



The Hyde School

Hyde Crescent, West Hendon, London, NW9 7EY
☎ 020 8205 8707 📠 020 8200 2450 ✉ office@hyde.barnetmail.net
Headteacher: Jo Djora Deputy Head: Siân Morris



May 2021

Dear Applicant,

Welcome to The Hyde!

Here at The Hyde we are 'all about the children'. After eight years as Deputy Headteacher, I have recently been promoted and will be the new Headteacher in September 2021. We are looking for a fantastic Deputy Headteacher (or maybe even two!) to join our team who wants to make a difference and be part of our ongoing journey. Our children are fabulous and have a unique learning experience as they travel through their learning journey at The Hyde. Our school was graded as 'outstanding' at our last Ofsted Inspection in May 2015.

We have incredibly well behaved children with fantastic attitudes to learning. We have a clear vision for school improvement and a successful strategy for making things happen! Our achievements include:

- Flagship School for Inclusion
- The Elliot Foundation Centre of Excellence
- Our fantastic Urban Adventure Curriculum
- Winning the National School Council Speaker Awards
- Representing Barnet in the London Youth Games
- The children won lots of medals in a range of sporting events and won the netball league five years in a row
- Achieving above national average outcomes for the EYFS with 82% of children achieving a good level of development (2019)
- Being above national average in reading, writing and maths at KS1 (2019)
- 87% of our Y6 children achieved the Expected Standard in Reading, Writing and Maths combined (2019)

We have devised an 'Urban Adventure' curriculum that is fun, skills based and relevant to the children. They have a huge say in what they learn. We actively encourage every year group to go on trips each half term, whether it is into London or further afield, and have £2,000 per year group to spend to enable this to happen. Their 'Urban Adventure' experience aids all aspects of learning and the children simply love it. The progress of learning that the children make is outstanding. Our dynamic leadership structure enables each year group and phase team. All our leaders teach.

Life as an academy

Our school converted to an academy in September 2013 and has gone from strength to strength over the last eight years. All teachers and support staff pay and conditions remained the same and there is actually no difference to how we work on a day to day basis as an academy. We are also NOT part of Barnet's unified pay awards scheme. The main change is how The Elliot Foundation supports us, as our sponsor, and the outstanding CPD opportunities that this brings for all staff. We still buy into Barnet's services, again very little changed here post conversion. The other key change is how our financial management arrangements work. As an academy we get our funding from the Education Funding Agency and our financial year runs alongside the academic year which is easier to manage and works well.

Staffing Structure and Support

We have an incredibly talented Leadership Team who work with Phase Leaders focusing on learning and teaching. As the headteacher designate, I am the current deputy headteacher and also the SENDCo. I am also the Regional Lead for SEND within TEFAT and work as an SEND consultant with the local authority. Our team of four Assistant Heads lead on the learning and teaching agenda, developing their phase teams and middle leaders. Everyone at The Hyde teaches including me!

There are huge opportunities for professional development both within the school and through our links with the Elliot Foundation.

Next Steps

We are extremely proud of our children and the hard working dedicated team of professionals working at The Hyde. We know we are really making a difference to the children and families in our community and that we are giving them the life chances they deserve.

I have enclosed a collection of pictures so you can get a taste of our school. Please also look at our Twitter feed [@thehydeschool.co.uk](https://twitter.com/thehydeschool.co.uk)

I do hope that you come and see it for yourself, as The Hyde is an outstanding learning community. Your visit to our school will show you that and our children will tell you the same too! They are so proud of their achievements.

To visit, either phone the school office to make an appointment or email me at the address below. Please make sure you return your application in time for consideration by the short-listing panel by **midday on Monday 17th May 2021** – you may email the application to smorris@thehydeschool.co.uk.

Siân Morris
(Headteacher Designate / Deputy Headteacher)

Visits to the school are strongly recommended please email smorris@thehydeschool.co.uk to arrange this - Individual tours of the school available as follows:

	MON	TUES	WED	THUR	FRI
W/B 03.05.21	BANK HOLIDAY	11am	9.15am 11am	NO VISITS	9.15am 11am
W/B 10.05.21	9am 11am 1.30pm	11am 1.30pm	1.30pm	11am 1.30pm	9.15am 11am 1.30pm



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Headteacher: Jo Djera Deputy Head: Siân Morris & Keith Marsh



Deputy Headteacher

Group 3 ISR L11-L15 (£57,436 - £62,926)

Start September 2021

**We create outstanding memories for our children; would you help us continue to do this?
Are you engaging, ambitious and talented?**

Applications are warmly welcomed for the post of Deputy Headteacher. The Hyde School is an oversubscribed two form entry primary school that consistently delivers a memorable and outstanding education for all our children. We are really proud of our children and what we have already achieved. We are looking to appoint a highly motivated, creative and skilled teacher who is eager to progress and develop. We won't put a ceiling on learning! Do you feel the same? **If so please COME AND VISIT and see for yourself.**

We can offer you:

- The perfect springboard for aspiring people on the journey to headship!
- An incredibly supportive and positive working environment with exceptionally happy, friendly, well behaved children who enjoy coming to school and want to learn
- An opportunity to shine!
- Enormous career development and opportunity including school to school support/outreach
- An outstanding school which is at the heart of the local community.
- We also have a healthy budget due to the entrepreneurial nature of our school.
- OUR CHILDREN would like you to be happy, a good listener and someone who will make their learning fun
- OUR PARENTS would like you to be friendly and approachable
- OUR STAFF would like you to be an inspirational, keen and committed professional, with excellent interpersonal skills
- OUR GOVERNORS want a candidate who is dedicated to raising the achievement of every child.

Be part of our special journey.....Apply!

Take the next step in your career and work with our newly appointed Head to lead our happy team and work with our fantastic children. We will provide full induction, training, support and dedicated weekly leadership time. This is a non-classed based role with some teaching commitments. The school is committed to safeguarding children and young people. All post holders are subject to a satisfactory Disclosure and Barring Services (DBS) check.

Please email Siân Morris smorris@thehydeschool.co.uk for a full application pack.
Visits strongly encouraged!

Closing date: Monday 17th May 2021 at midday

Interview Date: Tuesday 25th May 2021

Selection Process and Procedure

Your application should be submitted by **midday Monday 17th May** to Siân Morris, Deputy Headteacher, either in hard copy or by email: smorris@thehydeschool.co.uk

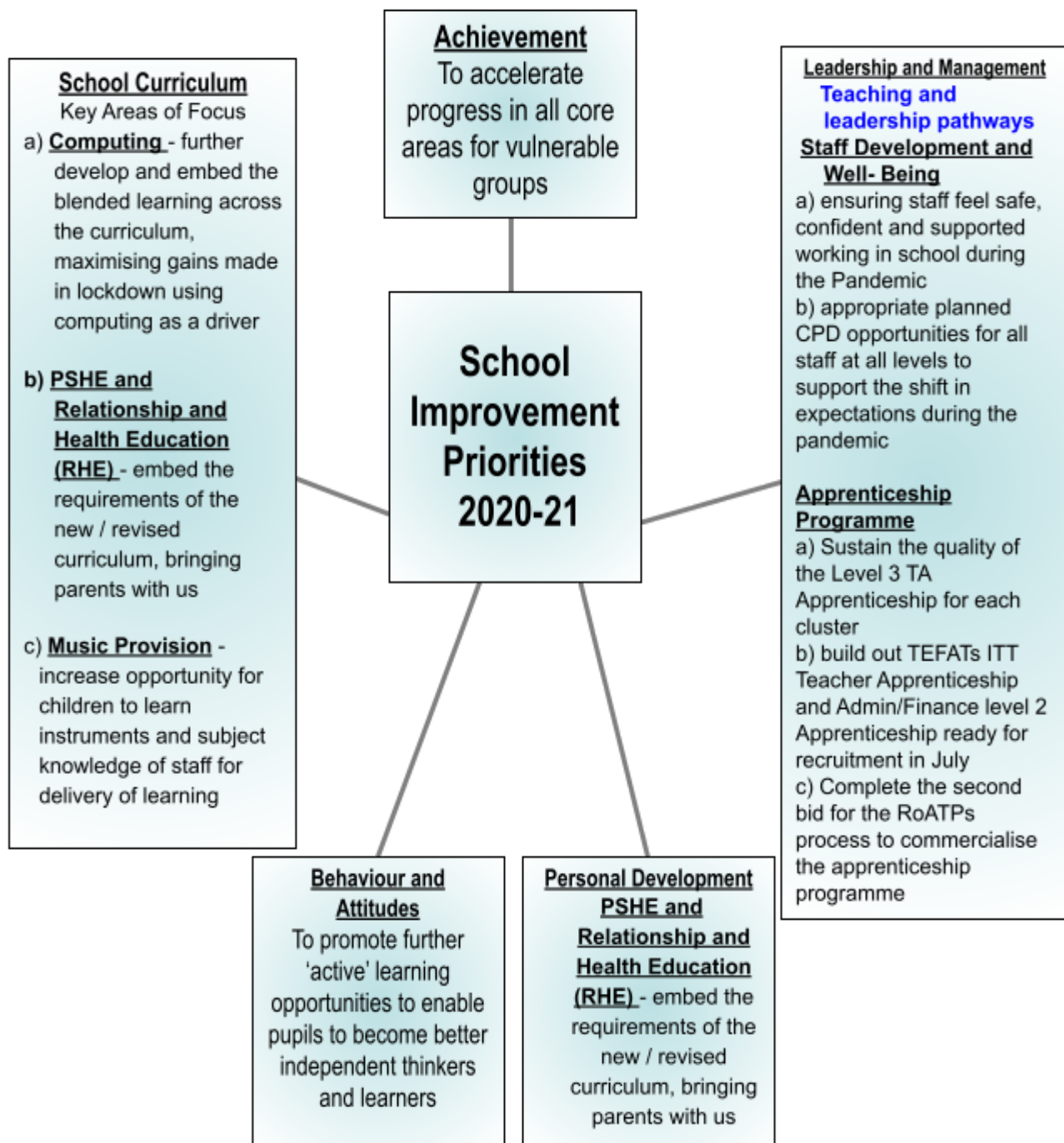
The selection panel will meet on the afternoon of **Monday 17th May** and complete the short listing process. Shortlisted candidates will be contacted by phone and invited to interview. This will be followed by a letter outlining the interview process and the schedule for the day. We may also wish to visit you in your current setting by prior arrangement with you and your headteacher.

Interviews will take place on **Tuesday 25th May**. Any appointment will be subject to receipt of satisfactory references and to pre-employment checks.

The school is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service check.



School Improvement Priorities 2020-21



The Hyde School

Deputy Head Teacher Person Specification

Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had that shows how you meet these requirements when you fill in your application form and prepare your supporting statement.

A-Application, I-Interview, T-Task

Qualifications and Training	Essential	
Education	1.Qualified teacher status	A
	2.Evidence of continual professional development	A
Experience	Essential	
Leadership and management responsibility	3.Successful experience of being a member of a Senior Leadership Team	A
	4.Experience of leadership and management of an aspect of school development including curriculum leadership, performance management, monitoring and evaluation	A/I
Teaching	5.At least 5 years substantial and current experience of teaching within the Primary Range 3-11ys	A
	Experience of teaching more than one Key Stage	A
Skills and qualities	Essential	
Leadership	6.Ability to think strategically and lead, motivate and inspire pupils and staff	I
	7. Ability to use assessment, recording and reporting procedures including data analysis to raise standards and accelerate progress.	I
	8. Ability to evaluate the quality of learning and teaching and take effective action to bring about improvements.	I
Relationships	9.Ability to establish and develop positive relationships with all those involved in the school	A/I
	10. Ability to develop parental support and to involve parents and the wider community in the day-to day life of the school.	A/I
	11.Ability to work effectively and productively with the school's partners e.g. the SIP, the LA, Health and other visiting professionals	A/I
Personal, Interpersonal and communication skills	12.Ability to relate well to children, to know & treat each child as an individual	A/I
	13.Ability to prioritise & manage own time effectively & be resilient under pressure.	T
	14.Ability to communicate to staff, parents/carers and governors and the wider community effectively in writing and orally	A/I/T
	15. Exceptional interpersonal skills, including the ability to deal sensitively with people and resolve conflicts	A/I
	16.Highly competent in the use of information technologies	A
	17.Enthusiastic, flexible and approachable	
Attitudes	Essential	
Education philosophy	18.Committed to the educational advancement of all children regardless of need	A/I
	19.Committed to raising achievement through partnerships with parents and Education Services	A/T
Equal opportunities	20.A strong knowledge of, and commitment to, inclusion and equality of opportunity	A/I
Safeguarding	21.Committed to safeguarding and promoting the welfare of children and expecting all staff to share this commitment	A/I

Knowledge and understanding	Essential	
National Framework	22.Knowledge of the SEN Code of Practice and its implementation 23.An understanding of the role and importance of school self-evaluation	A/I A/I
Teaching and learning	24.Understanding the value of monitoring and evaluating teaching and learning and providing effective feedback to teachers 25.Understanding of the role of ICT in teaching and learning 26.Understanding strategies to promote community cohesion	A/I A A/T
National Curriculum and Foundation Stage	27.Understanding planning of the National Curriculum, and Foundation Stage Guidance, including assessment, recording and reporting 28.Understanding of how the National Curriculum can be delivered in a creative and imaginative way	A A/I
Parents and Community	29. Understanding the role which can be played by parents in raising standards.	T
Finance	30.Understanding of the role of the school in the wider community 31.Understanding of the role and importance of good financial planning, management and best value (desirable)	I I

Deputy Headteacher <u>Job Description</u>	
Reports to	Head Teacher and Governors
Title of post	Deputy Head Teacher (with Responsibility for Teaching and Learning)
Status	Permanent
Salary	Leadership Spine L11-15 (£57,436 - £62,926)
1.	<i>Within the school, the overall responsibilities of the Deputy Head Teacher are to:</i>
1.1	<p>The Deputy Headteacher for Learning and Teaching will provide:</p> <p>a) Professional and strategic leadership for teaching and learning ensuring: a high quality curriculum, consistently good or outstanding teaching & learning, improved standards of achievement for all pupils and continued pursuit of innovation and excellence in all areas of education in the school.</p> <p>b)The Deputy Head will line manage the school's Assistant Heads and further develop the middle leaders, building capacity at all points</p> <p>The post holder will be a member of the Senior Leadership Team and be able to deputise for the Headteacher and promote a culture of teamwork, in which views of all members of the school community are valued and taken into account.</p>
2.	<i>Strategic direction and development of the school</i>
2.1	To take responsibility for the school in the absence of the Headteacher
2.2	<p>To assist the Headteacher in:</p> <p>a) achieving the school's aims and vision</p> <p>b) initiating & formulating policy, evaluating the impact of policies on priorities & targets</p> <p>c) the day to day running of the school e.g. organising the school diary</p> <p>d) line manage the AHTs and further develop them as leaders</p> <p>e) carrying out effective staff appraisals as a team leader</p>
2.3	To take responsibility for raising the quality of teaching and learning across the whole school from the foundation stage to upper key stage 2 and to ensure that it is consistently good or better in partnership with the Senior LeadershipTeam. (Through coaching, mentoring and modelling)
2.4	To take a leading role in promoting good behaviour and ensuring a calm and supportive environment conducive to learning

2.5	To play a key role in the development and implementation of the whole school plans which identify appropriate priorities and targets
2.6	To assist the Headteacher in implementing the school's Performance Appraisal Policy
2.7	To lead on one other significant area of school improvement work
2.8	To be responsible for the day to day organisation of the school including timetables & rotas, organising cover, disseminating information to staff and assisting the Headteacher with whatever duties may be required for the effective organisation of the school
2.9	To demonstrate excellent interpersonal and communication skills, both written and verbal with pupils, staff, governors, parents and the wider community
3.	<i>Leading teaching and learning</i>
3.1	CURRICULUM PLANNING AND DEVELOPMENT To lead the staff team in the development of a broad, balanced and inclusive curriculum that enthuses the children and promotes rapid pupil progress
3.2	To lead, support and monitor the development of long and medium term curriculum planning throughout the school
3.3	To line manage the assistant head teachers
3.4	To support the subject leaders in their role
3.5	To work with core subject leaders in the ongoing monitoring of planning in each year group
3.6	To provide support and guidance and advice to staff on curriculum issues
3.7	To ensure that all children, including gifted and talented and children with SEN, have appropriate differentiated provision and monitor the effectiveness of this in conjunction with the Inclusion Team.
3.8	TEACHING AND LEARNING: To ensure the development of pupil's learning with due regard for the aims and objectives of the school and the needs of the pupils taught
3.9	To support and guide the Early Years Foundation Stage, Key Stage 1 and Key Stage 2 leaders in creating and maintaining an environment and code of behaviour which promote and secure good teaching, effective learning, high standards of achievement and good behaviour
3.10	To support the subject leaders in ensuring that staff are familiar with policies and confident in carrying out their duties to implement the Early Years Foundation Stage Curriculum, the National Curriculum and primary initiatives and strategies
3.11	In partnership with the Headteacher - monitor and evaluate the quality of learning and teaching through carrying out classroom observations, monitoring of planning and children's work and supporting staff in setting realistic targets for pupil's achievement
3.12	To model outstanding teaching and learning, approx. 70-80% teaching commitment
3.13	To help create and promote positive strategies for ensuring equal opportunities and dealing with racial, homophobic and bullying incidents and concerns
3.14	To support the work of the Inclusion Team
3.15	ASSESSMENT AND EVALUATION; To lead on the development of the School Curriculum and Assessment procedures - monitoring attainment and pupil progress
3.16	To lead and work in partnership with staff ensuring accurate assessment including developing AWOL
3.17	To organise and develop the school's work in moderating assessment judgements
3.18	To lead staff in the effective use of data to record and analyse attainment and progress and identify interventions to raise attainment and accelerate progress
3.19	To analyse school data using RAISE online and other tools to identify strategies to raise standards and accelerate progress
3.20	To work with the Headteacher in conducting Pupil Progress Meetings with individual teachers, half termly or when required, to monitor and accelerate pupil progress
3.21	To meet with the Headteacher, Chair of Governors and TEFAT's Regional Director to set annual targets for EYFS, KS1 and KS2
4.	<i>Leading and managing staff</i>
4.1	PERSONAL PERFORMANCE AND DEVELOPMENT To undertake further study in leadership and management as appropriate.
4.2	To be an innovator and develop a flexible approach to all aspects of your work as Deputy Head
4.3	To think creatively, problem solve, use initiative and seek responsibility.
4.4	To be able to prioritise and manage your own time effectively
4.5	PROFESSIONAL DEVELOPMENT

	To lead and manage professional development throughout the school focusing on the development of the middle leaders and AHTs
4.6	To ensure that the programme of professional development addresses whole school priorities and leads to high quality teaching and learning and accelerated pupil progress
4.7	To support colleagues in their individual professional development
4.8	To lead Professional Development Meetings and other INSET provision
4.9	To support colleagues in preparing and delivering INSET when appropriate
4.10	To co-ordinate placements and act as point of contact for students and volunteers
5	Accountability
5.1	ACCOUNTABILITY To assist the Headteacher in providing information, advice and support to the Governing Body to enable it to meet its responsibilities
5.2	To assist the Headteacher in developing a whole school organisation in which all staff recognise that they are responsible for the success of the school.
5.3	To assist the Headteacher in presenting a coherent and accurate account of the school's performance to a range of audiences, including the Local Authority and Ofsted
5.4	To assist the Head Teacher in ensuring that the management, finance and administration of the school support its vision, ethos and aims
5.5	To behave in a professional manner at all times following the Code of Conduct and do nothing to bring the school into disrepute
6.	Relations with parents / carers and the wider community
6.1	Co-operate and work with relevant agencies to safeguard children and be one of the designated officers for child protection and attend relevant training
6.2	PARENTS AND COMMUNITY To support the development of the school's PTA
6.3	To support the Head Teacher in ensuring that parents are well-informed about the curriculum, attainment and progress, and the contribution that they make to promoting their child's learning and achieving the school's targets for improvement
6.4	To plan and lead on curriculum events and training for families when required so that they are better able to support their children's learning
6.5	To promote liaison links with parents/carers so as to develop positive relationships and communication



To arrange a school visit or if you wish to talk further about the role please email Siân Morris, Deputy Headteacher at : smorris@thehydeschool.co.uk