

Recruitment Pack

Applicant information

Deputy Headteacher – Pastoral



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Welcome from Headteacher John Vennart

Dear applicant,

Thank you for expressing an interest in a position at The Malling School. I hope this letter, along with the other documentation you find in the application pack and on our website, will encourage you to make an application.

It is a real privilege to be the Headteacher of The Malling School. Students, parents and staff are extremely proud of our school and the work that we do. The Malling School is a happy and caring place for young people to learn. We have fantastic facilities and an extremely talented team who are fully committed to our students. All our staff have the highest aspirations for our students and encourage them to have the confidence to believe in themselves.

We are fully committed to developing our staff at The Malling School. We have a very open and supportive strategy to improve teaching and learning. All teaching staff have regular developmental learning walks every term. Strengths and areas to develop are discussed in termly one to one meeting with line managers. We have no formal observations or grading of lessons and invest our training time into the long-term progress of all our teachers. Our strategy to improve outcomes for our students is not through short term unsustainable Y11 intervention but through continuing to improve our daily practice in every classroom for every year group. We aim to make every lesson count by challenging our students, planning carefully for misconceptions and teaching to the top.

We have a strong behaviour for learning policy at our school. All staff receive regular informal behaviour for learning training to ensure we are consistent in our application of the policy. Students are very clear around our high expectations of behaviour and attitude in every classroom. The key to the success of the policy is the proactive targeting of poor work ethic and low-level disruption by every teacher. Students that slow down the pace of learning are transferred by our senior leaders. All transfers from lessons are monitored and escalating sanctions and support are put in place for students that receive repeated transfers. We have an excellent behaviour hub that has been created to ensure that consistent support and sanctions are applied across all houses.

The leadership team ensures that all our improvement strategies are clearly communicated to staff, effectively piloted, evaluated and well thought through. Our key principle when introducing any new initiative is to ensure that there is no unnecessary workload and that it has a high impact on student progress. Staff and student well-being are extremely important to us at The Malling School and are a major part of our School Improvement Plan.

Our key work over the next two years is to improve outcomes of our students continuing to ensure that our school is a happy and caring place for young people to learn.

Please take some time to look at our website and get a feel for the kind of school we are, as we believe that fitting in with our philosophy is essential for you to be happy working at our school.

Thank you for taking an interest in our school and I hope that I have the opportunity to meet you soon.

Yours sincerely



John Vennart
Headteacher

The Malling School

About us

The Malling School

We are a mixed 11-19 co-educational High School of 1,000 pupils serving the historic market town of West Malling and surrounding villages. The school is set in pleasant rural surroundings and has its own lake and extensive grounds and has excellent facilities.

West Malling is close to the county town of Maidstone and has excellent rail links to London and Ashford.

This is an exciting time to be joining the staff of The Malling School.

Our school is increasingly becoming the first-choice school for parents. As a result, we are currently oversubscribed. We have robust behavioural systems and Developmental Learning Walks, rather than formal observations. All of which allow a teacher to flourish and do what they do best – teach!

We provide a very supportive environment in which staff can further develop their skills, and we ensure every new member of staff has access to a trained coach. With close teams of teachers and non-teachers working together we take a collaborative approach to school improvement and have a shared aim of providing the very best education for our pupils.

We offer an extensive and individualised training programme tailored around training needs identified by our staff. We encourage staff to take calculated risks in striving to be the very best and will never stifle innovation. Our philosophy is one where leaders are trusted to lead and teachers trusted to teach.



Extract from our Safeguarding and Child Protection Policy

Introduction

The Malling School (TMS) recognise our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding and promoting the welfare of children is everybody's responsibility and everyone has a role to play. All members of our community (staff, volunteers, governors, leaders, parents/carers, wider family networks, and pupils) have an important role in safeguarding children and all have an essential role to play in making our community safe and secure.

TMS believes that the best interests of children always come first. All children (defined in law and in this policy as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, sex (gender), ability, culture, race, language, religion or sexual identity or orientation, have equal rights to protection.

Staff working with children at TMS will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child and if any member of our community has a safeguarding concern about any child or adult, they should act and act immediately.

This policy applies where there are any child protection concerns regarding children who attend TMS but may also apply to other children connected to the school for example, siblings, or younger members of staff (under 18s) or children on student/work placements.

TMS recognises the importance of providing an ethos and environment within School that will help children to be safe and to feel safe. In our school children are respected and are encouraged to talk openly. We will ensure children's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

TMS recognises the importance of adopting a trauma informed approach to safeguarding; we understand there is a need to consider the root cause of children's behaviour and consider any underlying trauma.

Our core safeguarding principles are:

Prevention: positive, supportive, safe culture, curriculum and pastoral opportunities for children, safer recruitment procedures.

Protection: following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.

Support: adopt a child centred approach and provide support for all pupils, parents/carers and staff, and where appropriate, implement specific interventions for those who may be at risk of harm.

Collaboration: with both parents where possible, and other agencies to ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.

The procedures contained in this policy apply to all staff (including temporary staff and volunteers) and governor and are consistent with those outlined in Keeping Children Safe in Education (KCSiE)

Job Description

Job Title: Deputy Headteacher

Grade: Leadership Scale

Responsible to: Headteacher

Purpose:

To work as a member of the Senior Leadership Team to raise standards, improve pupil outcomes and increase aspirations across the school with a specific focus on pastoral care, student wellbeing and inclusive education

Leadership expectations:

1. To deputise for the Headteacher or Senior Deputy Headteacher if required to do so
2. To work strategically as a member of the Senior Leadership Team:
 - take a corporate view of policy implementation, pursuing and delivering school strategies and agreed actions in a positive and consistent manner so as to raise standards
 - think creatively about the school, to be prepared to take risks and to innovate
 - use in depth self-evaluation to identify and improve those areas relevant to the role to drive continued improvement.
3. As Designated Safeguarding Lead (DSL) for the whole school taking lead responsibility for safeguarding and child protection across the school (including online safety and understanding the filtering and monitoring systems in place). Take part in strategy discussions and inter-agency meetings and contribute to the assessment of children. Provide advice and support other members of staff on child welfare, safeguarding and child protection matters, and liaise with relevant agencies such as the local authority and police.
4. Through line management of relevant staff to be accountable for and report to the rest of the Senior Leadership Team on pastoral matters across the school:
 - be an excellent team leader and build a successful team by getting the best out of colleagues take responsibility for the performance and line management of staff
 - lead the process of appointing new staff to relevant positions
5. To assist in the day-to-day running of the school and take an appropriate share of the many tasks required of school leaders: have a high profile around the school through the implementation and promotion of the school's behaviour policy to ensure systematic and consistent management of behaviour
6. Ensure the school website, social media and other communications provide accurate and up-to-date information to stakeholders and the wider public in the areas of responsibility
7. Undertake an appropriate amount of teaching and cover

8. Participate in duties before and after school, lunch and break
9. Follow and promote all practises and procedures aimed at ensuring child and staff safety
10. Develop and maintain an engaging learning environment for all pupils
11. Deliver engaging assemblies and through them develop spiritual, moral, social and cultural education within a framework of fundamental British values.
12. Undertake specific tasks reasonably delegated by the Headteacher.
13. To model the high personal and professional standards expected of staff:
 - be an excellent communicator with a high degree of emotional intelligence, and create open and effective lines of communication with a clear system for consultation and decision making
 - be courteous to all colleagues and promote collegiality and good working relations
 - report to the Headteacher (and governors where appropriate) information on the areas of responsibility
 - promote the aims of the school by attendance at and participation in events such as open evenings, parents evenings, meetings, performances and other functions/events
 - treat all pupils, staff and parents fairly, consistently and without prejudice
 - take responsibility for own professional development as identified with the Headteacher
 - reflect on own practice as well as the practices of the school with aim of improving all that we do
 - read and adhere to the various policies of the school as expressed in the Staff and Department Handbooks and Policies (available on the shared drive)
 - ensure that all deadlines are met as published in the school calendar
 - meet the Teacher Standards (September 2012)
 - promote actively the school's ethos through actions and words

Specific responsibilities:

Working closely with the Headteacher and Senior Deputy Headteacher to:

- Develop, maintain and regularly review effective behaviour systems to ensure outstanding behaviour across the school
- Develop, maintain and regularly review systems and strategies to improve attendance and punctuality and report on their effectiveness
- Through the Primary Transition Coordinator and Head of Sixth Form, develop and deliver an effective primary-secondary and sixth form transition strategy
- Develop systems and strategies to improve outcomes for pupils in receipt of pupil premium and catch-up funding and report on their effectiveness
- Advise the Headteacher on exclusions
- Line manage and provide leadership for mainstream SEN and Specialist Resource Base Provision (The Tydeman Centre) and Pastoral Leaders
- Ensure appropriate Sex and Relationships Education is delivered to all pupils
- Oversee Open Events
- Evaluate areas of responsibility and use the outcomes of evaluation to write and deliver improvement plans
- Attend In Year Fair Access meetings and make decisions on admissions through that forum

Health & Safety

- To promote and comply with the school's policies on Equal Opportunities and Health and Safety both in the delivery of services and the treatment of others

Safeguarding

The Malling School is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by The Malling School. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Child Protection Officer.

This job description is additional to the basic duties outlined in the latest School Teachers' Pay and Conditions document and reflects the policies agreed by the Governors. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time. This job description will be reviewed regularly and is an integral part of the appraisal and line management process.

Person Specification

Deputy Headteacher

The person specification is related to the requirements of the post as determined by the job description. Shortlisting is carried out on the basis of how well you meet and demonstrate the requirements of the person specification. This information will be obtained from your letter of application.

Ability to: -

- Understand current developments in teaching and learning
- Command credibility through expertise and subject knowledge
- Effectively lead a team of teachers to provide the very best learning experience for the students.
- Anticipate and solve problems and identify opportunities
- Maintain high aspirations and challenge underperformance.
- Motivate and inspire staff and students.
- Ensure good communication with and between staff and with other stake-holders
- Prioritise, plan and organise effectively
- Secure confidence in staff through good practice and leadership
- Communicate effectively to a wide range of audiences
- Establish positive relationships with staff, students and parents.
- Maintain high standards of behaviour in both own classroom and across the department.
- Use Information and Communications Technology effectively
- Adapt to changing roles and circumstances
- Work as part of a Senior Leadership Team

Qualifications

- Qualified Teacher Status
- Degree or equivalent
- Higher degree and/or formal leadership training (e.g. NPQML) is highly desirable but not essential

Experience

- Proven experience at Middle Leadership Level
- Successful teaching experience in at least one secondary school
- Experience of using ICT for teaching and management.
- Recent and relevant professional development



Benefits of working at The Malling School

Beautiful location

We are situated in the village of East Malling which is easily accessible by road and rail. The closest train station is East Malling with services to Ashford and London. Walking to school from the station takes 18 minutes. The school has free on-site staff parking; we also have a beautiful lake that can be accessed by staff at lunchtimes or for meetings in the summer months.

Other benefits

- Local government and Teachers Pension scheme
- Kent Rewards Gateway access to discounts nationally and in the local area
- Employee Assistance Programme
- Ongoing commitment to Continuous Professional Development (CPD)
- Alongside our high-quality CPD program, every teacher benefits from a dedicated, trained coach who provides tailored feedback and one-to-one coaching. This bespoke support ensures our teachers make continuous improvements to their classroom practice, empowering them to deliver exceptional teaching and achieve outstanding outcomes for our students. Join us and experience a school where professional development is at the heart of everything we do.
- Free tea and coffee at breaktimes
- Use of school gym

Staff Wellbeing Statement of Intent – 2025

Improved wellbeing for our staff is a key aim for The Malling School (TMS). Our staff are a precious resource, valuing them and their wellbeing is at the heart of our principles. As a school we have committed to the DfE Wellbeing Charter and use this to guide the wellbeing practices in our school.

Our staff benefit from an ongoing wellbeing strategy which focusses on:

- Workload

- Mental health
- Job Satisfaction
- Culture and Attitudes

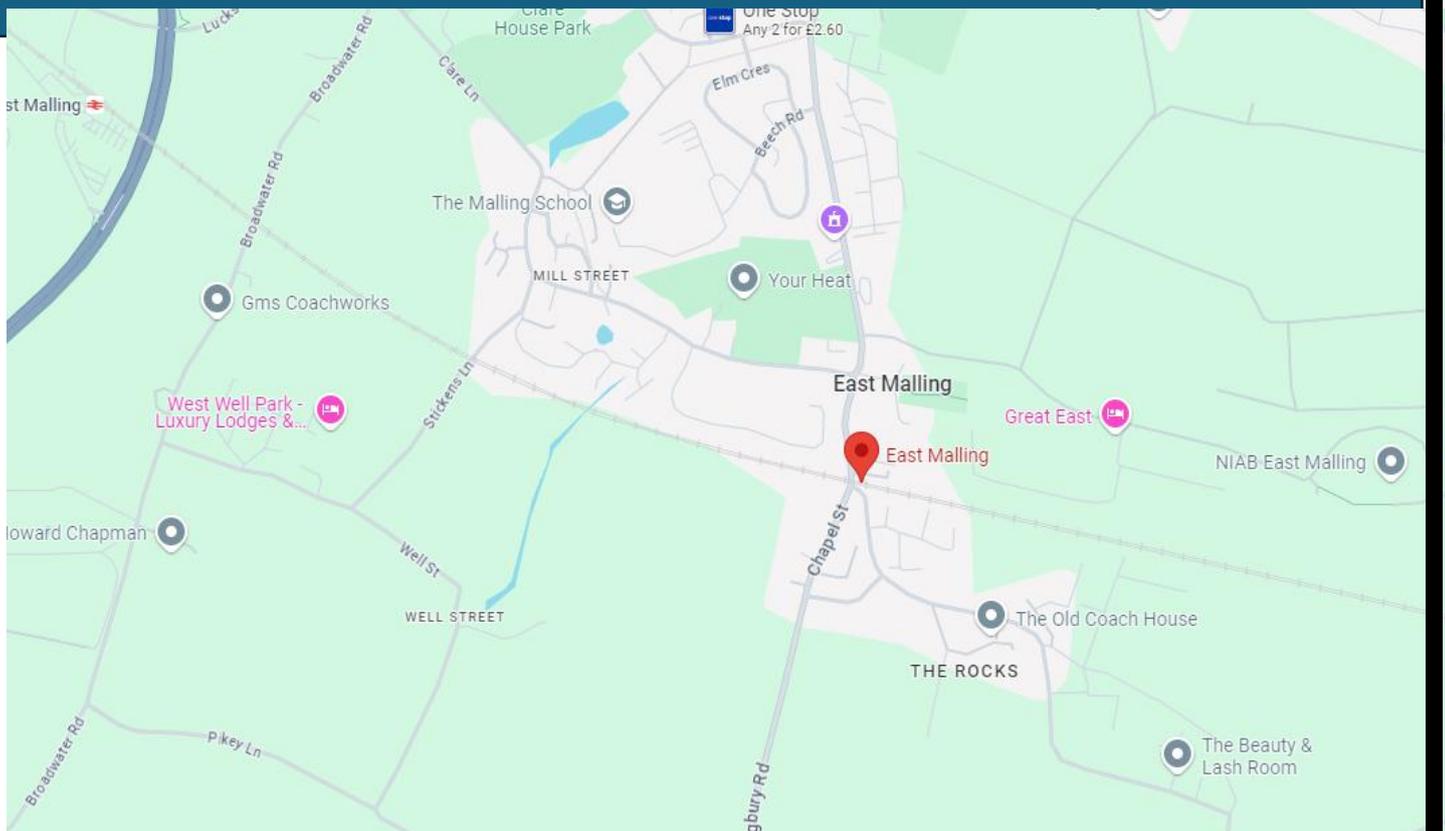
Workload: Is considered in every decision-making process. We do not ‘grade’ teachers and lessons, instead recognize good practice and positively support colleagues to progress and improve. We have a workload charter which details our guiding principles.

Mental Health: From an annual mental health survey we can collect feedback, positive and negative which is used to evaluate current support measures and introduce new ones when identified.

Job Satisfaction: Using induction, annual appraisal, CPD and internal opportunities for achievement and progress we manage to retain a high percentage of staff and add to job satisfaction. Salaries are matched to performance and job descriptions are reviewed annually and re-evaluated as appropriate.

Culture and Attitudes: The Malling School Way is well established in our school and embraced by staff as well as students. The key concepts of being caring, determined and reflective ensures that all staff are treated with respect, consideration and care.

How to find us



Address

The Malling School
Beech Road
East Malling
West Malling
Kent, ME19 6DH

Telephone: 01732 840 995

Email: office@themallingschool.kent.sch.uk

Closest train station: East Malling 18 mins walk

Visitor parking on site

Application Process

Applications will only be accepted from candidates completing the appropriate application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible.

If you have worked or lived overseas in the last five years (including the European Union) please declare this on your application

Please note CVs will not be accepted in place of a completed application form.

All completed application forms must be submitted as directed in the job advertisement or sent either electronically to HR@themallingschool.kent.sch.uk or by post to the following address:

The Malling School
HR Team
Beech Road
East Malling
Kent
ME19 6DH

The Shortlisting and Interview Process

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form; it is therefore important that you fully read the Job Description and Person Specification prior to completing your form. The school reserves the right to close any advert earlier than the published closing date and early application is therefore recommended.

After the shortlisting process has been completed candidates who have been selected for interview will be informed and provided with full details of the interview programme. If you have not heard from us within four weeks of the closing date for this post, you have on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Photo ID, such as passport or driving licence
- Evidence of current name and address
- As appropriate any documents evidencing any name changes
- Certificates of educational or professional qualifications as necessary and relevant to the role.

Conditional Offer

Any offer of employment will be conditional upon the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check
- Satisfactory online check in line within safer recruitment guidelines
- Satisfactory pre-employment health assessment
- Satisfactory completion of six-month probation period (where relevant)
- Satisfactory checks, as may be required in accordance with statutory guidance, if you have worked or been resident overseas in the previous five years.
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment.

(please note this provision applies to any post requiring an individual to undertake teaching work such as unqualified teacher, Teaching Assistant or HLTA).

It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.

Retention of information

All information is stored securely, and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

Privacy Notice for job applicants

Under data protection law, individuals have a right to be informed about how the school uses any personal data we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data. This privacy notice explains how we collect, store and use personal data about individuals applying for jobs at our school. We, The Malling School, are the 'data controller' for the purposes of data protection law. Successful candidates should refer to our privacy notice for the school workforce for information about how their personal data is collected, stored and used. Our workforce privacy notice is available from the school website or by email the school office; office@themallingschool.kent.sch.uk.

