

Ysgol John Bright

Deputy Headteacher Vacancy

Permanent Position

Salary Group L19 - L23 (£66,886 - £73,766)

Closing date noon 9th March 2022

Interviews 24th and 25th March 2022



Inspiring achievement



Amazing activities for EVERY generation



Welcome

Dear Applicant

Due to the promotion of one of our current Deputy Headteachers, Mr Parry, to Headteacher for September, we are seeking to appoint a Deputy Headteacher in this truly inspirational school. Ysgol John Bright is an English medium school greatly respected in the community it serves. We pride ourselves on being a happy and inclusive school where everyone is treated with humanity and respect and our pastoral care is exceptional. These factors, together with our talented and committed staff make Ysgol John Bright the school of choice both inside and outside the local comprehensive catchment area.

Visitors to the school are impressed not only with the building and outstanding facilities, but also with the calm learning environment and the high esteem in which the school is held by its students who are happy, articulate, hard-working, positive young people and an asset to our community. In addition, we have a very talented, caring and dedicated staff who are enthusiastic and passionate about providing the young people in our care with an education which is unforgettable and teaching and learning that really drives progress. The level of care, guidance and support at Ysgol John Bright is exceptional.

We are sure that you will be inspired and we urge you to visit us and view our excellent state-of-the-art facilities and this outstanding area in which our school is located. If you do wish to visit the school please ring Catrin Astrop, PA to the Head on 01492 864272.

We are looking to appoint a highly skilled, experienced leader with a strong presence, a respected leader who will expect and receive the highest professional standards, and is ambitious for further progression to headship.

The successful Deputy Head will be an inspirational individual who will have the expertise to build upon our existing strengths and the creativity and clarity of vision to move the school upwards to new levels.

Are you the person to work with the team in writing the next chapter for us?

Thank you for your interest and I look forward to receiving your application.

Yours faithfully

Ann Webb



Location

The school is located in the heart of the North Wales resort town of Llandudno and moved into a superb, state of the art new building in 2004. It is the only English medium high school to serve the town and its hinterland. Road and rail links along the North Wales coast are excellent and in one hour or less you can be in Chester, Liverpool, Manchester airport, the Holyhead ferry port to Ireland or within the grandeur of the Snowdonian National Park and its mountains.

Ysgol John Bright has a varied catchment area. There are nine designated primaries which range in size and type. The roll is currently in the region of 1200 with 230 in our vibrant and expanding Sixth Form.

Ysgol John Bright values every individual - all students and staff, teaching and support staff as part of our learning community. We aim to provide a stimulating and well-managed learning environment which supports our young people in developing a love of learning and equips students of all abilities to meet the challenges of education, work and life in the 21st Century.

School Buildings

The new school has been suited for each curriculum area. There are five blocks which are linked by a central mall. Each faculty has an office and there is a large staff workroom adjoining the generous staffroom.

It was built as part of a private funding initiative project and a facilities management company handles caretaking, cleaning and catering.

Facilities at Ysgol John Bright offer our students a wealth of opportunities inside or outside the classroom in our contemporary state of the art school including:

- A Technology suite which includes provision for workshops, specialist textiles rooms, commercial standard catering provision, art/design areas, pottery and a photographic dark room.
- A Science block with 12 laboratories, on three floors linked by a dumb waiter.
- Extensive PE facilities - gymnasium, very large sports hall, 2 all-weather pitches (one to international hockey standards) 2 fenced tarmac hard play areas and extensive grass pitches and play areas.
- Sixth Form area with separate Year 12 and 13 workrooms. Library resource area with a fingerprint borrowing system.
- Outstanding ICT provision using Google for Education.
- Drama classroom with specialist lighting and sound system.
- Apple Mac resource bases for Music and Photography.



Job Specification

The deputy headteacher will support the headteacher in being responsible and accountable for the successful development and sustainability of this mixed 11-18 Comprehensive School of 1200 students.

Main Responsibilities

To provide strategic leadership and management of key areas of the school's provision-specific portfolio for the post will be determined by the experience, interests and strengths of the successful applicant.

Core purpose of the role

- Working with the headteacher to identify priorities and opportunities for school improvement to achieve outstanding outcomes
- Inspiring leadership ensuring a high quality of education and high standards of achievement for all students
- Providing strategic school leadership (based on portfolio) and translating planning into positive action and results
- Modelling professional behaviour, promoting high expectations and being the lead professional
- Ensuring the best outcomes for students both in terms of attainment and progress
- Promoting excellence, equity and high expectations for all students
- Sustaining and developing further, a professional community that enables others to achieve through effective relationships.
- Deputising for the headteacher as required.

Alongside the expectations of school leadership, the deputy headteacher will align to demonstrate and promote the overarching values and dispositions defined within the Professional Standards for Teaching and Leadership (2018) of:

- Professional entitlement
- Welsh language and culture
- Rights of learners
- Literacy, numeracy and digital competence
- The professional learner
- The system role.



Person Specification

Qualifications	Essential	Desirable
First degree in relevant subject	✓	
Teaching qualification	✓	
Further degree		✓
Evidence of further professional development in preparation for a leadership role	✓	

Experience	Essential	Desirable
Track record of successful senior leadership experience in a secondary school	✓	
Experience of senior leadership in an 11 - 18 school		✓
An outstanding classroom practitioner	✓	
Experience of successfully leading, managing and developing teams (including middle leaders)	✓	
Proven track record of improving standards	✓	
Recent evidence of planning and leading whole school improvements, which have a demonstrable impact on students' attainment	✓	
Experience of whole school self-evaluation and improvement planning	✓	
Experience of strategically developing the curriculum and approaches to teaching and learning in order to support high levels of progress and attainment	✓	
Experience of developing partnerships with governors, parents and the wider community	✓	
Clear aspiration to Headship in the next 5 years	✓	

Knowledge and understanding	Essential	Desirable
Up-to-date knowledge and understanding of the education system and the current national agenda in Wales	✓	
Excellent understanding of how students learn, and the ability to evaluate and coach to improve practise	✓	
Understanding of current educational research and its use to bring about improvement at whole-school level	✓	
Knowledge and understanding of the ESTYN framework		✓
Current safeguarding guidance and protocols	✓	

Skills, Attributes and Personal Qualities	Essential	Desirable
Track record of assessing, monitoring and evaluating the quality of provision including teaching standards and progress	✓	
Ability to develop, empower and support individuals and teams, to recognise and promote excellence and the skills and resilience to challenge poor performance effectively	✓	
Data analysis skills to support school improvement	✓	
Ability to use ICT effectively for school management, curriculum development and student progress	✓	
Ability to prioritise, plan and organise own time very effectively and support others to do the same	✓	
Having vision and ambition, with the ability to think strategically	✓	
Passionate about inclusive education and ensuring achievement for all	✓	
Leading by example with enthusiasm, sensitivity and integrity	✓	
Ability to communicate orally and in written form effectively to a range of audiences	✓	
Ability to engage with all stakeholders in a wide range of situations, and the ability to resolve conflicts with empathy	✓	
Personable, approachable, whilst still inspiring respect and personal and professional credibility	✓	
Ability to develop the leadership skills of others	✓	

To undertake all these duties with due regard to the National Standards identified for all those with Qualified Teacher Status and the current school Teacher's Pay and Conditions document. It covers the responsibilities of every classroom teacher.



What our Community are saying



Parental Quotes

“Ceri started in YJB in September and her engagement and motivation to learn is at a level beyond my expectations and I put that down to the high standard of learning and support you have shown her over her first year. You have supported her in looking at her potential not just her current subject levels.” Parent of Year 8 student

“Milly is loving her first year at YJB, her confidence is growing all the time. Teachers are encouraging and it is good to receive emails and phone calls regarding her good progress.” Parent of Year 7 student

“During Covid the school has proven to be proactive in dealing with the situation. Pupils have been made to feel safe and parents kept well-informed through regular correspondence, both written and through regular videos from the Head. Once back in school, the learning environment has provided pupils with opportunities to develop their social skills, build confidence and become good citizens.” Parent of Year 9 student

“In comparison to our friends’ children living locally and throughout the UK, YJB’s virtual learning was without a doubt a generation ahead of other educational establishments with your virtual learning teaching and delivery. This was truly fantastic. Well done and thank you.” Parent of Year 10 student

“Our children love their time at YJB! We spent a long time choosing which school would be the best fit for our family and we have no regrets in choosing Ysgol John Bright. We truly believe our children have had, are having a fantastic education.” Parents of three students at YJB

“Thank you! The teachers give their all .. extra hours over and above their working day, plus their blood sweat and tears. You cannot put a value on that. In terms of grades and academic progress the achievement in this school in recent years is phenomenal (for all children, not just the high fliers).” Parent of Year 11 student.

“Please accept our thanks and appreciation of everyone’s hard work. We want our children to leave school happy and healthy and with an enjoyment of learning and that is what they have, so again thank you!”
Parent of Year 11 student

Estyn 2021 quotes

“Leaders, teachers and governors share the same aspirations of raising standards, improving the quality of teaching and strengthening leadership at all levels”

“Teachers plan work which builds on pupils’ prior knowledge and understanding resulting in strong progress in thinking skills”

“The school’s provision during lockdown contributed towards maintaining pupils’ literacy and numeracy skills as well as enhancing their information and technology skills”

“The Headteacher has provided clear direction, robust accountability and beneficial support”

“The Headteacher promotes an open-door policy with regards to receiving feedback from parents”

“The Headteacher has been successful in communicating with staff and supporting the wellbeing of the whole-school community especially during lockdown. As a result she has created an open, supportive ethos and secured a safer, more caring environment”

“Boys engage well with their learning, show pride in their work and their performance continues to improve with school strategies which have impacted positively on their engagement and wellbeing”



What our Community are saying



Student quotes

“Ysgol John Bright has some great teachers, who help and support you throughout your high school life.” Charlotte Year 10

“The teachers have a positive and nice attitude towards learning and also phenomenal ways of teaching to guarantee a brilliant education.” every day.” Julia Year 8

“I enjoyed YJB so much, positive environment, staff constantly supportive, approachable and always made you feel comfortable, especially in the 6th form.” Gabriella Year 13

“There are many things I like about my school. However, if I had to choose I would say that I love how friendly, supportive and helpful the teachers are and I love that almost all of the teachers interact with family members/parents/guardians of students continuously so they know exactly how they are doing in school and how they can help. Thank you YJB for the continued support.” Noor Year 8

“I enjoyed meeting the teachers at Ysgol John Bright. When I first came I felt really nervous because I thought I'd get lost but that became easier. My favourite lesson is English because I like writing. The school deals with stuff really well and if you have a problem it will always be fixed.” Izzy Year 7

“On my first day at YJB I was excited and nervous but as soon as I met my teacher and classmates I was fine. My favourite lesson is Art because I can be creative in my own way. I think all the staff are really nice and helpful. The teachers teach us very well and with passion as they teach us in a way all students understand.” Jessica Year 7

“Caring students and staff make me feel honoured to be a member of YJB. Brilliant learning facilities for all students make YJB the perfect school.” David Year 8

Letter from Head Girl Mollie

“I wasn't the outgoing and outspoken person I am now when I came to Ysgol John Bright in year 7. However, after I voiced my concerns to YJB staff they were instrumental in helping me become more confident in school.

Ysgol John Bright has helped me find my passions, whether that be for subjects such as History or helping me have the confidence to pursue my other passions such as sport and speaking out about equality issues, I feel the support I had for these passions was what set me on the path to being Head Girl.

Wanting to make a difference and take a leading role is what appealed to me in the Head Girl role and I couldn't have imagined myself being able to do any of this without the help I've had from the teachers and staff here at Ysgol John Bright.

Letter from Head Boy Callum

“I joined Ysgol John Bright in year 7 as a very shy and quiet person, at first I struggled to fit in. However, it didn't take long for the supportive staff at Ysgol John Bright to help me find my place in the school community.

During my time here, I have grown tremendously developing my independence and social skills. I have become a very charismatic and conscientious person with continued support from staff at Ysgol John Bright.

My confidence has also grown, allowing me to take up leadership roles such as Head Boy, something I wouldn't have been able to do back in year 7.



Ysgol John Bright



How to Apply

Please complete the application form and a supporting covering letter to be no more than two sides of A4.

Please also answer the following question in no more 1000 words - "Education, what does the future hold?"

Send completed applications to:

Mrs C Astrop
Headteacher's PA
Ysgol John Bright
Maesdu Road
Llandudno
LL30 1LF
or email to c.astrop@johnbright.uk

To arrive by noon 9th March 2022
Shortlisting will take place on 14th March 2022

If you have not heard from us by 16th March
please assume you have not been successful.

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