



THE PARKSCHOOL



CUTHBERT COLVILL
— EDUCATION RECRUITMENT —

Principal Candidate Pack

Location: Woking, Surrey
Start Date: September 2024
Salary: £82,000 p.a.

(plus WMAT Benefits Package including Private Healthcare and 4 day “Wellbeing Weekend” each year)

Dear Candidate,

The Park School is a Special School for students aged 11-16 with moderate learning difficulties. Our school community is focussed on all round learning including learning with parents so that we can challenge accepted outcomes and promote high expectations. This is reflected in a personalised approach to teaching and learning, a rich curriculum and an open approach to new ideas.

As part of Weydon Multi Academy Trust we share the vision that we are stronger together. Our intention is to transform lives, and we create memories which are celebrated for a lifetime. Our focus is on people; the adults and students that form the school and trust community.

The successful candidate will recognise that it is your whole school staff team and your students. They will thrive as a result of the team leadership provided by the Principal, Deputy and Assistant Heads. You will also have an important contribution to make as part of the WMAT wider leadership group with a commitment to the growth of the Trust. The Park School has flourished as part of Weydon Multi-Academy Trust and we value the collegial support we receive and the contribution we can make to the Trust's growth, both of which will form a key element of your professional learning and development.

I am very proud of all we do at The Park School and Weydon Multi Academy Trust.

This opportunity welcomes applications from both those currently working within a special education setting as well as those looking to transition over to working with young people with special educational needs.

Conversations regarding this position are encouraged and school visits are very much welcomed. To arrange your conversation and visit please contact our Recruitment Partner, **Charlotte Cuthbert** at **Cuthbert Colvill Education Recruitment**. Charlotte can be contacted at charlotte@cuthbertcolvill.co.uk or on **07967 111228**.

Ralph Johnson
Chair of Trustees
WMAT



**A welcome from our
Chair of Trustees**



A welcome from our Chief Executive Officer

Welcome,

Thank you for showing an interest in the advertised post for the Principalship of The Park School, Woking and for considering joining the Weydon Multi Academy Trust as one of our valued Principals.

Our current Headteacher, Paul Walsh has been at the school for 21 years. Although we are disappointed to lose a popular and successful leader, we believe this is an exciting opportunity for his successor.

Although the school is a sponsored academy, since the last Ofsted in 2019, when it was placed as Inadequate, the school and the Trust have worked tirelessly to ensure a successful inspection in the future. The Ofsted monitoring visit was very successful.

Therefore, we are looking to appoint a candidate who has drive and determination to continue to build upon this progress. This is an excellent opportunity for the successful applicant to develop their leadership within a specialist setting with the guidance and support of a successful Trust.

The staff and students are very welcoming, keen and enthusiastic about their school. The staff are loyal and have a passion to ensure that every student is progressing academically. They are also equally focussed on guiding them to an independent future in adulthood.

If you feel our values of being restless in pursuit of being better, people focused, positive and inspiring, having aspiration and ambition for all, built through trusting relationships, matches with your own ideals then we hope that you will decide to apply.

Thank you once again for your interest in this important position for the Trust and the school.

The Trust prides itself on ensuring pay, conditions of service and wider elements of career development opportunities are a source of high employee satisfaction and a strength of our organisation.

The information within the is pack can be supplemented by visiting The Park School website and The WMAT website.

www.thepark.surrey.sch.uk

www.weydonmat.co.uk

We would also encourage you to visit the school before making an application and this can be arranged by contacting Charlotte Cuthbert charlotte@cuthbertcolvill.co.uk.

John Winter
CEO

About Weydon Multi Academy Trust



Vision

Stronger together, transforming lives, creating memories which are celebrated for a lifetime.

Core Purpose

Transforming lives.

Core Values

Aspiration and Ambition for all, trusting relationships, restlessness in the pursuit of being better, positive and inspiring, people focused.

Vivid Description

Our trust is excellent for everyone and in everything we do. We are ambitious and aspirational for staff and students, developing system leaders and inspirational teachers. We are the schools of choice for everyone in our community. We have big dreams transforming lives through scholarship for all; maximising students understanding of the world, enriching their lives and shaping their futures, creating memories which are celebrated for a lifetime. Stronger together, our ideals are achieved. An organisation built on a trust founded on kindness, respect and integrity. Our schools' excellence will define their communities much like the great universities across the world. As a result the Trust will help define the Nation's education system.

Common Features in all our Trust Schools

Flow learning, scholarship, challenging and inspiring curriculum for all, exceptional learning environment, outstanding staff development.

Provision, Ethos and Values

The Park School is a mixed Special School for students aged 11 to 16 with EHCPs for Moderate Learning Difficulties, drawing students from a wide range of socio-economic groups and from a wide radius. We offer a mainstream secondary school curriculum model, with students following a timetable and moving rooms from lesson to lesson. Our focus is very much on long term life outcomes, aiming to equip our students with the skills and knowledge they will need to achieve their potential and the social and emotional foundations needed to navigate adulthood. The staff team are committed to providing a vibrant, supportive, and purposeful atmosphere within a safe environment in which all our students thrive. We offer an ambitious curriculum which is personalised through its implementation to meet individual student needs, enabling students to fulfil their potential.



Vision

- To provide a safe and supportive learning environment where an ambitious curriculum enables our students to become literate, numerate and resilient young people fulfilling their potential into adulthood

Ethos

- Respect
- Demonstrate kindness and respect in the way we speak and act
- Achievement
- Enable all of our students to have the best opportunities as adults

Values

We believe:

- Learning should be challenging, inspiring and fun and that even as adults there is always something new to learn together
- Every day at the school is different and every part of the day presents an opportunity to acquire knowledge and develop and apply new skills, both academically and socially
- Everyone demonstrates kindness and respect in the way they speak and act
- We should strive for excellence in all we do

Mission

- To provide the highest quality teaching, learning and welfare for all our students and staff that is safe, supportive, creative and ambitious

Provision

All students have daily access to;

- High quality teaching with specialist teachers in inclusive classrooms
- A rich and aspirational curriculum to support their long-term life outcomes
- A dedicated teaching assistant attached to their group
- A form tutor to oversee their pastoral care
- A designated play area for their key stage for social times
- A school diary with personalised targets
- A locker to keep their belongings in during the school day
- A range of extra-curricular activities and trips

Based on students' EHCP requirements and internal assessment, they may also receive specific, targeted intervention in the form of

- Occupational therapy
- Physiotherapy
- Speech and language therapy
- An Emotional Literacy Support Assistant (ELSA)
- Literacy support
- Numeracy support
- Music for well-being
- Mentoring
- 1:1 Teaching Assistant
- Medical plans or assistance
- College placements
- Skills projects from outside agencies

Job Description

Whilst the Principal may wish to involve themselves in some teaching responsibilities, the large proportion of their work is the day-to-day leadership management, organisation and administration of the school in order to create a productive learning environment which maximises the progress and attainment of all students.

The Principal will be accountable to the Local Governing Board and WMAT CEO.

The responsibilities below do not form an exhaustive list, rather they reflect aspects of what the school holds as part of its ethos and culture as priorities. The Principal's role and responsibilities are clearly outlined in the 2020 Headteacher Standards document which underpins best practice in these and other areas. The Governing Body intends that these standards are used to shape the way the Principal develops their own practice in the leadership of The Park School to continue and build on the outstanding education it provides.

Key responsibilities lie in the following areas:

- Ensure effective and robust systems are in place to secure the safeguarding of all students
- Lead and inspire through a clearly formulated and communicated Vision and Aims
- Lead and coordinate on the Strategic direction for the School
- Maintain the highest standards of teaching, learning and conduct by staff
- Provide for a culture of professionalism, where respect is the foundation of all interactions and decision making
- Ensure the Curriculum provides a broad and balanced provision with the capacity for personalisation to the needs of each student
- Ensuring collaboration and consideration of all stakeholders in the management of effective change and development
- Ensure an informed system for assessment and collation of data is in place to evidence and inform progression
- Promote positive and productive relationships with staff, parents and all stakeholders and members of the wider community
- Work in collaboration with headteachers and schools across WMAT to ensure the disseminations and acquisition of best practice
- To represent and promote the school in the wider community, locally and nationally
- Ensuring behavioural standards are upheld in the best interests of students whilst maintaining the highest standards of learning and conduct
- Promote and ensure the effective development of staff, valuing each person's contribution and building a strong and cohesive staff community
- Providing for the well-being and work life balance of all staff
- Ensuring effective financial management of the school in conjunction with Weydon Trust Finance Team
- Ensuring that innovation is at the forefront of thinking, developing, promoting and utilising research and evidence-based practices and approaches
- Reporting on the school's performance to a range of audiences, including governors, WMAT, the Local Education Authority, the local community, Ofsted and others
- Understanding that Outstanding is not a position, but a constant state of aspirational direction





Person Specification

Personal Qualities

Essential

- To have a high level of emotional resilience
- Have a 'can do' attitude and optimistic outlook
- To be an excellent communicator
- Ability to manage work life balance

Qualifications and Experience

Essential

- Qualified Teacher Status or Qualified Teacher Learning and Skills with degree level education or equivalent
- Proven recent senior leadership experience in a relevant sector school
- Proven excellent and inspirational teaching relevant to sector
- Relevant experience of working with students with a wide range of special needs
- Experience and understanding of managing people, budgets and facilities

Highly Desirable

- National Professional Qualification for Headship (or working towards this) or evidence of similar professional development
- Recent experience of working with and strong professional knowledge regarding students with moderate learning difficulties – MLD

Leadership and Management Skills

Essential

- The ability to develop and communicate a clear vision for the future development of the school in consultation with stakeholders
- The ability to keep up with developments in national and local educational agenda particularly in the areas of policy, curriculum and statutory/legal frameworks as well as Ofsted inspection criteria
- The ability to lead, motivate and inspire others and manage people to work as individuals and as part of a team. To provide professional leadership, motivate all staff, set standards and engender initiative and a common purpose
- To retain and recruit high-quality staff at all levels and manage their performance constructively – promoting excellence and effectively challenging underperformance – motivating colleagues and facilitating appropriate continuous professional development
- The ability to initiate and manage change to meet the school's strategic objectives
- The ability to lead the development, planning, monitoring and evaluation process
- The ability to manage and plan strategically the use of financial and other resources to achieve the school's objectives

Person Specification continued

- The ability to plan, prioritise and delegate responsibilities according to both the long term and day-to-day needs of the school, monitor their implementation and ensure feedback on their effectiveness
- The ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action
- The ability to create a school environment that promotes behaviours that support students' learning and social development
- The ability to communicate effectively in writing and orally to a range of audiences
- Expertise in best practice and procedures for the safeguarding of students and vulnerable adults

Highly Desirable

- To have a comprehensive and up-to-date understanding of national policy, curriculum developments, and statutory and legal frameworks within which schools operate, including the Ofsted Inspection framework
- Experience of effectively dealing with complaints, resolving problems and reconciling conflicts
- Evidence of commitment to recent personal professional development, and the ability to foster an environment in which all staff share best practice and individuals have opportunities to develop their own careers
- Evidence of having effectively led significant change with clear intent, implementation and impact criteria

Management of Teaching and Learning

Essential

- Demonstrate a sound understanding of student development, learning and care for students with moderate learning difficulties
- Understand how to manage challenging behaviours effectively in accordance with the ethos of the school particularly the non-restraint ethos of the school
- Demonstrate an understanding of the principles of excellence in teaching, learning, care and assessment, competently using digital platforms to provide continuous monitoring
- Demonstrate a thorough understanding of the teaching skills required to achieve high standards and experience of raising student attainment and ensuring strong student progress
- Demonstrate an ability to monitor and evaluate the quality of teaching, learning, care and assessment with a demonstrable impact on improving students' outcomes
- Demonstrate a very good knowledge and understanding of how to provide a broad and balanced education and the widest range of opportunities for all students to enable them to achieve their full potential





Person Specification continued

Highly Desirable

- Understand how to implement and evaluate personalised learning strategies to support excellent classroom delivery of individualised lesson plans in accordance with students' Education and Health Care Plans
- Ability to clearly evidence and communicate student progress and demonstrate outstanding provision in the intent, delivery and impact on both individual students and cohorts

Partnerships, Managing the School and being part of an Academy Trust

Essential

- The ability to work in partnership with Governors, WMAT, the Local Authority, other schools and agencies including Children's Services, Education Funding Agency and the NHS
- The ability to work productively with local educational groups (including Surrey Special Schools' Phase Council, Surrey SLD/ASD network, SPAN – or equivalent) and to develop links with appropriate groups and consultants to manage both education, logistics and facilities
- The ability to work as part of the wider WMAT leadership team supporting the Headteacher Board, wider leadership groups within the Trust and cross-school collaboration
- The ability to attract sufficient students and to manage student placement, admissions and key stage transfers
- The ability to work in partnership with all families to involve them in the education of their students. To promote good staff and parent relationships. To involve all students in their education and learning
- The ability to be accountable to the Governing Body for decisions taken affecting students, staff, premises, facilities, finances and the wider community
- Undertake whole school self-evaluation and performance monitoring using all data available (including local and national standards) to rigorously analyse performance of staff and students, and to ensure facilities, finances and buildings are well-maintained
- Commitment to safeguarding students and ensuring all members of the community share that commitment

Highly Desirable

- Experience of effectively dealing with external contractors and ability to effectively manage their services particularly those relating to transportation, catering and maintenance
- Experience of working within a Trust, Limited Company and/or serving on a Governing Body



THE PARKSCHOOL

Onslow Crescent, Woking, Surrey, GU22 7AT



For full details of this opportunity or to arrange a visit to The Park School, please contact:

Charlotte Cuthbert
Cuthbert Colvill Education Recruitment
E: charlotte@cuthbertcolvill.co.uk/T: 07967 111228

Closing date: Monday, 15th January 2024
Shortlisting: Wednesday, 17th January 2024
Interviews: Tuesday 23rd and Wednesday 24th January 2024



CUTHBERT COLVILL
— EDUCATION RECRUITMENT —