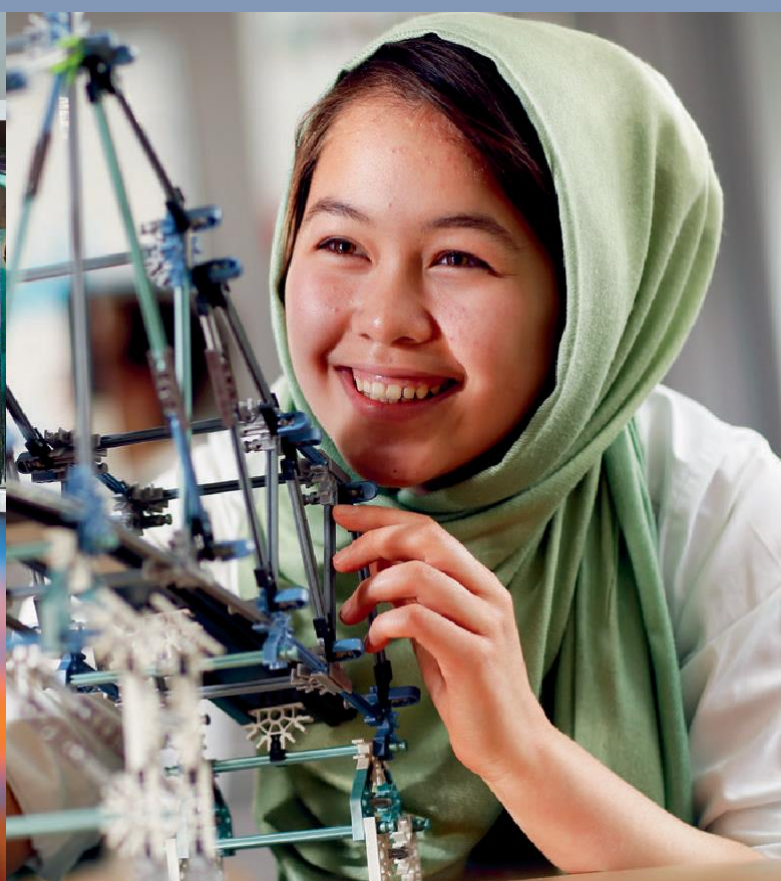




VALLEY INVICTA
ACADEMIES TRUST

Deputy Headteacher

Valley Park School



Shaping Tomorrow's Future Together

Valley Invicta Academies Trust is a dynamic, vibrant, multi-academy trust comprising of nine schools – five primary and four secondary – and Valley Invicta Teacher Training, all based in the Maidstone and Malling area of Kent.



Welcome

Valley Invicta Academies Trust (VIAT) consists of an exceptional cluster of five primary and four secondary schools at the heart of the local community. We put the children we teach at the very centre of all we do. Our staff are equally at the heart of our schools.

We are now recruiting for a Deputy Headteacher for Valley Park School. This is a rare and exciting opportunity for an experienced senior leader to join a very successful, financially sound, mature Trust that combines management freedom for effective leaders with secure central support that encourages collaboration for success.

We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact; to support the achievement of outstanding outcomes for our students and staff, as well as ensuring that the school continues to develop its current standards and achievements – both academically and pastorally.

The successful candidate will receive encouragement, support and guidance to develop their own career within the Trust, which prides itself on 'growing its own' talent. This is a career-defining opportunity and we are looking forward to hearing from senior leaders who are ready for the next step.

Vacancy

Who are we looking for?

We are recruiting for a Deputy Headteacher for Valley Park School. This is a wonderful opportunity for an experienced senior leader to join a very successful school, whose growth requires strong leadership, objectivity and drive for continued development. As a Trust, VIAT recognises the need to continually drive standards, and to reflect and adapt according to the changing context of our community and the world we live in.

Valley Park School

Valley Park School is an Ofsted rated 'good' school with over 1,600 students and 160 plus staff. It has high expectations of students in terms of their academic achievements, personal development, attitude, behaviour and attendance, in an arts-rich environment. It is a financially secure school, that provides a strong learning environment.

The school aspires for every member of staff and all of its students to reach their true potential; the broad and balanced contextual curriculum reflects both the academic and the personal development knowledge and skills required, in order for young people to take up meaningful and knowledgeable roles in society when they leave. Similarly, we hope that all our staff will have long, fulfilled careers in teaching across VIAT.

Working with an experienced and highly-engaged group of staff, the successful candidate will receive encouragement and support, not only to develop this already ambitious school, but to also enhance their own career within the Trust. We will expect the new Deputy Headteacher to further develop a positive culture and ethos where every student is expected to 'be the best they can be' and where their progress is supported every step of the way.

Our vision is for Valley Park School to be a centre for both academic and pastoral excellence and we believe that these two key aspects of school life are inseparable.

Students benefit from an arts-rich environment, and all students are encouraged to engage in the Creative Arts. The curriculum is broad and balanced throughout all year groups, encompassing traditional academic subjects alongside vocational pursuits. Pathways are offered to suit students at key stages four and five, with careers guidance to support the decision-making processes.

Students are encouraged to express and share their own interests, to pursue their passions and to develop as individuals – not just through their academic studies but also in their support for the communities in which they belong.

An extensive co-curricular programme provides students with opportunities beyond the classroom.

Are you the right candidate?

We would like to hear from you if you are:

- An enthusiastic, energetic and ambitious school leader with a track record of success at secondary level;
- A motivated and inspirational leader with high expectations of staff and students;
- Confident and able to communicate a clear vision for the school with our existing leadership group;
- Able to develop students and staff to reach their full potential.

Position	Deputy Headteacher
Location	Valley Park School
Responsible to	Headteacher
Basis	Permanent, full-time
Commencement	January 2024
Salary	Leadership scale L24-28

“We aim to achieve our vision by bringing together a family of local schools - each with their own context, ethos, strengths and areas for development - to work together to enable every single child, and every member of our team, to be the very best they can be.”

Valley Invicta Academies Trust Mission Statement

Application Process

We are, of course, seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates will be keen to visit Valley Park School before making a formal application, you can arrange this by contacting Mrs S West, PA to the Executive Headteacher –

s.west@valleypark.viat.org.uk Visits will be hosted by our Leadership Group, where possible. Please ensure you offer a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and our team.

Candidates wishing to have an initial conversation with the Headteacher about this role can also arrange for a telephone call. Those wishing to do so, should also contact Mrs S West, PA to the Executive Headteacher in the first instance.

When ready to apply, suitable and interested candidates are invited to complete an online application detailing why they are suitable for the role.

If you have any queries on any aspect of the application process or need additional information, please contact Mrs S West, PA to the Executive Headteacher.

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Closing date for applications

Friday 29 Sept
2023, midday

Interviews and assessment activities
12, 13 October 2023



Role Summary

We are seeking to appoint a committed and hard working Deputy Headteacher to join our leadership team from January 2024.

In addition to the Conditions of Employment for Headteachers laid down in the most recent version of the School Teachers' Pay and Conditions Document this role will be responsible for:

- Working with the Valley Park Leadership Group and Governors (individual and collective), to provide strategic leadership and hold overall accountability for direction, standards achieved and quality of education within Valley Park School and, as time progresses, other schools as the Trust grows;
- Providing leadership and management which enables the school to give every student high quality education and which promotes the highest possible standards of achievement and well-being;
- Securing the long-term success of the school/s by maximising the skills and resources across Valley Park School;
- Contributing to system-wide leadership capacity at all levels.

You will be someone who feels an affinity with our values and our vision seeking a core purpose of delivering for our students and communities. You will have an impressive track record of school improvement with superb leadership skills and the credibility to motivate and empower others. You will have a clear vision for rapid school improvement and the ability to challenge robustly and constructively alongside the knowledge to facilitate success for both pupils and staff.

Other skills, knowledge and experience we look for include:

- Qualified Teacher Status;
- Degree or equivalent qualification;
- National Professional Qualification of Headship (welcomed but not essential).

Next Steps

If you have any queries about this role, please contact s.west@valleypark.viat.org.uk

All applications to be made through the application form found via the link below:

www.viat.org.uk/630/current-vacancies



Closing date for applications is **Friday 29 September 2023, midday.**

Interviews are proposed to be held on **12, 13 October 2023**

For more information about Valley Park School, please visit www.valleypark.viat.org.uk

For more information about Valley Invicta Academies Trust, please visit www.viat.org.uk

Job Description

Responsible to: Headteacher

Responsible for: Quality of Education

Accountable to: Headteacher

Job summary

In addition to the Conditions of Employment for Headteachers laid down in the most recent version of the School Teachers' Pay and Conditions Document, the role will be responsible for:

The Deputy Headteacher, under the direction of the Headteacher, will take a major role in:

- Formulating the aims and objectives of the school;
- Establishing policies for achieving these aims and objectives;
- Managing staff and resources to that end;
- Monitoring progress towards the achievement of the school's aims and objectives;
- Deputising for the Headteacher.

The Deputy Headteacher will also be expected to fulfil the professional responsibilities of a Headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

Key working relationships

- Executive Headteacher/Headteacher;
- Leadership Group;
- Director of SEN and Designated Safeguarding Lead;
- Teachers and Students;
- Parents;
- Trust Executive Team;
- Local School Board;
- External Agencies.

School Culture and Behaviour

Under the direction of the Headteacher, the Deputy Headteacher will:

- Create a culture where students experience a positive and enriching school life – both academically and pastorally;
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school;
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy;
- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life;
- Ensure a culture of staff professionalism.

Teaching, Curriculum and Assessment (Implementation and Impact)

Under the direction of the Headteacher, the Deputy Headteacher will:

- Have oversight of the 'Quality of Education across the school';
- Ensure an effective and efficient options process;
- Establish and sustain high-quality teaching across all subjects and phases, based on evidence;
- Have oversight of the timetable;
- Ensure effective use of data to identify and implement any intervention necessary;
- Ensure teaching is underpinned by subject expertise;
- Ensure the teaching of a broad, structured and coherent curriculum;
- To lead on assessment and reporting;
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities;
- Ensure the effective use of formative assessment to inform strategy and decisions;
- Ensure the use of valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum using the National Curriculum and the Ofsted Framework.

Additional and Special Educational Needs (SEN) and Disabilities

Under the direction of the Headteacher and in liaison with the Trust Director of SEN, the Deputy Headteacher will:

- Promote a culture and practices that enable all students to access the curriculum including the bottom 20%;
- Ensure all staff have ambitious expectations for all students with SEN and disabilities;
- Ensure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate;
- Ensure the school fulfils statutory duties regarding the SEND Code of Practice.

Organisational Management and School Improvement

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the local school board and through consultation with the school community;
- Establish and oversee systems, processes and policies so the school can operate effectively;
- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care;
- Manage staff well with due attention to workload;
- Ensure rigorous approaches to identifying, managing and mitigating risk;
- Allocate financial resources appropriately, efficiently and effectively;
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context;
- Make sure these school improvement strategies are effectively implemented.

Professional Development

Under the direction of the Headteacher, the Deputy Headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities;
- Keep up to date with developments in education;
- Seek training and continuing professional development to enable progression across the Trust.

Governance, Accountability and Working in Partnership

Under the direction of the Headteacher, the Deputy Headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility;
- Ensure that staff understand their professional responsibilities and are held to account;
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties;
- Work successfully with other schools and organisations;
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students.

Safeguarding

VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equality and Diversity

The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

Person Specification

Qualifications

Essential

- Qualified Teacher Status, completed Degree or equivalent qualification;
- Evidence of continuing professional development.

Desirable

- National Professional Qualification of Headship.

Experience, skills and knowledge

Essential

- Significant experience as an Assistant Headteacher or Deputy Headteacher with evidence of sustained impact;
- Experience of developing partnership and learning between departments;
- Experience of the effective management of budgets and resources;
- Evidence of successfully leading and sustaining educational initiatives;
- Evidence of effective appointment and people management;
- Knowledge of the mission, vision and values of VIAT;
- Knowledge of statutory education frameworks, including governance;
- Evidence of ways to build, communicate and implement a shared vision across a number of schools;
- Evidence of leading change, creativity and innovation;
- Knowledge of new technologies, and evidence of their use and creative impact;
- Knowledge and evidence of strategies for communication, both within and beyond the schools;
- Knowledge of models of teaching and learning/ pedagogical practice and evidence of supporting this across the school;
- Knowledge of models of attendance and behaviour management and evidence of implementing these along with impact;
- Knowledge and evidence of strategies for ensuring inclusion, diversity and access;



Experience, skills and knowledge

Essential continued...

- Knowledge of child protection and safeguarding procedures;
- Knowledge of curriculum design and management and your role with this;
- Knowledge and evidence of your role in the self-evaluation process and its role in driving continuous improvement;
- Evidence of strategies to promote individual, team and organisational development;
- Evidence of building and sustaining a learning community within a school;
- Knowledge and evidence of the impact of change on organisation and individuals;
- Knowledge of strategic financial planning, budgetary management and principles of best value might be desirable;
- Knowledge and evidence of the use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance;
- Knowledge of the work of other agencies and opportunities for collaborations.

Leadership skills

Essential

- Evidence of supporting to develop and maintain a clear vision and lead others to plan and deliver it;
- Ability to articulate this vision to diverse audiences;
- Ability to establish successful relationships at all levels and have good communication skills both verbal and written;
- Commitment, drive and the ability to achieve the highest standards and best practice across all aspects of the school;
- Ability to cultivate a team ethic;
- Ability to lead, coordinate and delegate.



Benefits at Valley Invicta Academies Trust

VIAT is a dynamic organisation with many career opportunities for new and existing staff. Here are just some of the benefits the Trust offers:

- An open and collaborative working environment, not just within Valley Park School but across the Trust;
- A career in an organisation that values individuality and diversity.

Professional development opportunities:

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career;
- Opportunities for career progression across our family of schools;
- Subsidised MA opportunities with local and national universities;
- Coaching and Mentoring Programmes.

Financial:

- A competitive salary whereby pay progression is possible on an annual basis, following successful performance;
- Access to an attractive pension plan;
- Subsidised childcare;
- Access to a range of benefits and discounts through Kent Rewards.

Facilities:

- A great working environment and some brand new facilities, including the school restaurant, and science laboratories, with further developments in discussion;
- Free car parking;
- On-site catering, reasonably priced for staff;
- Social networking opportunities across the Trust to create new relationships both inside and outside the work setting.

VIAT also offers access to a range of health, wellbeing and personal support.





VIAT believes in the benefits of cross-phase education whereby all pupils, regardless of background, are taught a broad curriculum by specialist teachers across all ages; thereby enabling them to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning; securing the very best outcomes for pupils. Our children only get one chance at their education and it is our responsibility to provide the very best for them.

All our schools have a strong and cohesive outlook, reflecting our inclusive vision; staff and pupils are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate and enable them to grow in confidence, while cultivating thinking skills, and creative potential beyond typical expectations.

This secure foundation ensures an ambitious and aspirational approach, as well as a broader commitment to, and proactive engagement in, wider society; enabling our pupils to be fully ready – academically and personally – for their transition from primary into secondary school and a life-time of influence beyond.



VALLEY INVICTA ACADEMIES TRUST

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Huntsman Lane

Maidstone

Kent

ME14 5DS

0303 303 0000

www.viat.org.uk