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Head of School - Felix House

Job Title:

Head Of School, Felix House

A unique opportunity has arisen within Cascade, we are appointing a Head of School for our purpose built SEMH school in the Hull area. We believe this is the opportunity for a current Assistant Head/Deputy Head to grow with Cascade to an aspiring position of Head of School.

Cascade are an innovative company with multiple Outstanding homes (CQC & Ofsted Regulated), at the forefront of expansion to provide excellence throughout multiple counties. We provide unique opportunities of bespoke education to meet the needs of our pupils with specialised staff providing outstanding educational experiences within a safe, stimulating and rich learning environment.

Our School Values and Ethos

- Care for and respect themselves, others and the environment
- Achieving beyond previous expectations, experiencing success
- Know how to make safe choices
- Be able to read and write so they can communicate consistently with an increased vocabulary linked to experiences
- Acquire maths and computing skills
- Be active, immersing themselves in the community and the outdoors
- Embrace their uniqueness and engage in the diversity of British Values
- Enjoy attending school and making decisions independently with the skills to access the next stage of their lives

Felix House is a brand new build Residential School for 6 pupils and further placements for 6 day pupils to attend from the ages of 7 - 18 years old. The education provided within Felix House will match those targets of the National Curriculum with underpinned targeted interventions to ensure all pupils Unique Starting Points and gaps within learning are addressed. We believe everyone has the right to an inclusive education in line with the Equality Act 2010.

Cascade currently have 5 residential homes within the Norwich and Withernsea

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area providing Adult Education to those who reside, 1 childrens home with onsite Education, 1 school specialising in Autism & Severe Learning Difficulties and a Forest on the outskirts of Norwich available for education. (with further homes up and coming in the next year).

Cascade believe in Lifelong 24 hour Learning, with this in mind our cohort of pupils will begin education at KS2, progressing through KS3 & KS4 to then our Cascade College. It will be the Head of Schools responsibility to oversee this transition throughout their education. Opportunities for Alternative provisions and enrichment through Learning Outside the Classroom will be sought from the Head of School.

The successful applicant will lead a team of Education staff within the school, liaise with Bright House School Norwich (Including onsite visits as requested) and work closely with the Registered Home Managers, Parents and Carers to support the needs of the children.

The Head of School will work closely with the ***Cascade Group Managers*** to build on the sustainability of the pupils futures. Within the Cascade Group specialised Health & Wellbeing Leads provide a holistic approach to ensure these skills are embedded throughout; cooking skills, oral health, fitness, mental health support and overall well being of both the pupils and staff.

It is desirable for the candidate to have the following qualities

- Lead in a positive and constructive way
- Be compassionate & empathetic
- Be confident in practice
- Direct and manage the school, developing and implementing the Schools Improvement Plan
- Teach and educate pupils according to their individual needs, abilities and attainment levels
- Manage staff, resources and budgets.
- Overseeing the curriculum & data trawls
- Ensuring all legislation and standards are met in line with the registration of an independent school with the Department for Education.

It is desirable, but not essential for the successful candidate to hold a National

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Professional Qualification for Headship (NPQH), however, if not, Cascade is prepared to fund the right candidate through this NPQH qualification.

Reports to:

Director of Compliance

Appropriate challenge partner and mentor

Pay Rate:

Negotiable

Competitive salary dependent on qualifications and/or experience

Hours:

Full Time

Benefits:

- Annual OFSTED Inspection Bonus (External/Internal)
- 5% Annual Performance Bonus
- Refer a friend bonus scheme
- Cycle2Work Scheme
- Private Health Care Scheme

Felix House School is an Independent, DfE-registered school, providing specialist education for up to six pupils; aged between 7 - 18 years. The school is situated within Felix House Residential Children's home, Hull.

The school specialises in educating its pupils through bespoke individualised learning programmes, delivered using high-quality teaching and pastoral care. Pupils within Felix House present with an Educational Health Care Plan and need additional support surrounding Social Emotional Mental Health.

The curriculum incorporates a strong emphasis on social, moral, spiritual and cultural dimensions, as well as the core subjects of English, Mathematics and Science in order to support pupils transitioning into adulthood.

Wherever possible we extend learning beyond the confines of the school and out in the community; collaboratively working with the children's home, creating an

environment of 24/7 learning.

Behaviour management strategies are applied consistently and sensitively, ensuring that the pupils are clear about boundaries and expectations. Felix House School values are paramount to the whole school ethos: to care, achieve, be safe, consistent, active, diverse & to enjoy.

This is a unique opportunity for the successful applicant to make their mark and develop the school to an 'outstanding' facility.

Roles and Responsibilities:

- Play a lead role driving the aims and objectives of the schools
- Promote the safeguarding and welfare of all pupils
- Monitor and evaluate the performance of teaching staff
- Monitor teaching and learning activities to meet the needs of pupils with SEMH/SEND
- Implement and update the School Improvement Plan
- Organise appropriate training activities, encourage and support staff in their development and training
- Support the vision, ethos and policies of the school which secure effective teaching, successful learning and promote high levels of achievement and self-esteem for all pupils
- Ensure that British Values are promoted throughout the school
- Embed and meet the needs of the pupils EHCP's
- Liaise with Professionals to implement specialised support
- Attend EHCP & PEP reviews
- Participate in school assemblies and promote SMSC throughout the school
- Record absenteeism of staff
- Conduct staff supervisions and appraisals
- Monitor behaviour and attendance of pupils
- Manage lesson observations and walkabouts
- Work in conjunction with The School Advisory Board
- Support and develop strong working relationships with outside agencies and stakeholders
- Liaise with parents and carers concerning student progress and concerns
- Analyse and interpret local and national data on SEND, Autism and Mental Health
- Collect, interpret and make use of assessment data to improve practice
- Embed CPD sessions and oversee staff development
- Contribute to the monitoring of the Independent School Standards

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- Communicate with the Director of Compliance, Director of Education, School Advisory Board Members, Education Team, Parents and professional external support services

The above responsibilities are subject to review and may be modified in the light of personal or professional development and changing school needs.

Felix House School is committed to safeguarding and promoting the welfare of children and young people; we ensure that the highest priority is given to following the 'Keeping Children Safe in Education' (2023) regulations to safeguard them.

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Training & Qualifications

Qualified Teacher Status	Essential
Evidence of continuing and recent professional development in a Senior Education Lead Role	Essential
Knowledge and Understanding the Independent School Standards	Essential
Experience in SEMH	Essential
Up to date knowledge of SEND code of practice	Essential
The characteristics of effective leadership and management	Essential
Devising, formulating, implementing and reviewing education health care plans	Essential
Experience of effectively working with a variety of stakeholders	Essential
Ability to communicate the school's ethos and vision in an inspirational way	Essential
Understanding of the equality of opportunity issues and how they can be effectively addressed in school	Essential
Excellent understanding of the role of parents/carers and the community in school improvement and how this can be practiced and developed	Essential
Understanding of high-quality teaching and the ability to model this for others and to support others to improve	Essential
Data analysis skills and the ability to use data to set targets; identifying strengths and weaknesses	Essential

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<u>Experience:</u>	
Successful leadership and management in a Primary/Secondary School	Essential
Teaching experience throughout either Key Stages 1 & 2, 3 & 4, 5	Essential
Involvement in school self-evaluation and development planning	Essential
Previous experience of effective SEMH development	Essential
Proven management to support inclusion teaching and learning	Essential
Proven track record of raising achievement	Essential
Experience of promoting highly effective communication between staff, school community, stakeholders and external professional bodies	Essential
Experience of managing/implementing successful change	Desirable
<u>Personal Qualities and aptitude:</u>	
A commitment to promoting the ethos and values of the school	Essential
Ability to provide professional direction for the education team	Essential
A commitment to ensuring the best outcomes for all the pupils	Essential
Ability to judge when to make decisions, take risks and when to consult with others	Essential
Ability to prioritise and manage own time effectively, particularly in relation to balancing the demands made by administrative duties	Essential
Commitment to maintaining confidentiality at all times	Essential
Commitment to safeguarding and equality	Essential
Commitment to inclusion and raising standards for all	Essential

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(...not label)

