

Personal message about the Art & Design Subject Leader (maternity cover) position

Hello, and thank you for showing an interest in this vacancy. I would like to tell you a bit more about the school and the kind of person we are looking for:

- The students are terrific: all have well-documented difficulties, but all come with untapped strengths and talents too
- We've been judged as 'outstanding' four times by Ofsted, most recently in July 2018, which inspected our relatively new sixth form for the first time. (It's fair to say they were impressed!)
- However highly we've been judged, we can't stand complacency and are focused on continual improvement. This advertised position is crucial to the students, staff and our wider influence on the education system
- We are a National Support School and among the first special schools in the country to receive the World Class Schools Quality Mark. Our vision aims even higher: 'Achievement for all in a unique world-class school'.
- We take all that stuff in our School Development Plan very seriously: A curriculum that is appropriate, progressive and enjoyable ('APE'); Visible Learning; Well-being
- We intend to be the best in the world at what we do; to achieve this we need staff who are already very good and also intend to be the best at what they do by being 'open to learning' (Viviane Robinson)
- We are involved in a long-term CPD programme linked to John Hattie's 'Visible Learning' meta-research, so we need someone that can lead strongly, evaluate the impact of our strategies when deciding whether to park, develop or share them, and is open to learning themselves.
- Although our students are secondary age, they are working well within primary expectations of attainment in English and Maths, but many have talents in other areas of the curriculum, especially practical subjects.
- Whatever their starting points, all of our students achieve accredited outcomes at Key Stages 4 & 5.
- Many people tend to stay because their job is rewarding but remains challenging (I'm in my 23rd year here), though some do relocate, retire or get promoted elsewhere.
- The work is never easy, and nor should it be, because our students deserve the very best from us
- The best indicator for future success is whether someone is performing well in their current role, including the challenging parts of it (which usually involve other people!)
- If you are open to learning and change, and if your values and skills chime with us, you will love it here
- We're not looking for clones or mavericks, but real leadership and team-playing. This means a willingness to learn from others as well as leading improvements in the teaching practice of other colleagues
- We need someone who will not just develop what we already have but be able to help lead us into new territory.

This probably isn't the job for you if

- You don't like moving out of your comfort zone, learning, or working hard
- You're looking for a way out of your current situation rather than a way forward
- Your values are different than the school's
- You are uncomfortable receiving and providing both support and challenge in order to improve

We will not consider applicants who have not taken the trouble to find out about the school and/or send in 'generic' supporting statements or CVs. For safeguarding purposes, one of your referees MUST be your current or most recent Headteacher (or equivalent). Hope to hear from you soon!

Kind regards



Headteacher