

January 2018

Dear Applicant

Looking for a new challenge in 2018? Are you always committed to developing as a leader? Do you seek to make a difference? Would you like to join a high performing, reflective team who are always seeking to improve outcomes and school experience for students? Every school is unique but there are many aspects to Durrington High School (DHS) which make us very different.

Our Trust and school are both setting out on their next stage of development and we require a fourth deputy to join our existing three deputies and myself to continue our journey of school improvement. I am extremely proud of our school and this is a key appointment for us so please take your time to carefully read this information, research us, or come and visit. I was appointed in 2003 as Headteacher and at that time all indicators of the school were inadequate but I could see the great potential. I never expected to stay longer than five years but here, I am in 2018, still excited about what we can do and full of ideas for our development. We are a very strong, hardworking and happy team having worked together for many years always open to change as long as it will have an impact. It is important that you work well as part of a team, but can also work independently as the successful post-holder will have significant accountability and autonomy. I do not want a 'yes person' and we do not have 'egos' on the team; I expect loyalty and the highest professional standards. You will be an existing deputy or a senior leader with at least three years' experience, as there will be occasions when you are in charge of the site.

#### **What can DHS and Durrington Multi Academy Trust offer you?**

- Opportunities to develop in role and promotion for staff with the zest and desire to progress in their career.
- The opportunity to work with amazing young people and colleagues who are passionate about what they do.
- A happy school; relationships are very strong between staff and students.
- Strong 'can do' team ethos in departments and across the school.
- Health, well-being and work-life balance are extremely important to us. All staff are part of a health insurance scheme, having access to a range of support from external agencies and a free flu vaccination. We are always reviewing and seeking to add additional benefits for staff.
- A fabulous, modern and light working environment on a spacious site with on-site parking and rail and bus links close by.
- Very successful coastal large comprehensive with over a decade of improvement (1680 students/175 staff).
- Rich professional development, you will be supported and challenged by your peers
- DHS is one of only twenty two Research Schools in the country, You will be part of the most current and effective practice, working alongside colleagues at the forefront of educational development.
- Financially healthy. Where many schools have had to reduce their leadership team, ours is expanding.
- We take a pragmatic approach to feedback and marking focussing on what is most useful and manageable.
- Written student reports are not lengthy sections of prose. They are grades.
- No graded lesson observations.
- DMAT pay scales are above the national ones.
- There will be opportunities, as a result of being part of DMAT, for staff to work with other schools.

#### **What we are looking for in our deputy and what we want from our new Deputy Headteacher**

- Highly effective in role; student outcomes have clearly improved under your leadership (including own teaching and line-managed areas).
- Genuinely enjoys working with young people
- Is a professional role model in all aspects of their work
- Has a clear vision for education and is able to articulate this to their peers
- Successful impact when leading on whole-school aspects
- Highly credible and effective when working with students, parents and colleagues

- Absolutely committed to continuous improvement
- Perform highly, both strategically and operationally, across a range of tasks ('able to keep the plates spinning')
- Someone who can solve problems, has excellent attention to detail and can use data effectively
- Committed to evidence-informed practice and how this can be mobilised by teachers and leaders

As you can see, there is no detail as yet attached to the areas on which the successful candidate will lead. This is because we believe it is the 'right person' we are looking to appoint and we are currently reviewing all existing leadership roles. We do not want to narrow our options but the generic skills we require are clearly set out and are important. It is hard here on a daily basis but very rewarding. If you would like to discuss your application, or visit us prior to applying, please contact Justine Kentfield on 01903 705610.

We are expecting significant interest in the role and have arranged a number of times when you can meet Chris, Shaun, Jane or me and tour the school.

#### **Dates and times**

Wednesday 17.01.2018 – 9am

Thursday 18.01.2018 – 2.15pm

Monday 22.01.2018 – 10am

Thursday 25.01.2018 – 2.15pm

If *you* want to make a difference, are flexible and motivated by challenge, and willing to continue learning, I look forward to receiving your application. Please return the application form with a supporting letter (maximum 2 sides of A4) addressing the following points:

- 1. Why you would like to be the new Deputy Headteacher at Durrington High School.**
- 2. Impact and contribution you would make if appointed.**
- 3. Clear evidenced data relating to how you have made a difference in previous roles.**

**These points are important so please ensure you do address them.**

**Closing date 9am Friday 26 January 2018**

Please note that, because of the nature of this job, if you are successful in your application you will be subject to an enhanced Disclosure and Barring Service (DBS) with barred lists check. This will be done by means of applying for a DBS certificate through the Disclosure and Barring Service. Disclosures include details of cautions, reprimands or final warnings as well as convictions, spent or unspent.

If you feel that you could inspire and make a positive contribution to a team of high-performing leaders who are committed to on-going improvement and improving the life chances of young people, then please do get in touch. We look forward to hearing about the role you could play in the next chapter of the Durrington journey.

Yours sincerely

**Ms S Marooney**  
**Headteacher**