



ASSISTANT HEAD – CULTURE FOR LEARNING

GILDREDGE HOUSE

EASTBOURNE

WELCOME FROM THE HEAD TEACHER

Dear Colleague

Thank you for your interest in working at our school. Gildredge House is a popular and oversubscribed all-through school, in Eastbourne, East Sussex. Primarily, Gildredge House is a warm, welcoming, and inclusive community. Every student, teacher and member of our community takes on a responsibility when joining Gildredge House to maintain and cultivate the unique culture that exists inside our walls. You will find this culture embodied in every part of our school, in the way Gildredge House students think, feel and act, regardless of age.

As a unique, all-through school, I believe that we offer a special opportunity for any member of staff to work with young people across a range of ages and key stages, and in particular, for school leaders to have an impact on young people's education for twelve years of their lives. This privilege is not lost on us, and we work hard to ensure that we are relentless in our pursuit of an excellent education for all our young people. In our most recent Ofsted inspection in November 2018, Gildredge House was judged to be Good. We are confident and excited about the school's future and are looking for an exceptional leader to join us on this journey.

We are recruiting for a new position, Assistant Head - Culture for Learning. You will be responsible for developing a culture of continued learning and development across all phases of the school, leading to the highest-quality teaching and learning in the classroom. You will also be responsible for embedding rigorous accountability procedures and developing strategies and interventions to support colleagues and students. If you are passionate about developing a culture of learning for all and have a proven track record of successful leadership in education, we encourage you to apply for this exciting opportunity.

I am very proud to be the Head Teacher of Gildredge House and look forward to working with you to lead this aspect of school development together. I enjoy working in such a cohesive team across all phases of our school, and I warmly encourage you to consider joining our fantastic and unique community. Please contact me at c.bull@gildredgehouse.org.uk for a confidential conversation, or you can speak with our HR Team on careers@gildredgehouse.org.uk, who will be able to send you the full job pack.

We look forward to hearing from you.

Craig Bull
Head Teacher



OUR SCHOOL

At Gildredge House, our vision is clear and underpinned by a strong value-based education where learning in and out of the classroom is prioritised, to support students to achieve their potential and beyond. We have the highest aspirations for our school and every member of our school community.

Our Mission

Aspire

In all that we do

Our vision

Our vision is to be a school that:

- Aspires for balanced students who flourish through opportunities and learning experiences in and outside the classroom.
- Aspires toward a culture of care and wellbeing, which results in optimal conditions for learning.
- Aspires to be proud of the Gildredge House Way, our uniform and attendance.
- Aspires for all students to achieve their potential and beyond.
- Aspires for an inclusive, all-through, values-based curriculum.
- Aspires for students to understand their responsibility to be global citizens, contributing to a better world.
- Aspires to celebrate students' individual and collective achievements.
- Aspires to engage young people in environmental education and action.
- Aspires for a strong careers programme which supports students in further education, training, and employment.
- Aspires to work collaboratively within our local, national, and global communities.



The Gildredge House Way *Ready, Respectful, Safe*

Our school is founded upon high standards and high expectations of students' attitude to learning. We expect a commitment from all students to the Gildredge House Way, in and out of every lesson. We also believe it is important to celebrate individual and collective achievements through a culture of 'catching students in'.

THE ROLE



Ideal candidates will:

- Align to the Gildredge House vision, mission and values.
- Have a track record of school improvement and outcomes.
- Be committed to working in partnership with colleagues, Governors, parents, and the community to deliver strong outcomes for students.
- Act with integrity and build effective, trusting relationships with colleagues and students.
- Be able to contribute meaningfully to the school's strategic development.
- Possess the technical and behavioural traits to support the leadership of a highly effective school.
- Be a great teacher themselves.
- Know what great learning looks like in the classroom and how to achieve it.
- Have experience in improving teaching and learning.
- Know what a strong performance management and professional development programme should look like.
- Be able to secure a strong culture for learning with students and their families.

The successful candidate will have proven success in driving standards, be committed to the pursuit of excellence and be able to lead and embed rigorous accountability procedures effectively.

This is an exciting opportunity for someone aspiring to make an impact at Senior Leadership level or a current Senior Leader looking for a new challenge.

To apply, click [here](#):

Reports to: Head of School - Secondary

Start Date: September 2023

Location: Eastbourne, East Sussex

Salary: L10 - L14

Contract: Permanent

Closing Date: 9.00am, Friday 19th May 2023

Interviews: Week Commencing 22nd May 2023

Visits to the school are highly recommended. To arrange a visit, please contact Kate Lamprell on k.lamprell@gildredgehouse.org.uk

Applications by Gildredge House application form (available [here](#)) to careers@gildredgehouse.org.uk by the deadline above.

Gildredge House is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

We require all employees to undertake an enhanced DBS check.

You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.



JOB DESCRIPTION

The Assistant Head - Culture for Learning will foster a culture of ongoing learning and development among all stakeholders. This will lead to the highest level of quality in teaching and learning, achieved through the use of evidence-based research and technologies. They will establish a robust development program and implement a performance and accountability system that drives improved student outcomes and progress.



Key Responsibilities

- Drive school improvement and accountability for high performance against key performance indicators.
- Lead the Performance Management Review process for all staff across the school.
- Lead in the development of outstanding pedagogy, ensuring teaching is research and evidence based in the transformation of teaching and learning.
- Promotion of high expectations of attainment and progress for all, relentlessly demonstrating and promoting high aspirations for all students and staff.
- Oversee the school's Continual Professional Development programme.

Outcomes & Activities

- Lead and inspire all staff to ensure our classrooms promote the highest quality teaching and learning.
- Ensure teachers are creating personalised pathways for learning to meet the needs of all students.
- Instil an ethos of high expectations for achievement and behaviour for all students.
- Support the development of an all-through curriculum.
- Develop links and partnerships to enhance teaching and learning and students' personal development.
- Oversee the school's approach to staff wellbeing and workload.

Strategy

- Work towards and support the school's vision and school objectives outlined in the School Development Plan.
- Contribute to the whole school strategy.
- Deliver a Learning to Learn programme across the school including GCSE intervention/revision support.
- Promote the development of our Aspire values within and beyond the curriculum.
- Support the IT strategy for the school.

Line Management

- Be accountable for overseeing the performance management of staff to ensure that improvement in the quality of teaching across the school is high.
- Monitor standards of achievement through regular meetings with relevant members of staff and through lesson observations and attendance at meetings; offering advice, support and challenge.
- Review and implement policies.
- Work closely in a solution-focused coaching role with the staff, in planning for, and implementing improvement.



PERSON SPECIFICATION

Qualification Criteria

- Qualified to teach and work in the UK.
- A strong academic track record, to degree level and above.
- Hold Qualified Teacher Status (QTS).
- NPSL or above is desirable but not essential.

Experience

- At least 3 years' experience as a middle leader.
- Successful teaching experience with a track record of consistently enabling students to achieve high standards.
- Experience and track record of whole school improvement.
- Extensive experience within an appropriate setting, including working with children with a range of SEN needs.
- Some experience of strategic planning or of curriculum development.



Leadership Behaviours

- All staff members are expected to adhere to and promote professional standards including the school's code of conduct and values.
- Ability to coach and lead others in a solution-focused approach.

Knowledge

- Knowledge of statutory guidance related to Keeping Children Safe in Education.
- Knowledge of strategies to achieve effective learning, teaching, assessment and engagement of all children and young people.
- A clear understanding of the potential for ICT in enabling more innovative and effective approaches to learning, teaching and school organisation.
- Extensive knowledge of safeguarding and working collaboratively with multi-disciplinary teams with a solution-focused approach.
- A clear understanding of recent developments in teaching and learning.
- Full working knowledge of relevant safeguarding, child protection, equality and health and safety policies, codes of practice and legislation.

Skills

- Excellent interpersonal skills including the ability to relate well to people on all levels, to resolve conflicts in a sensitive manner, to encourage and motivate.
- Ability to use data effectively to monitor, evaluate and review decisions.
- Ability to organise, lead and motivate staff and to challenge underperformance.
- Ability to support on curriculum development and innovation and to maximise the contribution of staff to improve the quality of education.
- Ability to develop and sustain effective systems for staff induction, performance development and managing staff performance.
- High level of classroom teaching skills.
- Effective communication skills, both verbal and written, in order to maintain accurate records and documentation and provide written reports as requested.
- Ability to maintain high levels of professional integrity and confidentiality.
- Effective and energetic in instigating and implementing change.

Note: The full person specification is available as part of the application pack on our website

The post holder must be willing to undertake an enhanced Disclosure and Barring Service check. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.

OUR VALUES

Our school is underpinned by a values-based education. Our stakeholders have discussed, collaborated and developed this thinking to create six core values that we believe ensure our students aspire to and achieve success. We believe that this creates a strong learning environment that enhances personal and academic achievement while also developing students' social and relationship skills that will last throughout their lives. Our curriculum is developed with our Aspire values in mind and we recognise and reward students when they demonstrate them.



Ambition - To relish new challenges or opportunities, always strive to do our best.



Support - To collaborate, encourage and help others whilst accepting and responding to support ourselves.



Perseverance - To have self-belief in overcoming challenges to be successful.



Integrity - To be honest and always do the right thing.



Reflection - To consider our strengths and areas for development whilst making connections in our learning.

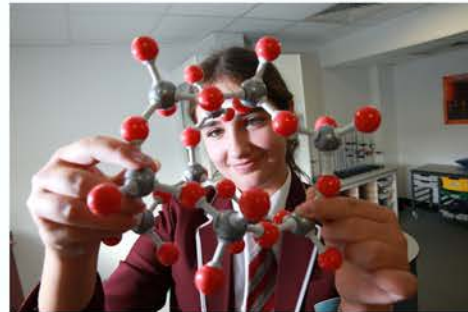


Empathy - To understand the feelings and needs of others, supporting those who sometimes need our help.

BENEFITS

As a Senior Leader at Gildredge House, we will offer you:

- A carefully designed and supportive induction plan to ensure you have everything you need to start your new role confidently and smoothly
- A leadership coach
- Training - in addition to NPSL/NPQH training (if you do not hold the qualification)
- Career development opportunities
- On-hand expertise from the Head Teacher and Heads of School
- Leadership Coaching Qualification
- Care First Employee Assistance Programme





Gildredge House



Aspire