

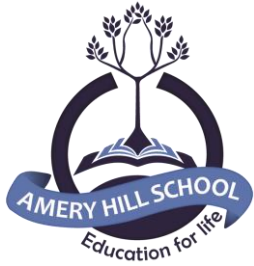
AMERY HILL SCHOOL

Education for life



Headteacher

Applicant Information Pack



AMERY HILL SCHOOL

Alton, Hampshire, GU34 2BZ

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Website: <http://ameryhill.hants.sch.uk>

Dear Colleague,

Thank you for your interest in applying for the post of Headteacher at Amery Hill School.

Amery Hill School is a very popular and thriving 11-16 fully inclusive secondary school situated in the heart of the market town of Alton, Hampshire. Over the last five years the school has grown in reputation and popularity within the community and farther afield, with significant waiting lists now in most year groups. In our most recent Section 8 OFSTED Inspection, February 2022, inspectors commented upon the 'safe and respectful culture that permeates the school' and 'pupils are proud to attend Amery Hill and are successful here'.

At Amery Hill School we inspire and develop a genuine love of learning through the dedication of our highly trained staff who create an ambitious educational environment that is exciting and accessible to all. With our long-standing reputation for excellent pastoral care, which directly contributes to exceptional outcomes for our students, our 2022 GCSE results placed us as one of the top performing schools in Hampshire.

The Trustees are seeking to appoint a highly effective and inspirational Headteacher who believes that every child, irrespective of their background, is afforded an exceptional education to equip them with the confidence to seize life's opportunities to make a real contribution to the communities where they will live and work.

We are deeply committed to our vision of 'Education for Life' and encourage our students to participate in a broad range of extra-curricular activities within school and the local community where they can explore and deepen their own interests. When our students leave Amery Hill School they are excited about the opportunities for further learning, direct their own educational journey and embrace life's lessons with resilience and creativity.

As a Single Academy Trust we are fortunate to have the autonomy and independence to steer our own path which has allowed us to establish some fabulous partnerships with local schools and colleges, Teaching Hubs, SCITT providers and Universities. Our new Headteacher should have the vision to maintain and develop partnership working, to showcase and celebrate Amery Hill School to a wider audience and make Amery Hill School a centre of excellence that its community can continue to be proud of.

We encourage you to visit our school website to better understand our vision and values and see the range of activities that our students participate in and welcome visits on Thursday 9th and Friday 10th February. In addition, our Headteacher, Mr Steve Mann, will be delighted to answer any questions you may have. Please contact our Personnel Administrator, Mrs Natalie Percy, on 01420 81307 or email recruitment@ameryhill.school.

Thank you once again for considering the role to become the next Headteacher of Amery Hill School; we look forward to meeting you in the future.

Yours faithfully,

Lorna Vickery
Chair of Trustees

Job Description

The Headteacher provides strategic vision and operational management of the school and will be committed to safeguarding and promoting the welfare of our students. The Headteacher will ensure that Amery Hill School has high aspirations for every student and provides a well-rounded 'Education for Life'. The role is accountable to the Trust Board.

Responsibilities	Description
Shaping the Future	<ul style="list-style-type: none"> • Lead and develop a shared vision for the school • Work in partnership with the Trustees, staff and parents to generate the ethos and values, which will underpin the school • Design and implement strategic and operational plans which will promote and sustain school development • Secure funding to ensure Amery Hill School can provide the best resources for its staff and students
Teaching and Learning	<ul style="list-style-type: none"> • Continually improve standards in the quality of teaching and learning, focusing on progress and attainment for students • Ensure the highest quality education is available for all students regardless of ability or background • Raise student aspirations through high expectations and a well-balanced curriculum • Ensure a wide range of extra-curricular activities are available and students are actively encouraged to participate
Leadership and Management	<ul style="list-style-type: none"> • Provide consistent and motivational leadership, supporting and coaching staff where applicable • Maintain high morale amongst staff and set an example of professional standards and leadership • Inspire individuals to take pride in the school and contribute positively to shared ideas and plans • Forge links and collaborative ways of working with all stakeholders, including neighbouring/feeder schools and the wider community • Identify potential risks to the functioning of the school before they occur and ensure proactive management to reduce any impact
Pastoral Care	<ul style="list-style-type: none"> • Ensure Amery Hill School is a safe, supportive, and nurturing environment which encourages curiosity and a love of learning • Establish and maintain the highest standards of behaviour and respect • Continue to make Amery Hill School a model of pastoral care by using proactive techniques to maintain high attendance and low suspensions rates • Maintain healthy lifestyle within the school
Resources and Performance Management	<ul style="list-style-type: none"> • Establish and proactively manage targets for achievement and the operation of Amery Hill School • Allocate, control and account for the financial and material resources of Amery Hill School • Report to the Trustees on annual budgets and provide accurate forecasts as required • Actively promote personal and professional development of all staff through use of the performance management framework • Lead in the recruitment, training and management of a high quality and diverse workforce • Ensure good relationships are maintained with the Staff Association and union representatives at Amery Hill School
Health Safety and Environment	<ul style="list-style-type: none"> • Take overall responsibility for the health, safety and well-being of all staff, students and visitors on the school grounds and comply with legislation and best practice • Promote and sustain effective management of Amery Hill School's environment, its site and buildings • Anticipate and advise the Trustees on premises requirements as Amery Hill School develops over the coming years

Person Specification

	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • Drive and ambition, with high standards for self and school community • Encouragement of intellectual curiosity and love of learning • Pride, passion and belief in Amery Hill School values • Authoritative whilst empathetic, fair and objective • Visible around the school • Role model for students and staff • Ability to build rapport with staff, students and families 	
Qualifications	<ul style="list-style-type: none"> • Teaching Qualification • Honours Degree 	<ul style="list-style-type: none"> • NPQH • Relevant further Degree
Experience	<ul style="list-style-type: none"> • Headteacher, Deputy Head, Vice Principal or SLT in secondary school • Outstanding teaching practice • Proven experience of transformation practices • Use of successful approaches to teaching and learning to raise student achievement • Leadership in curriculum development • Successful leadership of staff, performance management and pastoral development • Development of positive relationships with staff, students, parents and Trustees to influence consensus • Successful partnerships with other schools and stakeholders 	<ul style="list-style-type: none"> • Experience of working in or managing an Academy • Evidence of working in more than one school or college environment • Evidence of financial control and reporting of budgets
Knowledge and Abilities	<ul style="list-style-type: none"> • Understand quality in teaching and learning and how to achieve excellence • Analyse and challenge performance data to set targets, plan interventions and identify ways to raise achievement to ensure outstanding progress • Understand factors affecting learning • Current with national education developments, best practice and the wider context of schools and the role of education • Effective development of staff and resources • Understand HR and financial management and strategic leadership • Understand robust safeguarding practices for children and vulnerable adults • Commitment to working closely with Trustees to drive and deliver the vision of the school 	<ul style="list-style-type: none"> • Responsibility for, or involvement in, taking a school from good to outstanding
Skills	<ul style="list-style-type: none"> • High level organisation and time management skills • Excellent communications skills • Risk management • Ability to promote the school to all relevant stakeholders • Ability to motivate, empower and challenge individuals and teams • Ability to deal sensitively with people and resolve conflict • Ability to analyse problems and identify solutions • Ability to grasp and communicate complex issues in simple and easily understood terms to a variety of audiences • Willingness and ability to act and implement change where necessary • Awareness of new and emerging technologies to support school and student development 	

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.