



“The endless support I received from the teachers at Stonehenge has really inspired me. I am now training to become a teacher, to change lives in the way they □changed mine.

Former student, Kristie Newham

THE STONEHENGE SCHOOL

DEPUTY HEADTEACHER

Application pack

[CLICK HERE FOR WEBSITE](#)

The Stonehenge School
Holders Road
Amesbury
Salisbury
Wiltshire
SP4 7PW
t: 01980 623407
e: admin@stonehenge.wilts.sch.uk



Dear Applicant,

Thank you for your interest in the advertised position of Deputy Headteacher at The Stonehenge School. This is an incredibly exciting opportunity to help play a key strategic role in the next phase of our school journey. Following the retirement of our long existing Headteacher Nigel Roper, I have been privileged to be appointed as the new Headteacher of The Stonehenge School, moving from the role of Deputy Head in charge of Curriculum and Standards.

Due to the vacancy created through internal promotion, alongside the extensive growth that we have encountered over recent years, this provides applicants with the opportunity to help develop their role, and allows us the flexibility to explore the number of positions available based upon the skillsets of those short-listed to interview. It is therefore intentional that the roles and job descriptions described forthwith allow for the sense that decisions and the exact role will be confirmed upon appointment.

We are therefore looking for applicants who could continue to drive our work on Curriculum and Standards throughout the school, as well as having the potential to help us create an additional Deputy Head role within our structure to lead our developments in terms of Behaviour and Inclusion. Currently within our structure, there are four talented Assistant Headteachers whose responsibilities span across: Curriculum Implementation and Staff development; Disadvantaged Groups and Student Experience; Inclusion, Safeguarding and Year 11; and Transition and Well-being. Our work is supported by visionary delivery of our Financial strategy by our School Business Manager.

Our ethos is to provide our pupils with the tools they need to ensure their future success, allowing them to have high aspirations and empowering them to think big. We pride ourselves on the varied curriculum on offer, providing academic, vocational and personal development that is built around our pupils. Our traditional values and the high standards that we promote helps to create individuals who show politeness and good manners through their conduct.

During my time at the school, of almost ten years, across a range of roles, we have grown from a small Secondary school with approx. 520 students on roll to almost double that as we expect to have over 1000 students in September. This increase has been due to a range of factors, but undoubtedly contributed to by the reputation that we have created as being the school of choice in the area. We are now growing our structures and systems to catch up with our rapid growth, in order to ensure we deliver our vision and achieve our strategic plan for the children and community that we serve.

More detail about our school can be found in this pack, and on our website which provides lots of information about the school, its values and curriculum. The main advert also includes contact details for the opportunity to informally discuss the roles or to arrange for visits to the school.

Thank you again for your interest in the positions and, should you wish to make an applications, I wish you the best of luck.

Yours sincerely

Carole Dean

Headteacher



WELCOME TO THE STONEHENGE SCHOOL

At the Stonehenge School we believe that there is no limit to any student's potential. We aspire to develop a positive learning community in which effort, participation and achievement are valued.

Striving for excellence, we aim to create an outstanding school where students are happy, healthy and given opportunities to exceed their expectations. Enriched by history and culture, Stonehenge is a school for the future.

The school is increasingly popular and to cater for a growing roll we have recently moved into our £6.5 million new build, allowing our full number on roll to eventually grow to 1120 pupils. We have recently received confirmation that an additional £6 million in funding has been allocated for the second phase in our redevelopment, which will bring a new building to replace older facilities in the school, and improve our sporting facilities. Applications for entry into Year 7 have been over-subscribed in each of the last three years and we are expecting an even larger increase this year.

The school community is important to us, meaning that we have strong relationships with our students, and a collegiate supportive atmosphere within staff.



PERSONALISED PROVISION

The Stonehenge school provides students with the opportunity to study a wide spread of subjects throughout Key Stage 3 and 4, providing full access to the National Curriculum with coverage of the full Ebacc at Key Stage 3, including 3 languages and a full range of arts subjects.

Striving for excellence, exceeding expectation.



At Key Stage 3, key skills and knowledge are assessed using our 'I can' system, allowing teachers and students to keep track of their learning and progress. Students are given the flexibility and ownership to design their own option choices towards the end of Year 8, meaning that students study the curriculum that they choose, whatever their ability, allowing them to fully realise their future aspirations. At Key Stage 4 students are offered the full Ebacc, and the importance of taking a humanities and a language is discussed with parents as part of the options process. A variety of vocational courses are also offered to allow for development towards particular careers, or the pursuit of individual interests.

We are also looking to develop our own Alternative Provision through the use of facilities nearby, so that pupils who have additional barriers that prevent them from accessing the full curriculum have their needs met.

PREPARING FOR THE FUTURE

Qualifications are highly important, and our examination results reflect our commitment to this. However school is also about preparing students for their future career and roles in the larger community. Students are offered many opportunities to develop team working and leadership skills. The prefect team in Year 11 is led by the Head Boy, Head Girl and their deputies. Students can initiate projects and share decision making through an active School council.

Careers guidance is provided throughout all years. A large number of students enjoy taking part in activities throughout the school year, including drama productions and musical concerts. We have excellent sporting facilities on site and at Amesbury Sports Centre, and run many sports teams and offer a number of extra-curricular sporting clubs, including rugby, basketball, netball, hockey, football and cricket. Trips and visits are run regularly; Year 9 can visit Pencelli Activity Centre in Wales and current trips planned include food trips to Normandy, outdoor pursuits in the Alps, and Geography trips to Iceland. There are regular Geography field trips, annual whole school cultural capital trips and the Languages department arrange annual visits to France or Germany.

The latest Ofsted inspection took place in April 2017 and concluded that... "The Stonehenge School continues to be good" and that "pupils are great ambassadors for the school. They are smart, polite, respectful and a joy to talk to".

A recent evaluation by the Local Authority reported that 'there is a positive and respectful school culture where the staff know and care for the students' and the 'leaders have a clear consistent vision which is realised through strong, shared and owned values and practice', and praised the emphasis that we place on developing our staff.



VISION, MISSION, ETHOS AND VALUES

Our pupils are empowered to 'think big'

Potential is unlocked with diverse and challenging pathways

Creating passion for lifelong learning and global citizenship

The Stonehenge School Mission

Our mission at The Stonehenge School is to provide the environment, tools and support to empower pupils to think big, regardless of self-perceptions and remove any barriers to achievement. Pupils are provided with diverse opportunities to achieve a good depth and breadth of knowledge and skills. We create good citizens who thrive and flourish in the 21st Century, ready to contribute to the global society.

To facilitate this vision we will:

- Enable pupils to develop personal character and resilience
- Actively encourage the aspirations of pupils
- Give opportunities to all pupils to thrive and flourish
- Help pupils to develop their character and discover their unique talents
- Provide a positive, enriching and broad experience

We will achieve this by:

- Creating a collaborative teaching environment, sharing knowledge of best practice of ideas
- Providing staff with the professional development and support to be life-long learners
- Driving a common vision and strategy that is shared amongst the school community
- Having a clear focus on the acquisition of experience, and encourage resilience and determination.
- Creating culturally rich curriculum along with life experience as effective ways of considering life's big questions
- Promoting courageous advocacy in respect of school community needs and beyond
- Continually challenging and questioning ourselves to drive school improvement

In a community where:

- We model respect and compassion for all
- We celebrate diversity
- School rules are fair, clear and consistently applied
- The school is a good neighbour and has a positive role to play
- Traditional values are evident in all aspects of school life

Striving for excellence, exceeding expectation.



Deputy Headteacher

Start Date: September 2022

Salary: L19-23

Closing Date: Wednesday 4th May, 9.00am

Interviews: Week beginning 9th May 2022

The Stonehenge School is recognised by Ofsted as a 'Good' school with a solid history of strong leadership that continually drives improvements due to its clear sense of direction and ambition. We prioritise the whole child, ensuring that pupils are well cared for as well as being taught through high quality research-based methods to make good progress across subjects. Our children were described as "great ambassadors for our school, who are smart, polite, respectful and a joy to talk to. They behave extremely well and contribute to the school's ambitious and aspirational culture."

The successful candidate will play an integral role in driving standards even further as part of developing Senior Team following the internal promotion of the previous Deputy Headteacher to the role of Headteacher. We are therefore looking for applicants who could continue to drive our work on Curriculum and Standards throughout the school, as well as having the potential to help us create an additional Deputy Head role within our structure to lead our developments in terms of Behaviour and Inclusion. The exact role will be confirmed upon appointment based on the experience and skillset of the successful candidates(s).

This is an exciting time to join us within a demanding role that will provide an excellent career opportunity in a caring and supportive school, as we continue to go from strength to strength.

Informal conversations can be arranged and visits to the school are welcome during the week beginning 25th April; please contact the Head's PA Debra Harker on e-mail harkerd@stonehenge.wilts.sch.uk to arrange.

Please apply via a two sided letter detailing your educational philosophy, your experience of leading an area of whole school improvement to date and the impact that you had, and how you would contribute to the work of the school as it enters its next phase. Application form and further details are available from the school website (Word versions of application forms are available on request) and should be returned to Mrs D Harker, The Headteacher's PA, The Stonehenge School, Holders Road, Amesbury, Wiltshire, SP4 7PW.

Email: harkerd@stonehenge.wilts.sch.uk

Website: www.stonehenge.wilts.sch.uk



Job Description

Salary Range: L19-23

Responsible to: Headteacher

The Role

As Deputy Head your exact role and specific responsibilities will be agreed on appointment and may be subject to change during the further development of the Leadership Team. You will have opportunity to lead on such areas as curriculum development (including intent and implementation), systems and procedures, timetabling, monitoring standards and teacher effectiveness/appraisal, tracking and analysis of results and data, behaviour management (including behaviour policies and Alternative Provision), external relations and community links, staff development, training and induction.

As a member of the senior leadership team, you will be centrally involved in the overall leadership and management of the school, in line with our vision and values.

Key Responsibilities

- Support colleagues, including all other members of the leadership team, in their work for the development and improvement of the school, in order to achieve high standards of behaviour and attainment
- Support and contribute to the development and implementation of the school's vision and strategy
- Take responsibility for day to day management of the school alongside the Headteacher and SLT, and in the Headteacher's absence, take full responsibility for the school
- In partnership with the Headteacher and rest of the leadership team, ensure the safeguarding of all pupils, and that the safety and wellbeing of pupils and staff is promoted and maintained at all times

Leadership and Management

- Share responsibility for the management of the school and to contribute to the self-evaluation processes and improvement planning
- Support whole school improvement and pursuit of the strategic direction, through clear aims, objectives and policy decisions,
- Contribute to the development of key policies and sustain their implementation and review
- Actively promote the school and liaise with outside agencies as necessary
- Provide information, advice and perspective to the governing body and to any legitimate external enquiry/evaluation
- Support the Headteacher in the responsibility for the implementation of performance appraisal for all staff, including line management of particular staff



School Ethos and Culture

- Support the Headteacher in fostering a strong sense of school community and ethos among both staff and students
- To ensure the ethos, vision and values of the school are clearly articulated, shared, understood and acted upon effectively by all.
- To lead student assemblies, ensuring that key messages and aspirations are reinforced
- Promote consistent implementation of behaviour policy and system of rewards and sanctions,
- Act as a positive role model to staff and students
- Be active in issues of staff and student welfare and support and demonstrate a commitment to Equality of Opportunity for all members of Academy staff

Pupils and Staff

- Fulfil the professional responsibilities of the teachers' standards
- Demand ambitious standards for all pupils
- Take responsibility for the learning and achievement of all pupils in allocated classes, ensuring excellent levels of challenge and support
- Create and maintain a vibrant and positive learning environment where pupils can thrive
- Create an ethos within which all staff are motivated and supported to develop their knowledge and skills
- Hold all staff to account for their professional conduct and practice
- Share general aspects of school management, including recruitment, HR, staff development, organising and supporting events and communication
- Support distribution of leadership throughout the school

This job description is not necessarily a comprehensive definition of the post. Exact roles and responsibilities will be decided upon appointment.

All teachers take an active role in the school's pastoral care of students.

The person undertaking this role is expected to carry out such other duties as may reasonably be assigned by the Headteacher, including attending meetings and events in line with the school calendar.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced CRB check.



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ Degree level qualification ▪ QTS and experience of teaching KS3 and KS4 ▪ Evidence of continuous professional development 	<ul style="list-style-type: none"> ▪ Post graduate qualifications or research in an educational sphere ▪ NPQSL or equivalent school leadership qualification (s)
Experience	<ul style="list-style-type: none"> ▪ Recent successful experience of school leadership in a secondary school as an Assistant Headteacher or Deputy Headteacher ▪ Current high-level knowledge of subject ▪ Successful teaching across KS3 and KS4 ▪ Experience of using assessment data to support pupil progress and attainment 	<ul style="list-style-type: none"> ▪ Working in a mixed secondary school with comprehensive values ▪ Leading staff development in relevant area of school improvement ▪ Experience of developing community-based partnerships ▪ Understanding of school finances and financial management
Knowledge	<ul style="list-style-type: none"> ▪ Current up-to-date subject knowledge ▪ Current educational issues, including national policies, priorities and legislation ▪ Quality Assurance systems, including school review, self-evaluation and appraisal ▪ Effective whole school development and improvement planning ▪ Ability to use data to identify patterns and priorities and to set targets ▪ Understanding of high-quality teaching and the ability to model this for others 	<ul style="list-style-type: none"> ▪ Knowledge of how people learn ▪ Understanding of wider educational issues ▪ Understanding of how to promote literacy across the curriculum, particularly improving reading
Skills	<ul style="list-style-type: none"> ▪ First-class teaching ▪ Effective line management of colleagues ▪ Leading change successfully and with impact ▪ Excellent organisational skills ▪ Outstanding oral and written communication and presentation skills 	<ul style="list-style-type: none"> ▪ Working effectively with a range of internal and external stakeholders including middle and senior leaders, governors, parents and members of the wider school community



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<p>Personal & professional qualities</p>	<ul style="list-style-type: none">▪ Commitment to students and their progress▪ High standards and high expectations▪ Ability to work under pressure and to prioritise effectively▪ Commitment to maintaining confidentiality▪ Commitment to safeguarding and equality▪ Personal organisation, presentation and punctuality▪ Consistent, firm, fair discipline▪ Good relationships with students and colleagues▪ Energy and enthusiasm▪ Willingness to learn and ask for support	<ul style="list-style-type: none">▪ The aspiration, intelligence and enthusiasm to become a Headteacher▪ A healthy sense of perspective▪ A sense of humour▪ Wider interests and enthusiasms▪ Commitment to the extra-curricular life of the school
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The interview panel will assess each candidate against the above criteria, expecting candidates to demonstrate knowledge and understanding of each area and showing evidence of having applied, or an awareness of how to apply, this knowledge and understanding in the context of our school.

References will also be used to assess the ability of candidates against these criteria.