



# Edgbarrow School



## CANDIDATE INFORMATION DEPUTY HEADTEACHER

EDGBARROW SCHOOL Grant Road, Crowthorne, Berkshire. RG45 7HZ TEL: 01344 772 658

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[www.edgbarrowschool.co.uk](http://www.edgbarrowschool.co.uk)

Dear Applicant

Thank you for taking an interest in the advertised post at Edgbarrow School. We hope you find the information helpful in making your decision to proceed further in the application process. We make every endeavour to provide all candidates with equality of opportunity in the selection process. If you have any additional queries, please do not hesitate to contact the school.

Edgbarrow School is an 11-18 mixed comprehensive academy and is a founder member of the Corvus Learning Trust. The school serves the students of Crowthorne Village in Bracknell Forest. There are approximately 1500 pupils on role of which 400 are in the sixth form. Further information regarding the school can be obtained by visiting the school website at [www.edgbarrowschool.co.uk](http://www.edgbarrowschool.co.uk).

Applications from suitably qualified and experienced candidates are welcomed via the online application system and any queries emailed to [recruitment@edgbarrowschool.co.uk](mailto:recruitment@edgbarrowschool.co.uk). This post is subject to an enhanced criminal record check and references.

Edgbarrow School is an outstanding, happy, and caring school and we look forward to receiving applications from suitable candidates for this important post. I would like to take this opportunity of expressing my best wishes to all those who apply and, whether or not you are successful in this particular application, to wish you success in your future career.

Yours sincerely

**Mr Stuart Matthews**

**Headteacher**

# School Information & Vision



Thank you for your interest in this post. The enclosed literature is intended to give a better understanding of Edgbarrow School.

Edgbarrow School is a larger than average secondary school, one of six secondary schools within the Bracknell Forest borough, and the only one in the village of Crowthorne. The school is regularly oversubscribed, attracting over 460 applications for 210 places in 2022. The sixth form has grown considerably in the last five years (300 to 400).

We are very fortunate to have a stable, professional and highly committed group of teachers and support staff who work together to ensure that each student receives the best educational experience. Visitors, including parents, contractors and outside agencies frequently comment on the positive atmosphere that pervades the school, from a warm welcome at our reception that continues to be felt around the site. We are very proud of our students' attitude towards their school, learning and the way they behave.

## Our Vision

Edgbarrow School delivers fantastic opportunities for all students to '**Enjoy Grow Achieve**'. We do this in a fully inclusive environment where diversity is celebrated; students are encouraged to embrace opportunities and develop into confident, independent and resilient young adults, ready to improve the world around them.

Edgbarrow has high expectations, with a curriculum that supports and challenges students to acquire the skills and knowledge needed to thrive and contribute to their community. This is achieved through outstanding teaching and learning, personal development and positive relationships.

Our vision is for all staff and students to look back on their journey at Edgbarrow as a truly happy time, where outstanding opportunities and experiences influence positive life choices and a successful future.

## Our Values

The school's values of **Ready, Respectful, Safe and Positive** guide staff and students' conduct in school and beyond. Students are Ready to learn, ready to take on new ideas and ready to move on to future opportunities. Students are Respectful of themselves, others and their environment. Students' behaviour is Safe in school, in the community and online; students look after each other. Edgbarrow provides a broad curriculum through lessons, tutor time and co-curricular activities. Students are Positive, grasping opportunities and developing resilience. These values support students to achieve our vision to Enjoy Grow Achieve and create a successful and happy future.

In order to help you understand the school and our priorities, we have tried to identify what defines Edgbarrow for those of us who work here. These can be summarised under the following headings:

**1. Achievement**

- Attainment – excellent results at all key stages
- Progress – excellent progress made by all students

**2. Reputation**

The school at the centre of the community that trusts its young people will be cared for and provided with opportunities to develop all skills and talents

**3. Ethos**

Staff and students enjoy purposeful working relationships to learn together in a safe, happy environment

**4. Ambition**

Purposefully driven to be constantly improving by committed and hardworking governors, leaders, teachers and support staff reflected in the manner in which students engage and behave

**5. Post 16 Learning**

Provision of an excellent resource to build a bridge between school and Higher Education or work.



# Job Description



<b>Job Title:</b>	<b>Deputy Headteacher</b>
<b>Salary:</b>	<b>Leadership Scale 21-25</b>
<b>Aim and main purpose of the job:</b>	<ul style="list-style-type: none"><li>• <b>To work in partnership with the Senior Leadership Team (SLT) in providing high level strategic leadership for the school.</b></li><li>• <b>To share with the SLT the responsibility for setting and maintaining high standards across the school.</b></li><li>• <b>To deputise for the Headteacher as and when required.</b></li></ul>

## **Accountabilities:**

1. To act as a role model to staff and students through excellent leadership, the delivery of outstanding lessons, and a professional presence in the school.
2. To make a significant contribution to school development planning and its subsequent implementation.
3. To contribute to the setting, monitoring and evaluating of pupil academic targets.
4. To contribute to curriculum development at all levels.
5. To share in the leadership of teaching and learning to ensure that consistently high standards are maintained throughout the school.
6. To share in the responsibility of leading the school in order that all students attain the best possible outcomes.
7. To act as a Departmental Line Manager providing regular feedback for staff in a way which recognises good practice and supports their progress against performance management objectives resulting in a tangible impact on student learning.
8. To act as a Pastoral Line Manager for a Year Team, offering support and guidance in order to maintain consistently high standards.
9. To have the capacity to support and guide staff in order for them to be effective in their roles.
10. To contribute to effective strategic school budget planning to ensure learning priorities and best value principles are met.

11. To share with the SLT in the daily operational work of the school.
12. To participate fully in all meetings across the school in order to share views and encourage debate.
13. To represent Edgbarrow School in a professional manner when meeting and working in partnership with all stakeholders.
14. To attend school evening events in order to represent, lead and support the life of the school.
15. To contribute to the writing and implementation of all school policies.
16. To lead a duty team.
17. To deliver high quality presentations to staff, parents and governors as well as assemblies to all year groups.

### **Specific Accountabilities**

- Roles and responsibilities for members of the SLT are reviewed each academic year in consultation with the Headteacher.

### **Details of Line Management:**

The post of Deputy Headteacher is line managed by the Headteacher.

As a member of the SLT this post is not subject to the directed time limitations attached to other teaching positions outlined in the Teachers' Conditions of Employment.

This description is not necessarily a comprehensive definition of the post. It will be reviewed at least once each year and may be subject to modification or amendment at any time after consultation with the post holder.

This description only contains the main accountabilities relating to this post and does not describe in detail all the tasks required to carry them out. All members of the SLT are expected to be flexible to ensure the most effective organisation and delivery of learning.

### **Notes:**

Whilst every effort has been made to explain the accountabilities of this post, each individual task undertaken may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job which are commensurate with the salary and job title.

# Person Specification



Key Criteria	Essential	Desirable
<b>Qualifications</b>	<p>Qualified Teacher Status</p> <p>Good honours degree</p> <p>Relevant in service training during the last two years</p> <p>Desire to be a Headteacher</p>	Higher Degree
<b>Leadership</b>	<p>Strong Leader</p> <p>Capacity to drive change to bring about school improvement</p> <p>Outcomes-focused</p> <p>Decision-maker</p> <p>An ability to build teams and positively influence and persuade colleagues</p> <p>Strong communicator both written and verbal</p> <p>Committed to inclusion</p> <p>Approachable and empathetic</p>	
<b>Experience</b>	<p>Significant successful teaching experience with lessons always judged as good but mostly outstanding.</p> <p>Evidence of work which has led directly to positive outcomes for different groups of students with regard to attainment and progress</p> <p>Significant leadership and management experience within a secondary school setting in the last two years</p> <p>Recruiting, retaining and developing a skilled and effective team and motivating the team to achieve its full potential at all times</p> <p>Successful experience of managing whole school change to bring about clear evidence of school improvement for all or groups of students</p>	<p>Working with Governors at a strategic level</p> <p>Working in at least 2 schools</p> <p>Experience of working in a school judged to be good or outstanding</p> <p>An understanding of the OFSTED Framework</p>

	<p>A track record of whole strategic planning and innovative thinking and translating this into effective intervention strategies</p> <p>Experience of presenting initiatives at departmental and or whole school level</p> <p>Experience working with and developing positive relationships with a range of internal and external stakeholders</p> <p>Experience of successfully dealing with sensitive, difficult circumstances and conversations</p> <p>Effective financial management of an area/s of the school budget</p>	
<p><b>Knowledge &amp; Values</b></p>	<p>To hold a strong moral purpose for all to students to achieve their full potential</p> <p>Clear understanding of the traits of outstanding teaching and learning</p> <p>The drive and passion to be an outstanding teacher at all times</p> <p>To believe in the notion of “Quality Teaching First”</p> <p>To possess a passion for learning which is focused on ensuring that all students at every level receive the very best teaching</p> <p>A drive for continual improvement</p> <p>To ensure a work life balance that keeps colleagues healthy but focused and driven for student success</p> <p>To hold high standards, high expectations and high aspirations for colleagues and students in all situations</p> <p>To encourage, support and value the wider school curriculum</p> <p>The ability to articulate a sound educational philosophy consistent with the school’s aims</p> <p>Empathy for colleagues and young people</p> <p>Knowledge of recent and planned developments in curriculum</p>	

<b>Personal Qualities</b>	<p>Honesty and integrity</p> <p>An ability to inspire colleagues and students</p> <p>Self-motivated</p> <p>Personal drive to raise standards and outcomes</p> <p>To contribute efficiently and effectively to an SLT</p> <p>Capacity to have a positive impact on situations, challenges and people</p> <p>Capacity to emotionally care for people</p> <p>Ability to make difficult decisions</p> <p>Strong negotiating and influencing skills</p> <p>Self-aware, reflective and resilient</p> <p>Constructive under pressure</p> <p>Very hard working</p> <p>A sense of purpose and drive to raise standards</p> <p>Positive attitude, energy &amp; commitment</p> <p>Well organised</p> <p>Well presented</p> <p>Ability to work hard under pressure while maintaining a positive professional attitude</p> <p>Ability to organise and prioritise workload and work on own initiative</p> <p>Commitment to personal career development</p>	
<b>Work Related Personal Requirements</b>	<p>Committed to equality of opportunity</p> <p>Ability to maintain strict confidentiality of information received and processed as part of the job role</p>	
<b>Other Work Requirements</b>	<p>Ability to meet physical/social/emotional needs of students</p> <p>Participate in training and development opportunities</p> <p>Suitable to work with children</p>	

# How to Apply



Complete the online application form via TES.

1. References will be taken up for shortlisted candidates prior to the interview date. Corvus Learning Trust is committed to safeguarding and promoting the welfare of all students. Each student's welfare is of paramount importance. Successful candidates will be required to undertake an enhanced DBS check.
2. If you have any queries regarding this application process please contact our HR department on 01344 772658 or email [recruitment@edgbarrowschool.co.uk](mailto:recruitment@edgbarrowschool.co.uk)

<b>CONTRACT TYPE:</b>	<b>Permanent, Full Time</b>
<b>SALARY:</b>	<b>Leadership Scale 21-25</b>
<b>START DATE:</b>	<b>1<sup>st</sup> September 2023</b>

Edgbarrow School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the School to share this commitment. Successful applicants will be subject to an Enhanced Disclosure from the Disclosure and Barring Service (DBS).

Any offer of employment is therefore conditional on clearance from the above, the receipt of two satisfactory references, a satisfactory medical questionnaire, proof of qualifications, overseas checks where applicable, and proof of right to reside and work in the UK.

Edgbarrow School is committed to protecting the health, safety and welfare of all employees. To this end, staff enjoy:

- Contributory Pension Scheme
- Employee Assistance Programme
- Working as part of a motivated and committed team
- Access to on site fitness gym
- Cycle to work Scheme
- Eye Care Voucher Scheme

# Further Information



## School Links:



Sandhurst School

- [Edgbarrow School](#)
- [School Prospectus](#)
- [Corvus Learning Trust](#)

## Curriculum:

The curriculum is organised within a two-week cycle. Each week is composed of 25 lessons, each lasting for one hour.

The Progress Department will work with students, both individually and in small groups, who need support to improve their Literacy skills.

### Key Stage Four: Years 10 and 11 (ages 14-16)

All students study a core of subjects: English and English Literature, Mathematics, Science, Physical Education and PSHGEE (including Religious Education). Students may also be offered the opportunity to study Triple Science.

In addition, students may choose four further subjects from:

- **GCSEs:**

Art, Business Studies, Computing, Design and Technology (Food Engineering & Product Design), Drama, Economics, French, Geography, German, History, Information and Communication Technology, Music, Spanish, Physical Education, Religious Education and Science. However, all students are required to select at least one E-Bacc subject e.g. Geography, History, Computing, French, German or Spanish.

- **BTECs, VCEs & Cambridge Nationals:**

Information Technology, Business Studies, Sport, Performing Arts and Health and Social Care.

### **Sixth Form: Years 12 and 13 (ages 16-19)**

In Years 12 & 13 students generally follow three subjects, leading to a full A level qualification and/or a Level 3 BTEC.

- **A Level Courses:**

Art and Design, Biology, Business Studies, Chemistry, Computing, Design and Technology (Food Technology & Product Design), Economics, English Language and English Literature, French, German, Geography, Government and Politics, History, Mathematics, Media Studies, Music, Philosophy and Ethics, Photography, Physics, Psychology, Sociology, Spanish, Sport and PE and Theatre Studies.

- **BTEC Courses:**

Sport and Exercise Science, Business Studies, Health and Social Care and ICT.

### **Enrichment Opportunities**

In addition to their examination courses, all students participate in an enrichment programme. This programme is focused on a range of activities designed to give students an opportunity to participate in, and benefit, their local community e.g. a range of sports teams, Duke of Edinburgh Award, Young Enterprise, Operation Wallacea as well as many department-based clubs.

## School Examination Results:

- Level 2 GCSE and BTEC**

We are very proud of the examination results achieved by our students over the past three years. Staff have worked hard with new data to track and monitor students and develop intervention strategies in order to help each individual to achieve their potential.

Whole School	P8	A8	A*-C EM	9-5 EM	9-4 EM
2022	+0.65	59.41	N/A	66%	87%
2021	N/A	58.80	N/A	74%	85%
2020	N/A	57.32	N/A	68%	87%
2019	+0.36	55.59	N/A	65%	82%
2018	+0.43	56.30 (B)	N/A	65.1%	82.8%
2017	+0.36	55.27 (B)	N/A	63.2%	84.2%

\*estimated

- Level 3 A Level and BTEC**

In recent years we have worked hard to improve our examination results at post 16. A new Sixth Form building has certainly helped to provide an excellent learning environment and educational experience for our students. However, there is no doubt that staff have worked hard to develop the quality of teaching at post 16 and as a result the grades achieved by our students have improved significantly.

Whole School	A*-B	A*-C	Overall Pass Rate
2022	69%	90%	99%
2021	73%	87%	99%
2020	64%	86%	100%
2019	52%	77%	98%
2018	58%	81%	99%
2017	64%	86%	100%

