



SAPIENTIA
EDUCATION TRUST

WYMONDHAM
COLLEGE
PREP SCHOOL



SAPIENTIA EDUCATION TRUST

CANDIDATE RECRUITMENT PACK



Deputy Headteacher

Wymondham College Prep School

The Prep School opened in September 2020 and moved into a brand-new accommodation
in September 2021

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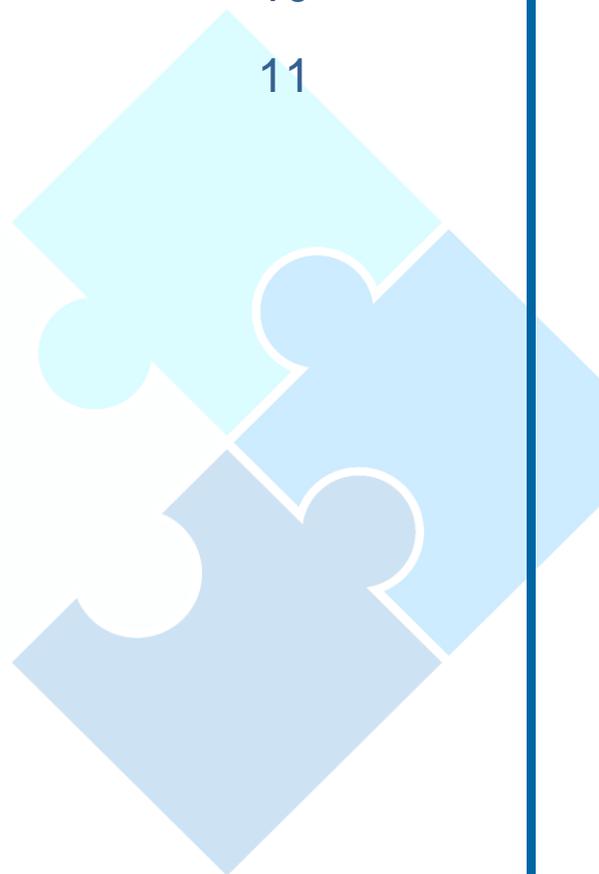
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Dear Applicant,

Deputy Headteacher – Wymondham College Prep School

Thank you for your interest in this post. I am delighted to outline this really exciting opportunity and hope that this briefing pack will both motivate and inspire you to apply.

Wymondham College Prep School opened in September 2020 and moved into a brand new, purpose-built building in September 2021. The school is led by Sapientia Education Trust (SET) and is on the site of Wymondham College. The school is heavily oversubscribed and currently has 60 pupils in Reception, 60 pupils in Year 1 and 25 pupils in Year 5/6.

The Prep School also offers up to 32 state boarding places in Year 5 and 6 – in a brand-new Boarding house. This has received considerable national interest, as the first state funded Primary boarding free school nationally. We recently featured on the front page of the Sunday Times!

SET was established in early 2016, growing out of Wymondham College – the largest state boarding school in the country with a long-standing track record of excellence.

The School and Trust have a number of distinctive features:

- A strong commitment to developing the whole child;
- Achievement that is viewed in its broadest sense;
- A belief that all can and will achieve;
- Learning outside the classroom is highly valued and actively promoted;
- Character education is integral to our work – developing resilience, self-esteem and a can-do approach;
- Professional learning and staff development is central to our work;
- We will never settle for anything less than outstanding – whatever stage of the journey an individual school is on.

Whilst we are open minded about the background of the successful candidate, a thorough understanding of the Primary Curriculum (including detailed planning, delivery and assessment) is essential. A good understanding of EYFS and phonics is also desirable, but not essential. Likewise, it is envisaged that the role will include SENDCO responsibilities

This is a tremendous opportunity to help shape the future of a brand-new school, whilst also contributing to our wider Trust's teaching and learning strategy.

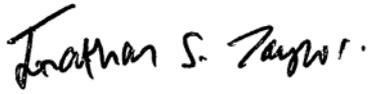
We will provide you with high levels of support through our Sapientia Academy of Learning. Whilst you will be integral to the leadership of the school, you will also be very much part of a team.

The Prep School is now at an important stage of development. As we grow further, the addition of a Deputy Head is an important milestone in the growth of the school.

The successful candidate will be ambitious, child focussed and resilient. They will believe in the power and moral purpose of education and insist on the highest standards for all. Ultimately, they will want, and have the capacity to make a real difference.

If this excites you, then please apply.

Best wishes,



Jonathan Taylor MA (Oxon), NPQH, NLE
CEO



Alex Wilson
Headteacher

BACKGROUND INFORMATION

Wyndham College Prep School opened as a new Free School in September 2020 and moved into a brand-new building in 2021.

The school is closely linked to Wyndham College with a shared vision and philosophy. The school is heavily oversubscribed, with very strong parental support.

The Prep School will build up to 452 pupils – adding 2 forms of entry each year at reception and one class in Year 5/6.

We are committed to developing a strong curriculum that seamlessly links all key stages, including linking KS2 to KS3, using the very many advantages of site co-location with Wyndham College. Specialist Secondary staff are already contributing to teaching Music and PE and joint curriculum development between the two schools will be an important feature moving forward.

Co-curricular enrichment is a strong feature of the school, with extensive before and after school clubs and activities on offer and this is an area that is crucial to us moving forward.

RECENT DEVELOPMENTS AND THE CREATION OF THE TRUST

The Sapientia Education Trust was established in 2016 with the purpose of bringing like-minded schools together to work in partnership to deliver the highest standards of education to young people in Norfolk and Suffolk. The term 'Sapientia' comes from the motto of the founding school, Wymondham College and means wisdom.

We are committed to delivering high academic standards in our schools, combined with a view of education that is child-centred and holistic. Our schools have a strong commitment to personal development and extra-curricular activities are strongly promoted.

Our work is cross-phase and involves a strong commitment to staff development and ongoing professional learning for all staff in our schools. We believe that collaboration and partnership work helps raise standards and we work with a range of schools within and beyond the Trust.

The Trust provides a range of services to support our schools. This includes established HR, Finance, Health and Safety and Estate teams. In addition, we have a central education team providing specialist support to help raise standards further. Our philosophy is to work to support school leaders, so that more of their time can be spent on the core business of delivering a world class education, locally.

Our member Schools:

Secondary Schools

Attleborough Academy
Fakenham Academy
Framingham Earl High School
Old Buckenham High School
Stradbroke High School
Wymondham College

Primary Schools

Burston Primary School
Ghost Hill Infant and Nursery School
Great Hockham Nursery and Primary School
Old Buckenham Pre-School and Primary School
Rockland St Mary Primary School
Seething and Mundham Primary School
Surlingham Primary School
Tivetshall Primary School
White House Farm Primary School
Wymondham College Prep School

OUR TRACK RECORD

Our track record is already impressive.

In Summer 2018, our combined KS2 outcomes increased by 8 percentage points across our Year 6 cohort, rising to above the national average,

Progress levels at KS2 improved significantly in all three measured elements across the Trust. Data indicates that many of our schools are improving rapidly, often from a secure starting point.

Our KS4 and KS5 outcomes were similarly strong – with data indicating best ever progress scores in three of our secondary schools. All of our secondary schools are high performing with three of them ranking within the top 12 schools in Norfolk for attainment. Wymondham College, Old Buckenham High School and Stradbroke High School all secured positive progress 8 figures in Summer 2018, with Stradbroke High School being the second highest in the region.

Wymondham College achieved an 'Outstanding' Ofsted inspection in 2017 and Stradbroke High School a glowing 'Good' inspection report in 2018, in which the Trust was explicitly praised for our work.

However, we are not complacent and will continue our drive to ensure that our pupils are provided with a world class education, locally and there is still considerable work to do to move more schools to 'outstanding'.

JOB DESCRIPTION

Deputy Headteacher

Job Purpose

The core purpose of the Deputy Headteacher is to provide high quality strategic and operational leadership to the school. This will help promote a strong foundation from which to achieve high standards in all areas of the school's work.

Line Manager: Headteacher

General Responsibilities

- Be an outstanding teacher and an inspirational leader;
- Have a proven track record of success and raising pupil attainment across the Primary sector;
- Ideally have an excellent understanding of EYFS and phonics;
- Willingness and strong interest in leading SEND provision
- Ensure high-quality teaching and learning is delivered to all pupils;
- Lead the further development of the Curriculum – ensuring it is progressive and sequential;
- Deliver staff training, CPD and INSET as part of the School and Sapientia Education Trust (SET) CPD programme;
- Be committed to the SET ethos of high expectations and our commitment to extended learning;
- Have the resolve to make a real difference to the lives of learners;
- Be a committed team player;
- Be flexible and willing to accept other tasks as assigned;
- Committed to supporting boarding, which has a dedicated Head of Boarding.

Strategic Direction and Development

- To play a strategic role in providing a world-class education, locally
- To help ensure strong outcomes for pupils;
- To provide strategic direction and leadership to the Prep School;
- To develop a clear vision for the Prep School;
- To contribute to Trust wide school improvement, ideally leading one strand in the initial years of opening;
- To contribute to a positive, high achieving ethos;
- To secure long-term success by maximising potential through the skills and resources held within the Prep School;
- To help build leadership capacity at all levels through actively developing staff;
- To ensure that resources, human, financial and material are used efficiently to achieve maximum value for money;

- To promote the highest possible standards of achievement and wellbeing for pupils;
- In conjunction with the SET finance department and Headteacher, ensure curriculum-led financial planning and the equitable deployment of budgets and resources are in the best interests of pupil's achievements and the school's sustainability;
- To act as the SENDCO and lead provision;
- To contribute to the Quality Assurance and School Improvement Planning processes;
- To attend LGB meetings as appropriate;
- To help secure the commitment of staff, pupils, parents and the wider community to the vision and direction of the Prep School;
- To develop positive relationships with key partners to ensure good collaborative working;
- To help ensure that safeguarding and protecting children is a core priority within a culture of vigilance.

Teaching and Learning

- To play an integral role in planning the Curriculum;
- To promote and secure good teaching, effective learning, high standards of achievement, good behaviour and discipline within a safeguarding culture;
- To demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupil's outcomes;
- To help monitor and evaluate the quality of teaching and learning and achievement of pupils, including those with special educational needs, in order to set and meet challenging and realistic targets for improvement;
- To ensure the effective use of data to raise standards;
- To ensure a range of community based learning experiences;
- To ensure the maintenance of effective partnerships with parents to support/improve pupils' achievements and personal development.

Accountability

- To ensure that teachers and all staff recognise that they are accountable for the success of the Prep School;
- To contribute to the Appraisal process;
- To ensure that parents and pupils are well informed about the curriculum, attainment and progress, and about the contribution that they can make to achieve the targets for improvement.

PERSON SPECIFICATION

QUALIFICATIONS

- Qualified to degree level (E);
- Qualified Teacher Status (E);
- Evidence of appropriate and willingness to continue professional development (E);
- NPQH or equivalent (D);
- SENDCO (D);
- Hold a full driving licence (E);

EXPERIENCE

- Experience of management of a core curriculum area and/or a Key Stage (E);
- Clear evidence of leading a team to accelerate progress (E);
- Existing senior or middle leader within a Primary setting (E);
- Effective leadership, with clear evidence of impact (E);
- Outstanding classroom teacher (E);
- Strategic vision for raising standards in the Primary sector (E);
- Ability to manage change (E);
- Ability to develop effective relationships and teams (E);
- Strong interpersonal skills (E);
- Ability to prioritise, meet deadlines and work under pressure (E);
- Experience of raising academic standards (E);
- Experience of monitoring classroom performance (E);
- Evidence of the impact of coaching/supporting individuals (E).

KNOWLEDGE AND SKILLS

- Lead, inspire, challenge and empower teams/ individuals to perform outstandingly (E);
- Ability to use comparative data, benchmarking and target setting data (E);
- Ability to effectively evaluate and plan for improvement (E);
- Knowledge of effective teaching, learning and assessment methods (E), including (but not limited to) EFYS and phonics (D);
- Understanding of effective leadership (E);
- Knowledge of new technologies and MIS systems (E);
- Knowledge and experience of tracking progress and attainment (E);
- Demonstrable personal and professional integrity and an ability to model the values and vision of the school (E);
- Excellent communication skills with a range of audiences (E);
- Ability to think strategically, build and communicate a coherent vision in a range of compelling ways (E);
- Emotional resilience in working through challenges (E).
- Willingness to lead SEND, including undertaking professional training (if necessary).

PERSONAL ATTRIBUTES

- Passionate about education and educational issues (E);
- Constant drive for improvement (E);
- Ability and energy to inspire the best in others (E);
- Exceptional personal integrity and character (E);
- Evidence of commitment to significant continuous professional development (E);
- Personal impact and presence (E);
- Displays sensitivity (E);
- Sense of humour and approachability (E);
- Both a team player and a leader (E);
- Displays emotional resilience (E);
- Ability to motivate colleagues and pupils (E).



TERMS AND CONDITIONS

This post is offered on a full-time, permanent basis.

Remuneration

Competitive remuneration.

All payments are payable under the Teachers' Pension Scheme and an additional benefit package run by Sodexo is available to all Trust employees.

Pre-employment checks

All applicants must be prepared to undergo a number of checks to confirm their suitability to work with children and young people.

The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.



HOW TO APPLY

If you would like an informal discussion about the role, please contact Catriona Mitchell, EA to CEO on 01953 609001 who can arrange for Alex Wilson - Headteacher or Jonathan Taylor - CEO to return your call.

To apply please download an application form from www.se-trust.org

Application forms should be submitted alongside a supporting statement of no more than 800 words outlining your suitability for the role and how your career to date equips you to be an excellent Deputy Head.

Completed applications should be sent to hr@sapientiaeducationtrust.org

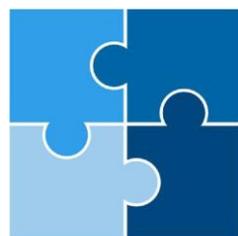
The closing date for applications is midday on 14th October 2021

Interviews will be held on Thursday 21st October

The Trust is committed to safeguarding and promoting the welfare of children; therefore, all applicants must be prepared to undergo a number of checks to confirm their suitability to work with children and young people. The Trust welcomes applications from all sectors of the community.

In accordance with the Department of Education's "Keeping Children Safe in Education September 2021", references will be sought on all short-listed candidates before interview.

Sapientia Education Trust is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment.



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