



“The endless support I received from the teachers at Stonehenge has really inspired me. I am now training to become a teacher, to change lives in the way they changed mine.”

Former student, Kristie Newham

# THE STONEHENGE SCHOOL

HEADTEACHER

Application pack

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The Stonehenge School  
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## WELCOME FROM THE CHAIR OF GOVERNORS

At the Stonehenge School we believe that there is no limit to any student's potential. We aspire to develop a positive learning community in which effort, participation and achievement are valued.

Striving for excellence, we aim to create an outstanding school where students are happy, healthy and given opportunities to exceed their expectations. Enriched by history and culture, Stonehenge is a school for the future.

The school is increasingly popular and to cater for a growing roll we have recently moved into our £6.5 million new build, allowing our full number on roll to eventually grow to 1120 pupils. We have recently received confirmation that £4.5 million in funding has been allocated for the second phase in our redevelopment, which will bring a new building to replace older facilities in the school and improve our sporting facilities. Applications for entry into Year 7 have been over-subscribed in each of the last three years and we are expecting an even larger increase this year.

The school community is important to us, meaning that we have strong relationships with our students, and a collegiate supportive atmosphere within staff.



### PERSONALISED PROVISION

The Stonehenge School is a Wiltshire Council mixed comprehensive school for students aged 11-16 that provides all of those students with the opportunity to study a wide spread of subjects throughout Key Stage 3 and 4, providing full access to the National Curriculum with coverage of the full Ebacc at Key Stage 3, including 3 languages and a full range of arts subjects.

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*Striving for excellence, exceeding expectations.*



At Key Stage 3, key skills and knowledge are assessed using our 'I can' system, allowing teachers and students to keep track of their learning and progress. Students are given the flexibility and ownership to design their own option choices towards the end of Year 8, meaning that students study the curriculum that they choose, whatever their ability, allowing them to fully realise their future aspirations. At Key Stage 4 students are offered the full Ebacc, and the importance of taking a humanities and a language is discussed with parents as part of the options process. A variety of vocational courses are also offered to allow for development towards particular careers, or the pursuit of individual interests.

## PREPARING FOR THE FUTURE

Qualifications are highly important, and our examination results reflect our commitment to this. However school is also about preparing students for their future career and roles in the larger community. Students are offered many opportunities to develop team working and leadership skills. The prefect team in Year 11 is led by the Head Boy, Head Girl and their deputies. Students can initiate projects and share decision making through an active Student Parliament.

Careers guidance is provided throughout all years. A large number of students enjoy taking part in activities throughout the school year, including drama productions and musical concerts. We have excellent sporting facilities on site and at Amesbury Sports Centre and run many sports teams and offer a number of extra-curricular sporting clubs, including rugby, basketball, netball, hockey, football and cricket. Trips and visits are run regularly; Year 9 can visit Pencelli Activity Centre in Wales and current trips planned include food trips to Normandy, outdoor pursuits in the Alps, and Geography trips to Iceland. There are regular Geography field trips, annual whole school cultural capital trips and the Languages department arrange annual visits to France or Germany.

The latest Ofsted inspection took place in April 2017 and concluded that... "The Stonehenge School continues to be good" and that "pupils are great ambassadors for the school. They are smart, polite, respectful and a joy to talk to".

A recent evaluation by the Local Authority reported that 'there is a positive and respectful school culture where the staff know and care for the students' and 'leaders have a clear consistent vision which is realised through strong, shared and owned values and practice', and praised the emphasis that we place on developing our staff.

I look forward to welcoming applications from you,

Kelly Godwin



## Headteacher

Start Date: 1<sup>st</sup> September 2022

Salary: L24-L30

The Governors of The Stonehenge School are seeking to appoint a Headteacher who will inspire with a vision, passion and ambition to take an already successful school forward into the future and make it even better.

The successful applicant will be an inspirational individual with the National Professional Qualification for Headship (NPQH) and be able to demonstrate unique differentiation to their peers.

The Stonehenge School is committed to safer recruitment and will follow all relevant safer recruitment processes for our school, including relevant sections in part 3 of Keeping Children Safe in Education (2021). All applicants will be subject to a Disclosure and Barring Service check before an appointment is confirmed.

Informal visits to the school are welcome during the week commencing 14<sup>th</sup> February; to arrange a visit please contact the Co-Head's PA, Debra Harker on 01980 676660 or e-mail [harkerd@stonehenge.wilts.sch.uk](mailto:harkerd@stonehenge.wilts.sch.uk)

**Please apply via a two sided letter detailing your educational philosophy, experience to date, and how you would contribute to the work of the school and the wider school community along with the formal application form.**

Applications should be returned to Ms K Godwin, Chair of Governors, The Stonehenge School, Holders Road, Amesbury, Wiltshire, SP4 7PW.

Email: [godwink@stonehenge.wilts.sch.uk](mailto:godwink@stonehenge.wilts.sch.uk)

Website: [www.stonehenge.wilts.sch.uk](http://www.stonehenge.wilts.sch.uk)

**Closing date for applications:** Friday 25<sup>th</sup> February 2022, 9.00am

**Shortlisting:** Monday 7<sup>th</sup> March 2022, 6.00pm

**Interviews to be held:** Wednesday 23<sup>rd</sup> & Thursday 24<sup>th</sup> March 2022



We asked our students to describe their ideal new Headteacher, here are a few of the things the Stonehenge Student Parliament said:

- Someone who is passionate about the role of Headteacher
- Understanding that appearance in and out of school is of importance
- A Headteacher should be a role model
- Open minded
- Educated
- Approachable
- Someone who understands the variety of students with a unique perspective of life
- A Headteacher who will prioritise and listen to the students, try to understand
- A Headteacher who will interact with students, have conversations, teach some lessons and be there for sports matches and school clubs
- They should involve themselves in the local community and also help maintain and improve our relationship with them
- Transparent with students about plans for the future of the school, long term and short-term goals
- Their posture would be open and inviting
- Outside of school we would expect our Headteacher to carry themselves with confidence and in a respectful manner
- Our ideal Headteacher would also involve themselves in school charities like MacMillan cancer research.



## Job Description

**Salary Range:** L24-L30

**Contract type:** Full-time, Permanent

**Responsible to:** The Governing Body

**Responsible for:** All staff, volunteers and students within the school

### Main purpose

The Headteacher will:

- Carry out the duties of Headteacher in accordance with the Teachers' Pay and Conditions Act and built upon The Headteachers' Standards (2020) and the Teachers' Standards (2011)
- Promote and sustain the school's ethos and strategic direction together with the governing body
- Establish and oversee systems, processes and policies so the school can operate 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
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

### Qualities

The Headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

### Duties and responsibilities

#### School culture and behaviour

The Headteacher will:

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



## Teaching, curriculum and assessment

The Headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Promote Rosenshine's Principles of Instruction

## Additional and special educational needs (SEN) and disabilities

The Headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#)

## Managing the school

The Headteacher will:

- Ensure staff and pupils' 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

## Professional development

The 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 meet needs



## Governance, accountability and working in partnership

The 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 that each staff member is deployed in a way that is most appropriate to their expertise and experience
- 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 pupils

## Other areas of responsibility

- Support staff in developing and improving extra-curricular activities

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Headteacher will carry out. The post holder may be required to do other duties appropriate to the level of the role.

**The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.**

**This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employment is subject to satisfactory medical checks, enhanced DBS clearance and suitable references.**

- Please be advised that we do not accept CVs as a form of application.
- Due to the volume of applications, it is not standard practice to offer feedback.
- Members of our Governing Body will be involved in the interview process.
- We will request references ahead of interview.





## Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>▪ Degree level qualification</li><li>▪ QTS and experience of teaching KS3 and KS4</li><li>▪ National Professional Qualification for Headship (NPQH)</li></ul>	<ul style="list-style-type: none"><li>▪ Good honours degree</li><li>▪ Post graduate qualifications or research in an educational sphere</li></ul>
Experience	<ul style="list-style-type: none"><li>▪ Experience of successful school leadership in a senior role including evidence of bringing about school improvement</li><li>▪ Demonstrable experience of successful line management and staff development</li><li>▪ Involvement in school self-evaluation and development planning</li><li>▪ Experience of using assessment data to support pupil progress and attainment</li></ul>	<ul style="list-style-type: none"><li>▪ Working in a mixed secondary school with comprehensive values</li></ul>
Knowledge	<ul style="list-style-type: none"><li>▪ A secure knowledge of curriculum content and progression</li><li>▪ Understanding of wider educational issues</li><li>▪ Understanding of how to promote literacy across the curriculum</li></ul>	<ul style="list-style-type: none"><li>▪ Knowledge of how people learn</li><li>▪ Active and interactive teaching methodologies</li><li>▪ Thorough ICT competence and capability</li><li>▪ Rosenshine's Principles of Instruction</li></ul>
Skills	<ul style="list-style-type: none"><li>▪ First-class leadership skills</li><li>▪ Excellent organisational skills</li><li>▪ Outstanding oral and written communication and presentation skills</li><li>▪ First-class teaching and the ability to model this for others and support them to improve</li><li>▪ Promote and manage student behaviour standards</li><li>▪ Ability to communicate a vision and inspire others</li></ul>	<ul style="list-style-type: none"><li>▪ Competent user of a range of ICT software, in particular tracking and assessment data</li><li>▪ Promoting and managing extra-curricular activities</li></ul>



<p>Personal/ professional qualities</p>	<ul style="list-style-type: none"><li>▪ A commitment to uphold the 7 principles of public life (the Nolan principles) at all times</li><li>▪ Commitment to students and their progress</li><li>▪ Personal organisation, presentation and punctuality</li><li>▪ Consistent, firm, fair discipline</li><li>▪ The ability to build effective relationships with all members of the school community, leading by example and coaching others to bring about improvements</li><li>▪ Energy and enthusiasm</li><li>▪ Commitment to the extra-curricular life of the school</li><li>▪ Commitment to promote equality and inclusion within the school</li><li>▪ Inspirational leader and role model to the school community</li></ul>	<ul style="list-style-type: none"><li>▪ A healthy sense of perspective</li><li>▪ A sense of humour</li><li>▪ Wider interests and enthusiasms</li></ul>
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