



Application Pack

Senior Assistant Headteacher

(Teaching & Learning including SEND provision)

Deyes High School

Start Date:	01 January 2025 or as soon as possible
Closing Date:	08:00am, Friday 18 October 2024
Shortlisting:	Friday 18 October 2024
Post Scale:	Leadership L14 – L18
Salary:	£65,010 - £71,729 (pay award pending)
Contract Term	Full Time/Permanent

HOW TO APPLY

To submit your application please use TES Quick Apply



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

“We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”.

We do this by...

- 1) Empowering individuals through learning;
- 2) Fostering a “can-do” attitude that leads to continuous improvement;
- 3) Producing confident young adults with high levels of perseverance, proficiency and integrity;
- 4) Encouraging families and our schools to work together to support student learning;
- 5) Providing a happy, safe, supportive environment where students can learn effectively;
- 6) Developing the whole child with a comprehensive offer of wider curriculum;
- 7) Engaging with our students to inspire, contribute and care;
- 8) Developing leadership at all levels for students, staff, governors and our communities;
- 9) Promoting an enterprise culture that creates close working partnerships with business and wider partners;
- 10) Committing to having honest conversations about our strengths and our opportunities for growth.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiat, celebrating your own and others' success.

We Offer

At Lydiat Learning Trust we believe in recruiting talented, capable people and developing them to fulfil their career ambitions so that we Engage, Enable and Empower our young people. We offer:

- | | |
|---|---|
| ❖ A future vision map and professional development | ❖ A friendly Trust which looks after the wellbeing of its staff |
| ❖ A highly competitive salary | ❖ Coaching (internal and external to the Trust) |
| ❖ A staff development programme and appropriate CPDL | ❖ A high quality and supportive onboarding programme |
| ❖ Excellent occupational health and employer assistance programme | ❖ A modern and relevant approach to appraisal |
| ❖ Cycle and Technical salary sacrifice scheme | ❖ Annual Flu Jabs |
| ❖ Family friendly policies | ❖ An excellent Pension Scheme |
| ❖ Union recognition | ❖ Personal recognition and reward |

Welcome



**DEYES
HIGH
SCHOOL**
LYDIATE
LEARNING TRUST

Thank you for your interest in the position of Senior Assistant Headteacher with responsibility for Teaching & Learning including SEND Provision. This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. We hope it answers all of your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application.

We are seeking to appoint an enthusiastic and inspirational Senior Assistant Headteacher who is dynamic, creative and ambitious.

The successful candidate will work alongside the Head of School and Senior Leadership team to secure high-quality and engaging curriculum experiences that inspires, enables and empowers our students to reach their individual potential.

You will have a proven track record of successful leadership at middle or senior leadership level. You will be able to demonstrate personal skills and qualities that align to an already established positive, hardworking and committed team. You will be fully committed to the Lydiate Learning Trusts ethos.

Deyes High School is proud to have been the founding school in Lydiate Learning Trust. As a Trust we are expanding and working together across both the primary and secondary sectors with the ambition of becoming outstanding. Our place in Lydiate Learning Trust enables us to benefit from a wealth of collaboration in all aspects of school life, from leadership and teaching and learning to professional development and our people strategy.

Deyes High School is a vibrant, ambitious and oversubscribed school that is rated 'good' by Ofsted. Our ambition is to be 'outstanding' in all areas and welcome your application to be part of that journey.

In April 2024, our new state of the art building was completed and is now fully operational. Staff and students are now benefitting from our modern building which spans three floors and boasts a host of state-of-the-art facilities, including high-tech classrooms, specialist science laboratories, a learning resource centre, an art studio and a multi-use games area. Our new building is net zero carbon in operation, with photovoltaic panels for solar power, hybrid natural vent units and three air source heat pumps. When Phase Two is completed in 2025, the school grounds will include large playing fields and sports pitches, a wildlife garden, a nature trail, and a habitat area to support learning and promote wellbeing for our 1,400 students.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Deyes offers a friendly, welcoming and enriching environment for all, including those who work, visit and study here.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

Our people are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level to senior leadership.

If you feel you are up to the challenge, keen to do well and would enjoy working at Deyes High School, then please apply.

We do hope you are that special person we are looking for and we look forward to hearing from you.

Warmest wishes,

Mrs V Beaney
Head of School
Deyes High School

Mrs A Stahler
Chief Executive Officer
Lydiate Learning Trust

Deyes High School – New Build



This opportunity comes at a time of extremely exciting change and development for Deyes High School as we moved into our new school building on 15 April 2024. The facilities in these areas of our new building are state of the art and present us with many new opportunities for learning experiences. Please see our website for more information.

Job Description

Senior Assistant Headteacher: Teaching and Learning including SEND provision

Reporting to	Head of School
Salary	L14-18
Contract Term	Full time/Permanent

Core Purpose	<p>The Senior Assistant Headteacher will support the Head of School and deputy Head of School in:</p> <ul style="list-style-type: none"> Communicating the school's vision compellingly and supporting the Head of School's strategic leadership. The day-to-day management of the school. Formulating the aims and objectives of the school. Establishing policies for achieving these aims and objectives. Managing staff and resources to that end. Monitoring progress towards meeting the school's aims and objectives. The Senior Assistant Headteacher will also have a timetabled teaching commitment complying with the Teachers' Standards and modelling best practice for others. They may also be required to undertake any of the duties delegated by the Head of School.
Jointly Responsible For	<p><u>School culture and behaviour</u></p> <p>Under the direction of the Head of School or deputy Head of School, the Senior Assistant Headteacher will:</p> <ul style="list-style-type: none"> Create a culture where students experience a positive and enriching school life. Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life. Ensure a culture of staff professionalism. Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy <p><u>Teaching, curriculum and assessment</u></p> <p>Under the direction of the Head of School or deputy Head of School, the Senior Assistant Headteacher will:</p> <ul style="list-style-type: none"> Establish and sustain high-quality teaching across subjects and phases, based on evidence, developing this within and across faculties and quality assuring as part of a team and within a framework. Ensure the teaching of a broad, structured and coherent curriculum by monitoring and developing supportive documentation together with high quality implementation in the classroom. Establish and provide support for curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities. Develop secure, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum. Implement these approaches to ensure impact on student outcomes.

Additional and special educational needs and disabilities (SEND)

Under the direction of the Head of School or deputy Head of School , the Senior Assistant Headteacher will:

- Promote a culture and practices that allow all students to access the curriculum.
- Implement organisation and pedagogical approaches to ensure positive outcomes for students with SEND.
- Have ambitious expectations for all students with SEN and disabilities.
- Create a framework for working effectively with parents, carers and professionals to identify additional needs, and provide support and adaptation where appropriate. Implement this framework to ensure measurable outcomes.
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Organisational management and school improvement

Under the direction of the Head of School or deputy Head of School, the Senior Assistant Headteacher will:

- Establish and oversee systems, processes and policies so the school can operate effectively and efficiently.
- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Ensure effective use of budgets and resources.
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Make sure these school improvement strategies are effectively implemented.

Staff management and professional development

Under the direction of the Head of School or deputy Head of School , the Senior Assistant Headteacher will:

- Performance manage middle leaders, including carrying out appraisals and holding staff to account for their performance.
- Manage staff well with due attention to workload.
- Ensure staff have access to appropriate, high-standard professional development opportunities.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet their own needs.

Governance, accountability and working in partnership.

Under the direction of the Head of School or deputy Head of School , the Senior Assistant Headteacher will:

- Work with the governing board as appropriate.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Work successfully with other schools and organisations.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students.

General Leadership Duties	<ul style="list-style-type: none"> • To safeguard and promote the welfare of children at Deyes High School. • To closely cooperate with the Head of School who will delegate work as appropriate. • To share responsibility with the rest of SLT for ensuring a positive ethos and outstanding learning environment • To share the responsibility with all SLT to ensure effective communication/consultation as appropriate with the parents and all outside agencies and to ensure the school's priorities for development are effectively communicated to all stakeholders • To actively promote Deyes High School at liaison events and at external visitor evenings such as Open Evening and Parents Evenings • To share responsibility in being highly visible around school at the start and end of the day, breaks, lunchtimes and lesson changeovers • To share the SLT responsibility to be an excellent role model for staff and students and to oversee the discipline and good order of the school • To promote teamwork and to motivate staff to ensure effective working relations at all levels • To contribute to, advise on and take part in the strategic development of the Self-evaluation and Deyes High School improvement planning processes including the School Improvement Plan (SIP) and self-evaluation documents (SES) • To contribute to, and where appropriate to take responsibility for, the development of Deyes High School policies • Where appropriate, to line manage departments, year groups or other areas as directed by the Head of School • To participate in a range of designated meetings, especially the weekly SLT meeting • To carry out the required teaching load commensurate with a Senior Assistant Headteacher at Deyes High School • To develop and enhance the teaching practice of others. • To set challenging SMART targets for own Performance development and review and to lead and review the performance of others. • To teach Good/Outstanding lessons and to be a role model for excellent performance in the classroom.
Specific Responsibilities and success criteria	<p>Specific responsibilities and success criteria will be agreed by the Head of School and the newly appointed Senior Assistant Headteacher.</p>

The above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.

All duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all teachers as set out in the Teacher Standards and the most recent School Teachers' Pay and Conditions Document.

Person Specification

Senior Assistant Headteacher: Teaching and Learning including SEND provision

KNOWLEDGE/QUALIFICATIONS	
Graduate with qualified teacher status	E
Knowledge of relevant curriculum areas at KS3,4 and5 including a sound understanding of assessment, monitoring and behaviour strategies	E
An excellent classroom practitioner	E
Specific and up to date specialist knowledge appropriate to developing others	E
Knowledge of strategies to lead a team of staff to deliver successful outcomes	E
Knowledge of behaviour strategies to raise attainment	E
Experience of working with external agencies to raise attendance	E
EXPERIENCE	
Teaching in a multi-ethnic school/Experience of multi-ethnic situations	E
A proven track record of excellent outcomes for students	E
Working with others at whole school level	D
Using data to raise expectations and achievement	D
Leading professional development	D
Experienced and successful Head of curriculum area/Year Achievement Leader	E
Experience of leading strategies at whole school level	D
SKILLS	
Ability to apply knowledge and understanding of the characteristics of high-quality teaching and to articulate to colleagues how the quality of learning can be improved	E
Willingness to learn and apply new strategies for improving and sustaining the highest quality of teaching, learning and achievement	E
Ability and willingness to utilise ICT to aid teaching and learning	E
Strong communication skills and the ability to communicate vision to people at all levels	E
Ability to apply highly effective behaviour management strategies and to guide colleagues to do the same	E
An understanding of the role and importance of guidance in securing successful outcomes for students	E
Ability to demand the highest standards, using flair and creativity to engage, enthuse and challenge students of all abilities, needs and backgrounds	E
The ability to think strategically but have an 'eye for detail' – be able to turn theory and ideas into practice	E
Effective organisational, personal management and time management skills	E
Work independently and be a team player	E
Ability to be solution focussed	E
Strong personal drive	E
A self-starter	E

A task completer	E
Willingness to be flexible	E
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS	
Commitment to continuing own professional development	E
Self-awareness, empathy, managing feelings, motivation, social skills	E
Commitment to support, mentor and coach colleagues in managing and evaluating change	E
Work in ways that promote equality of opportunity for all	E
Commitment to abide by and uphold the policies on Equal Opportunities, Health and Safety and Child Protection	E
Energetic and enthusiastic	E
Optimistic in approach and demeanour	E

Equal Opportunities

LLT is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

To assist us in monitoring the operation of our equal opportunities policy, and for no other reason, please ensure you complete an [equal opportunities monitoring form](#) which can be found on our Careers Homepage.

Safeguarding & Enhanced DBS Checks

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expect staff to share this commitment and maintain a vigilant and safe environment. All posts are subject to an enhanced DBS check. All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures.

Appendix 1 = Leadership Standards

The Leadership of the Academy at all levels is critical if we want to embed ambition and drive improvements. We will use the draft School Leadership standards to quality assure and performance manage the Senior Leadership team of the School. All Leaders need the following attributes:

- Positive, enthusiastic outlook, embracing risk and innovation
- Engagement in collaborative partnership working, within and beyond the school.
- Integrity in relation to their own and the school's practice
- Courage and conviction to achieve the best outcomes.
- Respect and empathy towards others
- Resilience, perseverance and optimism in the face of difficulties and challenges
- Decisive, consistent and focused on solutions
- Drive for improvement and challenging underperformance
- Capacity to be flexible, adaptable and creative.
- The humility to receive 360-degree feedback and act upon it.
- High levels of interpersonal skills.

There are 5 Core Skills that Leaders need to have

1) Leading Teaching and Learning	2) Leading Strategically	3) Leading the Organisation	4) Leading People	5) Leading in the Community
<ul style="list-style-type: none"> engage parents in children's teaching and learning manage and use performance data develop whole school culture of best practice in teaching and learning create flexible and comprehensive learning opportunities for all students capitalise on appropriate sources of external support and expertise deploy technology to support teaching and learning develop and use effective assessment and moderation systems evaluate, review and develop systems and structures including the faculty curricular plan. 	<ul style="list-style-type: none"> think strategically, analytically and creatively (Always looking for solutions) build capacity and achieve sustainability (Always looking to develop for the long term) deal with complexity and uncertainty (Always being aware that complex problems exist) build a vision and communicate clear purpose and sense of direction model the vision and values of the school (Positive approaches) anticipate, lead & manage change use research to support and challenge practice inspire, challenge, motivate & empower others to attain challenging outcomes work strategically with partners celebrate achievement and acknowledge excellence 	<ul style="list-style-type: none"> manage financial, human and physical resources seek expertise and advice from within and outside the school establish structures and systems so operational decisions are based on informed discussion delegate, collaborate and distribute leadership manage others within an accountability framework create an environment which enables people to perform at their best and underpins effective employee relations develop and sustain a safe, secure and healthy school environment create a working environment which takes account of workload and work-life balance manage relations 	<ul style="list-style-type: none"> create a culture which encourages ideas and contributions from others develop self-awareness, self-management and self-confidence and use effectively listen, reflect and communicate effectively negotiate and manage conflict, providing appropriate support give feedback and provide support to improve performance hold people to account and challenge under performance develop a culture of learning and continuous professional development receive and act on feedback to build on strengths and improve personal performance foster an open, fair and equitable culture motivate, develop, empower and sustain individuals and teams 	<ul style="list-style-type: none"> establish and engage in partnerships, including working with multi-agency teams collaborate and work within and across the community engage the community in systematic evaluation of the school's work and act on outcomes take a leadership role within and across the community consult, engage and communicate with staff, students, parents and carers to enhance children's learning engage in cross phase working and transition issues engage in school-to-school collaboration and contribute to leadership in the wider education system contribute to achievement of community cohesion broker and commission services