

Personal message about the position of Deputy Headteacher: Inclusion & Safeguarding

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

- Someone who can establish what is working well, identify where improvements are needed, then make change happen in a way that will lead others to join you
- Someone who knows a lot but doesn't pretend to know it all, whose knowledge has been tempered by experience and, though 'expert' in many ways, continues to learn
- An 'authentic' leader that people trust even if they disagree; resolute but flexible, authoritative but approachable
- Someone who can challenge me as well as support me, to the benefit of the school
- I would welcome a diversity at all layers of leadership that more closely reflects the community we serve
- 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. 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: Visible Learning (John Hattie), Preparing for Adulthood (PfA) and Wellbeing (Student and staff)
- 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
- 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
- People tend to stay (I'm in my 25th 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 have a fantastic new school that we helped design. We need someone who will not just develop what we already have but be able to help lead us into new territory
- I believe that this position is crucial to the students, staff and our success as a school; top-notch leadership of inclusion & safeguarding is essential to becoming a world-class school!

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
- You find it hard to rapidly reprioritise, make tough decisions, give clear answers or keep people on board
- You don't like dealing with other people's problems!

Hope to hear from you soon!

Kind regards



Headteacher

