



HEDINGHAM SCHOOL
AND SIXTH FORM

DEPUTY HEADTEACHER

CANDIDATE INFORMATION



HEDINGHAM SCHOOL - CONTEXT

Hedingham School and Sixth Form is an over-subscribed, independent Academy situated in an attractive village in North Essex (within easy reach of Braintree, Chelmsford, Colchester and South Suffolk). Our students are polite and engaged and love to learn and our parental body is highly supportive. As one student recently put it when speaking to an Ofsted inspector, *"The school values shape us into adults."*

We are a school that values its history, maintaining traditional events and initiatives that are deep rooted in the local community whilst embracing new technologies, such as our offer of T-level Digital Business Services in our new state of the art T-level building, alongside our rural vocational centre supporting students towards pathways into local industry including agriculture.

Hedingham School provides a high-quality educational experience for all students and strives to ensure that each individual's academic and personal development is fulfilled.

We offer a vibrant learning environment where students are encouraged to 'think' and explore strategies to grasp and apply knowledge.

The curriculum offered is purposeful and stimulating, allowing students to build a range of skills as they progress through school.

We want our students to be resilient and take on the challenges of the 21st century. We encourage them to approach school with confidence and participate fully in all aspects of school life.

At Hedingham School, our students support and care for each other and display high levels of respect for all members of the community. Hedingham School has a strong 'culture' which actively promotes equality of opportunity, allowing all students to pursue their ambitions.

We believe in building strong partnerships with parents, based on trust and confidence.

Ofsted 2023



DEPUTY HEADTEACHER CANDIDATE INFORMATION

Thank you for your interest in Hedingham School's Deputy Headteacher post. Hedingham School is committed to the values that it shares with our students, staff and community. We strive to provide a high quality educational experience for all students and to ensure that each individual's academic and personal development is fulfilled. We aim to provide challenges and successes for all by offering diverse opportunities in and out of the classroom.

Our Leadership Team are highly skilled, highly professional and collaborative individuals and it is vital that the person appointed contributes to this collective drive as part of the wider team.

As a sole Deputy, the role is multi-faceted and they will need the skills and qualities to lead any initiative that emerges as a priority.

This is a demanding but fulfilling role that is pivotal in supporting a willing and well established team of staff to provide an exceptional educational experience for all students at Hedingham School and Sixth Form. We are privileged to work with talented and committed staff, enthusiastic pupils and supportive families, Governors and partners. We are looking for a person who will work with the Leadership Team and myself to build on our school culture and help us grow and evolve.

Mr Paul Finch

DEPUTY HEADTEACHER

HEADTEACHER (SEPTEMBER 2024)



MISSION STATEMENT

'Hedingham School seeks to create a challenging and stimulating learning environment that encourages high expectations for all learners. Students are prepared for life in the 21ST century through a safe, caring and supportive environment. We strive to foster positive relationships with students and staff, offering mutual respect for all members of the community!'

OUR SCHOOL MOTTO IS:

READY RESPECT SAFE

VISION

This vision is driven through our school curriculum. Our aim is to ensure that the curriculum delivers the following principles:

To provide the knowledge and skills required to be successful learners

To create resilient and independent learners who are able to meet the challenges of the 21ST century

To prepare learners for the next step in their education

To broaden their horizons through a rich and varied enrichment programme

To encourage learners to be active citizens who contribute positively to the community



THE ROLE

An exciting opportunity has arisen to appoint an exceptional leader as a sole Deputy Headteacher who will be required to provide strategic leadership and implementation oversight of school improvement priorities.

As Deputy Headteacher you will play a major role in supporting The Headteacher in maintaining and developing the ethos, culture and traditions of the school.

MAIN RESPONSIBILITIES

The Deputy Headteacher will have a set of responsibilities as agreed by the Headteacher aligned with school development priorities. They will be crucial in supporting the implementation of the school vision and policy. The Deputy Head would be expected to deputise for the Headteacher in their absence.

Exact responsibilities will be influenced by the emerging needs of the school but will involve:

Curriculum

Strategic mapping of the school curriculum KS3-5

Oversight of curriculum implementation

Effective staffing of school curriculum, deciding priorities and allocation of resources

To ensure that all students are represented in the curriculum and that there is an inclusive nature to our high expectations

Teaching and Learning

To effectively support the implementation of high quality, purposeful staff CPD, maintaining strong links with external experts and to keep speed with up to date developments in regards to pedagogy and practice

To help quality assure the teaching and learning by contributing to monitoring processes and liaising with Senior and Middle Leadership

To ensure that there is an unwavering commitment across the school to improving the quality of teaching

DEPUTY HEADTEACHER CANDIDATE INFORMATION

Leadership

Direct Line Management of a range of Middle Leaders

Collectively coordinating all middle leaders as the “engine room” of the school

Offering “visible leadership” to help oversee the day to day operation of the school

Contribution to, and ongoing monitoring of, the school development plan

Secure the commitment of parents and the wider community to the vision and direction of the school

Provide inspiration and motivation for the pupils, staff, Governors and parents

Student Attainment & Progress

Co-ordination of intervention strategies and initiatives to maximise students progress towards examinations

Lead a programme of constant innovation and development across all areas covered by the academic remit

Analysis of progress data and dissemination to relevant parties

Drawing on data from monitoring and analysis of examination performance and ensuring that departmental improvement plans are in place and are actively implemented

Behaviour & Attitudes

Maintain and develop high standards of behaviour across the school and encourage effective and proactive strategies including praise and encouragement

Effectively deal with behaviour concerns raised by staff, students and parents and support them with maintaining agreed standards of behaviour

Liaise closely with Assistant Headteachers and the year teams on the positive management of student behaviour

Maximise the contribution of all staff to improve the quality of education provided and ensure positive relationships are forged between staff and students

PERSON SPECIFICATION

ESSENTIAL

DESIRABLE

EXPERIENCE

To hold QTS

Evidence of prior successful leadership at senior level

Experience of having led significant school improvement through its leadership, ethos, teaching and learning and wider quality of education

Evidence of positive and sustained impact on student outcomes at whole school level

Experience of effective management of staff and supporting their professional development

Experience of developing links with the local and wider community

Experience of Post 16 education

Leadership qualification

KNOWLEDGE/ SKILLS

Evidence of strategic planning from design and implementation to review

Proven ability to manage and implement change

Knowledge and understanding of strategies to promote inclusion and equality provision across the school

Promotion and implementation of positive behaviour strategies

Good understanding of how to exploit opportunities to enrich and enhance the curriculum to address the needs of all students

Ability to work closely with the community in a cohesive manner

High level of written and verbal communication, within and beyond the school

To be able to work under pressure

Ability to motivate and inspire colleagues

Ability to be innovative, manage and respond to change

Knowledge and experience of effective safeguarding

In depth knowledge of current issues affecting 11-18 schools

Experience of having led aspects of school life involving a high level of contact with parents and the wider community

PERSONAL CHARACTERISTICS

Ability to lead and work as part of an effective team

Willingness to work hard, show resilience and tenacity

Positive attitude, approachable, enthusiastic and empathetic

Be able to use initiative and work autonomously

A passion for education and approach that puts students interest first

An ability to *"bring the team with you"*

Excellent role model that consistently and reliably leads by example

Calm under pressure, managing the magnitude of the role with positivity



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