



SOUTHLANDS
HIGH SCHOOL
Endeavour for Excellence

Assistant Headteacher Quality of Education – Teaching, Learning and Assessment

Commencing September 2019



Advertising date starts: Friday 5 April 2019

Closing date: Friday 26 April 2019 – 9am

Short listing: Friday 26 April 2019 – 12pm

Interview dates: Wednesday 1 and Friday 3 May 2019

Dear Applicant

Thank you for your interest in applying for the post of Assistant Headteacher at Southlands High School. I have been Headteacher of Southlands High School since June 2017. Since then the school has been on a transformational journey. With two years of improvement completed I am looking for two Assistant Headteachers to join the Senior Leadership Team of Southlands High School for the next very challenging and very exciting phase of school improvement. I am clear about the size of the journey we have ahead of us but also encouraged at the prospect of appointing two inspirational people to join us to make the vision become the lived experience each and every day for our students. I am seeking two determined Assistant Headteachers to join the totally focused and committed Senior Leadership Team of myself, two Deputy Headteachers and our School Business Manager to add great value, expertise and passion for school improvement. A real completer-finisher!

Southlands High School is a thriving, expanding, forward thinking and inclusive 11-16 school in Chorley, Lancashire. The school has 827 on roll with projections of 1100 on roll by 2020. It has always had a strong ethos, where 'people matter' and we work with our community for the benefit of our students. The Southlands 'Spirit for Success' is palpable.

Southlands High School forms part of the Mosaic Academy Trust (MAT) with Standish Community High School, in which Standish are the lead partner. Over the past two years, Southlands has been working very closely with Standish to access resources and support for all aspects of school life, especially in Teaching, Learning and Assessment and Leadership and Management at all levels. There is a genuine collaborative relationship between the schools. This is an exciting opportunity for someone who wishes to be involved in working collaboratively and joining a school in a relatively newly formed MAT. We can offer you excellent professional development, a supportive governing board and Board of Trustees.

After improved results in 2017 and 2018, we are now seeking to appoint two Assistant Headteachers who are willing to work tirelessly to lead on key priorities and fundamental changes that are still required to move the school to securely good, through rapid improvement. It is heartening to know that Southlands High School's improved results in 2017 and 2018 were against the backdrop of the national change along with tougher assessments in English and mathematics.

These posts offer a new and rousing opportunity for a current Assistant Headteacher or an aspiring Middle Leader who is ready to make the decisive step into Senior Leadership. You will need proven experience, knowledge and a strategic vision to lead on one of the two areas on offer. Central to all of the work is that you must be able to ensure that students will maximise their potential.

We are looking for leaders with a passionate belief that all students can achieve regardless of their background or starting points and can go on to make a valued contribution to their community. No student will be left behind!

I welcome your application and look forward to meeting short listed candidates.

Sincerely,

Kerry Millar



Headteacher



SOUTHLANDS HIGH SCHOOL

Endeavour for Excellence

Southland's Governors, with the support of the Trust, are seeking to appoint an Assistant Headteacher who can:

- Be an outstanding leader, able to support and drive our school culture with clear values.
- Provide inspiration to transform a key priority for the school in terms of improving the outcomes for all students with a focus on progress.
- Commit to providing an education that is focused on progress and supporting every child through their learning journey from 11 – 16.
- Along with the Headteacher, lead the design, development and delivery of an outstanding, innovative and creative curriculum which is fit for purpose for our students.
- Become part of, and unite with the school leadership team to embed the vision and values across all staff in the school.

The successful applicant will:

- Be an outstanding classroom practitioner.
- Have presence and visibility as a leader, demonstrating optimism and resilience with a well-developed sense of proportion to create and sustain a positive culture and ethos in the school.
- Hold and articulate clear values and moral purpose and demonstrate optimistic personal behaviour, positive relationships and attitudes.
- Lead by example - with integrity, creativity, resilience, and clarity.
- Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.
- Inspire and influence others to believe in the fundamental importance of education in young people's lives.



Dear Colleague

The vacancy for an Assistant Headteacher arises at a time of great change and opportunity at Southlands High School. If successful, you will assume the assistant headship at Southlands High as well as being adopted into the newly formed Mosaic Academy Trust. After a year of consultation and careful planning two schools, Standish Community High and Southlands High joined forces to deliver the best outcomes for all students. We are well into achieving the first phase of our aspirations.

You will be able to develop your leadership skills by taking up a challenging yet rewarding assistant headship role whilst receiving support from the Headteacher of Southlands High School, Kerry Millar, as well as colleagues across the newly formed Trust. My role, as Executive Headteacher, involves supporting Southlands High School on its journey of continuous improvement.

The prospect of forming the MAT has enabled governors and leaders from Standish Community High and Southlands High to come together to take responsibility for providing excellent education within our community. We hope to 'grow' and develop a Trust that attracts people with the right skills, experience, qualities and capabilities to ensure that no child is left behind.

At the forefront of our ambitions is our intention to build a Trust based on collaboration, professional learning and, above all, moral purpose. Chiefly, we will drive an uncompromising focus on teaching and learning. Well-structured appraisal along with collaborative planning will form part of the overarching strategy for improvement. Along with the Headteacher, as part of the senior leadership team, you will be a driver of that agenda at Southlands High and your passion for teaching and learning will be measured by progress outcomes for all students irrespective of background or ability.

Our Trust will be built on accountability that drives up educational standards. Regular use of data, through SISRA, research and development that is evidence-based, and tools of self-evaluation commonly used by leaders at all levels should ensure all improvement planning is ambitious and attainable. You will play a vital part in helping the Trust shape these intentions, as well as at Southlands High School.

I bring to the Trust senior leadership experience of sixteen years. As part of that, I have been a head teacher of two secondary schools, Haydock Community High (2010 – 14) and Standish Community High (2014 to 2018). I've enjoyed both roles immensely and have seen, having worked with very talented staff, successes for students in terms of academic achievement and future destinations. At both schools we developed and, I believe, achieved curricula that secured successful learners, confident individuals and responsible citizens.

During those years I concentrated my efforts on developing and realising leadership talent in others. It gives me great satisfaction to help middle and senior leaders become skilled and autonomous in their respective roles.

Andy Pollard
Executive Headteacher

Assistant Headteacher – Quality of Education

With responsibility for Teaching, Learning and Assessment

Job Description

Post title: Assistant Headteacher – Quality of Education

Pay range: L10 – L14

Line manager: Headteacher

Core purpose:

- Support the Headteacher to embed the Curriculum Intent, Implementation and Impact.
 - Ensure that the Quality of Education equips pupils with knowledge, skills and Cultural Capital they need to succeed in life.
 - Work with the Headteacher on the strong clear vision for Quality of Education (Teaching and Learning) ensuring it is a lived experience and embedded at all levels throughout the school.
 - Lead on securing excellent teaching from all staff to achieve high standards of learning and attainment across the school.
 - Lead on providing structured support, interventions and coaching to departments and support staff as required as related to school appraisal process.
 - Use external and internal research and development to innovate and improve teacher practice across the school providing a research-led approach.
 - Understand current curriculum and examination requirements to inform teaching and teacher planning and learning so that pupils are best prepared for external examinations.
 - Support the Headteacher to track, monitor and evaluate teaching and learning across the school and implement quality assurance procedures.
 - Produce data analysis from school data that links the quality of teaching and learning to outcomes across the school and use this to inform interventions and guidance to teachers. Using Sisra Observe.
 - Track and monitor the quality of teaching by supply staff and their impact on progress and attainment.
 - Hold all staff to account for their professional conduct and practice.
 - Lead by example to foster an open, transparent and equitable culture.
 - Build, develop and maintain effective relationships with parents and all members of the school and wider community to enhance the education of all pupils.
 - Uphold the highest standards of professional and business ethics, and support the Headteacher in ensuring that this impacts on your decision making processes.
 - Keep pupils safe and support the Headteacher to implement and oversee the highest possible standards of child protection, prevent strategies and safeguarding throughout the School.
 - Represent the school at relevant panels, working groups and meetings as required by the Headteacher.
 - To undertake other duties and responsibilities as is reasonably directed by the Headteacher.
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Duties and responsibilities

- Hold and articulate clear values and moral purpose, focussing on providing a world-class education for all pupils.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, and members of the local community.
- Lead by example – with integrity, creativity, resilience, and clarity – drawing on your own scholarship, expertise and skills, and that of those around you.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue CPD.
- Support the Headteacher in communicating a compelling school vision empowering all pupils and staff to excel.
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' wellbeing.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between school drawing on and conducting relevant research and robust data analysis.
- Support the Headteacher to create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Hold all staff to account for their professional conduct and practice.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame a self-regulating and self-improving school.
- Support the Headteacher to shape the current and future quality of the teaching profession through high quality training and sustained professional development for staff.
- Inspire and influence others – within and beyond the school – to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Assistant Headteacher – Quality of Education

- Teaching, Learning and Assessment

Person Specification

Qualifications:

- Qualified teacher status, degree level qualification, or equivalent.
- Further relevant professional/academic study and evidence of CPD and knowledge of current issues in education.
- At least two years of successful leadership and management experience in a secondary school/academy.

Qualities and knowledge – show evidence of:

- Holding and articulating clear vision, values and moral purpose, demonstrating optimistic personal behaviour, and positive relationships and attitudes.
- Demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity.
- Understanding how to empower all pupils and staff to excel.
- Implementing, managing and evaluating change in a collaborative way.

Pupils and staff – show evidence of:

- Raising standards that have impacted positively on pupil attainment and teaching and learning.
- Significant experience in evaluating and using data to plan and improve pupil performance.
- A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work.
- A commitment to valuing, supporting and encouraging the professional development of staff members.

Systems and processes – show evidence of:

- An understanding of how to create or implement accountability systems with the support of the leadership team and combine data from a range of sources in order to maximise the achievement of pupils.
- A clear understanding of and commitment to promoting and safeguarding the welfare of pupils.

The self-improving school – show evidence of:

- Building and nurturing a strong, positive and collaborative team culture that enables staff to carry out their respective roles to the highest standard and for staff to work effectively together to deliver school improvement.
- A commitment to building and maintaining effective and positive relationships with parents and carers.
- Inspiring and influencing others, within the school, to believe in the fundamental importance and value of education in young people's lives.
- Excellent communication skills and proven ability to listen to, understand and work effectively with pupils, staff and parents.
- The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.

Commitment

Demonstrate a commitment to:

- Equalities and the Equality Act 2010
- Promoting the school's vision and ethos
- High ethical standards
- Relating positively to and showing respect for all members of the school and wider community
- Ongoing relevant professional self-development
- Safeguarding and child protection

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document will be reviewed annually as part of the performance management process or as appropriate.

EXAM RESULTS

Overall Progress 8	2016	2017	2018
Attainment 8	41.6	42.2	44.14
Overall	-0.74	-0.41	-0.34

Southlands	2016	2017	2018
5 A* - C including English and Maths	33%	32%	52%
English and Maths Grade 4 and above	39%	50%	67%
2 A/A*	22%	24%	21%
5 A/A*	7%	9%	7%

English Grade 9 – 4 (A* - C)	48%	66%	80%
English Grade 9 – 7 (A* - A)	11%	14%	15%
English Grade 9 – 5	-	51%	60%

Maths Grade 9 – 4 (A* - C)	49%	56%	69%
Maths Grade 9 – 7 (A* - A)	10%	10%	7%
Maths Grade 9 – 5	-	40%	43%

Southlands Subjects		Grade 9s – 2017	Grade 9 – 2018
English Language		1.50%	1%
English Literature		1.50%	0%
Maths		0.70%	1.30%

Arranging a visit:

Candidates wishing to visit the school can contact Caroline Mears, Headteacher's PA, who will arrange a suitable time: 01257 414455. The Headteacher is also available for a telephone discussion should you wish to call to discuss any aspects of the role or Southlands High School.

Application process:

To apply, please download an application form, and return it to Caroline Mears, by email: mearsc@southlands.lancs.sch.uk

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In line with Safer Recruitment guidelines we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

Southlands High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.

More information about the school can be found on the website.

When completing your application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your letter of application. Your letter should be no more than 2 sides of A4 completed in font size 11. Please note that CV's are not to be submitted.