



WETHERBY
SENIOR SCHOOL



DEPUTY HEAD (ACADEMIC)

Thank you for your interest in Wetherby Senior School. We are seeking to appoint a dynamic and inspirational Deputy Head (Academic) to commence in January or April 2020. The appointee will be an integral member of the Senior Leadership Team and report directly to the Headmaster on all matters relating to learning and teaching and, more importantly, will lead on the development of outstanding, innovative teaching and learning.

WETHERBY SENIOR SCHOOL



Wetherby Senior School is a thriving new independent day school for boys aged 11-18 situated in the heart of London. Since opening in 2015 the School has quickly grown and in September 2018 we had our first cohort of Sixth Form pupils, following very successful GCSE results. The School combines a rigorous academic education with an emphasis on developing the whole boy by giving them a broad educational experience and strong pastoral care.

Our vision at Wetherby Senior School is to provide an outstanding, progressive all-round education, supporting our pupils to achieve academically and to develop as people, fully preparing them to meet the challenges of being a young man in the twenty-first century and ready to contribute to the communities in which they live.

ACADEMIC CURRICULUM



Academic excellence is central to Wetherby Senior School, complemented by our aim to nurture genuine enjoyment of learning and intellectual curiosity. Our curriculum is underpinned by the Growth Mindset, a learning philosophy centred on the belief that a person's talent, ability and performance can be improved. There are currently 276 boys and individual attention is fostered through small class sizes and dedicated teaching staff.

We are an academically selective school and the main points of entry are 11+, 13+ and 16+. The School is divided into the Lower School

(Years 6 to 9), Middle School (Years 10 to 11) and the Sixth Form with Heads of Section taking responsibility for each age group.

Core subjects at GCSE are Maths, English, English Literature, a modern language and three separate Sciences or double award. 33.5% of grades received by the Year 11 in 2018 were the top grade (A*/9) and 70% were an A/7 or above. Sixth Formers follow a course of three A Levels as well as the Extended Project Qualification. Some boys choose to study a fourth A Level, for example Further Maths.



EXTRA-CURRICULAR

Wetherby provides an extensive array of opportunities for pupils to express themselves, both within and beyond the formal curriculum. Music, Drama, Art and Debating are all vibrant dimensions of school life and the boys are encouraged to develop their individual talents and interests. Members of the teaching staff assist with the extra-curricular activities, which range from orchestra and coding to yoga and basketball.



There is also an opportunity for boys to gain a greater perspective on important social, political and cultural issues through a range of talks, clubs and societies.

PASTORAL/WELLBEING



The pastoral system underpins everyday life at Wetherby - we want to give our boys the tools necessary to deal with the challenges of teenage life while helping them to become young men who will make a positive contribution to society.

Our pastoral system is overseen by the Heads of Section with support from a network of tutors, who stay in close contact with parents regarding their son's progress, helping to forge a true sense of community for staff, parents and pupils.

Wetherby has a dedicated Wellbeing Team in place with counselling and coaching available to all pupils. This coaching addresses all areas, including mental health issues, stress management and relationships and is focused on nurturing the confidence and wellbeing of our boys.



THE APPOINTMENT

The Deputy Head (Academic) is a member of SLT and reports directly to the Headmaster on all matters relating to the development of outstanding, innovative learning and teaching. The role is an opportunity to build on the School's strong academic programme and involves working closely with the other members of SLT, SMT and the academic Heads of Department to ensure a challenging and stimulating academic progression for pupils and to ensure that the School fulfils its vision statement: to provide an outstanding, progressive all-round education, supporting our pupils to achieve academically and to develop as people, fully preparing them to meet the challenges of being a young man in the twenty-first century and ready to contribute to the communities in which they live.

The Deputy Head (Academic) is responsible for all day-to-day management issues relating to the curriculum as well as developing and improving the quality of education offered to pupils, in particular, by promoting all aspects of academic, intellectual and personal development, including the quality of teaching and learning, the nature of the curriculum and the preparation of pupils for academic assessment after school as well as during their time at school.

The Deputy Head (Academic) has responsibility for line managing:

- The Director of Studies
- The Heads of Department, including chairing Heads of Department meetings
- The Examinations Officer
- The SENDCo

Main responsibilities:

1. Responsibility for high quality, innovative learning across the curriculum, including:
 - Leading development and policy making on all curriculum matters in the School, designing and implementing policies that support the School's vision to prepare its pupils for life in the twenty-first century and helping to improve all elements of pupil learning and achievement.
 - Acting as a pioneer in developing new initiatives and innovative pedagogy and ensuring inventive use is made of new technologies and resources.
 - Developing with the Head of ICT strategies for the use of technology to support learning and teaching, to promote digital literacy and to enhance the quality of assessment and feedback.

- Furthering the awareness of modern learning and teaching methodologies and strategies and developing Wetherby Senior School as a learning hub for teachers from other schools.
 - Monitoring the performance of teaching staff, including the academic element of the appraisal process.
 - Undertaking department reviews (with the Headmaster and the Director of Studies), coordinating the approach to lesson observation, work scrutiny and sharing good practice.
 - Training and induction of all staff on academic expectations and systems.
 - Managing the generation and analysis of statistics to aid pupil performance tracking through public examination results, CEM value-added data and termly report data.
 - Keeping up-to-date with developments in teaching and learning in the Y7-Y13 age group, bringing them to the attention of Heads of Department, and advising the Headmaster and Governors.
 - Overseeing the academic enrichment offered by departments.
2. Leading curriculum development and academic policy making, including:
- With the Director of Studies, creating and regularly reviewing the whole School curriculum map so that it provides an appropriate academic and personal progression throughout the School and transition between the different phases of the School.
 - Regularly reviewing the structure of the School day in light of the changing needs of the pupils as the School grows.
 - Working with the Learning, Teaching & Innovation Committee to ensure discussion and dissemination of new teaching strategies and the sharing of best practice.
 - With the Deputy Head (Staff & Operations), organising teaching and learning CPD, promoting external CPD; forging links with other schools and providing opportunities to share best practice.
 - With the Head of ICT, leading the School's digital strategy and developing the School's VLE for pupils, parents and staff.
3. With the Director of Studies, responsibility for the construction of the School timetable, including:
- The deployment of teaching staff to academic and co-curricular periods.
 - Analysing and planning academic staffing levels, and advising the Headmaster on future staffing requirements.
4. With the Deputy Head (Staff and Operations) and the Deputy Head (Pastoral Care & Wellbeing), to be responsible for managing the relationships between the academic, pastoral and co-curricular aspects of the School, including responsibility for:
- With the other members of SLT, co-ordinating an annual review of teachers' academic, pastoral and co-curricular responsibilities and maintaining an accurate record of them;

- ensuring adequate staffing for all co-curricular activities; and co-ordinating the induction of newly appointed teachers.
 - With the Heads of Section, managing the academic transition for pupils between each phase of the School.
5. Helping with pupil admissions, including:
 - Arranging for appropriate academic testing of applicants.
 - Interviewing pupils, as required, and providing recommendations for the admission of pupils.
 6. Responsibility for aspects of curriculum administration, including:
 - Producing curriculum literature for parents and pupils.
 - Producing and reviewing the curriculum sections in the Staff Handbook and the Guide for Parents.
 - Regularly reviewing the School's academic calendar of reporting and assessment.
 - Ensuring the smooth running of all public and internal examinations.
 - With the other members of SLT, coordinating the induction for new staff.
 - Managing departmental budgets.
 - Annually reviewing whole School and departmental academic policies and ensuring they are uploaded to the School Portal.
 - Assisting with the management of ICT systems and an overview of the academic database and, in particular, the School's MIS.
 - Maintaining an active web presence for academic matters on the School website and other marketing literature.
 7. Ensuring the School is ready for future ISI inspections and that all documentation is up to date and taking a key role in school wide self-evaluation.
 8. With the Headmaster, the Governors and other members of the SLT, working on the School Development plan and planning for the future expansion of the School.
 9. Assisting the Headmaster, as required, with aspects of teacher recruitment: Long-listing and short-listing candidates and interviewing.

Person Specification

Wetherby Senior School is seeking to appoint a teacher with a track record of success in a middle or senior management role in a state or an independent school. This is an important and rewarding position and applicants will need to show their understanding of the challenges that are faced by young people and the human and professional qualities necessary to carry out their responsibilities successfully.

Qualifications

A strong academic record with a good honours degree in or closely related to, a subject taught at Wetherby Senior School

Knowledge, skills and experience

- Successful management and leadership experience in a middle management role (e.g. as Head of Department/ Head of Year) or senior role (Assistant or Deputy Head) within which changes will have been implemented that have had a positive outcome for pupils.
- Experience of managing, or the ability to manage, parental enquiries, concerns or anxieties with authority and reassurance.
- Experience of liaising with external Safeguarding partners, such as health professionals, social workers and Police.
- Ability to lead, to manage, to delegate effectively and to work collaboratively and build teams.
- Experience of, or an empathy with, the particular demands on pupils and staff of a growing and ambitious school.
- Be a confident, clear communicator and speaker, able to champion the school's academic life effectively on paper and in person.
- Demonstrate resilience, drive, organisational ability and stamina to handle a large volume of varied work with precision, tact and good judgment.
- Evidence of a commitment to ongoing professional development.

Personal qualities and attributes

The successful candidate will have some or all of the following:

- A personality which inspires respect and trust and will enable a strong rapport to be built with the pupils.
- The ability to maintain a visible and effective presence in and around the school community, setting an example to all members of the community.
- An ability to plan strategically and to implement plans effectively.
- A commitment to ensure the safety and well-being of the pupils by insisting upon, the highest standards of safeguarding and pastoral care.
- A sympathy with the aims and ethos of the School and a commitment to the all-round ethos, co-curricular programme and the approach to pastoral care.

Recruitment process and timings

Applications should reach the school no later than Monday 3rd June by 9.00am and first round interviews will be held from Monday 10th June.

Wetherby Senior School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.