

Denewood Academy Head of School

Application Pack

June 2024



Recruitment pack

Empowering through
education



Dear Applicant,

I am delighted to introduce you to the Head of School role at Denewood Academy, part of the Raleigh Education Trust. This role represents an extraordinary opportunity at a crucial moment for our family of schools. As we embark on the journey to open a new Alternative Provision Free School for Key Stages one to three in the heart of the city, we are also transforming Denewood Academy's vision, cohort size, and age profile. This exciting future is yours to help shape, and we cannot wait to see what we will achieve together.

Our Trust has been nationally recognised for raising academic standards and achieving excellence for pupils, and we have achieved this through collaborations with several key system partners. Among them are the Autism Education Trust, DfE Alternative Provision Specialist Taskforce, and Nottingham City Council. We also work with approximately twenty-six Alternative Education Free Schools, Independent Alternative Provision Schools, and Alternative Education Providers to ensure our learners have the best opportunities to succeed.

Denewood Academy is an Ofsted "Good" (2021) pupil referral academy that provides a high-quality school experience for key stage two and three pupils. The school is in central Nottingham, providing easy accessibility. We also have a large cohort of pupils attending alternative education.

Lead with purpose and passion in the city's Alternative Education Strategy to make a meaningful impact.

We understand that many vulnerable children are marginalised and often lost as they fall from mainstream education following permanent exclusion. For many, this leads to overwhelmingly poor educational and life outcomes. Excluded children are twenty times more likely to have contact with social care, ten times more likely to have a mental health issue, seven times more likely to be identified with special needs, four times more likely to live in poverty, and over-represented in certain ethnicities. For example, Black Caribbean children are four times more likely to receive a permanent exclusion from school.

As you review this opportunity, you may find that you lack specific experience or qualifications. However, I want to assure you that we value your potential and are interested in the unique skills and knowledge you can bring. We encourage you to consider what relevant transferrable skills and knowledge you may have and highlight your willingness to learn and develop continually. Your experience in previous roles may help us see your true potential, and how you can enhance the quality of education in Denewood Academy.

The right candidate for this post will be genuinely excited about its present opportunity and future. We look forward to hearing from you soon.

Best regards,

Sean

Sean Kelly
Chief Executive Officer

Employer: Raleigh Education Trust
Role: Head of School

Closing on: 28/06/2024, 1:00PM
Working Pattern: Full Time

Salary: £68,400 - £75,331pa
DBS Check: Enhanced
Location: Denewood Academy, Nottingham

We are looking for a Head of School to lead and manage our team of professionals at Denewood Academy in Nottingham. If you are passionate about alternative education and want to make a difference, we invite you to apply.

The ideal candidate will be an experienced senior leader with a background in pupil referral units (PRU), short-stay schools, youth service, or SEMH/SEND schools. You will have a deep understanding of commissioning arrangements and the national landscape of alternative education. We seek an exceptional commercially aware candidate who can lead, manage, and drive any transformation necessary.

Working alongside the Director of Education and Executive Principal for Alternative Education, as the newly appointed Head of School, you will be free to shape Denewood Academy's operational and strategic transformation. Our provision caters to some of Nottingham's most disadvantaged and vulnerable pupils. You will be supported by a highly experienced and diverse trust team and the headteachers in our group, who foster a collaborative and supportive work environment.

As a key leadership team member, you will report to our Executive Principal for Alternative Education. Your role will be to maintain the high standard of teaching, learning, and curriculum in the Academy, leveraging your strong knowledge of curriculum design and research-based teaching methodology. While formal qualifications are not a prerequisite, your deep understanding of effective teaching practices and your ability to support colleagues in consistently meeting these expectations is essential.

Person specification

You should be able to demonstrate that you meet the following criteria	Measured by A – Application form B – Assessment task C – Interview D - References	
Knowledge and Qualifications	Required	Assessment
Graduate with Qualified Teacher Status.	Desirable	A
Has worked with children and young people within more than one setting.	Desirable	A
Has or is prepared to work towards the NPQ SENDco and NPQBLC	Essential	C
Has undertaken sustained professional development, especially in leadership and management.	Essential	A
Has up to date knowledge of what research and inspection findings tell us about effective leadership, teaching and learning in special school education.	Essential	A B C
Has knowledge and understanding of current education practice, legislation and initiatives related to alternative school settings.	Essential	C
Experience		
Experience of middle or senior management.	Essential	A
An excellent teacher in at least one of the key stages.	Desirable	A C
A proven track record of securing improvement in service quality.	Essential	A C
A proven track record of raising achievement.	Essential	A C D
Experience of contributing to school improvement.	Essential	A B C D
Has worked successfully with governors and parents to raise achievement.	Desirable	A C D
Has experience of OFSTED.	Desirable	A C D
Has experience of working effectively with pupils with a wide ability range including gifted and talented and SEND children.	Essential	A B C D
Knowledge of Fundamental British Values and Prevent Training.	Essential	A C

Skills	Required	Assessment
Excellent management, motivational and communication skills that inspire high ambition throughout the trust.	Essential	A C D
Confidence and skills to lead a successful team.	Essential	A C D
Personal skills to establish excellent working relationships with all members of the trust and wider community.	Essential	A C D
Ability to devise and implement high quality improvement plans/frameworks.	Essential	A C D
Personal Characteristics		
Conviction that all pupils can succeed and a commitment to securing the highest achievement for all.	Essential	A B C D
The personality to engage and enthuse colleagues, pupils, and parents.	Essential	B C D
Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work.	Essential	B C
Be personally committed to the development and welfare of all.	Essential	C D
A commitment to the safety and safeguarding of pupils.	Essential	A C D
Show total commitment to the trust's wider community.	Essential	A B C D

The candidate

The ideal candidate will be able to demonstrate the following:

- Qualified Teacher Status (QTS)
- Recognised designated safeguarding lead accreditation, or willingness to achieve this during induction.
- At least 2 years of experience in a leadership or management role
- Excellent communication skills
- An unwavering commitment to complex children and young people

We encourage applications from individuals who feel they meet the role's requirements, irrespective of age, gender, ethnicity, sexual orientation, faith, or disability. We strive to ensure that our Trust leadership team reflects the communities we serve, so we particularly welcome applications from currently underrepresented groups in Trust leadership roles, such as people with disabilities and people from minority ethnic backgrounds. Additionally, please take note of the Chief Executive's statement of welcome, where he has expressed an eagerness to hear from a diverse range of professionals who believe they can bring value to the role, even if they come from a non-traditional background.

Location

The post holder will be based in Denewood Academy, with an expectation of strong collaborative links with all leaders from across the Trust and Provider Network.

About your benefits

The position attracts an excellent remuneration package including a competitive salary, pension, and health assured programme of support. Participation in annual training and development is expected and training bursaries are available on request. Out of pocket employee expenses are claimable through the Trust.

Start date

By negotiation.

About the application process

If you meet the criteria and you are enthusiastic about the role, we will welcome your application. To complete the application, you would need the following document(s):

Maximum of 2 A4 sides, outlining how you feel you meet the role and why you believe you can make a difference to children and young people educated through the Raleigh Education Trust.

Completed application form and associated documents through our vacancies portal - <https://raleigheducationtrust.face-ed.co.uk/vacancies>

Raleigh Education Trust is obliged by law to operate a checking procedure for employees who have substantial access to children and young people. It is an offence to apply for a position within a school or trust if you are barred from engaging in regulated activity relevant to children.

We recognise the school is unique and will be organising a number of engagement sessions to support candidate applications and answer any further questions.

Engagement session one

Date: 17th June 2024

Location: Microsoft Teams

Time: 4.30 P.M.

Attendee: Executive Principal: Alternative Education

Theme: overview of the role, setting, challenges and opportunities and Q&A

If you would like to attend this session, please confirm your attendance by email: HRenquiry@raleightrust.org

Site visits are warmly welcomed and can be organised by contacting HRenquiry@raleightrust.org

Only candidates requested for interview will be contacted. If you are not invited, we thank you for your interest in this exciting post with the Trust.

Interviews will take place on Tuesday 16th July 2024.