

Deputy Headteacher Appointment



Introduction from Headteacher

Dear Colleague

Thank you for your interest in Moor Park High School and Sixth Form. This is an exciting time in our development as a school. I have been in post since January 2017 and we are swiftly improving. We are due to be one of the most improved schools in the country after a disappointing academic year in 2016/17. You will join a school with great teachers, enthusiastic and hard-working students and an experienced and deeply committed senior team. This is a great opportunity to shape provision for students at the school, ensuring that progress is accelerated from the moment students enter Moor Park High School and that, by the end of their time with us, all students can access higher education and participate fully in our modern democracy.

I hope this information will help you decide whether you wish to apply.

Information on this role and on the Senior Leadership Team

This exciting opportunity has arisen as a result of the retirement of my current Deputy, who has worked at the school with great distinction for 18 years. She is retiring at the end of this academic year.

Our Senior Leadership Team currently consists of the Headteacher, one Deputy Head, a Senior Assistant Head, 3 Assistant Heads and the Business Manager. From September 2018, the successful candidate will be one of two Deputy Heads following the successful promotion of the current Senior Assistant Head to Deputy Head. The team contains a healthy mix of different personalities and skills and I am, first and foremost, seeking to recruit the right kind of person to complement its existing members. Please have a careful look at the person specification which outlines the skills, qualities and competencies we are looking for.

The exact responsibilities will be decided once we have appointed but the deputy will, of course, enjoy a whole-school leadership role which will include deputising for the Headteacher and assisting with the day-to-day running of the school. I am seeking a Deputy who can hold staff and students to account but can, more importantly, inspire them to give their very best in all areas of school life. Further responsibilities will be added after appointment to make the most of the interests and expertise of the successful candidate.

Teaching specialism and commitment

The specialist subject taught by a candidate will not feature significantly in the selection process, but it is vital that applicants can teach a subject we include in our curriculum. Ideally, the post holder will be able to teach at A level. The successful candidate will have a teaching commitment. We firmly believe that our senior leaders should be actively involved in teaching and learning and all of us, including me as the Headteacher, continue to teach alongside our whole school responsibilities.

I hope this letter gives you some feel for our school and for this post. I imagine that you will be looking at our school website for further information, www.moorpark.mp this will give you a good deal of information about us and a genuine feel for the school. If you would like to pay us a visit before applying, please do get in touch. For a confidential conversation with the Headteacher, or to arrange a visit between Tuesday 19 December 2017 to Thursday 21 December 2017, please contact Sara Park, Headteachers PA via email spa@moorpark.mp or by telephone on **01772 795428**.

Yours sincerely

Ben Corbett
MA BA (hons) NPQH
Headteacher

Our School

Situated in the heart of the North West of England, Preston is one of the most networked cities in the country and with excellent motorway and transport links it provides easy access to the coastline, Lake District, the Pennines and the larger cultural cities of Manchester and Liverpool.



Moor Park High School and Sixth Form is a small and popular 11-18 Foundation School serving a vibrant and diverse community in the heart of Preston, Lancashire. Set alongside a large and beautiful heritage park, Moor Park prides itself on bringing the very best of its historical grammar school traditions into a modern and dynamic context that inspires excellence in all we do.

In February 2011 the school was judged to be 'Outstanding' by Ofsted. As an 11-16 High School in challenging circumstances, the value-added was very high and inspectors recognised the strong leadership, teaching and outstanding student behaviour as real strengths. In September 2014 Ofsted judged the School and the new Sixth Form to be 'Good' recognising the excellent systems established to ensure high quality post 16 provision and the relationships between students

from all backgrounds as 'exemplary' within an inclusive environment.

Renowned for high standards of academic success and well-behaved pupils, we provide a friendly, caring, safe and inspiring learning environment. A school built upon solid family values, we encourage every pupil to take full advantage of the opportunities available.

The professional development of the staff remains a high priority and our excellent provision has been recognised with a 'Best Practice Learning Excellent Award' from Lancashire Authority. We work in collaboration with The University of Edge Hill in training future teachers and developing our staff and this excellent work has been recognised with a 'Premier Partnership Network Award'.

Moor Park is well known for its commitment to a holistic education for all its students. Attention is placed on ensuring that our students develop strong core values. The 'Moor Park Way' defines clear rights and responsibilities that are understood and seen in action on a daily basis.

Extra-curricular activities are very strong in Performing Arts, Enterprise, and Technology and out-door pursuits including The Duke of Edinburgh scheme. Towards the end of the school year, for five very special days, the conventional timetable is suspended, the lesson bells are switched off and all students are given the opportunity

to become completely immersed in our Super Learning programme. This aspect of the Moor Park learning experience is highly valued by all and staff at all levels are actively involved in, and committed to our students' all round education.

Working as one highly focused and totally dedicated team, our teachers and support staff put great enthusiasm into bringing learning to life and will always go the extra mile to help our pupils succeed. Committed to developing confident and responsible young people, we provide challenges and opportunities for pupils to develop a wide range of skills and personal qualities.



Key Facts

Type of School	Co-educational comprehensive foundation School (without Trust)
Age range	11-18
Number of students	11-16: 540 16-18: 40
Number of teaching staff	47 (including 7 SLT)
Number of support staff	36
Pupil to teacher ratio	13 (15 national average)
Students with SEN support	10%
Pupil Premium Students	38%
Students from minority ethnic groups	70%
Students with English as an additional language	22%
Staying in education or entering employment	93% (94% national average)
Budget	Circa £4 Million
Last Ofsted Inspection	Good (September 2014)

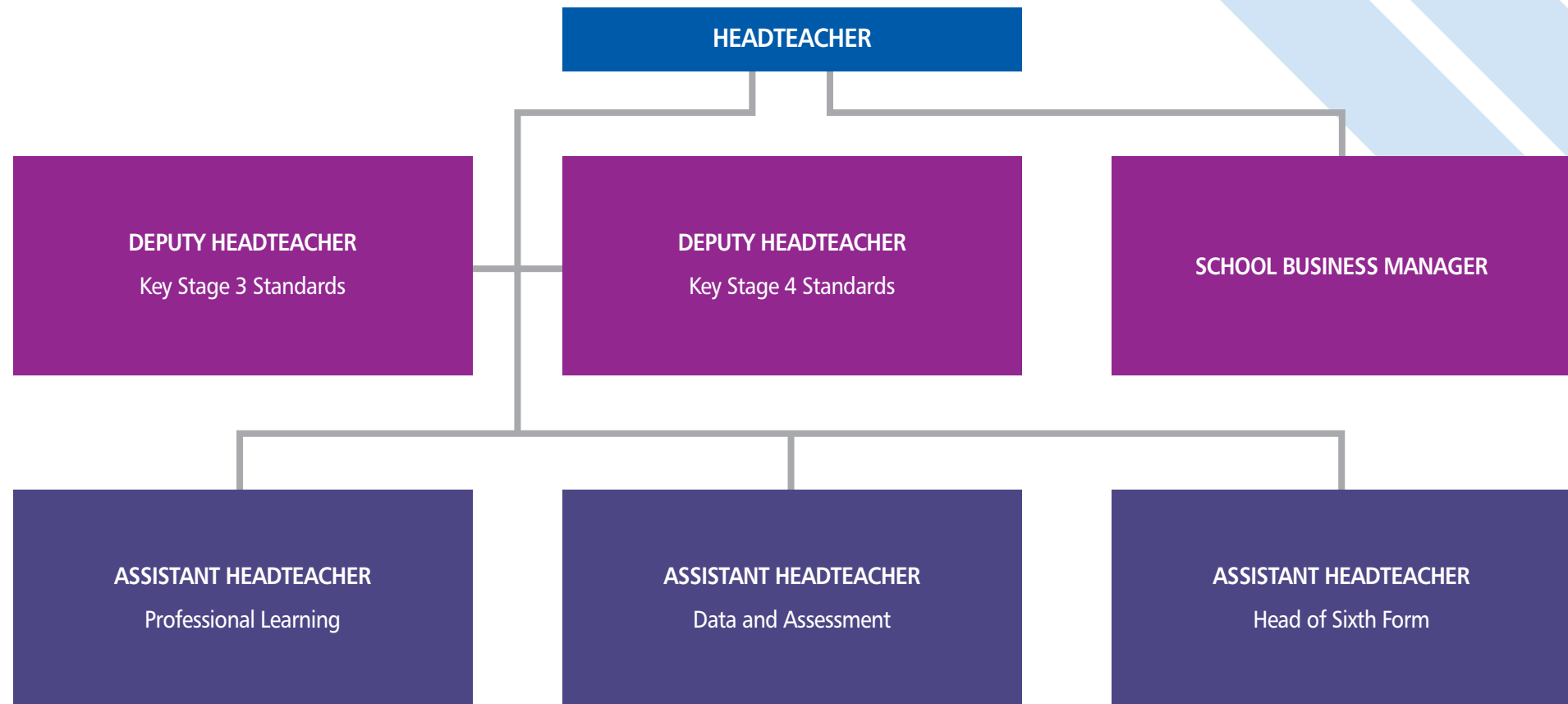
Exam Results

GCSE/BTEC	2014	2015	2016	2017
5 x Grades C/4 or above including Maths and English	51%	45%	48%	49%
5 x Grade G/1 or above in any subject	88%	98%	98%	94%
Progress 8	-0.34	-0.15	0.00	-0.53
Grade C/4 or above in English	64%	61%	56%	61%
Grade C/4 or above in Maths	59%	72%	54%	58%

A Level – Progress Score +0.08

Senior Leadership Structure

Our focus as a senior leadership team is a simple one. We ensure good behaviour so that teachers can teach and learners can learn; we also devote our time to developing out teachers fully, removing impediments to progress and supporting them inside and outside the classroom. Quality first teaching lies at the heart of our vision as we know that student progress follows.



Our Sixth Form

Moor Park Sixth Form has developed a unique and inclusive ethos that appeals to students who wish to study in an academic and caring environment. The class sizes allow for students to have bespoke academic support and intervention, which is consistent with the academic rigour required to excel on an A level course of study.

Our outstanding academic performance in the past two years has resulted in an increase from external applicants applying to attend the sixth form in the following academic year. Last year we were the only school sixth form in Lancashire with outstanding A level progression.

The Governors have a five-year strategy to support the sixth form and recognise its future development will require new partnerships to broaden the range of courses.

This year we have changed our curriculum offer to meet the growing needs of students within the local area. We offer two pathways, an A level only route and a Vocational route which offers Extended Diplomas in certain subjects.

The sixth form maintains an outstanding approach to developing employability skills through experience of work and developing their future skills through the work placement scheme. The sixth form has established a voluntary scheme with local employers in a large range of work settings.

Every year we host a Career Roadshow and stakeholders enhance the students, experience and opportunities for employment. We pride ourselves in providing students, parents and carers with excellent advice and guidance through the pastoral programme and the employment, Higher Education roadshow.



MOOR PARK
SIXTH FORM
INSPIRING EXCELLENCE

MOOR TO INSPIRE

A SMALL CARING SIXTH FORM WHERE STUDENTS
ACHIEVE SUCCESS AND EVERYONE IS VALUED



Our Enrichment

Throughout their time at school, students have the opportunity to take part in a wide variety of extra-curricular and enrichment activities including sport, the arts, outdoor pursuits, additional exam courses and learning extension and support. We believe that by encouraging a culture of active engagement and participation among our young people we provide them with the best possible opportunity to develop into well-rounded and high achieving individuals.

Every year there are high successful concerts of music, drama and dance, with major productions every other year. These are well supported and highly praised with accolades from school and the wider community.

Throughout the year there are a range of clubs and activities provided on a weekly basis for students to sign up to. The school takes part in many competitions including sports, drama, technology, public speaking and law. The School Council provides opportunities for students to represent their peers and engage in debates, discussions and meetings.

We are particularly proud of our highly successful Duke of Edinburgh scheme. Both our Year 10/11 and Sixth Form students have embraced the opportunity and challenge of 'D of E' in large numbers with some of them currently pursuing the prestigious Gold Award.



Finance and Premises



Moor Park's gross budget is almost £4 million. The school consistently sets a balanced budget and is in a healthy position going forward with reserves to support further improvements. The original building dates from 1912 and has many beautiful features such as the large stained-glass window in the main hall dating from 1926. Subsequent extensions were added in the 1980s as Moor Park was established. A new build was completed in 2006 following the award of the Business and Enterprise specialism. More recently, a £2 million building development completed in 2015 provides a new sports hall, dining hall, two new classrooms and the sixth form centre.

The premises are maintained to an exceptionally high standard with an allocation from the revenue budget to ensure a high quality, safe learning environment for all. Classrooms are equipped with the latest technology connected through high quality reliable systems to ensure all can achieve the outcomes they require to succeed.

By agreement with Preston Council we enjoy the use of well maintained sports fields and pitches within the large park opposite the school.

Job Description

Deputy Headteacher

Salary Range: L16 – L21

Currently: £57,078 - £64,417

Reporting to: Headteacher

The key responsibilities of the role will be decided following appointment but the core features are:

- To deputise for the Headteacher in his absence.
 - To assist with the day-to-day running of Moor Park High School and Sixth Form.
 - To articulate and model the school's vision and strategic direction, developing and implementing coherent operational plans which promote and sustain continuous school improvement.
 - To work with the Senior Leadership Team to monitor, evaluate and further improve learning and teaching and outcomes for students.
 - To act as line manager for a nominated group of middle leaders, ensuring that effective communication and accountability are maintained.
 - To play a role in the recruitment and appraisal of staff.
- To participate in departmental and whole school evaluation.
 - To fully support the ethos of the school through attending school events.
 - To play a full part in meetings of the Senior Leadership Team and other meetings as directed.
 - To lead by example and consistently model good practice.
 - To review and reflect on own practice, setting personal targets, participating in continuing professional development and engaging in professional learning relevant to the post of Deputy Headteacher.
 - To manage own workload and that of others to allow an appropriate work/life balance.
 - To undertake any other tasks or duties reasonably assigned by the Headteacher.



Deputy Headteacher Person Specification

All criteria are considered as essential.

The successful candidate will be suitably qualified and experienced:

- A good honours degree and Qualified Teacher Status.
- An excellent classroom practitioner with a passion for learning.
- Two or more years of experience as a senior leader in a secondary school with a proven record of success and evidence of initiating and implementing a major whole school initiative.
- Experience of teaching in more than one school.
- A track record of and a commitment to continuous professional development.
- A very good understanding of current trends, issues and initiatives in education.
- Excellent IT skills.

S/he will also demonstrate effective leadership skills and the ability to:

- Inspire and motivate students, staff and parents.
- Lead teams effectively.
- Contribute to the vision of the school and communicate this effectively to others.
- Model, set and maintain the very highest standards.
- Work hard but delegate appropriately and with confidence.
- Make difficult decisions and hold others to account.
- Work under pressure when necessary and meet deadlines.
- Act on his or her own initiative.
- Unreservedly accept and support SLT decisions in public.

- Work with a range of staff at all levels.
- Initiate and lead change at a whole school level.
- Think clearly and strategically.
- Negotiate and consult where necessary, taking account of the views of others.
- Be adaptable, flexible and open to feedback.
- Think creatively and reflectively within an open, honest and forthright Senior Team.
- Be innovative.

S/he will also demonstrate excellent interpersonal skills and professional behaviours:

- Effective communication skills, orally and on paper.
- Able to work well in a team and alone where necessary.
- Highly organised and able to manage his or her own time.
- Self-motivated.
- Sense of proportion and a sense of humour.
- Resilience and relentless optimism.
- Good problem solving and analytical skills.
- Honest and open.
- Willing to admit to and learn from mistakes.

S/he will also be ambitious and committed to the school:

- Aspire to Headship.
- Be willing to contribute to extra-curricular activities.
- Demonstrate a passion for education and for continuous school improvement.



Our Mission Statement



excellent teaching

high expectations

academic curriculum

exemplary behaviour

quality enrichment

every child is known

so that all students will be able to access higher education and participate fully in our democratic society

The graphic features a large, stylized lowercase letter 'm' composed of seven vertical bars of different colors and patterns: blue, green, purple, pink, orange, green, and blue. The right side of the 'm' is filled with five curved, overlapping bands containing the following text from top to bottom: 'excellent teaching', 'high expectations', 'academic curriculum', 'exemplary behaviour', and 'quality enrichment'. The bottom-most band of the 'm' contains the text 'every child is known'. Below the 'm' is the concluding sentence of the mission statement: 'so that all students will be able to access higher education and participate fully in our democratic society'.



Additional Information and How to Apply

The post is advertised within a range of £57,078 and £64,417. The expectation is that the successful candidate will be appointed at the lowest point on the range. However, the Governing Body take the view that if as a result of their current salary the successful candidate is eligible to be appointed at a point other than the minimum of the above range, then they will pay one point higher than their existing salary.

The Application Process

Applications can be made via the TES online application form. Please note, any other form of application will not be considered. Please do not send CV's or other supporting documentation as these will not be accepted.

In addition to completing the factual information on the application form, please complete the following two tasks, with responses of no more than 500 words each.

Task 1

Explain the impact you have made in your current role to whole school improvement in the last three years.

Task 2

Explain very clearly how what you have learnt as a leader in your career to date, would equip you to undertake this role.



Key Dates

Closing date for applications: Thursday 4 January 2018 at 10am

Short listing is scheduled to take place week beginning **8 January 2018**

Interviews are scheduled to take place week beginning **22 January 2018**

For a confidential conversation with the Headteacher, or to arrange a visit, please contact Sara Park, Headteachers PA via email spa@moorpark.mp or by telephone on **01772 795428**

Visits will take place between **Tuesday 19 December 2017**
to **Thursday 21 December 2017**



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'Excellence in All'

