



Ysgol Uwchradd  
**PRESTATYN**  
High School



## Headteacher Application Pack

*"A Community Achieving Together"*

# Letter from Lindsay Davenport, Chair of the Governing Body

## Dear applicant

I would like to thank you for the interest you have expressed in this rare and exciting opportunity at Prestatyn High School.

Following the retirement of our current Headteacher we are looking to appoint an inspirational, energetic and experienced leader to drive our school forward into the next stage of our development and ensure that we achieve outstanding results for our students.

The successful candidate will need to have an impressive track record in transforming and raising attainment. The need to be forward thinking, ambitious and visionary are key, as is the ability to work in partnership with the local cluster of primary schools and the Prestatyn community. We are seeking a leader who will inspire students and colleagues to achieve their full potential whilst successfully managing change.

The successful candidate will benefit from the full support of an outstanding Senior Leadership Team, including a Business and Finance Manager and Senior Human Resources Manager.

The salary band for this prestigious role is L37 to L43 with additional recompense for relocation where applicable.

We are able to offer you the support of a strong and knowledgeable Governing Body who are committed to empowering the new Headteacher to lead the school's staff, students and parents towards a successful future.



# How to apply

If you are interested in this unique opportunity, are committed to making a difference and if you have the passion and the integrity we are looking for, then we would warmly welcome your application.

## Information packs are available from:

Julie Phillips, Senior Human Resources Manager, Prestatyn High School,  
jphillips@prestatynhigh.co.uk, 01745 859749 or 07717513354.

Or

Andrea Malam, Recruitment Specialist, Denbighshire County Council Human Resources Department on andrea.malam@denbighshire.gov.uk or 01824 712544.

## To apply:

Complete our application via the Denbighshire County Council website  
[www.denbighshire.gov.uk](http://www.denbighshire.gov.uk)

For alternative methods of applying please contact Customer Services on 01824 706101 or email [hrdirect@denbighshire.gov.uk](mailto:hrdirect@denbighshire.gov.uk)

In addition email [jphillips@prestatynhigh.co.uk](mailto:jphillips@prestatynhigh.co.uk) and submit:

- A covering letter addressing the key aspects of the person specification (maximum 2 sides of A4).
- Your response to the following question: *having read our Estyn report (included in the information pack and dated October 2014), suggest two actions you would consider as Headteacher to address the key recommendations*, (maximum 2 sides of A4, font size 12).

The closing date for applications is **Thursday 14th April 2016**.

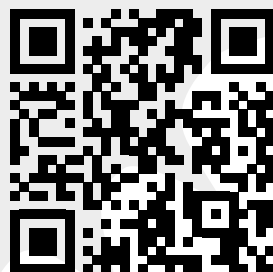
The interviews will be held on the 26th and 27th of April 2016.

If you would like to arrange a visit please contact the Headteacher on 01745 852312.

Yours sincerely



**Lindsay Davenport** - Chair of the Governing Body



# Person Specification

You will be expected to demonstrate most if not all of the following:

## Essential Professional Qualifications:

- Graduate qualification.
  - QTS.
  - NPQH or significant senior leadership experience.
  - Relevant professional study or training in educational leadership.
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## Experience:

- Headteacher, Deputy or significant experience at senior leadership level.
  - Whole school leadership and management.
  - Successful experience in delivering school improvement, raising standards and managing change.
  - Successful involvement in performance processes and data analysis.
  - Variety of teaching experiences.
  - Experience of successful Estyn or Ofsted secondary school inspection.
  - Experience of strategic financial management to achieve educational priorities ensuring efficiency and value for money.
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## Leadership and management:

- Development of whole school leadership and implementation of management systems with appropriate delegation, monitoring and enforcement of accountability.
  - Proven experience of motivating, supporting and challenging colleagues at all levels.
  - Ability to raise aspirations and improve performance with enthusiasm and motivation amongst all stakeholders to develop leadership and management.
  - A high profile role model who develops and maintains effective relationships with staff, students, parents, governors and in the community.
  - A depth of knowledge of child protection and safeguarding.
  - Development of effective monitoring, evaluation and school development planning to recognise high performance and tackle underperformance with specific measurable targets.
  - An understanding of the Welsh National Curriculum and sound experience of curriculum delivery, monitoring and assessment.
  - Ability to analyse complex curriculum issues and develop effective solutions.
  - Proven experience of effective assessment procedures and learning needs of all students.
  - Successful track record in the development of strategies for positive behaviour that are student focused and inclusive.
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## Skills and Abilities:

- The ability to make timely decisions and identify and solve complex problems using appropriate analytical techniques.
  - Excellent interpersonal and team building skills.
  - Excellent time management, planning and delegation skills.
  - The ability to work under pressure and maintain high levels of organisational skills.
  - The ability to lead, motivate and develop high levels of performance amongst all connected with the school.
  - The ability to implement and manage the delivery of sustainable improvements.
  - Demonstrate empathy with different cultures including the Welsh language.
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# Job Specification

**Job Title:** Headteacher of Prestatyn High School

**Job purpose:** To provide vision, leadership and direction for the school  
With the governing body, to be responsible for creating and maintaining a productive learning environment which is engaging and fulfilling for all students and fosters the continuous improvement of the quality of education offered by the school.

**Accountable to:** The governing body

**Accountable for:** Standards, all staff and resources

The Headteacher is accountable to the governing body for the leadership, strategic direction and operational management of Prestatyn High School in order to ensure that the school's aims are implemented in accordance with the school improvement plan and the policies of the governing body. This will provide a secure foundation from which to achieve high standards in all areas of the school's work. The Headteacher is required to monitor, evaluate and review the impact of policies, priorities and targets of the school and take timely action as necessary. The governing body of the school is committed to the safeguarding, welfare and safety of pupils and staff. The Headteacher must ensure that the highest priority is given to following the guidance and regulations which safeguard all pupils.

**To achieve this, the Headteacher will:**

Provide vision, leadership and direction.

Effectively manage teaching and learning.

Promote excellence, equality and high expectation of all pupils.

Deploy resources to achieve the school's aims.

Evaluate the school performance and identify priorities for continuous improvement.

Carry out day to day management, organisation and administration.

Secure the commitment of the wider community.

Create a safe and productive learning environment that is engaging and fulfilling for all pupils, implement strategies which secure high standards of behaviour and attendance, student welfare and citizenship.

## Creating strategic direction

Ensures the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.

Work within the school community to translate the school's vision into agreed objectives that promote and sustain school improvement

Embodies the school's vision and values through daily practice and continual advocacy.

Motivates and works with others to create an effective school climate and shared culture.

Employs creative, innovation and new technologies to achieve excellence.

Ensures that strategic planning takes account of the diversity, values, experience and context of the school and the community at large.

## Securing accountability

Ensures individual staff accountability is clearly defined, understood and agreed and is subject to rigorous internal and external review and self-evaluation.

Works with the governing body so that it is able to meet its responsibilities for securing effective learning and teaching and improved standards of achievement.

Develops and presents a coherent, understandable and accurate account of the school's performance to a range of audiences including parents and governors

Uses data and benchmarks to monitor progress in every child's learning and to focus teaching.

Sets stretching targets for the whole school community based on consistently high expectations.

Develops and maintains a climate of high expectations.

Ensure collaboration with other agencies in providing the intellectual, spiritual, moral, cultural, physical, social and emotional wellbeing of students/pupils

### **Developing and working with others.**

Treats people fairly, equitably and with dignity and respect to create and maintain a positive school climate.

Shares and distributes leadership.

Develops, empowers and sustains effective teams.

Creates an environment in which others can grow professionally.

Develops and nurtures leadership potential in others to build the leadership capacity of the school.

Builds a collaborative learning culture within the school and actively engages with other educational establishments to build effective learning communities.

Ensures that the school contributes, where appropriate, to the training of future teachers and other adults who work with learners.

Develops and maintains effective strategies and procedures for staff induction, early and continuous professional development and performance review.

Ensures effective planning, allocation, support and evaluation of work undertaken by teams and individuals, providing clear delegation of tasks and devolution of responsibilities.

Acknowledges and celebrates the responsibilities and achievements of individuals and teams.

Has regard for own workload and that of others to secure a satisfactory work/life balance.

### **Leading learning and teaching**

Ensures a consistent and continual school-wide focus on learners' achievement.

Ensures that both school and classroom climates promote effective learning and teaching for all.

Promotes the equity of academic, vocational and experiential learning routes.

Places learning at the centre of strategic planning and resource management.

Develops policies and practices to secure social inclusion for all learners to ensure their individual learning needs are met.

Promotes and puts in place policies designed to enable learners to develop independence and to acquire thinking and learning skills.

Establishes creative, responsive and effective approaches to learning and teaching in every subject to meet and support the aims of the school.

Establishes and maintains an ethos of challenge and support where all learners can achieve success and become engaged in their own learning.

Implements strategies that secure high standards of behaviour and attendance.

Organises and implements the curriculum so that it meets the requirements of the national curriculum in Wales.

Implements strategies to secure effective assessment procedures, including assessment for learning.

### **Managing the school**

Ensures that the professional duties and conditions of employment as set out in statutory requirements, including those for the headteacher, are fulfilled.

Produces and implements clear, evidence-based improvement plans and policies for the development of the school and its facilities.

Ensures that policies and practices take account of national and local circumstances, policies and initiatives including bilingualism and the Welsh dimension.

Builds, remodels and maintains organisational structures and systems which distribute leadership and enable the school to run efficiently and effectively on a day-to-day basis.

Monitors, evaluates and reviews the effects of school policies, priorities and targets in practice.

Acts upon the outcomes of school self-evaluation and external inspection by Estyn to drive school improvement.

Uses information and data from within and outside the school to inform management and organisational development.

Makes effective use of the support and challenge provided by the LA and other relevant bodies.

Manages the school's financial and human resources effectively and efficiently to achieve the school's education priorities and goals.

Recruits, retains and deploys staff appropriately and manages their workload to achieve the vision and goals of the school.

Manages and organises the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.

Establishes effective arrangements for the co-ordination of provision for learners with additional learning needs.

### **Strengthening the community focus**

Establishes and builds partnerships with other schools to share best practice.

Builds a school climate and learning culture which takes account of the richness and diversity of the school's community and culture.

Ensures that the school plays a productive role as a member of its local, national and global communities.

Creates and promotes positive strategies for developing good race relations and dealing with racial harassment.

Promotes appropriate attitudes towards disability and additional learning needs that promote equality and inclusion.

Ensures that the school plays a central role in the community.

Develops citizenship in learners so that they make a positive contribution to local and wider communities.

Creates and maintains an effective partnership with parents, guardians and carers to support and improve learners' achievement and personal development.

Works co-operatively and collaboratively with teachers and colleagues, including those from external agencies.

Develops policies and procedures that promote learners' understanding of the bilingual context of Wales and that develop their bilingual skills as appropriate.

Takes a strategic role in the development of new technologies to enhance and extend the learning experiences of learners and the teaching capabilities of teachers.

Monitors and evaluates the curriculum and its assessment and identifies and acts on areas for improvement.

Maintains a high visibility around the school and devotes considerable time to interaction with learners, staff and parents.

Implements strategies to ensure that learners' additional learning needs are met.

Develops and enhances the learning environment to better meet the needs of learners.

Monitors, evaluates and reviews the range, quality and use of all available resources to improve

### **In addition**

The headteacher may be asked by the governing body to undertake other duties reasonably regarded as falling within the duties and responsibilities of the post. This job description will be reviewed annually at the end of the academic year or earlier of necessary. In addition, it may be amended at any time after consultation with the post holder.

***The appointment is subject to the provisions of the School Teachers' Pay and Conditions Document / National Conditions of Employment for Headteachers and educational and employment legislation.***





# Prestatyn and the locality

Prestatyn has been one of the most famous seaside resorts in North Wales since the trains first arrived in 1848. Holiday-makers poured in from the smoke-filled cities of Victorian Britain to take the fresh Welsh air and follow the craze for sea bathing.

The shops, cafés, pubs, historic buildings and sandy beaches of Prestatyn should be more than enough to keep you busy. But if you do decide to move on, you'll find some of the leading attractions of North Wales just a few miles away.

Prestatyn has many layers. It's not just a coastal resort – it's also a busy shopping centre with a brand-new retail park and a quirky independent High Street. Denbighshire County Council have recently invested in the town, delivering a newly refurbished multi-million pound family focused sports facility with swimming pool, and relocated the library to a modern permanent facility. The town also benefits from an independent cinema.

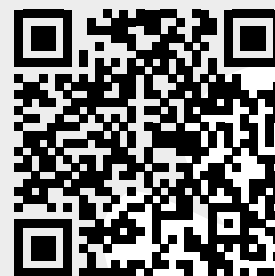
Prestatyn is a gateway to the great outdoors, lying at the northern tip of the Clwydian Range and Dee Valley Area of Outstanding Natural Beauty. It's a heritage town with the remains of a Roman bath house that's nearly 2,000 years old. But there's a lot more to Prestatyn than seagulls and sandcastles. Prestatyn is at the start of Offa's Dyke Path National Trail, which traces the eighth-century handiwork of King Offa of Mercia for the entire length of Wales. This mostly linear walk will show you the delights of a town tucked between the sea and the wild flowers and ancient woodland of Prestatyn Hillside.

The town has excellent travel links to both the North of England and London (2hrs 50mins) via Virgin Trains. Liverpool airport provides a gateway to low cost European travel and is just 40mins away.

Further information about the locality can be found at:

**[www.atprestatyn.co.uk](http://www.atprestatyn.co.uk)**

**[mylocalschool.wales.gov.uk/school.htm?estab=6634014](http://mylocalschool.wales.gov.uk/school.htm?estab=6634014)**



**View the official Prestatyn  
Tourism video**



# Local property prices



**Prestatyn**

**£370,000**



**Prestatyn**

**£375,000**



**Dyserth**

**£375,000**



**Prestatyn**

**£380,000**



**Trelawnyd**

**£385,000**



**Ffynnongroyw**

**£430,000**



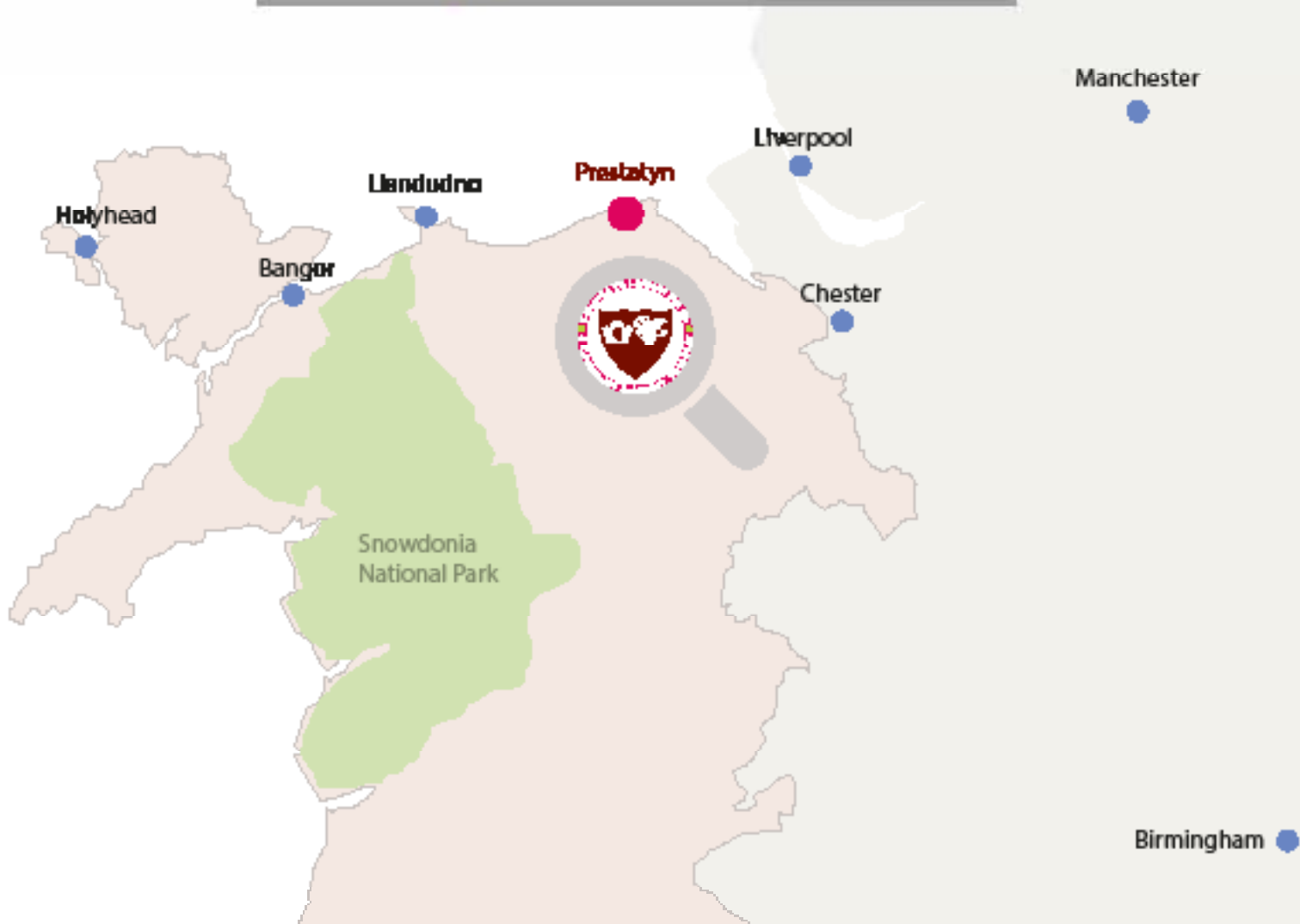
**St. Asaph**

**£715,000**

Situated within a semi-rural location with rolling countryside views overlooking the Vale of Clwyd is this magnificent, well appointed residence which stands within its own grounds set in just under two acres. The Village of Rhualt has great access links to the A55 Expressway and is a short distance from the city of St. Asaph where there are a number of shops, grocery stores, schools and leisure facilities.



- 1 Parc Prestatyn
- 2 Railway Station
- 3 Scala Cinema
- 4 Church
- 5 Upper High Street
- 6 Pendre Gardens
- 7 Roman Helmet
- 8 Prestatyn High School





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