



Deputy Headteacher
Full time / Permanent
Leadership Pay Scale L19 - L24 £65,735 to £74,295 per annum
Start Date April 2022 or September 2022

The position of Deputy Head has arisen from one long-standing member of staff retiring at Easter 2021. We are looking for a candidate who can support our vision of compassionate and collegial leadership. An individual who sees challenge as a strength and not conflict.

This is a great opportunity for an ambitious leader to contribute to the development and growth of our school. For individuals aspiring to headship, this post offers the chance to further develop as a leader in a highly ambitious and successful organisation on a clear upward trajectory. You will work alongside the current leadership team with another Deputy Headteacher to make a vital contribution to the reputation of the School as it embraces change and fully embeds its personal excellence qualities as well as Progress Every Lesson.

The appointed candidate will combine a record of accomplishment of success in both middle and senior leadership with innovation and rigour. A key player on the Senior Leadership Team and within the wider community, the successful candidate will bring excellent communication skills and the personal authority to build strong relationships with students, staff and parents.

We are a community located school focused on ensuring all our learners have the very best opportunity to share both academically and holistically. We believe in our personal excellence values and hope the successful candidate will evidence ways in which they have embodied these personal traits. We are also working hard to consolidate Progress Every Lesson and are looking for a candidate with a proven track record as an outstanding practitioner. You will also need to be an exceptional and inspiring leader with a track record of improving standards, modelling the tenacity and the integrity required to deliver in challenging circumstances, remove barriers, and communicate a vision that inspires, motivates, and enthuses – fostering a passion for ensuring every child receives the very best level of education possible.

Due to changes within the senior leadership team, we are happy to accept applications from all candidates irrespective of their preferred leadership areas because there is capacity to move responsibilities around in the current team.

Our Vision Statement:

We are Willingdon.

We are a united, vibrant community which demonstrates personal excellence in all that we do. Learning at Willingdon transforms lives by igniting curiosity and expecting the very best from staff and students alike. We value opportunities, aiming for success today to prepare for challenges and opportunities tomorrow. We are respectful, compassionate and courteous to empower each other on our unique learning journeys. We look after ourselves and each other, and show empathy, respect and compassion to all people and our environment along the way. We encourage tolerance, resilience and reflection, which in turn allows everyone to make progress every lesson. We work together as a harmonious community to be the very best versions of ourselves.

This makes us Willingdon.

Willingdon Community School Willingdon is a high-achieving and over-subscribed (NOR 1000), 11-16, comprehensive school serving the Eastbourne and Polegate area. We are committed to talent management and ensuring that all support and teaching staff are given the opportunity to develop and progress their careers. Our leadership team are receptive to constructive feedback and hold regular parent, staff and student voice sessions as well as google form entries to submit feedback. The school prides itself on putting staff and student wellbeing as a top priority and there are many initiatives which have been established to support this e.g. subsidising Benenden healthcare by 50% for all staff members to creating staff working parties to focus on key areas e.g. marking workload.

Examination results at GCSE are consistently high with students of all abilities making good progress and adding significant value, regardless of their starting point. In 2021, 74% of students achieved the Basics Match at Grade 4 in English and Maths. Despite covid, our attendance was significantly above national average. The school is a leading member of a number of local educational groups and partnerships, such as the Eastbourne Schools Partnership (ESP) which brings many and varied learning opportunities to both teachers and students, particularly via our links with Eastbourne College. We are a member of the SSAT and have excellent links with outstanding schools up and down the country. These links bring cultural and intellectual capital to the school and enrich our CPD provision for staff at all levels.

The CPD and talent management of our staff is given a very high priority as we believe this is a vitally important part of improving outcomes for young people as well as invigorating teachers' passion for their areas. Willingdon is proud of its record in developing new teachers and on the quality of CPD more widely. The school has an outstanding record for the quality and range of professional development opportunities it offers and takes pride in developing its staff as outstanding teachers and preparing them for the next steps in their careers. As well as being supported through in-house programmes, aspiring leaders have access to: funded NPQ and Masters Qualifications; extended programmes in Durrington Research School; free access to the annual Research Ed conference in Kent; and leadership opportunities provided by the SSAT and ASCL.

Staff wellbeing is of paramount importance to us at Willingdon Community School. If you are appointed, there will be a full induction day to ensure you are supported with the transition to your new role. We offer all staff 50% off Benenden Health Care. We also run many events throughout the year such as staff fitness and Mindfulness sessions to enhance your work - life balance. We believe that happy teachers make happy children and therefore do our utmost to support our staff. We offer mental health first aid to all staff which is a two day qualification. Willingdon also offer Employee Assist Programme through the county council, providing information, helpful resources and other services. There will be invitations to whole school social events such as our Christmas party which is subsidised as a thank you to staff, and other gatherings to celebrate success, and a free coffee machine is ready for you during break-time!

Willingdon Community School is committed to child protection/safeguarding and promoting the welfare of children, we expect all staff and volunteers to share this duty of care. All applicants will be subject to safer recruitment procedures and will require satisfactory references and an enhanced DBS check.

Closing Date: Thursday, 6 January 2022 (by noon)

Interviews will be held on Monday 17 and Tuesday 18 January 2022

Interview arrangements will be sent to shortlisted candidates only

We advise applying promptly for this vacancy as we reserve the right to close and interview early if sufficient suitable applications have been received.

To apply for this post, please download and complete the application form from the school website: <http://willingdonschool.org.uk/about-us/vacancies> or, e-mail: recruitment@willingdonschool.org.uk