



'A happy school committed to excellence'



Deputy Headteacher

Required for September 2020

Recruitment Information Pack

Seamer and Irton Community Primary School

Denison Avenue, Seamer, Scarborough, YO12 4QX

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Dear applicant,

Allow me to extend a warm welcome from all governors, staff and children of Seamer and Irton Community Primary School. I am delighted you have shown interest in joining us as our Deputy Headteacher and hope to give you an insight into what an exciting and inspiring place our school is.

I am very proud of the pupils and the dedicated and enthusiastic staff who work so hard to provide a secure, happy and stimulating environment.

Considerable investment has gone into our learning environments and enrichment experiences, which include Forest Schools, Music, ICT and Sport.

All of this is driven by a desire to make our vision of a **'happy school committed to excellence'** a reality, providing pupils with every opportunity to achieve their full potential and become confident, independent learners.

2020 sees our school have its first leadership vacancy for many years and we are excited by the opportunity this appointment will bring to our school.

The post of our new Deputy Headteacher is incredibly important for our journey and we are looking for a colleague who shares the same ethos and values, understands our community and can continue to provide the inspired leadership our staff thrive on and deserve!

This is an exciting time to join us. As part of the North Yorkshire Coast Opportunity Area we are working together with our coastal primaries to share, learn and create a beacon of excellence our area can be proud of. Through our school we are able to access the support and resources our area offers which means as a staff member you have a wide range of colleagues, tools and resources to help you develop not just in the classroom but beyond.

I hope that you will take the time to come and see and experience for yourself the warm and welcoming atmosphere which makes our school such a special place to work.

Good luck with your application. I look forward to reading it.

Jonathan Wanless
Headteacher

Our aims and mission

Aims and Ethos: To create a happy school committed to excellence.

- We provide all pupils with every opportunity to achieve their full potential.
- We ensure a supportive, safe, friendly environment in which everyone is valued and respected.
- We expect the highest standards of work and behaviour.
- We offer every pupil full and equal access to all areas of the curriculum.
- We provide a broad and balanced curriculum for all our pupils, which values and celebrates their diverse backgrounds and needs.
- We promote pupil's self-esteem and emotional wellbeing and help them to form and maintain worthwhile and satisfying relationships, based on respect for themselves and for others, at home, at school and in the wider world.
- We value all adults' and pupils' contributions to the school's progress, and celebrate success and achievement in all areas of life
- We prepare each pupil for life beyond school, in a modern, global society.

Performance data 2019

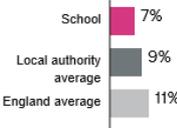
Progress score in reading, writing and maths ?



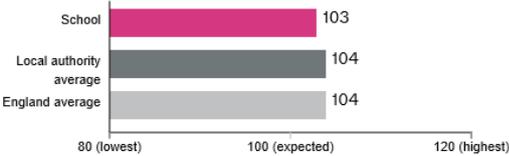
Pupils meeting expected standard in reading, writing and maths ?



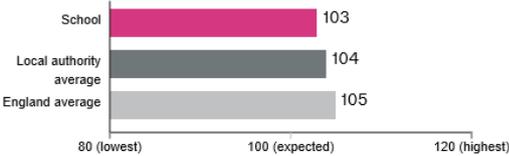
Pupils achieving at a higher standard in reading, writing and maths ?



Average score in reading ?



Average score in maths ?



KS1 – 2019	% at or above expected standard	% above the expected standard
Reading	64%	17%
Writing	58%	8%
Maths	61%	7%

KS2 – 2019	% at or above expected standard	% above the expected standard
Reading	66%	22%
Writing	73%	17%
Maths	73%	17%
SPAG	75%	27%
RWM combined	54%	7%



For more information and to get an insight into our school please visit our website at www.seamerirtonprimary.co.uk and our twitter page @seamerirton

Application Process

The closing date for all applications is **4pm on Monday 3rd February 2020**

Interviews will be held week beginning 2 March 2020

Completed applications must be returned to James Annetts at james.annetts@northyorks.gov.uk

If you do not receive confirmation of receipt of your application within one working day please call James on 01609 534939.

If you think you're the person for the job, please complete the North Yorkshire County Council application form with a covering letter, no more than two sides of A4, and send this back to James above.

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date please assume your application has been unsuccessful.

Queries

Visits are warmly welcome. Please contact James to arrange.

We actively welcome you to contact James at North Yorkshire County Council to chat through the role and talk informally about our school/post and how working here will make a real difference to your career and the children and young people on the coast.



Our Coastal Offer



FILEY | SCARBOROUGH | WHITBY



There are no great schools without great teachers - the key to education is the person at the front of the classroom.

This is an exciting time in which to join our professional body of teachers across the North Yorkshire Coast. Our schools are thriving and with such a sense of community and partnership, a modern way of working has allowed us to collaborate and work in partnership so that we can adapt and evolve.

We are part of the North Yorkshire Opportunity Area that is prioritising improvements to education and numeracy and literacy outcomes, alongside a drive to recruit and retain high-quality, motivated teachers to the area - what are you waiting for?

Teachers like you have the opportunity on the North Yorkshire Coast to be supported to have an enriched career that remains attractive to you as your career and life develops. We recognise and have developed a range of distinctive opportunities to give you the confidence to engage in additional professional and leadership development, as well as access to fully-funded national professional qualifications.

We value good teaching and great teachers on the Coast. That is why we have developed our 'Coastal Offer' - which is in addition to your existing pay and rewards package offered by your school, academy or multi-academy trust.

Visit us at www.teachyc.co.uk

Job Description

The Deputy Headteacher will be responsible for working with and supporting the Headteacher on the following key school leadership and management areas. This will involve accepting responsibility for aspects of these key areas.

Strategic direction and development of the school

- ✓ Working with the Headteacher to contribute to a strategic view for the school in its community and analyse and plan for its future needs and further development within the local, national and international context.
- ✓ Demonstrating high standards of personal integrity, loyalty, discretion and professionalism.
- ✓ Publicly supporting all decisions of the Headteacher and Governing Body.
- ✓ Assisting in developing and evaluating an Equalities Scheme and supporting inclusion across the school.
- ✓ Taking a senior role in collaborating with our local network of schools, including student teacher training provision

Pupil Performance

- ✓ Providing an example of 'excellence' as a leading classroom practitioner and inspiring and motivating other staff
- ✓ Working with the Senior Leadership Team and Headteacher to sustain high expectations and excellent practice in teaching and learning throughout the school.
- ✓ Monitor and evaluate the quality of teaching and standards of pupils' achievement using benchmarks and setting targets for improvement

Leading and Managing staff

- ✓ Working with the Headteacher to lead, motivate, support, challenge and develop all staff to secure continual improvement including his/her own continual professional development.
- ✓ To support the Headteacher with Performance Management of staff and to be responsible for NQT assessments and inductions
- ✓ To work as student coordinator ensuring that the quality of teaching and learning in the school is not compromised by student placements

Efficient and effective deployment of staff and resources

- ✓ In consultation with, and by the direction of the Headteacher, deploy people and resources efficiently and effectively to meet specific objectives in line with the school's plan and financial context i.e. cover supervision timetables, deployment of HLTA's and supply staff and Teaching Assistant's timetables and deployment

Accountability

- ✓ Supporting the Headteacher and Governors in accounting for the efficiency and effectiveness of the school to all relevant stakeholders.

Specific Duties

- ✓ Deputise for the Headteacher in his absence
- ✓ Take a major role in the day-to-day running of the school
- ✓ Contribute to a positive ethos for learning
- ✓ Provide an exciting, stimulating and creative curriculum
- ✓ Promote the values and achievements of the school to the community
- ✓ Assist with the appointment and induction of new staff and provide monitoring and
- ✓ support for NQT's and students as necessary
- ✓ Support the Headteacher and Governors in annual budget planning and monitoring
- ✓ Assist in the preparation, implementation and monitoring of the School Development Plan
- ✓ Undertake such reasonable activities as the Headteacher and Governors may, from time to time require

The Deputy Headteacher will:

- Be an outstanding classroom practitioner (0.7 FTE)
- Coordinate the improvement in standards of teaching and pupils' performance
- Be a key stage leader
- Play a major role in protecting staff welfare
- Coordinate appraisal and line management responsibilities
- Update rotas and timetables, e.g. PPA cover, duties etc.
- Act as student placement coordinator
- Play a major role in maintaining high standards of pupil discipline



Person Specification

Qualifications

- Qualified teacher status or recognised equivalent (application form)
- NPQML (desirable).

Experience – show evidence of

- Recent experience of working successfully as a leader in a school.
- Evidence of major whole school responsibilities and experience of turning policy into effective and successful practice.
- Leadership of a significant area or phase, including responsibility for raising standards across the whole school.

Professional Knowledge

- A clear understanding of the essential qualities necessary for effective teaching and learning.
- Up to date knowledge of statutory regulations and guidance relating to the post including SEN

Professional skills

Can demonstrate the ability to:

- Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement.
- Develop and review whole school systems to ensure robust evaluation of school performance and actions to secure improvements.
- Lead and manage a school team/s to successfully achieve agreed goals.
- Be an effective team player that works collaboratively and effectively with others.
- Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate).
- Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).
- Demonstrate high quality teaching strategies.
- Support, motivate and inspire both colleagues and pupils by leading through example.
- Contribute effectively to the work of the headteacher and senior leadership team.
- Deal successfully with situations that may include tackling difficult situations and conflict resolution.
- Work successfully with a range of external agencies.

Commitment

Demonstrate a commitment to:

- equalities
- promoting the school's vision and ethos
- high quality, stimulating learning environment
- relating positively to and showing respect for all members of the school and wider community
- ongoing relevant professional self-development
- safeguarding and child protection