



**Devizes School
& Sixth Form College**

Raising aspirations, building futures

Joining Devizes School

Principal vacancy, competitive salary

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Joining Devizes School - Principal



The White Horse Federation is seeking to appoint an exceptional candidate to the role of Principal (competitive salary) at Devizes School. The successful candidate will be an experienced headteacher or deputy headteacher and will be able to demonstrate significant and sustained impact in their current role.

They will be experienced in raising academic standards through outstanding curricular and pedagogical leadership. They will be a visible, energetic and principled leader who is experienced in the management of change and who is able to develop high-performing teams. They will possess excellent interpersonal and ambassadorial skills, be an excellent communicator and have the ability to inspire confidence in teachers, students, parents and other stakeholders.

This is a rare and career-defining opportunity. It will involve driving change and realising the Trust's ambition for Devizes School to become an excellent school for its local community. The successful candidate will be supported fully by the Trust's central team in achieving this, and in turn, will be able to contribute more widely to the future development of the Trust.

Before applying, interested candidates are encouraged to learn more about the trust and the school by visiting their websites and to read Devizes School's most recent Ofsted Report. Paul Smith, CEO, is keen to talk informally and confidentially with interested candidates via the telephone or MS Teams and visits to the academy are welcomed. Either can be arranged by contacting Lorna Haydon, Personal Assistant to the CEO, at: lhaydon@twhf.org.uk.

The application deadline is 11am on Tuesday 28th February.

Interviews will take place week commencing 27th March.

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a DBS check and if successful you will be expected to apply for a disclosure from the Disclosure and Barring Service before an appointment is confirmed. Please note that references will be sought for shortlisted candidates prior to interview.

The White Horse Federation values uniqueness and recognises the benefit of having a diverse workforce. We value the contributions of all staff from a wide range of backgrounds and we are committed to building an inclusive workplace that reflects the diversity of the communities we serve. At The White Horse Federation, we believe that everyone should be treated with fairness and respect and share a commitment to Equality, Diversity and Inclusion at all of our schools. We welcome applications from all backgrounds and operate a fair recruitment process, free from discrimination against the protected characteristics, in line with the Equality Act 2010.

Competitive remuneration, commensurate with the importance of the role and the experience of the successful candidate, will be offered.

Welcome from the CEO



Dear Applicant,

Thank you for showing an interest in the post of Principal at Devizes School. I am delighted that you are considering applying for a position at our Trust.

The White Horse Federation was founded with the aim of improving the life chances and raising the aspirations of young people. To achieve these goals, the Trust believes in the power of a first-rate, knowledge-rich curriculum: such an education is the best foundation for helping young people to succeed and overcome social barriers, irrespective of their backgrounds or starting points.

The White Horse Federation currently comprises thirty-one schools, making it the largest education provider in the South West. Its five secondary schools, twenty-five primary schools and two special schools serve a range of urban and rural communities across Swindon, Wiltshire, Oxfordshire and Reading.

As an associate college for the National Institute of Teaching, the trust delivers the highest quality of teacher and leader development across the region. Our schools benefit from this by having access to a stream of well-qualified and expertly-trained teachers, middle leaders and senior leaders.

Working in communities that are often materially and socially deprived, The White Horse Federation seeks to provide a first-rate education and to raise ambitions at all its academies. We believe in replicating in the state sector what is most often found in the independent sector; we are committed to ensuring that our students receive the quality of education and access to the same sorts of opportunities their peers whose parents can pay for education receive.

Our aim is for our students to leave our academies ready to take their place in the world - well-educated, motivated and with strong leadership skills, personally accomplished and determined to make a positive and lasting contribution to the world. We firmly believe that a child's background should not be a barrier to success and we are committed to delivering an education that broadens students' horizons in a truly transformative way.

To become the Principal of Devizes School is a unique and career defining opportunity for someone who is ambitious and resilient, and who relishes a challenge. It will involve driving change and realising the Trust's ambition for Devizes School to become an excellent school for its local community. The successful candidate will be supported fully by the Trust's central team in achieving this, and in turn, will be able to contribute more widely to the future development of the Trust.

If you think you have the knowledge, experience and attributes we are looking for, I encourage you to learn more about the trust and the school by visiting their websites and to read Devizes School's most recent Ofsted Report. I am keen to talk informally and confidentially with interested candidates via the telephone or MS Teams and visits to the academy are welcomed. Either can be arranged by contacting Lorna Haydon, Personal Assistant to the CEO, at: lhaydon@twhf.org.uk

I look forward to hearing from you and to receiving your application.

Paul Smith
The White Horse Federation
Chief Executive Officer | National Leader of Education

About the School

Devizes School is an 11 to 19 mixed academy situated in Devizes, Wiltshire.

The school follows a three-year Key Stage 3 curriculum that covers the entirety of the National Curriculum. At Key Stage 4, the school has recently adopted a more academic range of subjects that are firmly rooted in the English Baccalaureate. At Key Stage 5, students can study a broad range of academic and vocational courses.

The school offers a broad and stimulating co-curricular programme, enabling a wide range of artistic, cultural, outdoor and sporting opportunities for all its pupils. We believe that a strong co-curricular programme is an essential part of raising the aspirations of our students and giving them both the knowledge and the skills to achieve excellence, regardless of their background or individual circumstances.

The generously sized site includes a sports centre and AstroTurf pitches. The school benefits from excellent ICT facilities. These facilities present an excellent opportunity for the new principal to build a sector-leading co-curricular programme.

Every adult in the school has a responsibility for the students' well-being, welfare and security, and there are many layers of care in place. The provision of pastoral care is designed to help students make decisions and to care about others within the framework of a very diverse community. The school is proud of the pastoral care that it provides to its students. Students report that they feel safe and that they know who to speak to if they need help.

In its most recent short inspection by Ofsted, in March 2019, the school was graded as Good.



Strategic Priorities

The new principal will take up the role at a critical time, following the recent appointment of a new Trust CEO and a refocusing on the quality of education, student conduct and personal development.

The strategic priorities for the new principal of Devizes School will be:

- 1 -** To improve academic outcomes at key stages four and five
- 2 -** To realign the school's curriculum to ensure that it delivers valuable qualifications for every student
- 3 -** To implement a consistent, teacher-led pedagogy that enables students to learn and remember more
- 4 -** To establish the highest standards of student conduct
- 5 -** To recruit, develop and retain highly-skilled, subject-specialist teachers, exploiting the opportunities presented by the National Institute of Teaching and Teach First
- 6 -** To develop a sector-leading co-curricular programme
- 7 -** To secure a 'Good' judgement in the school's next Ofsted inspection

Delivering these priorities will require determined leadership and significant change in the coming years. The local governing body and the trust board recognise that the performance of the school must improve if it is to fulfil the trust's vision of being an excellent school for its local community. Governors, trustees and the central team are committed to providing the new principal with the requisite support to achieve this.

Job Description

Professional conduct

- To sustain, promote and champion the trust's vision for education
- To inspire and motivate the academy community
- To foster an ambitious and scholarly ethos
- To uphold the highest of educational standards for all students
- To promote warm, professional and respectful relationships throughout the academy

Quality of Education

- To ensure the effective implementation of the trust's approach to curriculum
- To ensure that, in all subjects and at all key stages, the curriculum is coherent, is logically sequenced and exposes students to 'the best that has been thought and said'
- To establish and sustain high-quality, expert teaching across all subjects which aligns to the trust's teacher-led pedagogy
- To ensure that teaching is underpinned by detailed subject knowledge and high levels of subject expertise
- To establish effective curricular leadership at department level, developing subject leaders who are experts in their field and who can contribute to trust-wide subject networks
- To ensure valid, reliable and proportionate approaches are used when assessing students' knowledge and understanding of the curriculum
- To promote grammar, foster a culture of reading and ensure that all students develop a reading ability appropriate to their age
- To ensure that students achieve impressive academic outcomes that enable progression to higher education, leading universities and successful careers

Leading people

- To recruit and retain high-calibre staff who are closely aligned to the trust's vision for education
- To ensure the effective induction, mentoring and development of new members of staff, including trainee teachers and early career teachers
- To ensure that staff have access to high-quality, sustained professional development opportunities which are aligned to academy development priorities and their individual needs
- To support, coach and develop the leadership team so that they can become future leaders within the trust
- To develop positive working relationships between all staff through the promotion of teamwork and collaboration
- To oversee processes for performance management and appraisal review, in line with trust policies
- To manage change sensitively to ensure smooth transitions for students, staff and parents

Job Description (continued)

Behaviour, attendance and safeguarding

- To establish and sustain the highest expectations of conduct for all students, built upon rules and routines which are understood clearly by all staff and students
- To secure excellent attendance for all students, through the rigorous implementation of the academy's attendance policy and the effective use of intervention strategies where required
- To ensure the effectiveness of safeguarding arrangements, through the rigorous implementation of the academy's safeguarding policy and the promotion of a robust safeguarding culture

Personal Development

- To support students to be confident, resilient and independent, and to develop strength of character
- To promote the extensive personal development of students, ensuring that they have access to exceptional opportunities to develop their talents and interests
- To ensure that the academy's work to enhance students' spiritual, moral, social and cultural development is of a high quality
- To support, promote and champion the work of the trust's co-curricular programme

Working in partnership

- To forge constructive relationships beyond the academy, working in partnership with parents, carers, professionals and the local community
- To keep parents informed about the curriculum, their children's attainment and the contribution they can make in supporting children's learning
- To work collaboratively with other principals in the trust in a climate of mutual challenge and support
- To establish and maintain open, honest and professional relationships with the trust's central team and the local governing body

Operational management

- To ensure the smooth operational running of the academy
- To develop and maintain effective lines of communication throughout the academy
- To ensure that all trust and academy policies and procedures are implemented consistently, comprehensively and universally
- To prioritise and allocate resources appropriately, ensuring efficiency, effectiveness and probity

Job Description (continued)

Strategic leadership and development planning

- To use data astutely to inform a strategic understanding of the academy's performance
- To evaluate accurately the academy's effectiveness and reflect this succinctly in a self-evaluation document
- To develop and implement an academy development plan that is closely aligned with the trust's vision for education and which drives sustained academy improvement

Accountability

- To appreciate and welcome the important role that accountability plays in driving academy improvement
- To provide regular updates about the academy's performance to the trust's executive team and the local governing body
- To build a culture in which all staff recognise their professional responsibilities and are accountable for their contribution to the overall success of the academy
- To ensure that the academy operates within the relevant regulatory frameworks and meets all statutory duties
- To ensure that the academy's performance against national benchmarks and reportable metrics reflects the excellent education that the trust expects for its students
- To prepare the academy for successful inspection by Ofsted



Person Specification

		Essential (E) Desirable (D)
Qualifications	1. Strong academic credentials, including as a minimum, a 2.1 undergraduate degree from a leading university	E
	2. NPQH, or willingness to undertake it	D
Knowledge, skills and experience	3. An experienced headteacher or deputy headteacher who can evidence substantial and sustained impact in their current role	E
	4. An understanding of what an outstanding school and an excellent education look like	E
	5. Experience of raising academic standards through outstanding curricular and pedagogical leadership	E
	6. Able to interpret and interrogate data and to use this to drive improvements in school performance	E
	7. Experienced in the management of change	E
	8. An appreciation of the role of a principal within a multi-academy trust structure	E
	9. Experience of developing high-performing teams	E
	10. Recent experience of guiding a school through an external inspection process (i.e. Ofsted, ISI, BSO or equivalent)	D
	11. Experience of teaching students from diverse cultural and socio-economic backgrounds	D
	12. Knowledge and experience of best practise in child protection and safeguarding	E
	13. Experience of efficient and effective resource management	D
	14. Able to balance operational decision-making against long-term strategic thinking	D
Personal Attributes	15. Deeply aligned with the vision and ethos of The White Horse Federation	E

Person Specification (continued)

		Essential (E) Desirable (D)
Personal Attributes (continued)	16. A commitment to a knowledge-rich curriculum and teacher-led instruction	E
	17. A visible, energetic and principled leader	E
	18. Able to build relationships and inspire confidence in teachers, students, parents and external stakeholders	E
	19. An excellent communicator who is able to articulate clearly the trust's vision for education	E
	20. Willing to take tough decisions in the best interests of children	E
	21. Open to giving and receiving support within a MAT structure and willing to contribute more widely to the future development of the trust	E
	22. A calm and measured temperament – able to display positivity and diplomacy in a fast-paced and, at times, pressured environment	E
	23. Ability to work flexibly, prioritise workload and meet deadlines	E
	24. Outstanding attention to detail	E
Other requirements	25. Ability to maintain discretion when privy to confidential information	E
	26. Commitment to safeguarding and promoting the welfare of children and young people	E
	27. Commitment to equality, diversity & inclusion	E

Why Join Our Family?

The White Horse Federation is a not-for-profit multi-academy Trust that supports and sponsors many Primary, Secondary, and Special Schools across Wiltshire, Swindon, Oxfordshire, and Reading.

Our shared vision for excellence through partnership means we are also committed to upholding and celebrating the best of what makes a local school great - in other words, the qualities and characteristics that shape the type of school every member of our federation would be proud to send their own children to.

The White Horse Federation combines a relentless drive for academic excellence with a shared moral purpose and shared values, while ensuring that fun and happiness are a key attribute of each of our schools. We genuinely believe that partnership - working with our schools, pupils and their parents, and the wider community - helps to create the best possible outcomes for all children. The White Horse Federation empowers its colleagues through support, training, and career opportunities so our schools can recruit, develop, and retain outstanding staff who are leaders in their field. That way, we're able to ensure that every student achieves their full potential, regardless of their background, culture, heritage, or ability.

The Advantages of Working in our Federation

Principals at The White Horse Federation benefit from a network of support unavailable at other organisations. This includes: access to a network of peer Principals, school improvement support and CPD from our school improvement team, and significant assistance from our central Finance, HR, IT, Estates, and Communications departments.

In addition, our employees reap the rewards of a competitive benefits package, including:

- Pension scheme
- Salary Sacrifice Car Purchase Scheme
- Generous annual leave
- Employee Assistance programme
- Staff discounts via Reward Gateway
- Flexible Family Friendly Policies
- Gym discounts
- Specsavers Eye Care Scheme
- Staff Wellbeing Centre
- CPD Programme

How to Apply

We are thrilled you would like to apply to join our Trust!

For an informal chat or to visit the school please contact Lorna Haydon:

lhaydon@twhf.org.uk

For any other queries in relation to this post, please contact the Recruitment Team:

recruitment@twhf.org.uk

Alternatively, please complete an application form via our applicant tracking system, Eteach:

<https://www.eteach.com/careers/thewhitehorsefederation-org/>

