



Candidate brief for the position of: **Assistant Headteacher**

Bullers Wood School for Boys

Application Deadline: Monday, 24th February 2020 - 9.00am





Contents

Letter from the Headteacher	3
An Introduction to Bullers Wood	4
The Role.....	7
The Person	11
How to Apply	13
Appointment Process	14



Dear Candidate,

Thank you for expressing an interest in our school. As the founding Headteacher, I am delighted to welcome you to Bullers Wood School for Boys, an exciting, new, boys' comprehensive school for Bromley.

We opened in September 2018 at 1 Westmoreland Road, BR2 0TB, providing 180 places for boys living in the local area. Over the next five years, we will grow to accommodate 900 boys from Years 7 - 11. Our ambition is for our boys to progress on to Bullers Wood Sixth Form, located on our partner school site, Bullers Wood School for Girls.

We are currently located in a temporary building on our school site at St Hugh's Playing Fields, Bickley. The target date for the completion of our main building is December 2020.

Our aim is to provide an outstanding education for boys within a culture of high aspiration, courtesy and respect. It is our core belief that all of our boys can enjoy and achieve success whatever their starting points.

The next few years will be a very exciting time for us as we establish, grow and develop as a school. However, this journey will not be without its challenges. Therefore, attracting the very best staff is key. We are seeking staff who are passionate, engaging, driven, resilient and flexible. Most of all, staff who are unafraid of rolling their sleeves up and getting stuck-in when necessary.

In return, we offer you the chance to be part of a pioneering team, creating a fantastic school serving this local community. We also offer you the support network of our established partner School, Bullers Wood School for Girls, as well as opportunities for enhanced professional and career development within the School and across Bullers Wood Multi Academy Trust.

We are building a great school in Bromley that will serve many generations of boys to come. After reading about us, I hope you will want to be part of our journey. I look forward to welcoming your application.

Yours sincerely,

Anne Gouldthorpe
Headteacher



An Introduction to Bullers Wood School for Boys

The School

Bullers Wood School for Boys will be a thriving 11 – 16 boys' comprehensive school situated in the London Borough of Bromley. We opened in September 2018 with our first cohort of 180 boys and will grow year on year until we reach our full capacity of 900 in Years 7 to 11.

When we opened, we became the partner school to Bullers Wood School for Girls, (a successful comprehensive girls' school with a large, co-educational sixth form), responding to significant demand for more secondary school places, particularly for boys, in the local area.

We will operate out of our temporary site until we move into our brand new £20 million building in December 2020/January 2021.

We want to build a staff team at Bullers Wood School for Boys that is relentlessly focused on improving the achievement and opportunities for our boys. All staff working at the school will subscribe to our ethos and values, and will seek to improve and develop their own practice and performance for the benefit of our boys.

Working in a new and expanding school is a once in a lifetime opportunity. You will need to demonstrate a commitment to and evidence of success in sustaining academic excellence, help every boy to succeed, be an excellent classroom practitioner, demonstrate that you can work as part of a team, roll up your sleeves and inspire others to excel.

We will provide an academic curriculum with an emphasis on the EBacc suite of subjects (English, maths, sciences, humanities, languages), and Sport. We believe that qualifications in these subjects will be essential for our boys to progress successfully onto the next stage of their careers. Our curriculum will also be responsive to the needs of individuals providing a personalised approach when and where necessary.

Our Ethos

Bullers Wood School and Bullers Wood School for Boys are schools where all children and young people are able to enjoy and achieve success. Both schools exist to provide all children and young people with high quality learning experiences delivered by teachers who are passionate and able to convey their knowledge effectively and enthusiastically within a stimulating, safe and supportive environment.

Our ultimate aim is to produce well-rounded, confident and successful individuals who enjoy learning, make ambitious progress and achieve high quality and meaningful qualifications. We want them to become emotionally resilient and responsible citizens who make a positive contribution to society, including both their local community and the wider world in which they live.



Our Principles

Bullers Wood School for Boys has an unrelenting focus on learning, and a genuine conviction that each boy has the potential to achieve and enjoy success. We aim to create a culture of caring masculinity where boys develop into and leave us as happy, healthy, resilient and successful young men.

We will:

- Ensure that we deliver outstanding educational provision to local boys
- Provide high quality teaching & learning experiences in a modern technologically rich environment within a culture of traditional values, courtesy & respect.
- Provide an academic education with an emphasis on the EBacc suite of subjects, high value qualifications and Sport.
- Provide extensive extra-curricular opportunities beyond the academic curriculum so that boys can find their niche, experience success and develop self-confidence.
- Ensure that our boys excel and exceed their predicted educational outcomes.
- Ensure that a strong and caring pastoral system underpins and supports boys' in their academic progress, personal development, mental health and well-being

Features of Bullers Wood School for Boys

- High quality teaching and learning that raises boys' achievement, removes barriers to learning, develops a growth mind-set and is tailored to the ways boys learn best.
- Seamless progression from KS2 to KS3 so that there is no loss in learning, progress and attainment between key stages.
- An academic curriculum with an emphasis on the EBacc and other high value subjects- but one that is also responsive to the needs of each individual student, providing support and stretch where necessary. This will enable our boys to achieve the qualifications they need to progress successfully to some of the top H.E. institutions in the country.
- A fundamental belief that being literate and numerate is key to accessing the curriculum - and as a non-selective mainstream boys' school with a comprehensive intake, we will create a curriculum to address these needs quickly and from the outset.
- Innovative technology to support successful learning and extensive IT systems to manage data and communication efficiently and effectively.
- Extra-curricular opportunities beyond the academic curriculum so that boys can find their niche, experience success and develop self-confidence. This will also include competitive sport.
- A strong and caring pastoral system where every boy is known and feels listened to and supported - achieved through a team of pastoral leaders and tutors who will provide high quality care, guidance and support to boys on a daily basis and throughout their time at the School.
- Powerful partnerships between the schools within the BWMAT, parents and the local community. Parents are integral to their sons' long-term success through their engagement and support of the School.



- A personal development programme that enables boys to develop into confident, independent, courteous and respectful young men. This programme will address not just QCA requirements, but also develop self-confidence, leadership, organisation, resilience, and independence and communication skills in boys.
- The development of student leadership so that boys can share in the decision-making processes of the School, act as role models and support others academically and interpersonally.
- Firm discipline and clear boundaries with high expectations of attendance, punctuality, uniform and attendance balanced by a reward system that celebrates endeavour and success.

Expectations

At Bullers Wood School for Boys, we expect our Assistant Headteacher to:

- Have a passion for education and be open to innovative approaches in everyday aspects of school life
- Be passionate about our values and vision
- Secure the best outcomes for all boys in the school
- Contribute to the overall development of the school
- Be flexible in their approach, adapting to new challenges
- Take on a wider Trust area of responsibility if required

In return, we will offer you:

- The opportunity to be part of a pioneering team creating a fantastic school for boys in our local community
- The opportunity to be part of a forward thinking leadership team
- The opportunity to work with pastoral and subject leaders to create an exciting and engaging curriculum
- Access to the latest technology to assist in delivering and developing outstanding teaching and learning
- The opportunity and responsibility to strategically shape the future of the School
- Enhanced professional and career development
- The opportunity to work across both schools in our Trust



The Post and Specifications

Position:	Assistant Headteacher
Reports to:	Headteacher
Leadership Range:	L12 – L16

Individual Job Description

Due to the promotion of the previous post holder to Deputy Headship within the Trust, we are seeking to appoint an Assistant Headteacher for September 2020. This role is critical to the growth, development and success of Bullers Wood School for Boys. As a member of the Leadership Team, you will work very closely with the founding Headteacher and other senior leaders on devising policy, making recommendations to Governors and ensuring through line leadership with Heads of Year and Subject Leaders that the school is both operationally and strategically successful.

Main Duties

- To be responsible for the continuing growth and development of high quality teaching and learning across the School
- To promote the principles of Quality First Teaching so that all students achieve the best possible outcomes
- To be responsible for the planning and co-ordination of subject reviews
- To have oversight of the School's Performance Development (Appraisal) process
- To provide coaching & mentoring to support teachers in improving their pedagogy
- To plan and initiate a programme of 'Informal Support', where required
- To lead teacher training programmes e.g. SCITT, ITT
- To develop and have oversight of the School's NQT programme
- To be responsible for the planning and co-ordination of whole staff INSET and CPD
- To be responsible for KS2 to KS3 Transition
- To line lead designated subject areas (TBC)
- To line lead a year group/key stage (TBC)

Wider Responsibilities

All Assistant Headteachers will:

- Attend school meetings as appropriate
- Collaborate as a member of the Leadership Team to develop the shared vision for the school
- Play a major role in determining the future strategy for the School
- Provide the Governing Body with relevant and accurate information relating to their subject and pastoral areas



- Contribute actively towards the formulation and consistent implementation of all school policies and procedures
- Agree to aspirational subject targets, including student attainment targets, ensuring rigorous monitoring, evaluation and review of progress towards these
- Ensure high quality teaching and learning in line led areas
- Contribute to the School's self-evaluation process
- Be involved in the process of appointing new staff including the shortlisting and interview process
- Be actively on duty at break, lunch and before and after school
- Deliver whole school, house and year group assemblies
- Share in the management of student behaviour incidents, making recommendations to the Headteacher regarding exclusions and facilitating the process of student readmission
- Actively participate in the monitoring, evaluation and review of teaching and learning in line led areas.
- Manage any capability or disciplinary procedures in line with the Trust's policy, where appropriate
- Be a core part of the performance development review process, setting targets and reviewing progress
- Deliver extra-curricular activities
- Promote equal opportunities and celebrate diversity in all aspects of the School
- Play a full part in the life of the school community, to support its values and ethos, encouraging others to follow this example
- Comply with the Trust's Health and Safety policy and undertake risk assessments in line with national requirements where necessary
- Show a record of excellent attendance and punctuality
- Adhere to the school's non-negotiables, policies and procedures
- Teach classes in their specialist subject area and assist in the development of schemes of learning, resources and assessments
- Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- Contribute to the school's and Trust's INSET programme
- Partake in activities aimed at promoting the school, including, but not limited to, open evenings, visits to primary schools and community events
- Attend Governing Body meetings, as required
- Agree to an Enhanced DBS check being carried out
- Be role models for professional practice in the school
- Be expected to mentor teachers in training
- Make a distinctive contribution compared with other teachers
- Contribute effectively to the wider team.
- Carry out other tasks commensurate with their position, as directed by their line manager or Headteacher

Classroom Teacher Responsibilities:

All teachers will:



- Provide positive support and guidance with regard to the personal, academic, social and moral development of all students.
- Provide a high quality educational experience for all students.
- Help the school achieve its purpose, aims and values
- Carry out the duties of a School Teacher as set out in the School Teachers Pay and Conditions Document.
- Continue to meet the Professional Standards for Teachers in England
- Follow school, Trust and departmental procedures.
- Support the school ethos and adhere to school policies
- Be committed to safeguarding and promoting the welfare of children and young people
- Be aware of and actively promote the school's/Trust's aims, values, priorities, targets and action plans.
- Have a secure knowledge and understanding of specialist subject(s)
- Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements.
- Understand progression in specialist subject(s)
- Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s).
- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught as identified in the school's Teaching & Learning policy
- Set appropriate and demanding expectations for students' learning and motivation.
- Set and monitor clear targets for students' learning, building on prior attainment.
- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, pace and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Participate in preparing and presenting students for public examinations
- Identify students who have special educational needs, and implement and keep records
- Identify students who are gifted and talented and provide appropriate stimuli
- Assess how well learning objectives have been achieved and use this assessment and school provided data on a regular basis for future teaching and target-setting.
- Keep regular records of student progress
- Set homework in accordance with the School's Homework Policy
- Mark and monitor students' class and homework providing constructive oral and written feedback, setting targets for students' progress.
- Understand the demands expected of students in relation to the National Curriculum, KS4 and post-16 courses.
- Record and report on student progress, following school and departmental policy.
- Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships, following the school systems.



- Consistently apply the school's Behaviour Management policy, encouraging positive behaviour, using the classroom code and taking appropriate action in cases of indiscipline
- Prepare and present informative reports to parents.
- Attend parents' evenings and Open Evenings as required
- Recognise that learning takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples.
- Be prepared to liaise with agencies responsible for students' welfare.
- Take responsibility for own professional development and to keep up-to-date with research and developments in pedagogy and in the subjects taught, within the context of the School/Trust Improvement Plan.
- Understand professional responsibilities in relation to school policies and practices.
- Set a good example to the students in presentation and personal and professional conduct.
- Evaluate own teaching critically and use this to improve effectiveness.
- Participate in school system of performance development
- Participate in arrangements for further training and professional development, including INSET
- Attend and participate in departmental and other meetings as required.
- Establish and maintain effective working relationships with colleagues including support staff.
- Advise and co-operate with all colleagues on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching, assessment and pastoral arrangements
- Select and make good use of textbooks, ICT, DVD/video, internet and other learning resources which enable teaching objectives to be met.
- Be familiar with and comply with the School's Health and Safety policies
- Be responsible for the health & safety of students when they are authorised to be on school premises and when engaged in authorised activities elsewhere
- Prepare risk assessments as appropriate
- Take class register on SIMS and inform the office of any concerns
- Undertake any other professional requirements specific to this post.

This job description may not necessarily be a comprehensive definition of the post. It will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the holder of the post.



Person Specification

Assistant Headteacher

	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> • Education to degree level • GCSE Maths & English grade A*-C or equivalent • Right to work in the UK • Qualified Teacher Status • Evidence of relevant recent CPD 	<ul style="list-style-type: none"> • Master's degree • NPQML/NPQSL or equivalent • Qualifications/interests relevant to extra-curricular activities
Knowledge and Experience	<ul style="list-style-type: none"> • Experience of leading & managing teams • Experience of the collection, analysis and use of data to inform the planning and delivery of teaching & learning • Outstanding subject knowledge and a clear philosophy on how and why your subject should be taught • Knowledge and application of Assessment for Learning (AfL) • Recent experience of successful teaching, leading to high achievement of students of all abilities • Thorough knowledge of subject requirements related to NC and exam specifications • Knowledge of emerging trends and developments related to your subject and school leadership • Experience of presenting cogently to a wide audience including teachers, managers, governors, parents and carers • Experience of embedding innovative strategies for 	<p>Proven success in improving the quality of teaching and learning leading to successful outcomes</p> <p>Experience of a variety of schools and school environments</p>



	<p>improving teaching and learning in a whole school situation</p> <ul style="list-style-type: none"> • Experience of managing and implementing change successfully at whole school level • Experience of managing challenging situations and people 	
Skills & Abilities	<ul style="list-style-type: none"> • Be an outstanding classroom practitioner • The ability to lead • Ability to effectively prioritise workload and manage demands on time • Ability to motivate, inspire and support all students to achieve and succeed • Ability to reflect and develop own practice for the benefit of all learners • Ability to work collaboratively • Ability to communicate with a wide range of audiences • A commitment to the ethos and values of Bullers Wood School for Boys • Confident user of technology 	
Other Qualities	<ul style="list-style-type: none"> • A commitment to the promotion of health, safety and safeguarding of children • A flexible approach to working patterns and expectations understanding the evolving nature of the school and role • A commitment to high standards and expectations • A commitment to developing the use of 	



	<p>technology in the classroom and across the Trust</p> <ul style="list-style-type: none"> • A desire to succeed in all aspects of the job • The willingness and ability to teach another subject especially in the first few years of opening • An enthusiastic and positive outlook 	
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Salary

The DfE no longer publishes any pay scale points for reference. Pay scales at Bullers Wood are based on previous STPCD pay scale points for 'Main', 'Upper' and 'Leadership' pay scales uprated as appropriate in line with guidance set out by the STPCD.

APPLICATION PROCEDURE

- i. Read carefully all the information about this post
- ii. If you have any questions, please do not hesitate to telephone or email **Gill Newton, Human Resources Manager, on ext 359 or gnewton@bwsgirls.org**. Please also contact her if you wish to have a discussion with the Headteacher, Anne Gouldthorpe before applying.
- iii. Complete the application form as fully as possible. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet. Please note that your application form will be photocopied for the Selection Panel, therefore clarity is essential. ***It is important that you do not leave any gaps in your career history – any gaps in employment should be fully explained please.***
- iv. In section 8 Letter of Application, please tell us
 - o Why you are applying for this post
 - o How your experience, skills, training and/or qualifications equip you for it i.e. how you meet the person specification and requirements of the job description.

Send your completed application form by fax, email (if downloaded from our website) or through the post to:-

Mrs Gill Newton
Human Resources Manager
(Bullers Wood School for Boys)
c/o Bullers Wood School
St Nicolas Lane, Logs Hill, Chislehurst, Kent BR7 5LJ
gnewton@bwsgirls.org

Please send your application by **Monday, 24th February 2020 – 9am**



Appointment Process

- i. Suitable applications will be shortlisted for interview as quickly as possible.
- ii. If you are successful, you will receive either a phone call and/or email inviting you to attend for interview. It is therefore important that you give us a daytime telephone number and/or an email address that you regularly access so that we can contact you to make the necessary arrangements if you are shortlisted.

If you require any assistance in attending for interview, please let us know the nature of that assistance in good time so that we may make appropriate arrangements.

- iii. Candidates called to interview will:
 - Usually have an opportunity to meet key staff
 - Have a tour of the School (temporary location)
 - Normally be expected to conduct a short teaching task to students that will be observed by one or more members of staff and usually include the Headteacher and/or deputy Headteacher and the Head of department. Details of the task will be given in advance.
 - Have an interview and presentation with members of the Senior Leadership Team and Governors.

Policy on Equal Opportunities

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position. The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures. Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion, will not be tolerated.

