

## Personal message about the Personal & Social Development Lead position

Hello!

Thank you for showing an interest in the position we have advertised. I would like to tell you a bit more about the school and the kind of person we are looking for:

- The students are terrific: all have well-documented difficulties, but all come with untapped strengths and talents too
- We've been judged as 'outstanding' three times by Ofsted, but our vision aims even higher: 'Achievement for all in a unique world-class school'
- We take all that stuff in our School Development Plan very seriously: A Curriculum that is appropriate, progressive and enjoyable ('APE'); Visible Learning; Well-being
- We intend to be the best in the world at what we do; to achieve this we need staff who are already very good and also intend to be the best at what they do
- Although our students are secondary age, they are working well within primary expectations of attainment in English and Maths, but many have talents in other areas of the curriculum, especially practical subjects.
- People tend to stay (I'm in my 21<sup>st</sup> year here), though some do relocate, retire or get promoted elsewhere
- The work is never easy, and nor should it be, because our students deserve the very best from us
- The best indicator for future success is whether someone is performing well in their current role, including the challenging parts of it (which usually involve other people!)
- If your values and skills chime with us, you will love it here
- We're not looking for clones or mavericks, but real leadership and team-playing. This means a willingness to learn from others as well as leading improvements in the teaching practice of other colleagues
- We have a fantastic new school that we helped design. We need someone who will not just develop what we already have, but be able to help lead us into new territory.
- I believe that this position is crucial to the students, staff and our success as a school; we definitely need a top-notch PSD Lead to become a world-class school!

This probably isn't the job for you if

- You don't like moving out of your comfort zone, learning, or working hard
- You're looking for a way out of your current situation rather than a way forward
- Your values are different than the school's
- You are uncomfortable receiving and providing both support and challenge in order to improve

We will not consider applicants who have not taken the trouble to find out about the school and/or send in 'generic' supporting statements or CVs. For safeguarding purposes, one of your referees **MUST** be your current or most recent Headteacher (or equivalent). Unfortunately this job is not suitable for a newly-qualified teacher. If you are an NQT interested in moving to a special school, my advice is to build your track record in mainstream then keep an eye for future vacancies.

Hope to hear from you soon!

Kind regards



Headteacher

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**Headteacher** Kevin McDonnell  
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**Associate Deputy Head:** Bel Waters  
**Business Manager** Carol Weston

Our vision: Achievement for all in a unique world-class school

