

January 2014

Dear Applicant

## Deputy Headteacher Post at The Weald School

Thank you for your interest in the post of Deputy Headteacher at The Weald School. The Weald is an over-subscribed, 11-18 mixed comprehensive in Billingshurst, near Horsham in West Sussex. We currently have 1,530 students on roll which includes a Sixth Form of 300 students. Our ethos is based on a shared vision which centres around the students developing their individual potential, both academically and personally, whatever their starting point. Our students are a pleasure to teach and the staff a delight to work with. The staff body is determined to make sure that all students make the progress that they are capable of.

Before deciding to apply you will want to find out more about the school. Rather than make available reams of factual information and statistics, I would encourage you to simply visit our school website ([www.theweald.org.uk](http://www.theweald.org.uk)) and explore it. You will get a real sense of what the school is about and what is important to us. I would encourage you to make sure that you see:

- Headteacher's welcome video. This four minute video gives a real sense of the school in action with interviews including myself, other staff and students of various ages.
- Virtual tours - you can see 360 degree photos of five different areas of the school.
- School exam results
- Our downloadable prospectus
- Our last Ofsted report from November 2013

If you are interested in visiting the school prior to applying there will also be an opportunity for interested candidates to visit the school on Friday 7<sup>th</sup> February from 1.30 pm to 3.30 pm. I will be available at this time to give a tour of the school to potential applicants as well as answer questions. Potential applicants will be keen to get a sense of the school in terms of students and staff. If you are unable to join us on the above date you are warmly invited to visit the school at other times. Please contact my PA, Sally Moss by email on [smoss@theweald.org.uk](mailto:smoss@theweald.org.uk) or by phone on 01403 787224 suggesting a time you would like to visit us and we do our best to accommodate you.

The school has made significant progress over the last five years. I took over at The Weald as Headteacher in January 2009. The school was inspected in March 2009 and judged to be "a very good school with outstanding features". In October 2013 the school was inspected again and achieved outstanding grades in all categories. Whilst inspection grades are important relatively short term, we are more interested in ensuring that excellent teaching and learning and other wider experiences are totally integrated into the fabric of what we do. You will want to go on to the DfE performance tables to look at our results, and get a good understanding of the progress that students at The Weald make at all Key Stages. In 2013 students achieved 68% 5+ A\*-C including English and Maths, whilst the figure for the previous year was 72%. Both attainment and achievement are excellent but there is still much scope for improvement. Attainment is significantly above the national average and our value added scores put us in the top handful of the 40 secondary schools in West Sussex. In 2011 the SSAT named The Weald in the top 20% of schools for students achieving 5 A\*/A at GCSE in the country, whilst in 2012 the SSAT named The Weald as one of the top 100 fastest improving

schools in the country. Post-16 the school produces excellent results and students at The Weald achieve amongst the best results in West Sussex.

We have focused much time and energy on teaching and learning in recent years which has been key to bringing about school improvement. As a school, we promote a growth mind-set with students that encourages them to embrace challenge and failure as part of the learning journey. This, of course, applies to staff just as much. We are very proud of the wider opportunities that we offer to students, whether they are extra-curricular opportunities, student leadership or trips. Examples of these would include the 350 students across the school involved in student leadership in some form. We use around 40 Year 12 and 13 students to tutor Maths on a two to one basis with our Year 11s, and in turn use our Year 7 students to go back to their primary schools and help with younger students. As a school we believe that everything is possible for both students and staff, but that it depends on hard work and application.

We have a very strong pastoral system which centres around five Houses, led by five non-teaching Heads of House. Students from Years 7 to 11 are placed in vertical tutor groups. In the Sixth Form, tutor groups are a mixture of Years 12 and 13. Visitors to the school invariably comment on the positive behaviour and attitude demonstrated by our students and the calm and purposeful environment.

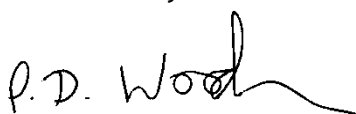
The vacancy for Deputy Headteacher post has arisen for two reasons. Firstly the school is expanding. We are currently nine forms of entry, but will be expanding to ten forms of entry from September 2016. We have benefited from around a £3 million investment from the County in our facilities over the last three years. As we move to ten forms of entry there will be a further £10 million investment in facilities over the next two years. These are indeed exciting times. The second reason for this appointment is that our current two Deputy Headteachers are well placed to move on to further promotion. Once the appointment is made, the Leadership Team will comprise the Headteacher, three Deputy Headteachers, three Assistant Headteachers and the Business Manager. Should one of our current Deputy Headteachers then move on, they would be replaced by an Assistant Headteacher. All leadership responsibilities are reviewed annually. There is an expectation that over a period of time members of SLT will take on different roles.

I hope that having browsed our website and reviewed the information provided you will be interested in applying. Completed application forms which may be downloaded from the school website, should be emailed to my PA Sally Moss at [Jobs@theweald.org.uk](mailto:Jobs@theweald.org.uk) by 10.00 am on **Wednesday 12<sup>th</sup> February 2014**. Interviews will be held on Thursday and Friday 27<sup>th</sup> and 28<sup>th</sup> February 2014. Along with your application form you should include a letter of application on no more than two sides of A4 (12 point font), outlining:

- What skills and expertise you would bring to the school with evidence
- A concise example of an initiative you have led in your current role with clear reference to the impact it has had
- How you meet the wider person specification

This is an incredibly exciting time to join The Weald to play a vital role of ensuring that we provide outstanding opportunities to the students in our school. I look forward to receiving your application.

Yours sincerely



P D Woodman  
Headteacher