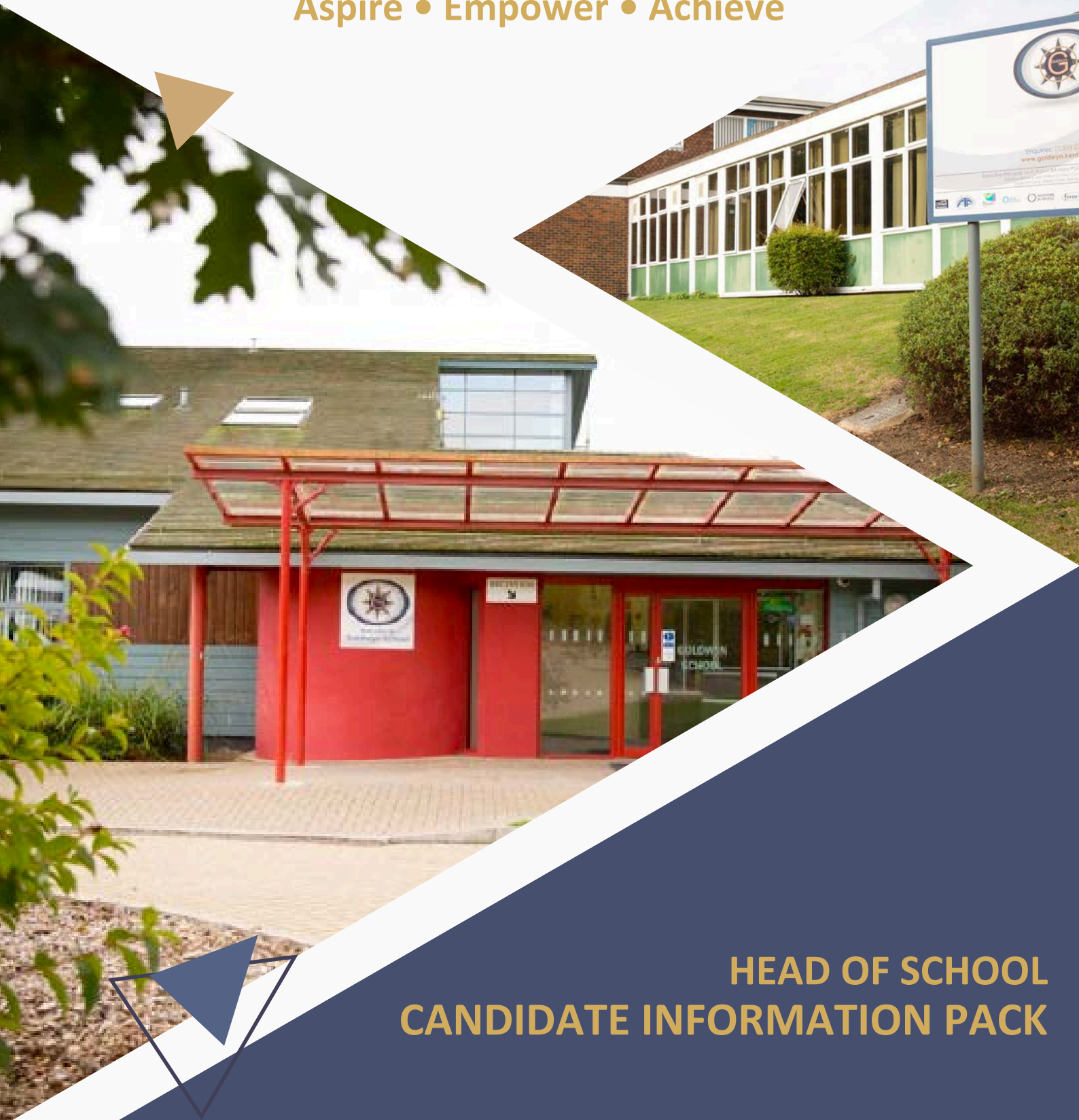




Goldwyn School

Aspire • Empower • Achieve



HEAD OF SCHOOL
CANDIDATE INFORMATION PACK



WELCOME

Goldwyn School is delighted to invite applications for the role of Head of School at our Great Chart site in Ashford. This is a rare opportunity to join an unique and forward-thinking school, where relationships, innovation, and student wellbeing are at the heart of everything we do.

We are looking for an exceptional, committed, and inspirational leader- someone whose passion for empowering both staff and students is evident in every action and decision. Your leadership will be rooted in our core values of Resilience, Empathy, Aim, Commitment, and Heart.

This role comes at a pivotal moment in our journey, as we continue to build on our strong foundations: three consecutive Outstanding Ofsted inspections, IQM Flagship Status, and a growing reputation for excellence in SEMH and inclusive education. Goldwyn is a school that never stands still- reflective, ambitious, and always striving to be at the forefront of exceptional practice.

At Goldwyn, we believe that “there is no significant learning without a significant relationship.” This ethos underpins our approach to re-engaging learners, reigniting their love for learning, and nurturing confidence, resilience, and positive relationships.

As Head of School, you will play a central role in ensuring the smooth and effective daily running of the site. You will lead a dedicated team, uphold the highest standards of care and academic provision, and work closely with the Principal to deliver our shared vision. You will be part of a leadership team that truly operates as one - collaborative, supportive, and driven by a shared purpose.

We warmly welcome visits to our school.

To arrange a visit, please contact Tina Brobyn, HR Manager, at tina.brobyn@goldwyn.kent.sch.uk.

Visits are available on the following dates:

- Thursday 26 June
- Wednesday 2 July

We look forward to meeting you.





PRINCIPAL'S MESSAGE

Kerry Greene

I am delighted and honoured to be the Principal of Goldwyn.

From experience, I know that a successful and happy school depends on staff, students, and parents and carers joining together and supporting each other.

Goldwyn has a history of championing SEND students, and of outstanding, pioneering practice recognised at both local and national level. With the support of our staff and families, I aim to continue this legacy, leading during an exciting time of change and development that mark a new chapter for the school as a whole.

Our school community vision is **Aspire • Empower • Achieve**

We **ASPIRE** for our students to be the best they can be by providing a 'whole child education' where their talents are nurtured and they are provided with opportunities to flourish. We aspire for them when they see barriers and cannot aspire for themselves. We aspire for our staff to be the best they can be, investing in their well-being, professional development and access to external networks.

We **EMPOWER** each other as a community, recognising and praising excellence and progress in each other. We empower each other to build resilience and overcome barriers. By taking a 'Growth Mindset approach' we empower ourselves in a continuous journey of learning.

We **ACHIEVE** self-development, qualifications and instilling self-confidence to achieve our ambitions, for students moving onto higher education or their chosen career path.

I passionately believe in child-centric approaches, and that Inclusion is part of our very core. We continue to build on the inclusive drive that Goldwyn has been at the forefront of, utilising research-led and proven initiatives in our practice, alongside developing innovative opportunities for all our students, both within the special educational and mainstream sectors, as well as in the community.

I have extremely high expectations for the students we serve, and for all that Goldwyn represents, and any leader must be the custodian of preserving that culture and nurturing it to new heights.





Aspire • Empower • Achieve

ABOUT GOLDWYN SCHOOL

Goldwyn School is a Kent Maintained Foundation Special School for students with Social, Emotional and Mental Health (SEMH) needs, proudly rated Outstanding by Ofsted. We operate across five unique sites in Ashford and Folkestone, each offering a tailored educational pathway to meet the diverse and complex needs of our students.

We are an aspirational and inspirational school, committed to nurturing the potential of every young person. Our inclusive ethos is underpinned by research-led, trauma-informed, and nurturing practices, ensuring that every student feels safe, supported, and empowered to succeed.

Our Sites:

Each of our five sites offers a tailored educational pathway, ensuring that every student receives the support and opportunities they need to thrive:

- Goldwyn Ashford- Great Chart, Ashford (TN23 3BT)
- Goldwyn Folkestone- Parkfield Road, Folkestone (CT19 5BY)
- Goldwyn Vocational Centre- Leacon Road, Ashford (TN23 4FB)
- Goldwyn Plus- Beaver Lane, Ashford (TN23 5NX)
- Goldwyn Nurture Hub – School Lane, Hothfield, Ashford (TN26 1HA)

ABOUT REACH



Reach

We have defined Goldwyn's core values in a series of statements below. These will remain our constant anchor for the years ahead and at the core of everything we do.

We promote a school community where every member of our community demonstrates:

Resilience- Overcoming barriers with creativity and independence

Empathy- Caring for ourselves and others, fostering respect and belonging

Aiming- Striving to reach our full potential

Commitment- Dedicated to success, growth, and opportunity

Heart- Passionate about making a difference, championing equality and inclusion



ABOUT THE ROLE

Accountabilities:

To be met in accordance with the provisions of the School Teachers' Pay and conditions document and within the range of teachers' duties set out in that document and the professional standards for teachers.

Salary Scale:

L6-L12

Responsible To:

Principal



Purpose:

A commitment to the school's vision of **Aspire Empower Achieve** your decision making and planning will be rooted in line with the school's vision and values (**R**esilience **E**mpathy **A**im **C**ommitment **H**eat)

Heads of Schools will provide strong, clear, motivational and professional leadership and be responsible for the day-to-day efficient management of the Ashford site, thus ensuring a high quality education for all the students on roll.

To work as part of the Goldwyn Strategy Board

To coordinate the senior management team at Goldwyn Ashford Pathway ensuring all SMT members are highly effective in delivering the school's vision and values.

ABOUT THE ROLE



As Head of School, you will:

- Lead the daily running of the school, ensuring smooth operations and high-quality provision.
- Oversee pastoral care and act as Designated Safeguarding Lead for the site.
- Monitor student engagement and wellbeing throughout the day, responding flexibly and proactively to emerging needs.
- Model a calm, boundaried, and solution-focused approach to behaviour management.
- Coordinate staff to ensure all students access the curriculum and interventions effectively.
- Work collaboratively with the Goldwyn Strategy Board and senior leaders to deliver the school's vision: Aspire, Empower, Achieve.



Core Responsibilities:

Strategic Leadership & Vision

- Champion and communicate the school's vision: Aspire, Empower, Achieve.
- Promote and embed the school's core values: Resilience, Empathy, Aim, Commitment, Heart.
- Contribute to strategic planning and school improvement as part of the Goldwyn Strategy Board (GSB).
- Promote staff wellbeing and a positive, aspirational school culture.

Operational Leadership

- Lead the day-to-day management of the Ashford site.
- Coordinate and support the Senior Management Team (SMT) to deliver the school's vision.
- Ensure effective deployment of staff and resources.
- Maintain safe working practices and ensure smooth running of daily operations.





Teaching, Learning & Assessment

- Oversee teaching and learning quality in collaboration with Teaching & Learning Leads.
- Monitor student progress using data and benchmarks.
- Lead performance management and staff development processes.
- Support planning and monitoring of interventions with the Inclusion Lead.

Pastoral Care & Safeguarding

- Act as Designated Safeguarding Lead (DSL) for the Ashford site.
- Oversee pastoral support and behaviour management strategies.
- Monitor student attendance and engagement.
- Maintain safeguarding and pastoral records (e.g. MyConcern, Boxall, PLPs).

Staff Leadership & Development

- Lead staff recruitment, induction, and performance reviews.
- Provide regular feedback and support to staff.
- Chair staff meetings and contribute to agenda planning.
- Foster a collaborative and supportive team environment.





Goldwyn School is committed to the highest standards in safeguarding procedures and promoting the welfare of every student and we expect all our staff and volunteers to share this commitment.

References may be taken up before interview and the successful applicant will undertake an enhanced DBS check.

Working time

- 195 days, 1265 hrs per academic year. (See STPCD).

Performance Development:

- All staff must complete a satisfactory Performance Review in accordance with the Pay Policy to ensure pay progression.

Staff Development:

- To monitor and evaluate own performance in line with performance management procedures with line manager.
- To participate in peer support and appraisal processes
- To keep personal records of all staff development activities in which you are/have been involved.

The job description will be reviewed at the end of the academic year or earlier if necessary. In addition it may be amended at any time after consultation with you.

PERSON SPECIFICATION



The Principal is looking to appoint an accomplished manager and transformational leader, with strong people skills and an empathic nature who will maintain and develop high academic outcomes, ensure exceptionally high standards throughout the School and guarantee smooth, efficient leadership and management, throughout the year.

The person appointed will have outstanding management and leadership skills, confidence to bring forward ideas for future success and proven ability in different aspects of school leadership.

Criteria	Essential / Desirable	Qualities
Qualifications and training	Essential	Qualified teacher status (QTS) with a strong track record of outstanding classroom practice Substantial leadership experience in a school setting, ideally with SEMH and/or ASD provision Proven experience managing and developing staff teams Experience of working collaboratively with external agencies and professionals
	Desirable	Higher level qualification i.e. NPQSL
Knowledge and Understanding	Essential	Deep understanding of SEMH and ASD needs and effective behaviour management strategies Secure knowledge of safeguarding procedures and responsibilities Strong understanding of SEN and effective classroom differentiation
	Desirable	Awareness of current educational policy and practice, particularly in specialist settings

PERSON SPECIFICATION



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Criteria	Essential/ Desirable	Qualities
Leadership and Management	Essential	Ability to lead, inspire and motivate staff and students Committed to teamwork and collaboration across the school and wider community
	Desirable	Experienced in managing change and resolving conflict constructively
Skills and Abilities	Essential	Strong organisational and time management skills with the ability to meet deadlines Excellent communication and interpersonal skills Ability to maintain accurate, professional records and documentation
Personal Qualities	Essential	Resilient, calm, and solution-focused under pressure Emotionally intelligent and empathetic, with a commitment to student wellbeing Flexible, reflective, and committed to continuous professional development Passionate about inclusive education and the values of Goldwyn School

It is expected that the Head of School will demonstrate a range of qualities, skills and experience as outlined in the person specification and have the ability to fulfil the responsibilities detailed in the job description.

The list above distinguishes between essential and desirable characteristics. The appointing panel will want to see evidence of these competencies but understand that candidates will have different mixes of skills and experience and may not have every requirement listed above.

Closing Date: 7 July 2025

Interviews: 14 and 15 July 2025

Applications will be considered in the order in which they are received. Goldwyn School reserves the right to interview at any point during the recruitment process and early applications are encouraged.

ABOUT OFSTED

"There is a strong culture of 'anything is possible', and pupils' personal development is at the heart of all that the school does."

"Pupils feel that their life chances are greatly improved as a result of their time at this school."

"Outstanding"

"Highly skilled staff care deeply about pupil' wellbeing and have an in-depth understanding of how to help them achieve their full potential."

"Staff enable pupils to realise that success is available for everyone"

