



Director of EBacc; More Able Champion Leadership Spine: L6 – L10

***Perfect step up into senior leadership for a successful
EBacc leader***

Required for January 2018

Recruitment Information Pack

The Dearne Advanced Learning Centre
Goldthorpe Road, Goldthorpe, Rotherham, S63 9EW

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Dear colleague

Welcome to the exciting opportunities offered by working at The Dearne ALC.

I am delighted you are interested in the post of Director of EBacc/More Able Champion within the Senior Leadership Team; a highly ambitious, aspirational group of professionals who are raising standards and significantly improving the life chances of the young people of Barnsley.

The Dearne is a very special learning community, filled with talented and creative staff, all of whom share my vision for excellence in teaching and learning. The last 4 years have seen a positive transformation of almost every aspect of our work and OFSTED confirm 'great things' are happening at the school.

With rapidly rising results and a collective drive for improvement, this is exactly the right time to join the team! OFSTED commented that our shared Dearne Value words - 'ambition, respect and kindness are publicised and promoted throughout the school'. If you embody those values as well as high aspirations, then you will be very successful working with us!

The Director of EBacc/More Able Champion post offers the right ambitious candidate the chance to work with all staff at all levels to directly impact on school improvement. A passion for improving learning and outcomes for students through high quality teaching and innovation will be a key requirement of this post, as will working with senior and other leaders to ensure our high standards for teaching and learning are fully embedded in every classroom. We have high ambitions for our children's success and this post is about delivering high ambitions for our teachers and their practice.

You will be committed to rapidly deliver an 'Outstanding' provision and you will have recent experience of achieving outstanding results. You will be nurtured and developed as a senior leader.

It is a privilege to lead The Dearne. I am passionate about my students and my staff. There is a shared sense of purpose and a vision for success which inspires me on a daily basis. If you are appointed, you will belong to a truly aspirational body of professionals who really care about our young people.

With kindest regards

A handwritten signature in black ink, appearing to read 'CR', with a horizontal line underneath.

Chris Robinson | Principal



The Students at The Dearne ALC welcome you

Dear applicant

I am proud to introduce myself as the Head Boy of The Dearne ALC. I am delighted to see that you are considering applying for a position at our fantastic school.

Over the years the Dearne ALC has improved tremendously and I wish it to carry on doing so. As a leader of the school I voice students' opinions, acknowledge problems, deal with them immediately and make sure everyone obeys the expected standards, therefore we ask for nothing less from you.

From a member of staff in school, students expect:

- Good communication skills with other members of the team, students and visitors
- A genuine care about our education
- A mutual respect with students
- A passion for supporting others
- An enthusiastic approach to student-teacher relationships

Our school follows our chosen 10 value words and both students and staff enforce them daily; with these words I guarantee that you will not only enjoy being part of our school, but that you will also think of the school as a family rather than a draining work environment.

The Dearne ALC only employs the best, therefore bring your full commitment and dedication to the full application process. I hope to see you as a part of our team soon.

Kind regards

Master Bailey Evans
Head Boy

#teamdearne

Staff Wellbeing at the Dearne ALC

The health and wellbeing of all our employees is of high importance. Our workforce performs at a high pace to ensure our children exceed expectations and achieve outstanding results. Therefore we are passionate about investing in the health and wellbeing of #teamdearne.

Car valeting, mobile mechanic service whilst you work, professional ironing and dry cleaning service, medical services including NHS health programmes, blood pressure checks, flu vaccinations, diabetes checks, smoking cessation services and counselling are all examples of services we make available to our staff.

Social events have included competing in the South Yorkshire Workplace Games where we won the 'Spirit of the Games' award. Race nights and spa evenings have also promoted positive mental health and empowered staff morale.

Key colleagues are trained in recognising and supporting mental health issues. We provide bespoke prevention and early intervention strategies as an additional support to our employees.

Our commitment to staff wellbeing has been recognised throughout the Local Authority. In 2014 Barnsley Council presented our school with a Silver Award for the achievement of good practice in workplace health. In 2015, we hosted a business conference on workplace health alongside Barnsley Council and XPO. The Dearne was invited to present a case study on our staff wellbeing strategies. In addition to this, we proudly secured Investors in People Bronze status. This year we are on course to achieve the National Workplace Wellbeing Charter.

We very much hope to welcome you to #teamdearne!



You as a Director of EBacc at the Dearne ALC

Senior leaders at the Dearne lead, drive and innovate. Subjects are grouped into faculties and the EBacc subjects currently sit within Core (English, maths and science), Humanities (history and geography) ICB (ICT, Business and Computing) and Communications (French). Faculties are based in their own bespoke suites of rooms and teaching spaces within our state of the art building. All rooms are fully furnished with modern technologies and SMART boards and are part of a light, airy, working environment, offering opportunities for innovation and creative approaches when appropriate.

The Director of EBacc/More Able Champion will be supported by additional subject leaders and the Head of Faculty, who share leadership responsibilities covering all aspects of their faculty/subject.

Much emphasis has been placed on improving the quality of teaching and although EBacc subjects have grown and developed there remains a need to accelerate progress in these key areas. The faculties are warm and welcoming teams and the new leader will oversee teams of staff who offer a broad range of experiences and skills. The faculties are always seeking to improve and will be willing to innovate and develop new ideas. This is a tremendous opportunity to build and develop staff and this position will allow the successful candidate the experience and potential to move to Assistant Principal level within a short number of years.

You developing as a Leader at the Dearne ALC

Our commitment to training and developing our staff is central to the improvements we have made. As the Director of EBacc at the Dearne, you will be offered bespoke training to support you in your new role. Again, OFSTED commend the 'full programme of training which is matched to the needs of the staff' and you will be able to access weekly CPD and a seminar programme in addition. We know you are our most precious resource and so we are committed to ensuring you get the best training we can provide to help you grow into the best school leader you can be.

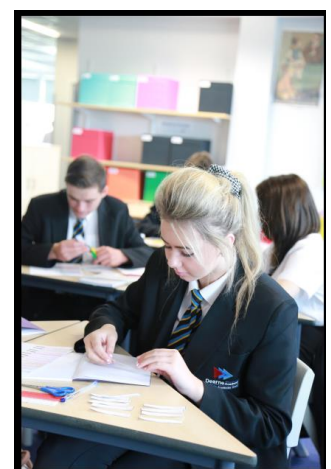
You as a key player at the Dearne ALC

This is a very exciting time to join The Dearne. Every member of staff is an important piece in the jigsaw which will become the Outstanding Dearne provision. As a new leader you join us as we are rapidly improving, rigorously driving and securing significant success.

Does this sound like you?

Do you want to be a part of something very special?

Then join us at The Dearne!



Our superb Dearne students

The students at the Dearne are a wonderful group of young people. They are lively, outgoing and have much to say for themselves, a characteristic we encourage!

Most of our students live in local communities with high levels of socio-economic deprivation. We believe they deserve an education that is outstanding, full of ambition and aspiration. That is what you commit to providing, if you work at The Dearne.

OFSTED have praised our students highly. They said behaviour was 'Good' and:

'Students behave consistently well in lessons because they are keen to learn'.

'Behaviour around the school is calm and considerate'

'Students respond swiftly to requests from staff and incidents of unacceptable behaviour are rare'.

'Students move around the school calmly and with consideration for others. They wear their uniform with pride'

We recognise this as being our school on a daily basis and know our students are fine young people whose futures are worth committing to.

Parents and carers

Students are well supported by parents and carers, who likewise overwhelmingly want the very best education for their children. We offer many opportunities to liaise with our community through: Progress Weeks held at the end of every term to review our young people's progress and attainment; rewards events where parents are invited to join us; many evening performances, and the launch of the community cinema where current blockbuster releases create truly memorable evenings!

Our partner primary schools

We have a six week innovative transition for our year 6 to year 7 students and have excellent working relationships with our primary partner schools to ensure a smooth transition. We are now innovating around schemes of work, 'bouncing books' and other initiatives which mean there is a genuine locality hub of schools working together in the best interest of our community.

Other links

We have close relationships with a number of other local schools to share best practice and support our students. We are a lead local school for attendance improvements and our 'SWAPP' scheme to support disaffected students has likewise been commended.



Application Process

Application forms are available on the TES website www.tes.com.

A letter of application (no more than 2 sides of A4) is required detailing how you meet the personal specification and why you are the best candidate for the role. Under the following headings in the application form:

- **Experience**
- **General and Special Knowledge**
- **Skills and Abilities**
- **Additional Factors**
- **What you will offer The Dearne to improve EBacc subjects and provision for More Able**

Please state 'See attached letter in support of application'.

Any concerns or queries please email dearnerecruitment@thedearnealc.org.

The closing date for applications will be 9am on Monday 23 October. Interviews will take place Wednesday 25 October. Details regarding interviews will be confirmed with short listed candidates.

Completed applications must be returned to dearnerecruitment@thedearnealc.org

All applications will be acknowledged by the next working day.

THE DEARNE ADVANCED LEARNING CENTRE

Goldthorpe, S63 9EW | Principal: Chris Robinson | NOR: 1050



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**Director of EBacc and More Able Champion
Leadership Pay Spine (L6-10)
Plus access to a tailored CPD package
Required for January 2018**

'There is an impressive array of training opportunities for staff' Ofsted 2016

'Value such as ambition, respect and kindness are publicised and promoted throughout the school. This has helped to improve student's behaviour and attitudes to learning' Ofsted 2014

The Dearne ALC (11-16) is proud to serve the Dearne Valley communities and we are within easy access of the A1 motorway meaning Leeds, Wakefield, and Sheffield are on our door step.

This is a new post with significant opportunity to innovate and we are delighted to be able to advertise an inspirational Director of EBacc and More Able Champion with a passion for accelerating progress across the EBacc subjects and the whole school experience for the More Able.

Candidates must be able to teach across the ability and age range to the highest standards for all pupils at Key Stages 3 and 4.

Career development recruitment incentives:

- £500 each year invested in your own CPD programme
- Access and support to follow middle leadership programmes from the outset e.g. NPQML, Teaching Leaders
- Candidates should be looking at this post as a career pathway to senior leadership
- We advise you to come in and speak with the Principal and Vice Principal to discuss the above and shape the next 3 years of your career, thus this post is suitable for both RQTs and experienced teachers.

The Dearne is on "Requires Improvement". Ofsted have confirmed 'great things are happening at this school' and we are on a strong trajectory to reach "Good" by December 2018.

Attainment 8' up by over two points;

- On average all students got a grade higher than last year in over two of their subjects;

Maths attainment above national;

- 4% above national for grade 4+
- A rise of 13% in the last 3 years

English progress in line with national;

- English attainment up from 58% C+ last year to 69% 4+ (best grade) this year

Science attainment above national (4+);

- 4.5% above national in core science
- 13.2% above national in additional science
- 13.5% above national in further science

Basics (students achieving a 4+ in both English and maths);

- Now over 55%
- Up 15% in three years

Art, design and technology subjects over 90% grade A*-C average (grade C+);

- GCSE Art : 93.1%
- 3D Design : 100%
- Photography : 90.6%

42.5% of students leave with at least 1 top grade (A* / A)**We love to help our students learn and value the staff who help them do so, thanks to:**

- An outstanding 'Teaching school standard' professional development programme for staff at all stages of their career.
- A leadership development programme for all interested high-quality staff.

We are looking for a Director of EBacc and More Able Champion who really cares about helping our students succeed and is willing to support the development of EBacc subjects. This role would be a perfect first promotion for an aspirant leader and equally a great opportunity for a talented experienced. You will be joining a school that:

- **Puts students first** - We create differentiated resources that are engaging and student-centred; our innovative lessons inspire our students to achieve. Our consistently high standards of delivery drive improvements and raise aspirations across both key stages.
- **Supports CPD and career development** – We support and challenge each other's teaching through frequent CPD, team meetings, peer observations and coaching and mentoring for all new staff.
- **Value team spirit and positive working relationships** – We support each other through team-teaching and collaborative planning, fostering a positive working environment.

Join our team and build a wonderful career in a school you are passionate about with students you love to help learn. Visits are welcome and these can be arranged by contacting our Principal, Chris Robinson, via her PA on 01709 892565 extension 1229 or Felicia Swann, HR Manager on 01709 892565 extension 1204

In joining The Dearne ALC you can expect a supportive culture within a school with very high aspirations, moving forward at pace. If you believe that instilling aspiration and ambition can transform the lives of young people then we would love to hear from you.

The closing date for applications will be 9am on Monday 23 October. Interviews will take place Wednesday 25 October. Details regarding interviews will be confirmed with short listed candidates.

As safer recruiters an enhanced disclosure from the DBS will be required for this post.

The Dearne ALC – Director of EBacc and More Able Champion
JOB DESCRIPTION

JOB TITLE:	Director of EBacc and More Able Champion
TEAM/FACULTY:	Senior Leadership Team – Leader of EBacc and More Able Champion
JOB PURPOSE:	To ensure that the teaching of EBacc subjects is of the highest possible standards and that students of all abilities and Key Stages maximise their progress; To drive standards across all EBacc subjects; To quality assure all EBacc provision and proactively manage the subject improvements To be Champion for High Ability students to ensure an ambitious school experience for them and ensure they reach their highest potential
SALARY:	Leadership Pay Spine: L6 – L10
ACCOUNTABLE TO:	A member of the Executive Team

STRATEGIC VISION, RESPONSIBILITIES & ACCOUNTABILITIES

This Job Description should be read alongside the range of professional duties of Teachers as set out in Part 10 of the Teachers' Pay and Conditions Document.

The Director of EBacc and More Able Champion will be accountable for maximising student attainment and driving teaching and learning across the subjects through innovative curriculum development, robust leadership of the teams, working with the Heads of Faculty and effective management of the faculty allocations.

As a member of the school's Senior Leadership Team, Director of EBacc and More Able Champion will contribute effectively towards the strategic development plan of the whole school.

STRATEGIC AIMS – SCHOOL IMPROVEMENT PLAN STRANDS

STRAND 1

VALUES & ETHOS

- Play an active part in the wider senior leadership team, leading and driving forward school priorities.
- Lead, support and secure the commitment of colleagues within EBacc subjects, including any non-teaching staff designated to the faculties, to the vision, ethos and policies of the school and promote the highest levels of outstanding achievement in all EBacc subjects.
- Embed ambition and drive rapid and sustained improvement across all EBacc subjects to swiftly secure high levels of achievement and student success beyond national expectations.
- Effectively support colleagues in leading and managing students to deliver impact and success.
- Represent the EBacc subjects at Leadership level and deliver the school's policies at faculty level.
- Organise and lead meetings during which whole school development issues are highlighted and driven alongside those of the faculties.

- Lead, support and challenge staff to achieve the school's strategic priorities.
- Contribute to the implementation of the school improvement plan; taking responsibility for effectively leading appropriate aspects of it; routinely quality assuring, monitoring and evaluating success of strategies.

BEHAVIOUR & SAFETY

- Embed and model the school's value words in to every aspect of the working practices of the EBacc subjects (non-core)
- Through rigorous monitoring and support, ensure that colleagues implement and adhere to the school's Behaviour Management Policy, ensuring the health and wellbeing of students is maintained at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support differences to ensure equal opportunities for all ensuring also that the SOL supports this. Arrange for students to provide regular feedback and offer suggestions for improvements.
- Appreciate and support the role of others, providing feedback to support their progress and challenging any underperformance.
- Recognise own strengths and areas of expertise and use these to lead, advise and support others.

STRAND 2

ACHIEVEMENT & STANDARDS

- Drive standards and expectations across the EBacc subjects and for More Able students to maximise student attainment by ensuring all teachers are planning to secure accelerated learning at 4LP and beyond, holding colleagues to account for students' performance and outcomes.
- Have a strategic overview of and be accountable for progression within the teaching groups, subjects and key stages across the EBacc subjects, including those students working outside the whole-school timetable in E&E.
- Lead the forensic analysis of progress data at individual student level at each collection point and after each examination result set is received. Address outcomes with relevant deliverers at individual student level using the results to make teaching more effective and to implement appropriate interventions and programmes to target areas of concern.
- Identify and eliminate barriers to learning across the subjects and ensure that currently low performing groups including all FSM students, SEN and Boys rapidly secure and sustain significantly high achievement compared to national figures.
- Lead the development of appropriate assessment recording and reporting procedures in line with whole school policy; assessing against targets to ensure rigour and accountability of student progress at all levels.
- Monitor and evaluate the use of assessment for learning across the subjects and key stages to ensure that high aspirations impact positively on raising achievement beyond national expectation.
- Provide and present robust and up-to-date student data to Accountability Meetings.
- Provide rigorous, insightful and innovative curriculum leadership; staying abreast of changes at National level that impact upon the faculty curricula, reviewing and revising

these as appropriate to meet the needs of the students, the school and in the light of Government changes.

- Ensure through systematic QA that high quality schemes of learning for all subjects and all year groups are planned in line with National Curriculum requirements and that they have a range of clearly planned assessment opportunities focused on creating rapid progress, at 4LP and above, for all learners.
- Play an active part in raising attainment across school by being part of the Senior Leadership Team: contributing towards cutting edge curriculum design and being continually creative in adopting new innovations in practice to drive standards forward, pushing our headline indicators well above floor target and well beyond what would be expected nationally.
- Ensure accurate examination entries are made and meet deadlines in respect to this to avoid late fees.

TEACHING & LEARNING

- Embed a clear vision for assessing learning and progress which embodies high expectations of staff and learners across the EBacc subjects, ensuring that all groups of learners meet at least national expectations and that many exceed these.
- Play an active part in shaping the direction of teaching and learning across school by being part of the Dearne Improving T&L Team: contributing ideas, sharing outstanding practice and being open to any avenue of change that drives standards and creates a 'buzz' around learning, progress and achievement.
- Provide outstanding development opportunities within the faculties through collaborative planning for progress, peer work scrutiny and sharing good practice, so that colleagues' day to day teaching is at least good in respect to their practice and leads to rapid and sustained progress for students.
- Rigorously monitor and evaluate the quality of teaching and learning across the faculty through learning walks, work scrutiny, student and teacher voice and all school initiatives that drive improvement to support the development of the faculty and those working within it.
- Consistently model the teaching of engaging and effective lessons that motivate, inspire and improve student attainment and embed an Open Door ethos across the faculty.
- Work with Lead Practitioners: Improving Literacy to ensure that the teaching of Literacy is embedded within the schemes of learning and that colleagues within the faculty are confident deliverers.
- Work collaboratively and extensively with the other EBacc Heads of Faculty, e.g. Head of Maths and Head of English and partner Primaries, to promote rapid and sustained progression in literacy and numeracy across all key stages and all subjects.
- Take responsibility for embedding Enterprise and Employability within the SOL focusing especially on linking skills and attributes that are pertinent to the subjects within your faculty and the career progression they may support.
- Participate in related recruitment and selection activities.
- Lead and champion the provision for "High on Entry" students ("More Able"), ensuring they reach their full potential through ambitious classroom and out of classroom experiences.

STRAND 3

WIDENING OPPORTUNITIES

- Work with other post holders in the faculties to support them in driving innovative pedagogical practices, enrichment opportunities and the implementation of modern technologies forward across the faculty.
- Provide effective induction and ongoing support for new members of the faculties and those who are on long term supply.

LEADERSHIP

- Actively develop leadership and management skills in others.
- Lead all colleagues across the faculty to deliver rapidly improved outcomes for students.
- Effectively appraise those colleagues for whom you have responsibility within the whole school appraisal policy, maintaining dialogue throughout the year.
- Contribute effectively to leadership across the school.

GENERAL

- Take on specific leadership and management tasks related to the day to day running of the school.
- Undertake administration and organisation of the provision for More Able students as requested by the Principal.
- Create and maintain positive and supportive relationships with parents, governors and the wider community.
- Engage with appropriate training opportunities to promote professional effectiveness in your role and to support the work of the faculty.
- Any additional tasks by agreement with the line manager which are commensurate with the responsibilities and remuneration for this post.

SAFEGUARDING

- The Dearne ALC is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

October 2017

The Dearne ALC
Person Specification – Director of EBacc and More Able Champion

Key Element	Detail of personnel specification	Essential	Desirable	Method
1. Relevant Experience	You will have a proven track record of:			
	1. Successfully leading an EBacc faculty/subject with proven high impact on outcomes	✓		A/I/R
	2. Teaching in education at a secondary level and a proven track record of delivering successful outcomes for students.	✓		A/I/R
	3. Experience of successfully accelerating the progress of students in your area			
	4. Successful experience of monitoring, evaluating and improving student achievement at Key Stage 3 and Key Stage 4.	✓		A/I/R
	5. Experience of successfully challenging underperformance of staff and students.		✓	A/I/R
	6. Experience of coaching staff to develop their classroom practice.		✓	A/I/R
	7. Experience of preparing and leading training sessions.		✓	A/I/R
	8. Designing and developing resources to support learning.	✓		A/I/R
	9. Successful teaching experience in the secondary phase - Good or Outstanding teaching under the new OFSTED framework	✓		A/I/R
	10. Experience of working to raise progress and attainment of High Ability students			
2. Qualifications	1. A Graduate with Q.T.S. status	✓		A/C
	2. An upper second class degree or better in your area of expertise		✓	A/C
	3. 'A' level in your area of expertise	✓		A/C
	4. 'A' level grade in your area of expertise at C grade or above		✓	A/C
3. Training	1. Evidence of additional recent and relevant continuing professional development	✓		A/I/R

4. Specialist Knowledge and Skills	You will be able to demonstrate:			
	1. An up to date knowledge of the latest developments in pedagogy	✓		A/I/R
	2. Excellent subject knowledge in your area of expertise including relevant knowledge and understanding of new exam specifications	✓		A/I/R
	3. High level communication, organisational and management skills	✓		A/I/R
	4. An understanding of the factors contributing to successful outcomes in education for young people	✓		A/I/R
	5. The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively	✓		A/I/R
	6. The ability to evaluate colleagues' work and provide supportive feedback to secure improvement		✓	A/I/R
	7. An understanding of equal opportunities in secondary education	✓		A/I/R
5. Personal Attributes	8. Skilled in the use of ICT and modern technologies and possessing understanding of its potential contribution to school provision and improvement	✓		A/I/R
	You will be able to demonstrate you are or have:			
	1. An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter	✓		A/I/R
	2. Strong personal drive – a self-starter and a task completer; a 'can-do' positive attitude and approach	✓		A/I/R
	3. A team player	✓		A/I/R
	4. Personal impact and presence – a 'hands-on' approach	✓		A/I/R
	5. Emotional intelligence with the ability to recognise and manage stress in self and others	✓		A/I/R
	6. Commitment to learning for self and others and the development of own and others' skills and knowledge	✓		A/I/R

	7. A liking for and the ability to inspire, enthuse and motivate members of the school and wider local community	✓		A/I/R
	8. Commitment to professional development in self and others – to coach, mentor and support colleagues in managing and evaluating all areas of their professional roles	✓		A/I/R
	9. Commitment to safeguarding young people	✓		A/I/R
	10. Commitment to principles of comprehensive and inclusive education	✓		A/I/R
	11. Commitment to abide by and uphold the policies on Equal Opportunities; Health and Safety and Child Protection at The Dearne ALC	✓		A/I/R
	12. A willingness and ability to be flexible	✓		A/I/R
	13. Openness, optimistic, energetic, and enthusiastic in demeanour and dealing with others	✓		A/I/R
	14. Honesty, integrity and care in approach and in relationships – a desire to do the right thing because it is <i>the right thing to do</i> and not simply because it is required of them	✓		A/I/R
	15. To enjoy working within an environment which is very challenging at times	✓		A/I/R

Key: A = Application C=Certificates I = Interview R = References