

SMR/jke

February 2019

Dear Applicant

There has never been a more exciting time to join our Trust and be part of the Durrington High School team. I am delighted to attach the details and application form for the position of Company Leader and thank you for your interest in wishing to join our vibrant and successful community. Each company has approximately 235 students and 9 tutor groups; with a deputy and non-teaching pastoral manager.

Durrington High School has a superb record of sustained improvement, exceeding the majority of national averages across all subjects in 2018. It is our vision supported by our ethos that all students receive the best possible education and opportunities. I believe staff are our greatest asset and as a staff team, we are whole-heartedly committed to student progress and well-being; we 'go beyond our best'.

#### What can 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.
- Higher non-contact ratio than most schools MPR staff teach 42 out of 50 lessons across a two week time-table; NQTs teach 38.
- 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 providers 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.

#### Why work at Durrington?

At Durrington High School we expect all of our students to participate in a high quality learning experience, every lesson. In order to allow teachers to focus their time, efforts and energy on this, we have put the following in place:

- You will be working alongside people who are at the forefront of educational development, nationally and internationally. We are proud to have been appointed as one of only twenty two Research Schools nationally.
- We have a rich programme of CPD activities happening across the school that will allow you to engage at a level that suits you.
- We are keen to develop staff as leaders and there are a variety of programmes and opportunities to support this.
- We take a pragmatic approach to feedback / 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.
- Our NQT Induction Programme and Appraisal programme is based on professional growth and support.
- There will be opportunities as a result of being part of DMAT for staff to work with other schools.
- DMAT is the host for School Centre for Initial Teacher Training (SCITT) which is another exciting addition to our Trust; graded as outstanding in our recent OFSTED.

We are seeking an ambitious practitioner, committed to excellence. 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 want to be key leader in our school and part of DMAT and what you would bring to us?**
  2. **Impact and contribution you would make if appointed.**
  3. **Clear evidenced data how you have made a difference in previous roles in table format to include class size, target and actual achieved in GCSE; for up to last 3 years if applicable.**
- Closing date 9am 25.02.19**

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

Strong candidates may be invited to interview before the closing date. If you would like to discuss your application or visit us prior to applying please contact Justine Kentfield on 01903 705610.

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.

Yours sincerely

**Ms S Marooney**  
**Executive Headteacher/CEO DMAT**