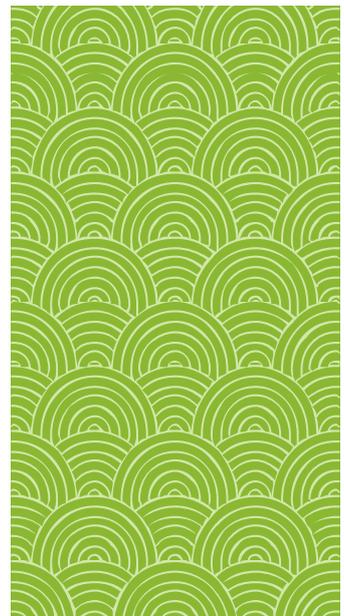




**Applicant Information Pack
Position:
Deputy Headteacher**





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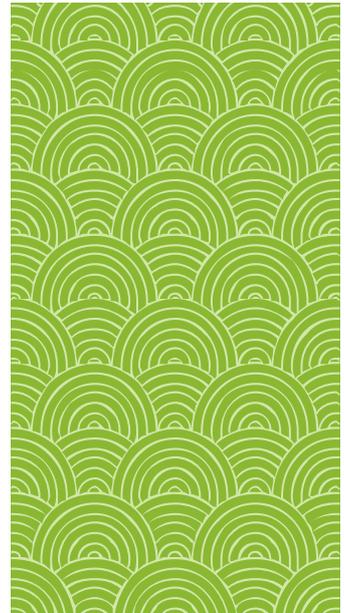
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A message from the Headteacher

Thank you for showing an interest in the position of Deputy Headteacher at REACH School. This is an opportunity for an outstanding, ambitious and dynamic person to join our school during the next phase of its journey. REACH School is an alternative provision school that places the best interests of young people at the heart of everything we do.

At REACH, everyone is committed to providing the best educational experiences and opportunities for our students. We are committed to high quality teaching and learning and achievement for all: for our students to be safe, happy and successful developing into caring, responsible citizens, who participate fully in school life and are proud of their achievements.

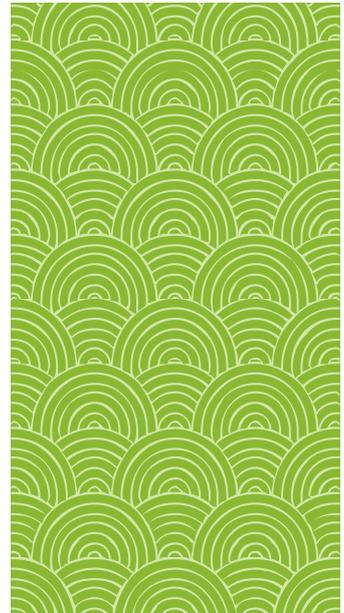
At REACH School, we recognise that students who attend our school exhibit a wide range of both educational and emotional needs, which by their very nature can impinge negatively on their progress. With this in mind we support our students with a carefully planned, well rounded and fulfilling curriculum to prepare them for their further education, and for their future as citizens of the UK.

If you are excited by the prospect of playing a significant role in helping us achieve our ambitions; have a core belief that all students, no matter what their background or ability, can achieve; and have a passion for and clear understanding of providing an outstanding education, then we would love to hear from you. In return, we will guarantee you the very best level of support, focusing on providing you with the right environment.

If you have any questions about our school, or the role itself, please do not hesitate to get in touch with me on 0121 6758989. In the meantime, please visit our school website www.reachschoo.co.uk to get a further insight of what we have to offer.

Yours sincerely

Nicola Redhead (Headteacher)



About Us

REACH is an alternative provision school for students in years 9 - 11. Our values are underpinned by a supportive and inclusive ethos, allowing students to thrive and be themselves.

At REACH, we aim to raise standards amongst the most vulnerable learners in South Birmingham with quality accredited pathways and personal development programmes. We have created innovative spaces in school to support student's learning and enable us to deliver an appropriate and relevant curriculum specific to the individual needs of our students.

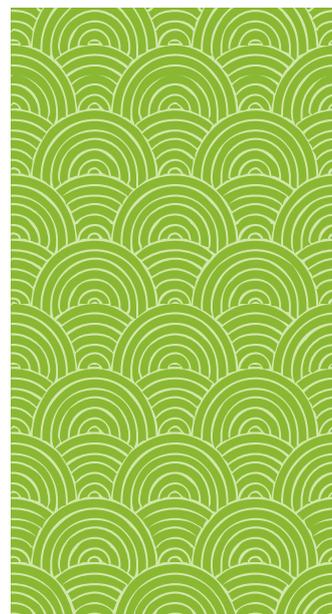
We have the very highest expectations of students, and of ourselves, year on year we set challenging targets and goals and then work tirelessly to ensure these are achieved, not just in academic performance but in all aspects of school life.

We understand that positive relationships are crucial to success in life, and to successful learning. Students learn and develop most effectively when they are happy and secure. At Reach School, we strive to develop an environment in which young people thrive, working to develop trust and mutual respect between everybody within our school and beyond.

Code of Conduct

We RESPECT ourselves, others and REACH School
We take PRIDE in our achievements and appearance
We come to school to SUCCEED in learning and are ready to LEARN
We take RESPONSIBILITY for our own actions and learning
We BELIEVE in our futures

Our success is tested not by the absence of CHALLENGES but in the way we address them



VISION

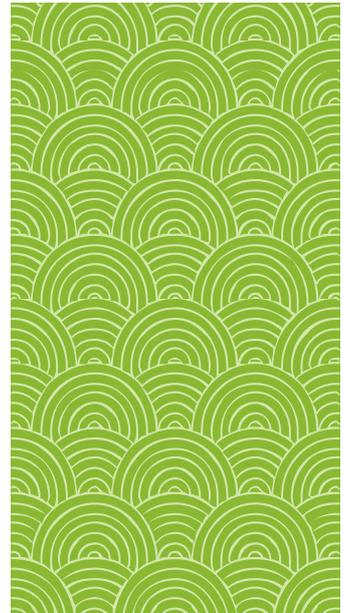
REACH will raise standards amongst the most vulnerable learners in South Birmingham with quality accredited pathways and therapeutic personal development programmes.

At the centre of a mature network of secondary schools REACH will build engagement through the development of innovative environments and tailored support.

We are committed to challenging pupils in ways that increase resilience. By supporting families and providing a bridge for sixteen year olds into appropriate educational or vocational progression, we champion maximised life chances for all young people.

Within a bigger educational family, REACH grows out of the need for a continuum of provision providing swift access to learning for young people at risk of being out of education or those who have already fallen outside of mainstream settings. As part of an assessment process, wherever possible we will reintroduce learners, fully or partially, to healthy mainstream education. Benefitting from the powerful collaboration of the maintained schools of South Birmingham we are building on a track record of successful fresh starts following short-term interventions as well as discrete long-term alternative education pathways.

Reaching out to all our learners, we will
Educate them in the widest sense so that they can
Achieve their potential and progress on to appropriate pathways.
Challenging our learners in a variety of different ways that increase resilience, we will have
High expectations of student and family engagement, which in turn will bring success.



Job Advert
Deputy Headteacher - Leadership 11-15
(negotiable for outstanding candidate)
Required for September 2019.

We are seeking to appoint a highly motivated, organised and forward-thinking Deputy Headteacher to join our school from September 2019. The role would be suitable for an experienced Deputy/Assistant Headteacher or a member of staff who wishes to take the next step from middle management on their leadership journey. There is a tailor-made whole school professional development programme to enable you to further develop your career at REACH School. The successful candidate will lead teaching, learning and assessment across the school.

We are looking for a leader who can create a culture where staff and students are motivated to develop their own skills. This is an outstanding opportunity for a creative professional with the drive to improve the education of young people. The successful candidate will have a passion for quality teaching and learning that improves outcomes.

REACH school offers a continuum of provision, providing swift access to learning for young people at risk of being out of education or those who have already fallen outside of mainstream settings. Benefitting from the powerful collaboration of the maintained schools of South Birmingham we are building on a track record of successful fresh starts following short-term interventions as well as discrete long-term alternative education pathways. You would be joining a supportive, committed and experienced team who work hard to deliver innovative and enjoyable lessons. In return for your hard work you will receive exceptional support and training.

If you have a strong desire to help students to achieve the best they can, regardless of their starting points, whilst fulfilling your own potential, then we would be very pleased to hear from you.

REACH School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our commitment is underpinned by robust processes and procedures that seek to continuously promote a culture of safeguarding amongst our workforce.

All successful applicants will be required to complete an enhanced DBS check which must be maintained throughout the period of employment.

Further details and an application form can be obtained by contacting Lorna.Bennett@reachschool.co.uk or visiting our website www.reachschool.co.uk

Closing date for applications: 9.00am Monday 29th April 2019

Interviews will take place on: Thursday 9th May 2019

We are an Equal Opportunities Employer.



Job Description

Title of post: Deputy Headteacher with a focus on Teaching, Learning and Assessment.

Salary: L11-15

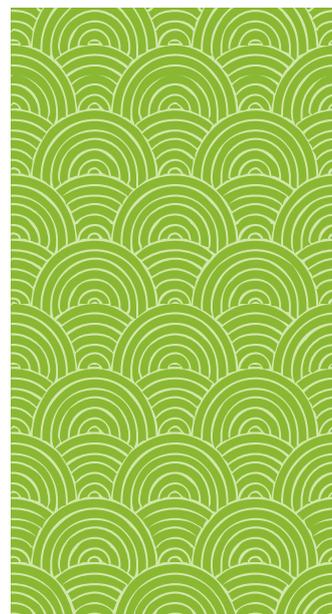
Responsible to Headteacher

This post is an opportunity to play a crucial role in ensuring that REACH School continues to develop in its good and outstanding practice. The Deputy Headteacher will be responsible to the Headteacher and will work alongside SLT in defining, articulating and implementing the shared vision and values of the school through effective communication and engagement with all stakeholders.

It is expected that the Deputy Headteacher will demonstrate outstanding leadership skills working under the direction of the Headteacher on the implementation of the strategic aims of the school. They will work with individuals and groups to ensure the provision of a high-quality education for our students.

General Leadership duties

- Work in collaboration with the Headteacher to ensure outstanding leadership and management across the school
- Lead by example and be committed to high expectations
- Assist in the day-to-day running of the school
- Deputise for the Headteacher when required
- Maintain a high profile around school
- Lead on delegated areas of responsibility
- Participate in the appraisal of staff
- Uphold and embed a culture that enables students and staff to excel
- Help to improve the outcomes and progress of all students
- Have a deep and accurate understanding of the school's effectiveness and strategies for improvement
- Oversee teacher development and improvement to ensure highly effective teaching and learning across the school
- Help to create a climate in which teachers are motivated and are encouraged to develop their practice
- Support the spiritual, moral, social and cultural development of students ensuring that the promotion of British values is at the heart of the school's work
- Promote inclusion, equality of opportunity and diversity
- Contribute to the safeguarding of students, promote student welfare and work with the Headteacher and Pastoral Leader to ensure that students feel safe and staff are trained to identify safeguarding needs
- Work effectively with all stakeholders and external providers to secure the best outcomes for all
- Contribute and take an active part in staff meetings and other key meetings as appropriate



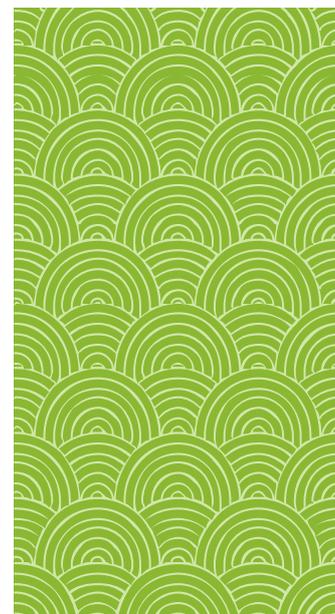
- Participate in and support in the organisation and management of whole school events
- To take an equitable share of duties and lunchtime supervision
- To line manage and appraise designated staff
- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes
- Contribute to the School Improvement Plan, SEF and other key documents as required

Teaching, Learning and Assessment

- To monitor and evaluate the quality of teaching and learning across the school
- To ensure that new teachers are supported and undertake an effective induction programme
- To ensure that support is provided for individual teachers where this is needed, to ensure lessons consistently meet teacher standards
- To demonstrate and articulate consistently high expectations of pedagogy and classroom practice to provide challenge and improvement
- To deliver whole school training and lead whole school teaching and learning initiatives
- To lead key post holders and support Subject Leaders in improving the quality of teaching and learning
- To ensure all students have an identified baseline level of entry from which to measure progress and to create, collate and analyse whole school data
- To ensure that parents students and staff are informed of progress towards individual and whole school targets
- Subject leaders are held accountable for levels of progress within their subject area
- Subject leaders are challenged and supported to raise standards of achievement and progress in their subject areas
- To have a teaching allocation in the school
- To manage the writing of school reports alongside the data manager

Curriculum Development

- Monitor the quality of the curriculum, implement and sustain effective monitoring and observation systems
- Lead, motivate support challenge and develop staff to secure curriculum improvement
- Manage monitor and review the range and quality, of all curriculum resources in order to improve the quality of education and improve student's achievements
- Support in the ethos, curriculum and educational direction which secures sustained improvement in student's spiritual moral social and cultural development so preparing them for opportunities responsibilities and experiences in adult life.
- To develop and lead a responsive and innovative curriculum alongside the Headteacher



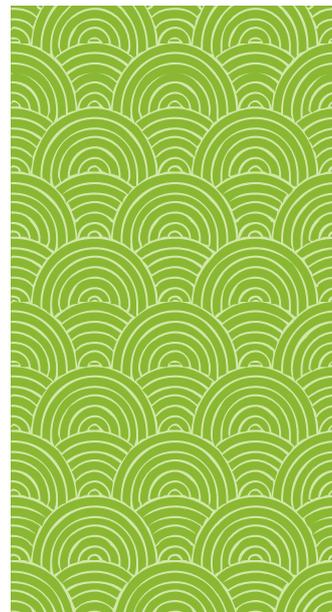
- To provide leadership for curriculum delivery, learning resources and learner progress
- Annually evaluate the impact of the school curriculum with the headteacher and make recommendations for future planning
- Be pro-active in promoting innovative curriculum proposals
- To be knowledgeable of education at local, national and global levels
- Maintain up-to-date knowledge of qualification frameworks, subject specifications, assessment procedures and national initiatives
- To ensure the school fulfils its statutory requirements and delivers a curriculum in line with school policy.
- To ensure the Governors and Subject teachers are up to date with statutory requirements and curriculum

General Duties

- Carry out duties of a school teacher as set out in the current School Teacher's Pay and Conditions Document
- Uphold and promote the ethos and values of the school
- Uphold and follow the policies of the school
- Establish positive working relationships with all stakeholders
- Be a representative of the school
- Ensure the well-being and safety of students at all times
- Maintain professionalism at all time

This job description is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment.

The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.





Person Specification

Post: Deputy Headteacher

Responsible to: Headteacher

Salary: L11-15

Qualifications:

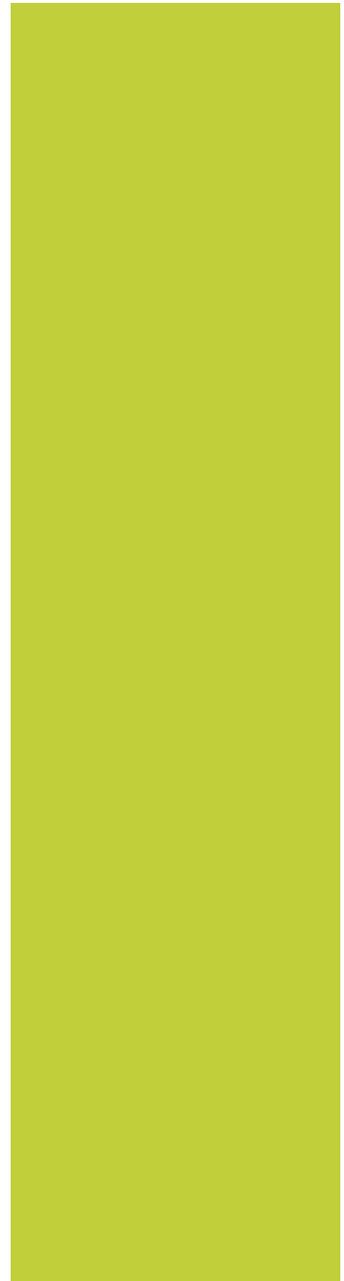
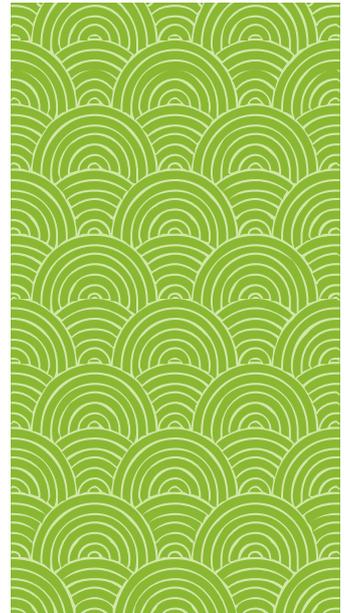
- Qualified Teacher status.
- First or subsequent degree.
- Recent and relevant professional development.
- A commitment to own professional development
- Senior leadership development such as NPQSL or NPQML is desirable.

Experience:

- Experience of working as a leader and manager within a school setting.
- Experience of working effectively with school governors and/or link schools is desirable.
- Proven record of own high-quality teaching and classroom management alongside leading an area of school improvement.
- Experience of strategies that have impact on raising individual student and whole school standards.
- Ability to meet the needs of all students through effective curriculum and assessment.

Skills:

- Demonstrate a thorough understanding of the requirements needed to carry out the main responsibilities.
- Evidence of a commitment to excellence and enjoyment and maximising the academic and personal achievement for all students. Having the highest expectations of all students.
- Evidence of communicating effectively both orally and in writing, giving clear instructions / with a wide range of audiences.
- Evidence of the skills and abilities required to advise, mentor and coach teachers in order to improve the quality of teaching.



- Evidence of the ability to maintain excellent classroom behaviour in a positive context and to promote well-ordered and self-disciplined behaviour throughout the school.
- To have a clear understanding of effective whole school self-evaluation.
- Up to date knowledge & understanding of the current national education priorities.
- Understanding of how children learn and effectively apply their learning.
- Confident use of ICT communication skills
- Knowledge and understanding of data analysis and the ability to use data to set targets for improvement.

Personal Qualities:

- Evidence of the personal and intellectual qualities required to set an example to others and lead a team.
- Excellent communication skills and interpersonal skills.
- Respect the views of parents, carers and children, and a commitment to the involvement of these groups in the learning process.
- The ability to remain calm, composed and positive when faced with challenges or set-backs. To think creatively and to find positive solutions and identify opportunities.
- The ability to lead and manage change effectively. To use initiative and to think analytically and flexibly.
- Adaptability to changing circumstances and energy and enthusiasm.
- Reliability and integrity.
- Ability to plan time and organise work effectively, including prioritising and managing own time effectively as well as working under pressure, meeting deadlines and being self-motivated.



Application details

Completed application form and DBS declaration must be received by deadline in the advert.

Applications may be submitted to:

Email documents to: **Lorna.Bennett@reachschool.co.uk**

or post/ hand deliver documents to: REACH School, 9 High Street, Kings Heath, Birmingham, B147BB

Completing the application

Candidates are asked to complete all the standard information required on the application form and to submit a supporting statement addressing the job requirements.

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are aware of the need to respond within the timescale set. In all cases two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current requirements relating to child protection this will include an enhanced DBS check.

Feedback

Please note that we do not confirm receipt of applications.

Selection process

Candidates who are shortlisted will be contacted and invited in to participate in the selection process. We do not inform candidates if they have not been shortlisted.





Address

REACH School,
9 High Street, Kings Heath, Birmingham,
B14 7BB

Telephone

0121 675 8989

Email

Contact us by email at:
Lorna.Bennett@reachschool.co.uk

REACH School

*"Reaching all Educating to Achieve through
Challenge with High expectations"*

