**THE VYNE COMMUNITY SCHOOL**

Vyne Road, Basingstoke, Hampshire RG21 5PB

Head Teacher: Nicola Pearce

Telephone: 01256 473003

Email: n.pearce@vyne.hants.sch.uk

11 – 16 Mixed Comprehensive NOR 761 Maintained

Assistant Headteacher - Inclusion and Student Engagement

Full Time

LDR 14-18- £65,010 - £71,019 (43-point Leadership Scale)

Required for September 2024

We are seeking to appoint, from September 2024 an exceptional Assistant Headteacher to be part of our SLT team. This is an exciting opportunity to play a key role in a strong and progressive leadership team in an ambitious and happy school.

*“At the heart of The Vyne is an ambition for all pupils to succeed.”*

(Ofsted, “Good”, April 2022).

This opportunity allows you to be at the heart of shaping the continuing success of The Vyne School.  We are seeking an individual, who will have the experience, drive, vision and ambition to help lead the school to world class learning for every student in every lesson.

To lead and manage the school’s inclusion work to support the removal of barriers to learning so that all pupils are included and develop high levels of independence and resilience at The Vyne.

We are looking for someone who, can embrace and embody the school vision, be an exemplary school practitioner, is a passionate and caring individual who can demonstrate high levels of initiative motivation and enthusiasm. The ability to lead adults and students. You will be able to work in partnership with parents to support student’s engagement at school maximising learning time in school. You may be operating as a successful middle leader or equivalent and be looking for the next step in your career.

You will be passionate about education and committed to securing excellent outcomes for children of all abilities. As a highly dedicated and innovative professional, you will join a dynamic team of teaching and associate staff, all determined to ensure that the school achieves the best possible outcomes for our students.

We have a highly committed staff who thrive in an inclusive culture focused on high quality teaching and learning.

**We are keen to hear from you if you:-**

* Have an excellent track-record as a teacher and leader
* You are committed to an inclusive approach to school including for students who experience SEN or additional vulnerability
* Are outward looking and keep abreast of current educational research and best practice
* Are flexible and adaptable
* Are ambitious, hard-working and a team player
* Believe in a “no-excuses” culture

**We can offer you the opportunity to join:**

* The Vyne is a good school with strong outcomes but the potential to do even better.
* A highly committed and dedicated staff.
* Excellent CPD opportunities, with a truly supportive personalised develop programme.
* Students who love their school, are ambitious and want to learn.

Please email Mrs Helen Hall, the Personnel Officer at [h.hall@vyne.hants.sch.uk](mailto:h.hall@vyne.hants.sch.uk) for further details. Applications should be on the Hampshire County Council application form for Teaching Staff. In the personal statement section applicants should outline what outstanding Leadership looks like and what skills and qualities you would contribute to the team. Also, it must reference what applicants have done so far to prepare for the role.

If you are interested in joining us and would like to talk about the role prior to submitting your application, please contact Nicola Pearce, Headteacher n.pearce@vyne.hants.sch.uk or on 01256 473003 to discuss.

**CLOSING DATE: 12 noon Friday 17th May 2024**

**INTERVIEW DATE: W/C 20th May 2024**

**The school reserves the right to interview before the closing date should there be significant interest in the post from suitable individuals.**

*The Vyne Community School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.*

PERSON SPECIFICATION – Assistant Headteacher

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| Qualifications | Essential | Desirable | Tested |
| Degree and Qualified Teacher Status | ✓ |  | Application |
| Enhanced DBS | ✓ |  | Application |
| Leading CPD with other schools / agencies |  | ✓ | Application |
| Evidence of sustained participation in professional development, especially a school management programme or similar. Experience of leading effective professional development. | ✓ |  | Application |
| Experience, skills and knowledge |  |  |  |
| Classroom teaching experience across the secondary age range | ✓ |  | Application/Interview |
| Experience of leading a major school improvement programme which has had significant impact on improving teaching and achievement | ✓ |  | Application |
| Experience of a wider range of schools and other educational establishments |  | ✓ | Application |
| Experience of school to school improvement initiatives | ✓ |  | Application/Interview |
| Taught in at least two schools for at least 3 years at each |  | ✓ | Application |
| At least three years’ experience as Senior Leader in Secondary school. Successful experience of:  - strategic planning;  - appraisal;  - staff development |  | ✓ | Application/Interview |
| Successful experience of working with a SENCo or leading the schools work to support students with additional vulnerabilities |  | ✓ | Application/Interview |
| Successful experience of school / community development and work with outside agencies or partners |  | ✓ | Application/Interview |
| Experience of working with external partners to enhance educational opportunities |  | ✓ | Application/Interview |
| Knowledge and understanding of the statutory requirements for education and the OFSTED Framework. | ✓ |  | Application/Interview |
| Knowledge of effective actions to improve progress of vulnerable groups and prepare pupils to live in a culturally diverse society. Understanding of Spiritual Moral Social and Cultural development | ✓ |  | Application/Interview |
| Experience of implementing strategies to promote respect and understanding. Experience of evaluating SMSC development |  | ✓ | Application/Interview |
| Know the characteristics of an effective school and strategies to raise pupil achievement, effectively manage behaviour and improve  attitudes to learning. Knowledge of how to maximise progress for pupils with SEND. | ✓ |  | Application/Interview |
| Experience of leading pastoral colleagues across the age range of the school and working with external partners to support this work | ✓ |  | Application/Interview |
| Understanding of the role which can be played by parents and the community to improve learning and standards | ✓ |  | Application/Interview |
| Experience of working directly with parents to raise standards and involvement with the local community | ✓ |  | Application/Interview |
| Ability to lead, provide a clear vision, inspire and command respect. Understands and takes account of the longer term direction of education and learning. An incisive and clear strategic thinker. Ability to motivate pupils and staff, delegate responsibility, set high standards and provide a focus for improvement. An ability to make high quality decisions based on the analysis and interpretation of relevant data and information and reach logical and unbiased  conclusions | ✓ |  | Interview |
| Personal impact and presence | ✓ |  | Interview |
| Ability to prioritise for self and others. A practical ability in coaching and developing others in order to improve performance and  promote career development. The ability to establish and use monitoring systems, including Ofsted criteria to determine progress and measure the effectiveness of process and outcomes. Ability to manage underperformance. Resilience under pressure | ✓ |  | Interview |
| Able to establish and develop good relationships with all involved in the school, including governors. A keen awareness of the impact of own behaviour on others and the ability to respond appropriately to achieve results. Commitment to the school’s wider community, other educational establishments and the LA | ✓ |  | Interview |
| Ability to express ideas clearly and concisely in writing and orally. Competent in the use of ICT. Flexible and approachable. Able to deal sensitively with people and resolve conflicts | ✓ |  | Application/Interview |
| Positive and energetic approach to work | ✓ |  | Interview |
| Commitment to the professional and career development of all staff, teaching and non-teaching. | ✓ |  | Interview |
| A commitment to actively promote an inclusive ethos for the school | ✓ |  | Interview |
| Commitment to equality of opportunity and meeting the needs of all pupils | ✓ |  | Interview |
| Evidence of effectively managing a fully inclusive system. |  | ✓ | Application/Interview |

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