centre on site (with discounted memberships) and an active social committee. We have a number of other benefits including free flu jabs, free porridge daily, Office 365 and various free product offers through gemsatwork. We also run free yoga and fitness classes on site. In addition to this, we offer staff membership of the **Teachers' Pension scheme and the Local Government pension scheme**. Childcare vouchers, through the Government scheme, can also be offered.



PERSON SPECIFICATION

| Criteria | Essential | Desirable | How identified |
|---|-----------|-----------|--|
| Qualifications and Training | | | |
| Qualified Teacher Status (QTS) | ✓ | | Application Form |
| Degree level qualification | ✓ | | |
| Evidence of ongoing professional development | ✓ | | |
| Additional academic or professional qualifications | | ✓ | |
| Experience | | | |
| Highly skilled classroom practitioner | ✓ | | Application Form and Selection Process |
| Successful track record of raising standards as a senior leader | ✓ | | |
| Experience of using strategies to raise pupil attainment of key groups | ✓ | | |
| Experience of effective line management of colleagues | ✓ | | |
| Experience of leading professional development or training | ✓ | | |
| Experience of self-evaluation processes and data analysis | | ✓ | |
| Knowledge and Abilities | | | |
| Expert knowledge of curriculum and/or pastoral workings of a school | ✓ | | Interview and Selection Process |
| Able to use data to make strategic decisions | ✓ | | |
| In-depth knowledge of current educational developments and priorities | ✓ | | |
| Able to support others in developing clear systems and expectations | ✓ | | |
| Solid IT skills including use of Microsoft Word and Excel | ✓ | | |
| Knowledge of current research and debates within education | ✓ | | |
| Able to use coaching strategies to unlock others' potential | | ✓ | |
| Values | | | |
| Commitment to achieving excellence across a team | ✓ | | Application Form and Selection Process |
| Appreciation of the importance of strong and strategic leadership | ✓ | | |
| Commitment to making learning challenging and engaging for all pupils | ✓ | | |
| Commitment to close working relationships with parents, governors and the wider community | ✓ | | |
| Commitment to supporting the wellbeing and work-life balance of their team | ✓ | | |
| Enthusiasm to contribute to the wider life of the school | ✓ | | |

| Criteria | Essential | Desirable | How identified |
|--|-----------|-----------|---------------------------------------|
| Values <i>(continued)</i> | | | |
| Holds high expectations of pupil behaviour and achievement | ✓ | | Application Form and Interview |
| Personal Qualities | | | |
| Professional and well-presented | ✓ | | Interview and Selection Process |
| Thinks strategically with a relentless focus on improvement | ✓ | | |
| Compelling communicator | ✓ | | |
| Willing to have candid conversations about performance and standards | ✓ | | |
| Unapologetically passionate about the importance of education | ✓ | | |
| Seeks to listen and understand | ✓ | | |
| Reflective and self-aware | ✓ | | |
| Ambitious and motivated | ✓ | | |
| Personal Circumstances | | | |
| Must legally be entitled to work in the UK | ✓ | | Application Form and Document Check |
| Nothing in personal background or criminal record indicates unsuitability to work with children / young people / | ✓ | | |
| Safeguarding | | | |
| Has appropriate motivation to work with children and young people, and can relate to them | ✓ | | All stages of the recruitment process |
| Understands the importance of maintaining appropriate relationships and personal boundaries with children and young people | ✓ | | |
| Displays commitment to the protection and safeguarding of children and young people | ✓ | | |
| Good knowledge and understanding of safeguarding practice | ✓ | | |

APPLICATION PROCESS

Completing your application

Our preferred method of application is via the 'Quick Apply' function in TES.

Alternatively, you can download an application form from our website, complete it, and send to office@kennetschool.co.uk. We will not accept applications that are not submitted through either of these methods, this includes CVs and letters of application.

Please be thorough and accurate when completing your application as we review these forms carefully during the shortlisting and selection process. We advise against generic supporting statements and will be looking for your suitability to this particular role.

Your application will be shared with our appointment panel along with references and any other pertinent information.

Shortlisting

Applications will be reviewed as they arrive, but formal shortlisting will take place as quickly as possible after the application deadline. Applications will be ranked by members of the recruitment panel. Following this, successful applicants will be notified and asked to confirm their attendance at interview. Schedules will be sent out once we have confirmed the field for interview.

In exceptional cases we may choose to shortlist before the application deadline, so early applications are encouraged.

Interviews

The components of interviews will vary by job role, but the schedule will be designed to assess the competencies outlined in the person specification. All interviews involve an opportunity to tour the school and find out more about us. The final stage of the selection process is a formal panel interview.

Documentation

If selected for interview, please bring the following:

- Photo Identification (driving license or passport)
- Proof of address
- Certificate from highest level of qualification (e.g. degree certificate)

Appointments

Following interviews, the panel will decide whether to make an offer of employment. Wherever possible, this will be done on the same day and a contract will be prepared. We ask that candidates attending interview are in a position to make a decision about whether to accept the role.

Kennet School is committed to safeguarding children and expects all staff to share in that commitment; successful candidates will be subject to an enhanced Disclosure and Barring Service check.



Don't just take our word for it...



"The pupils and parents have a real passion and enthusiasm for learning, enabling a positive environment."

Mr C Adams
Assistant Head & PE Teacher



"I love the sense of community at Kennet. The joyful devotion of the staff is matched by the infectious zest of the pupils."

Mr A Killeen
Newly Qualified English Teacher



"What I love about working at Kennet is the culture of collaborative working. This has allowed me to develop both as a teacher but also as a person."

Mr D Domm
Head of Business Studies & Economics



"Kennet is a happy and vibrant place to work. A great group of pupils and staff, excellent facilities and the opportunity to get involved."

Dr N Sapkota
Science Teacher

Kennet School
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