



Wade Deacon Trust

CEO: Mr G Kelly

Innovation Enterprise Centre, Birchfield Road,
Widnes, WA8 7TD

www.wadedeacontrust.com

Company No: 08278808



Wade Deacon High School

Birchfield Road, Widnes, WA8 7TD

Telephone: 0151 423 2721

Principal: Mr S Corner

Vice Principal

Application Information

Salary: Leadership scale L19-L23

To start: 1st January 2019 or ASAP

Permanent

We seek to appoint a well-qualified, enthusiastic and forward thinking Vice Principal who can ensure that Wade Deacon continues to be a high performing school providing an exceptional education of all our students.

The successful candidate will be an outstanding teacher with a proven track record of high quality leadership. We pride ourselves on our commitment to ensuring student progress and high quality teaching and learning provision for all. The successful applicant will share these values and play an active part in delivery on this commitment. Applications are invited from motivated and inspirational leaders who are eager to develop their leadership and contribute towards moving our school forward.

Key areas of responsibilities will be aligned to the strengths of the successful candidate. The successful applicant will be given full support in the career development as we believe that development of staff is a key aspect in raising standards for our students. You will benefit from visionary, inspirational and dynamic leadership and be empowered to develop your own skills with access to world-class CPD and Talent Management programmes. As a Teaching School leading a successful cross-phase and cross-regional alliance, Wade Deacon can offer the successful candidate numerous exciting opportunities to further develop their leadership.

Wade Deacon High School is the lead school of a cross-phase, cross-regional Teaching School Alliance, and also the lead school in a growing Multi-Academy Trust; The Wade Deacon Trust. With a range of exciting opportunities for aspiring teachers and current educational leaders, we provide the very best support and training to ensure that our staff achieve their goals.

Wade Deacon High School is friendly, dynamic and innovative. Our last OFSTED described us as "an outstanding school" in every category. Our passion is to not only maintain this status but achieve our goal to be truly exceptional. We have developed outstanding International links with top schools in



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Japan, China and India. In 2014 we were shortlisted for both 'Employer of the Year' in the Investors in People Awards, and 'Excellence in Learning and Development' in the Personnel Today Awards. In April 2018, we achieved Arts Mark Platinum status reflecting the excellence within our school and our commitment to providing the best opportunities for our students.

Wade Deacon High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will have to meet the requirements of our Personnel Recruitment specification and be subject to an enhanced DBS (CRB) check and medical clearance.

Application form and further details are available via the school website www.wadedeacon.co.uk or on request by telephoning the school on 0151 423 2721.

Closing Date: Thursday 4th October at 3.00pm.



Job Description

Line Management:

The post holder will be accountable to the Principal for all initiatives related to this post.

Job Purpose/Summary:

To support the school in its aim to become a World class school in teaching, learning and training. To lead and take responsibility for designated projects.

Key Tasks and Accountabilities:

The successful candidate will contribute to ensuring the highest possible standards and attainment across the school.

As Vice Principal, the post-holder will be responsible for;

- Whole school initiatives to be agreed, depending on the strengths of the post holder.

As a member of the Senior Leadership Team;

Strategic Direction and Development

- Support and communicate the shared vision and strategic direction so that it is shared and understood, defined and implemented by all stakeholders.
- Support the School Development Plan and reviews, and contribute to the cycle of continuous school improvement.
- To play a major role, under the direction of the Principal, in formulating the aims and objectives of the school, establishing the policies through which they shall be achieved, managing staff and resources to achieve the aims and objectives of the school and monitor progress towards their achievement.
- Lead by example and provide inspiration and motivation to the whole school community. Articulate the school ethos, which promotes high levels of progress and attainment within an inclusive, caring and safe environment.
- Play a key role in raising attainment and aspiration, ensuring the school achieves its performance targets and the best outcomes for its students.
- Challenge, motivate and empower others to attain ambitious outcomes.
- Be aware of the changing educational environment and take account of national and local data, and the OFSTED inspection framework, and how other institutions are effecting change and transformation.



Raising Aspiration, Achievement and Attainment

- Use national, local and school data effectively to analyse and evaluate student progress; plan and implement effective interventions to support students. Monitor and evaluate the subject student progress targets to make a measurable contribution to whole school targets.
- Ensure we close any gaps between different groups of students.
- Support and develop a culture of engagement across the school
- Address, and support others to address, the needs and aspirations of all students by personalised learning and mentoring.
- Support and promote a culture of continuous improvement, using interpretation of data, and effective planning and provision so all students can achieve.
- Effectively support systems for monitoring the quality of learning and teaching.
- Support the effective systems of communicating with students, parents, staff and governors.

Leading Learning and Teaching

- Support the Principal to implement the curriculum policy, promoting a learning experience that meets the needs of the students.
- Monitor and review effective teaching and learning with a culture of high standards and aspirations.
- Ensure that opportunities are available that support every student to develop and build self-esteem.
- Promote and encourage creativity and innovation in pedagogy, engaging all staff in the creation, consistent implementation and improvement of the curriculum, to meet key school objectives.
- Provide an example of 'excellence' as a classroom practitioner and inspiring and motivating other staff
- Have the personal pedagogical understanding which inspires learners to achieve well, relative to their prior attainment and to make progress as good as, or better than, similar learners nationally.

Develop Self and Others

- To lead, motivate, challenge and develop all staff to ensure that the school can maximise potential.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
- Support a collaborative culture which positively embraces change and progression through effective teamwork and empowerment.
- Be committed to your own professional development, regularly attending any relevant training and development activities both within and outside school.



Managing the Organisation

- Support the maintenance of effective systems for safeguarding all students in school and working with external agencies as required.
- Lead by example, be personally visible and committed, whilst adopting a strong flexible leadership style.
- Communicate openly with the Principal, with requested reports and updates on a regular basis.
- Ensure students, including targeted groups, are continually making progress and achieving across the school.
- Publicly support all decisions of the Principal and Governing Body
- In consultation with, and by the direction of the Principal, deploy people and resources efficiently and effectively to meet specific objectives in line with the school's plan and financial context
- Work with the Principal to provide effective organisation and management of the school and seek ways to improve organisational structures and functions based on rigorous self-evaluation
- Work with the Principal to ensure the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment
- Deputise for the Principal as and when required.

Securing Accountability

- Work with the Principal to ensure the school's accountability to a wide range of groups, particularly parents, carers, governors, Directors and the DfE; ensuring that students enjoy and benefit from a high quality education, for promoting collective responsibility within the whole school community
- Line manage a group of staff, undertaking their appraisal.
- Support and implement the engagement of all stakeholders including parents and the community.
- Carry out other management responsibilities or tasks allocated.

Strengthen the Community

- Actively support and promote cohesion in the wider community, promoting a range of provision within and outside school, designed to break down social economic and cultural barriers.
- Maintain and promote positive behaviour and anti-bullying within school and the community.
- Support the wellbeing of students ensuring safety both in and outside of school.
- Work with the Principal to collaborate with other schools and organisations in order to share expertise and bring positive benefits to their own and other schools.
- Liaise effectively with all stakeholders, including parents, students, feeder schools, partner secondary schools, the Wade Deacon Trust schools, business and community partners, and the wider community, as appropriate to designated strategic responsibilities.
- Share knowledge and expertise with other schools in the Wade Deacon Trust to support and improve student achievement, promote innovative initiatives and



contribute to the wider development of the Trust, as appropriate to designated strategic responsibilities.

- Promote the values and achievements of the school to the community

Teaching

- Carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions Document and subject to any amendments due to Government legislation. This includes any duties as may be reasonably directed by the Principal and the accountabilities expected of class teachers.

Other duties

- Not all of the above duties will need to be performed all of the time and will vary according to the needs of the school at different points. The specific focus for the Vice Principal's work programme will be negotiated and agreed at the beginning of the performance management cycle. You will undertake such reasonable activities as the Principal and Governors may, from time to time require.

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

This post is subject to an enhanced DBS disclosure and satisfactory medical clearance.

This job description may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities.



Person Specification

Selection Criteria	Demonstrated	Essential	Desirable
Committed to safeguarding the welfare of young people	A I	●	
Satisfactory enhanced DBS disclosure	post offer	●	
Satisfies and continues to satisfy the Teachers' standards	A I R	●	
Training, Experience and Qualifications			
Graduate with Qualified Teacher Status	A	●	
Experience of successful teaching as evidenced by adding value to student achievements	A I R	●	
Experience of successful teaching as evidenced by adding value to student achievement at KS4	A I R		●
Evidence of appropriate professional development	A I R		●
Knowledge and Skills			
Have a thorough working knowledge of the curriculum as it relates to this subject	A I R	●	
Knowledge of examination syllabus requirements in specialist subject(s) at KS4	A I R		●
Understand how ICT can be used to enhance students' learning	A I R		●
Professional Skills and Abilities			
Demonstrate excellent classroom practice	A I R	●	
Relate to and motivate students	A I R	●	
Have commitment to raising standards and achievement of all students	A I R	●	
Possess good behaviour management strategies	A I R	●	
Personal and Professional Qualities			
Demonstrate effectiveness in: <ul style="list-style-type: none"> Verbal and written communication Interpersonal skills Use of ICT Resilience Integrity Confidentiality 	A I R	●	
Demonstrate effectiveness in: <ul style="list-style-type: none"> Time management Team working 	A I R		●

Key: A = Application I = Interview R = Reference

Once in post, the Vice Principal will:

- continue to maintain and demonstrate high standards;
- demonstrate a commitment to develop themselves professionally;

In addition, the post holder should have the ability to:

- vocalise the school's vision and aspiration to be a World class school
- be flexible to adapt to change
- have excellent attendance



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- be a role model and act as an ambassador for Wade Deacon High School in and outside of the school by speaking positively about the school in the community; upholding a 'Commitment to Excellence' at all times; by dressing appropriately and smartly in a suit or smart skirt / dress / trousers and jacket.

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Context

Wade Deacon Trust

Wade Deacon High School is the lead school in a growing multi-academy trust; The Wade Deacon Trust. The Trust is an approved DfE Academy sponsor. It is focused upon improving life chances for students and communities providing sustainable school improvement; and schools joining the Trust do so with the prime aim of improving each other so that they can all become outstanding schools.

Wade Deacon High School

The school is an 11-16 fully comprehensive and heavily oversubscribed school with over 1500 students. In 2011 the school was judged “Outstanding” in all categories by Ofsted.

The school’s ethos of ‘A Commitment to Excellence’ permeates through every aspect of school life. A disciplined, supportive and purposeful working environment enables students to excel across the whole curriculum, reflected in the success that students attain year on year at both Key Stages 3 & 4.

Attainment

Wade Deacon’s external examination results are consistently well above the national average and the best in the local area.

2018 Examination Results Summary:

72% of students achieved Levels 9 - 4 in Mathematics and English

81% of students achieved Levels 9 - 4 in English

77% of students achieved Levels 9 - 4 in Mathematics

122 students achieved the English Baccalaureate

23% of students achieved the highest possible Levels of 9 - 7 across the curriculum

68% of students achieved 2 Science GCSEs Levels 9-4

The school is proud of its academic achievements; however there are strategies in place to reduce elements of in school variation across subjects.

The school has had some success in closing the attainment gap for students registered under the Pupil Premium criteria and continues to implement strategies to reduce this further.

History

The school is proud of its rich history. Wade Deacon High School traces its heritage back to 1507 when the original grammar school was founded by Bishop William Smyth. The main building was opened in 1931 as Wade Deacon Grammar School, named after Sir Henry Wade Deacon. He was a prominent local industrialist and, for many years, chairman of the Local Education Committee. This remains the permanent home for the lead school site.



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School Site

In April 2013 following an extensive £26 million BSF building programme (Design and Build), the school moved into its brand new state of the art facilities. The school was heavily involved in both the internal design and provision of high quality external facilities. The school provides a 21st century and exceptionally high quality learning environment which enhances the teaching and learning of our students.

Community

The majority of the school intake is from Widnes and is across the full range of abilities and socio-economic backgrounds. However, applications are received from the surrounding towns and villages. There is a strong community spirit linked to the school and we work with a number of community partners to strengthen the school's commitment in this area

Widnes

Widnes forms one of two main towns making up the unitary authority of Halton.

The town of Widnes, with its excellent transport links, makes the major cities of Manchester, Liverpool and Chester easily accessible. The Wirral and North Wales are also within a reasonable travelling distance.

The population of Widnes is approximately 58,000. Its heritage is in heavy industrial and chemical manufacture while, in recent years, the development of hi-tech, service and logistical enterprises has taken a lead. Wade Deacon is the largest of three high schools within the town.

Further Information

Further information is available on the school and trust websites;

www.wadedeacon.co.uk

www.wadedeacontrust.com



How to Apply

Application Forms

Any interested candidate should apply by completing the Application Form, Supplementary Information Form, and attaching an accompanying letter of support addressed to the Principal Mr Simon Corner, maximum two sides of A4 font 12, addressing the following points:

- Why you are interested in this post and how you have prepared yourself so far
- What contributions you feel you can make to students' development within our school
- Any particular areas of strength and expertise you feel you may have

The application form and supplementary information form can be downloaded from the Recruitment page on the school website;

www.wadedeacon.co.uk/jobs

If you have any difficulty downloading the application form, please contact Mrs C Rogers at the school to request a hard copy by post. Our telephone number is 0151 423 2721.

Application Deadline

Applications should arrive in school by Thursday 4th October at 3.00pm.

Shortlisting will take place on the: 5th October

Interviews will take place on the: 9th October

Address

Ideally you should email your application to jobs@wadedeacon.co.uk with 'Vice Principal' in the subject line.

Alternatively you may post your application to the address below with the envelope clearly marked 'Vice Principal'

Human Resources
Wade Deacon High School
Birchfield Road
Widnes
WA8 7TD

Feedback

If you have not heard from us within three weeks of the above closing date, then please assume that on this occasion your application has been unsuccessful. **As we receive a large number of applications for each post advertised, unfortunately we cannot provide feedback to individual candidates as to why they were not short-listed for interview.**