



Pack One of Two

Whitchurch High School Ysgol Uwchradd Yr Eglwys Newydd



Deputy Headteacher Standards, School Improvement and Self Evaluation Information for Appointment 1st September 2016

Pack One: Covering letter and other information

APPLICATION FORM (i) On-line: [eTEACH/TES/School website](#) or Contact the school

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Contact

Mrs Kath Jones, PA to HT

Telephone: 029 2062 9711

Email: jonesk@whitchurch.cardiff.sch.uk

To apply: Complete separate

- i. Application Form (word) and 2 page letter
- ii. Equality Monitoring Form (word)

Pack Two: Job description and person specification





Covering letter (page 1 of 2)

DEPUTY HEAD TEACHER
STANDARDS, SCHOOL IMPROVEMENT and SELF EVALUATION
APPOINTMENT FROM 1st September 2016
SALARY RANGE L24 – L28 (£67,963 - £74,958)

Thank you for your interest in the post of Deputy Headteacher. The vacancy has arisen due to the promotion of the present post holder to Headship.

The successful applicant will be one of three deputy head teachers at the school. Together the Headteacher and the three deputy head teachers form the Executive Leadership Team (ELT). The extended Senior Leadership Team (SLT) of ten consists of ELT, five assistant head teachers and the school's business manager. Our full SLT is:

Head Teacher	Vision and Values	Huw Jones-Williams
Deputy Head Teacher	Standards, School Improvement and Self-Evaluation	Vacancy for September 2016
Deputy Head Teacher	Qualifications, Curriculum and Timetabling	Nick John
Deputy Head Teacher	Learning, Teaching and Staff Development (Designate)	Scott Britt
Assistant Head Teacher	KS2 – KS3 Leader	Stephen Hodnett
Assistant Head Teacher	KS4 - KS5 Leader	Jonathan Davies
Assistant Head Teacher	Additional Learning Needs	Paul Morgan
Assistant Head Teacher	Skills, Curriculum and Learning Pathways	Appointment from Sept 2016
Assistant Head Teacher	Student Achievement	Ceri Garland
Business Manager	School Finances	Menna Lewis

There are two information packs for this vacancy. The reason for this is due to file sizes ensuring applicants are able to access details on line.

APPLICATION FORMS ARE AVAILABLE ON LINE (eTeach/TES/school website) OR please contact Mrs Kath Jones, PA to Head teacher jonesk@whitchurch.cardiff.sch.uk or 029 2062 9711.

1. Pack One: Covering letter and other information
2. Pack Two: Job description and person specification

Please refer to the school's website for further information and to download the application and equality monitoring forms <http://www.whitchurchhs.com>

Vacancy published:	Friday 29th April 2016
Applications forms available:	eTeach/TES/School website <u>or</u> contact Mrs Kath Jones (details below)
Telephone/Email queries :	Mrs Kath Jones, PA to Head Teacher, 029 2062 9711 or jonesk@whitchurch.cardiff.sch.uk
Email completed applications to:	jonesk@whitchurch.cardiff.sch.uk
Or/and	
Post applications to:	Mrs Kath Jones (PA to HT), 'Deputy Head Teacher appointment', Whitchurch High School, Penlline Road, Whitchurch, Cardiff, CF14 2XJ
Application deadline:	Midday Tuesday 17th May 2016 (to Kath Jones, PA to Head Teacher)
Short listing:	Wednesday 18th May 2016
Shortlisted candidates informed:	Friday 19th May 2016 (latest)
Interviews:	Wednesday 25th and Thursday 26th May 2016 at Whitchurch High School



Covering letter (page 2 of 2)

Whitchurch High School became a Foundation Status School as of 1st September 2011 meaning that the governors are, (i) responsible for student admissions (ii) the employers and (iii) the school buildings and land are placed in trust. The school continues to be a maintained Cardiff LEA comprehensive school.

Our latest Estyn Inspection Report in March 2016 identified that the school is on an improvement journey and that standards in 2015 rose significantly in a number of key performance indicators.

We would welcome applications from leaders with energy and enthusiasm who will make significant contributions to further raising achievement at the school. The successful candidate must have a vision for a 'Donaldson' learner, highly literate, highly numerate and digitally confident and one who relishes the exciting opportunities in a fast changing education system. This role offers an ideal opportunity to go on to Headship as evidenced by the number of successful former postholders. We require a professional passion and commitment to the highest standards and a personality that excites and enthuses others through support and challenge. We also require an individual with the highest expectations. Could this be you?

You will also need the skills to oversee and further develop the schools' improvement plans and self evaluation processes. We need your vision and creativity, but you will be well supported by a team who are committed to seeing Whitchurch become a Green Support School within two years.

If you know that you could make a real difference to Whitchurch High School because you have made a measurable impact in your current post then become part of our success story and apply for this role.

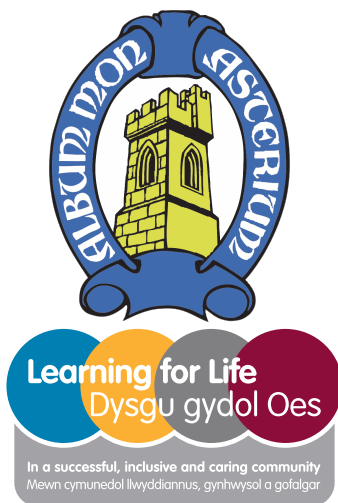
Please telephone Huw Jones-Williams at the school if you have any questions or queries which may need answering before **Midday Tuesday 17th May 2016** (the application deadline) which could be crucial to your decision to apply. If you have any queries about the application process then please contact Kath Jones, PA to Headteacher, jonesk@whitchurch.cardiff.sch.uk or **029 2062 9711**.

Please download the application and equalities monitoring forms from eTeach/TES/school website or contact Mrs Kath Jones, PA to Head teacher. The closing date for application is midday Tuesday 17th April 2016, but an early application would help with our administrative arrangements.

Your letter of application should address the issues relevant to this post of Deputy Headteacher. It should provide clear evidence of how your experiences to date have equipped you to meet the person specification criteria of the post, and how you would contribute to ensuring that Whitchurch High School continues to commit to excellence. **Please restrict your letter to two pages minimum font size 12. Do not supply a C.V.**

We are proud of our school; it is an inclusive, energetic and exciting place to be. Thank you for your consideration of this Deputy Head Teacher post and we look forward to receiving your application if you decide that the post is right for you and that you can make a difference.

Joyce Slack (Chair of Governors) and Huw Jones-Williams (Head Teacher) April 2016



Whitchurch High (Foundation) School: Context

Whitchurch High (Foundation) School is a popular co-educational maintained comprehensive school with almost 2,300 students on roll. Our intake is drawn from our seven primary partner schools based in northern Cardiff. These are Birchgrove, Coryton, Gabalfa, Hawthorn, Llanishen Fach, Rhiwbeina and Whitchurch Primary. The school is based on two sites in the suburb of Whitchurch. Years 7, 8 and 9 are based on the lower school site off Manor Way, with Years 10, 11, 12 and 13 students on the upper school site in the Village.

As a Foundation School the Governors are the Admissions Authority and therefore directly manage all mainstream admissions. This means that parents and carers can apply directly to Whitchurch High School to secure a place. We are an inclusive school and have the largest SEN Specialist Resource Base (SRB) in the County located on both sites which admits up to seventy pupils from throughout the city. Cardiff Council separately administers all admissions for the SRB in partnership with the school.

We are a forward looking innovative school in which well proven, traditional values are allied to the best of modern teaching methods, including the extensive use of ICT. We aim to provide the very best learning environment and opportunities, inside and outside of the classroom, to allow each individual student to thrive and succeed. The school joined PiXL (Partners in Excellence) in June 2014.

Our sixth form is one of the largest school based sixth forms in the UK with nearly 400 students studying a range of courses. Our students regularly secure places at Oxbridge and first class universities. In 2015 the school achieved its highest GCSE and Sixth form results in its history, with at A2 and A/S placing the school in the top 10% of schools in the country for value added. We are able to offer a wide range of courses with individually designed programmes for students of all levels of abilities, including the More Able and Talented and those with Special Educational Needs. Excellent examination results ensure that a very high proportion of our students move on to University. All students from year 10 onwards follow the Welsh Baccalaureate as part of the school's commitment to the Welsh Government's flagship qualification. This reinforces the school's mission statement of "Learning for Life in a successful, inclusive and caring community."

Staff are dedicated to helping each child achieve his or her potential and to this end we work closely in partnership with parents. The needs of each individual student are reviewed at regular intervals throughout their time with us. One of our fundamental aims is to develop responsible students who possess the qualities and skills which equip them for further study or employment. We celebrate personal successes at every opportunity. In 2015 the school achieved its highest results at every Key Stage in its history. At GCSE level the key L2+ indicator improved again as it has done annually for the past six years. These overall results reflect the school's continued number one priority: to further raise standards for every student.

We enjoy strong International relationships such as with our friends from Norway where every year we welcome exchange students who spend the year with us. In recent years we have widened our circle beyond our European connections and linked with Macassar High School in Cape Town, South Africa and the wider community there. The school was honoured to have been recognised as a flagship link school for the 2012 London Olympics and recently for being one of a few schools invited to participate in the 2014 NATO Summit.

We are a school that equips students with qualifications which offer gateway opportunities; we also provide inclusive, holistic support for students of all abilities.

A level	2015	2014	2013	2012	2011	2010	A/S	2015	2014	2013	2012	2011	2010
A*	9.5%	9.5%	8.0%	7.5%	10.6%	8.4%							
A	23.1%	22.6%	19.0%	20.9%	16.3%	17.1%	A	26.2%	27.7%	26.0%	17.5%	16.5%	19.9%
A*A	32.6%	32.1%	27.0%	28.4%	26.9%	25.5%							
B	28.5%	28.2%	27.0%	25.5 %	27.3%	27.4%	B	24.8%	25.1%	21.0%	19.7 %	20.5%	19.7%
C	22.7%	23.6%	23.0%	24.3 %	21.5%	23.2%	C	20.8%	21.1%	21.0%	20.7 %	19.8%	17.0%
A*B	61.1%	60.3%	54.0%	54.0%	54.2 %	52.9%	AB	51.0%	52.8%	47.0%	37.2 %	37.0%	39.6%
A*C	83.8%	83.9%	77.0%	78.2%	75.7%	76.2%	AC	71.7%	73.9%	68.0%	58.0%	56.8%	56.5%
A*E	99.4%	99.5%	98.0%	99.0%	97.2 %	97.5%	AE	93.7%	94.8%	92.0%	91.0%	88.1%	85.7%
WBQ KS5 (% pass)	99.5%	88.0%	87.0%	86.0%	76.0%	Started	WBQ						
WBQ A*A (New 2015)	39.9%	-	-	-	-	-	Numbers	178	187	184			
GCSE - ALL	2015	2014	2013	2012	2011	2010	<p>THESE FIGURES ARE FOR ALL STUDENTS</p> <p>2015 GCSE ALL ENTRIES 350 students (343 in 2014 and 363 in 2013)</p> <p>These figures are not disaggregated for SRB students</p> <p>+ These figures are referenced to ‘My Local School Website’</p>						
+ Core Subject Indicator	71.4%	57.3%	57.3%	56.9%	54.4%	50.8%							
+ 5A*C including E and M	72.3%	59.6%	59.6%	56.3%	55.0%	50.8%							
+ 5A*C	84.0%	67.3%	66.2%	72.1%	69.1%	64.7%							
+ 5A*G	94.3%	94.7%	93.6%	91.3%	92.1%	89.8%							
5A*A (New 2014)	25.4%	22.6%	-	-	-	-							
+ Average Capped Points	354	338	329	329	319	311							
No qualification	0.6% (2)	1.5% (5)	1.0% (4)	0.6% (2)	2.0% (7)	1.3% (5)							
Entered for 1 qualification	96.9%	99.1%	96.5%	97.0%	96.1%	96.9%							
GCSE - MAINSTREAM	2015	2014	2013	2012	2011	2010	<p>THESE FIGURES ARE FOR MAINSTREAM ONLY</p> <p>340 mainstream students in 2015 excluding 10 SRB students 332 mainstream students in 2014 excluding 11 SRB students 354 mainstream students in 2013 excluding 9 SRB students</p>						
5A*C	86.5%	67.2%	68.9%	72.2%	71.7%	67.0%							
Level 2 EM 5A*C	74.4%	60.8%	61.3%	57.9%	56.9%	54.0%							
5A*G	97.1%	96.4%	96.0%	94.7%	94.2%	95.0%							
No qualification	0.3% (1)	1.5% (5)	1.0% (4)	0.6% (2)	2.0% (7)	1.3% (5)							
Entered for 1 qualification	99.7%	99.1%	98.9%	99.4%	98.0%	98.9%							
English Language	73.2%	66.9%	64.8%	68.5%	66.6%	65.4%							
English Literature	78.2%	60.8%	66.0%	70.2%	69.1%	66.5%							
Maths	80.0%	69.6%	69.1%	67.2%	64.5%	57.4%							
Science	93.2%	74.7%	70.5%	75.0%	75.3%	76.3%							
WBQ KS4 (% pass)	74.0%	64.0%	44.0%	65.0%	Started	-	Entered WBQ: 265 in 2015 (236 in 2014 and 199 In 2013)						
Attendance and Exclusions	2015	2014	2013	2012	2011	2010	<div>For Verified Results see WELSH GOVERNMENT WEBSITE www. mylocalschool.wales.gov.uk</div>						
+ Attendance	94.9%	94.6%	93.3%	92.2%	91.4%	90.1%							
Permanent Exclusions	0	0	0	2	2	5							
Fixed Term Exclusions	42	43	116	206	131	147							



Whitchurch High School Improvement Plan 2015 -2016



Our Ten Improvement Priorities for 2015 to 2016:

Standards

1. Raised expectation and outcomes at KS3, in line with PixL progression and expected levels of progress;
2. Raised and continued expectation at KS4 building on L2+ and new WG KPIs;
3. Raised expectation at KS5 70% A*B in line with PiXL6 expectations;
4. Ensure that More Able and Talented (MAT) students achieve their potential;
5. Continue to 'Close the Gap' strategies between Looked After Children (LAC) /non-LAC learners, between Free School Meals (FSM) and non-FSM learners; and between boys and girls;

Provision

6. To continue to develop learning, teaching and assessment to make best practice standard practice;
7. Personalised Learning Checklists (PLCs) for all subjects at KS3/4/5 help students recognise their level of achievement to improve and the KS2 Pupil Profile Project enables enhanced transition tracking;
8. Ensure the appropriate curriculum provision for all learners in all Key Stages;

Leadership and Management

9. To improve whole school leadership capacity;
10. To improve whole school self-evaluation strategies in order to further raise standards.