

Ysgol Uwchradd Dinbych

Denbigh High School



*Cyd-weithio - cydlwyddo - â balchder*

*Succeeding Together - Progressing with Pride*

# Head Teacher

Denbigh High School

• vacancy information pack.



## Letter from Kate Sutherland Chair of the Governors

Dear Colleague

Thank you for your interest in this post at Denbigh High School.

We are based in the heart of the Vale of Clwyd and Denbigh High School itself forms a hugely important part of our community.

Whilst we are an English medium mainstream school with 498 pupils we are proud of being a school in Wales reflecting the unique and distinctive Welsh character.

The Head Teacher benefits from working closely with the Governing Body who bring with them a wide range of skills. We are all committed to the school's vision and improvement.

As a school, we are 'in need of significant improvement' (as according to Estyn). We require an exceptional person to join and lead our School with effect from 1 September 2018. The ability to drive our School forward and ensure that we achieve outstanding results for our learners is key. It is important to us that the successful candidate can seamlessly manage change and inspire learners and colleagues in addition to raising standards.

Our School has strong links with its feeder primary schools and the wider community and the ability to maintain and build upon those links is crucial. The Head Teacher will benefit from a supportive Senior Leadership Team as well as a cluster Business and Finance Manager and HR Support who are based at the school.

The salary range for this permanent position is L25—L31, £71,053 - £81,478.

We would welcome applications from those who share the same vision as us; 'succeeding together – progressing with pride'.



# A Message from the Head Boy and Head Girl of Denbigh High School



Hywel Jenkins



Ffion Evans

Our Head Teacher must be authoritative but approachable with a determination to develop high expectations for behaviour and learning.

They must demonstrate, equally, their respect and commitment to both the academic and the creative sides of the curriculum and must recognise the value of the opinions of pupils and staff with regard to raising standards.

They should consider how, within the school budget, educational trips could be made more available and affordable to reflect and encourage the learning ethos within the school.



**Team Tachyon**  
**Formula 1 in Schools**





# The local area

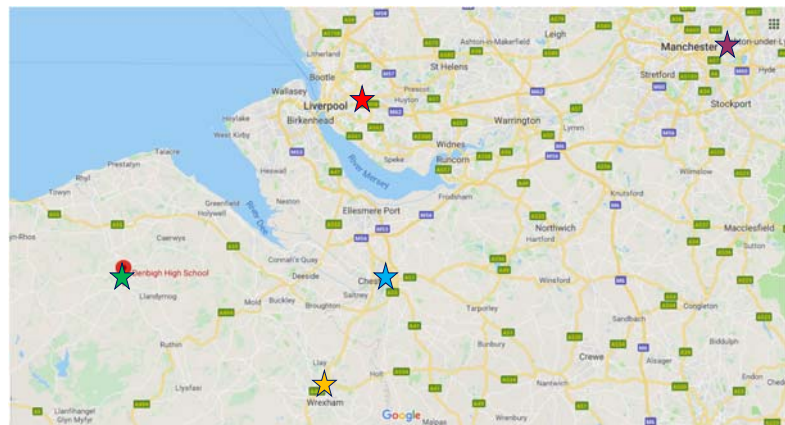
Located in scenic North Wales, residents of Denbighshire are in the fortunate position of being able to enjoy this peaceful Area of Outstanding Natural Beauty which runs the entire length of the county, as well as the hustle and bustle of our market towns and coastline.

Ours is a county of contrasting environments, from wild rivers, mountains and forests, to historic castles, lively towns, and stunning beaches boasting blue flag status.

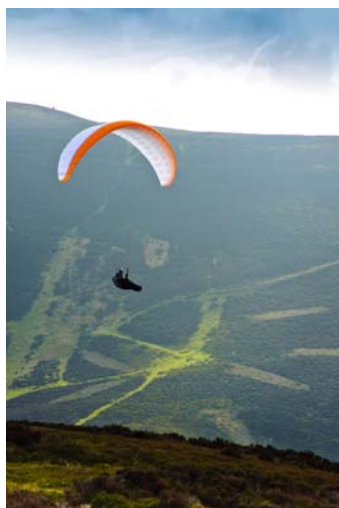
Along the A55, Liverpool and Chester are within an hour's drive, and Manchester is only a further 20 minutes away. For an even quicker journey to these destinations and beyond, there is a mainline train service along the North Wales coast.

Denbigh itself is a historic borough with its impressive castle built by Edward I in 1294. The town has more listed buildings than any other town in Wales. At the same time, Denbigh is a working community living very much in the present, with a lively arts scene and a fine range of independent shops, cafés and restaurants.

There is a diversity of employment potential in the local area, including Qioptiq, the Betsi Cadwaladr University Local Health Board and many tourism / service industry opportunities.



- ★ Denbigh High School
- ★ Chester
- ★ Wrexham
- ★ Liverpool
- ★ Manchester



# How to apply

If you are interested in this unique opportunity, are committed to making a difference and if you have the passion and the integrity we are looking for, then we would warmly welcome your application.

## Information packs are available from:

[www.denbighshire.gov.uk/vacancies](http://www.denbighshire.gov.uk/vacancies)

Or

Helen Murphy, HR Support Assistant — Denbigh Cluster, on [hmurphy@denbighhighschool.co.uk](mailto:hmurphy@denbighhighschool.co.uk) or 01745 812485 ext 48

## To apply:

Complete our application via the Denbighshire County Council website [www.denbighshire.gov.uk](http://www.denbighshire.gov.uk)

In addition to completing the application form please email [hmurphy@denbighhighschool.co.uk](mailto:hmurphy@denbighhighschool.co.uk) and submit:

- A covering letter addressing what you believe are the key priorities for Denbigh High School.



The closing date for applications is **Thursday 1st March 2018**

The interviews will be held on the 12th and 13th March 2018

If you would like to arrange a visit to the school, please contact Helen Murphy on the details above.



# Person Specification

You will be expected to demonstrate most if not all of the following criteria:



## Essential Professional Qualifications:

- Graduate qualification.
- Qualified Teacher Status.
- NPQH (unless already serving or previous Headteacher).
- Relevant professional study or training in educational leadership.

## Experience:

- Headteacher, Deputy or significant experience at senior leadership level.
- Whole school leadership and management.
- Successful experience in delivering school improvement, raising standards and managing change.
- Successful involvement in performance processes and data analysis. Variety of teaching experiences.
- Experience of successful Estyn or Ofsted secondary school inspection.

## Leadership and management:

- Development of whole school leadership and implementation of management systems with appropriate delegation, monitoring and enforcement of accountability.
- Proven experience of motivating, supporting and challenging colleagues at all levels.
- Ability to raise aspirations and improve performance with enthusiasm and motivation amongst all stakeholders to develop leadership and management.
- A high profile role model who develops and maintains effective relationships with staff, students, parents, governors and in the community.
- A depth of knowledge of child protection and safeguarding.
- Development of effective monitoring, evaluation and school development planning to recognise high performance and tackle underperformance with specific measurable targets.
- An understanding of the Welsh National Curriculum and sound experience of curriculum delivery, monitoring and assessment.
- Ability to analyse complex curriculum issues and develop effective solutions.
- Proven experience of effective assessment procedures and learning needs of all students.
- Successful track record in the development of strategies for positive behaviour that are student focused and inclusive.

## Skills and Abilities:

- The ability to make timely decisions and identify and solve complex problems using appropriate analytical techniques.
- Excellent interpersonal and team building skills.
- Excellent time management, planning and delegation skills.
- The ability to work under pressure and maintain high levels of organisational skills.
- The ability to lead, motivate and develop high levels of performance amongst all connected with the school.
- The ability to implement and manage the delivery of sustainable improvements.
- Demonstrate empathy with different cultures including the Welsh language.



# Job Specification

**Job Title:** Headteacher of Denbigh High School

**Job purpose:** To provide vision, leadership and direction for the school. With the governing body, to be responsible for creating and maintaining a productive learning environment which is engaging and fulfilling for all students and fosters the continuous improvement of the quality of education

**Accountable to:** The governing body

**Accountable for:** Standards, all staff and resources

The Headteacher is accountable to the governing body for the leadership, strategic direction and operational management of Denbigh High School in order to ensure that the school's aims are implemented in accordance with the school improvement plan and the policies of the governing body. This will provide a secure foundation from which to achieve high standards in all areas of the school's work. The Headteacher is required to monitor, evaluate and review the impact of policies, priorities and targets of the school and take timely action as necessary. The governing body of the school is committed to the safeguarding, welfare and safety of pupils and staff. The Headteacher must ensure that the highest priority is given to following the guidance and regulations which safeguard all pupils.

## Headteachers – overriding requirements

A headteacher's professional duties must be carried out in accordance with and subject to:

- the provisions of all applicable legislation and any orders and regulations having effect under the applicable legislation, and in particular the Education Act 1996<sup>(20)</sup> and the Act;
- the instrument of government of the headteacher's school;
- any rules, regulations or policies made either by the governing body on matters for which it is responsible, by the authority with respect to matters for which the governing body is not responsible or by the headteacher's employers;
- where the school is a voluntary, foundation or foundation special school, any trust deed that applies to the school;
- any scheme prepared or maintained by the authority under section 48 of the School Standards and Framework Act 1998
- the terms of their appointment.

## Delegation

The professional responsibilities of a headteacher under paragraph 46.9 must not be delegated other than in accordance with paragraph 48.2.

Subject to paragraph 45.1, a headteacher's responsibilities may be delegated to a deputy headteacher, assistant headteacher or other member of the staff in a manner consistent with their conditions of employment, having regard to the nature and extent of their management responsibilities, and maintaining a reasonable balance between work and other commitments for each teacher in accordance with paragraph 51.4.



## Professional responsibilities

A headteacher may be required to undertake the following duties:

### Whole school organisation, strategy and development

- Provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, values and priorities of the school.
- Develop, implement and evaluate the school's policies, practices and procedures.

### Teaching

- Lead and manage teaching and learning throughout the school, including ensuring, save in exceptional circumstances, that a teacher is assigned in the school timetable to every class or group of pupils:
  - ♦ a) in the first, second, third and fourth key stages, for foundation and other core subjects and religious education; and,
  - ♦ b) in the preliminary stages.
- Teach.

### Health, safety and discipline

- Promote the safety and well-being of pupils and staff.
- Ensure good order and discipline amongst pupils and staff.

### Management of staff and resources

- Lead, manage and develop the staff, including appraising and managing performance.
- Develop clear arrangements for linking appraisal to pay progression and advise the relevant body on pay recommendations for teachers, including on whether a teacher at the school who applied to be paid on the upper pay range should be paid on that range.
- Organise and deploy resources within the school.
- Promote harmonious working relationships within the school.
- Maintain relationships with organisations representing teachers and other members of the staff.
- Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a healthy balance between work and other commitments.

### Professional development

- Promote the participation of staff in relevant continuing professional development.
- Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

### Communication

- Consult and communicate with the governing body, staff, pupils, parents and carers.



## Work with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school including relevant external agencies and bodies.

## Rights conferred

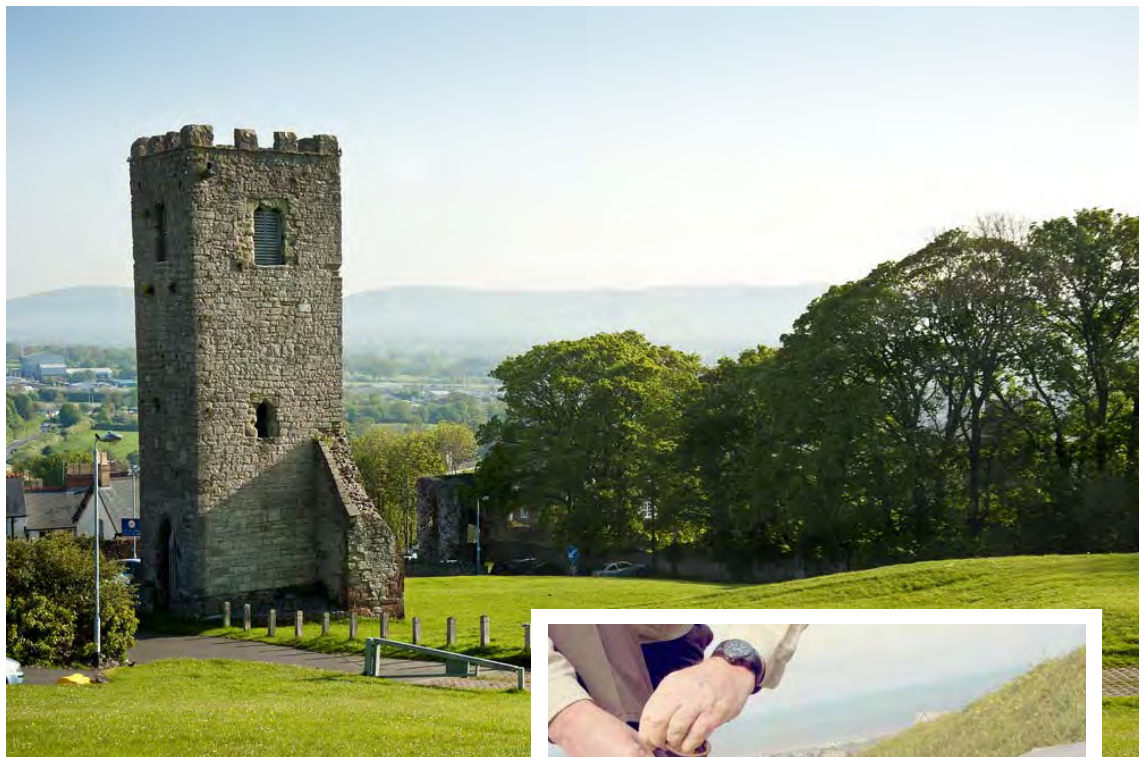
In addition to the provisions of paragraph 51 the following rights apply:

### Dedicated headship time

A headteacher is entitled to a reasonable amount of time during school sessions, having regard to their teaching responsibilities, for the purpose of discharging their leadership and management responsibilities.

### Daily break

A headteacher is entitled to a break of reasonable length in the course of each school day, and must arrange for a suitable person to assume responsibility for the discharge of their functions as headteacher during that break.





**Thank you for  
your interest**

**Denbigh High School**

**Website :** [www.Denbighhighschool.co.uk](http://www.Denbighhighschool.co.uk)

**Facebook :** Denbighshire High School

**Twitter :** @DenbighHighSch

**Address :** Denbigh High School, Ruthin  
Road, Denbigh, LL16 3EX