



WESTCOUNTRY
SCHOOLS TRUST



Recruitment

Headteacher of
Plymstock School

Stronger Together...
Every Child in a
Great School

Life-changing Learning

Dear Applicant

This is an exciting time for our school. The Governing Body look back over the last few years with a sense of real pride in what continues to be achieved by the leadership, staff and students of Plymstock School.

We are seeking a leader; someone who can inspire the confidence of peers, staff, students and parents, and who can help us take the next step in our improvement journey.



Dave Chapman
Chair of Governors

I never cease to be amazed at the commitment, talent and hard work from the staff that I see when I visit. The students are a real credit to the community and make giving up my time a privilege.

The Headteacher and senior leadership team have a common sense of purpose and vision; you will enjoy the backing of a dedicated and supportive team of governors who will value your contribution to the creativity and innovation of an existing first class team of staff.

You will have a proven track record within your career, one that demonstrates significant school improvement over time in outcomes and performance, and you will be looking forward to the chance to make a real difference, both personally and professionally to our school. You will be able to influence and inspire others; you will be innovative and challenging, and you will be excited by the opportunities working at Plymstock School and the Westcountry Schools Trust will bring.

Most importantly you will be someone whose focus is on helping every single student within our school to maximise their potential and be the very best that they can be during their time with us.

Please find enclosed a range of information that will assist you in preparing your application. We would encourage visits to WeST in support of research that will be facilitated by our Chief Executive Officer, who will be pleased to answer any questions you may have. To arrange a visit, please contact Sue Walker, Executive Assistant, as follows:

swalker@westst.org.uk
01752 891754, Ext 3900

Thank you in advance for the time that I know you will commit to this process.



From the Trust

This is an extremely exciting time at WeST. Should you wish to join us, you do so at a time when we are making considerable investment in our school improvement capacity to ensure that our work brings additional value in a sustainable fashion.

We are seeking to appoint a passionate, experienced leader with a proven track record of having a positive impact on the children in their care. We hope that the opportunity to lead Plymstock School is one you would relish. We believe that the prospect of leading



Rob Haring
WeST Country Schools Trust

a school such as Plymstock is rare and as such our expectation of the successful candidate is extremely high.

WeST is an outward-looking, multifaceted Trust that operates in partnership with the RSC Office, Teaching School hub Council, numerous schools, Higher Education Institutions and employers across the South West and beyond. Indeed, we are proud that within WeST there is a former cohort 1 Teaching School that has been effectively supporting children beyond our own boundaries for nearly a decade.

WeST is a cross-phase family of local schools that share a commitment to improving the lives of young people in our community. Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extra-curricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements. We also believe that by working together we can make our money go further and keep school funding focused on teaching and learning. Whilst the educational landscape has changed significantly in recent years we have always kept abreast of developments and responded in a manner that ensures our children always receive a first-class education. This does not mean that we jump to the tune of the latest 'fad' or initiative, but filter through what we believe will improve and enrich the experience our students enjoy.

For the right individual, this is an exceptional leadership opportunity. The right candidate will have no better chance of working with wonderful pupils, super staff and taking a great school further forward.

I look forward to hearing from you.



Why work for the Trust

WeST is a close-knit family of schools with a common mission of giving children the best start to life. . . with a vibrant staff community who care passionately about each other and what they do.

“Staff want to come and work in WeST schools, they want to work because of the investment in them as a professional. They also want to come and work at WeST schools because of the ethos and principles that underpin the way that we work”



Our Vision, Mission and Values

While all our schools retain their own identity, we are a united family who share a common Vision, Mission, and Values. We believe that by working collectively, we are stronger and can provide the very best education for our children.



Working at Plymstock School

We believe that Plymstock School is a truly unique and special place to work. Our objective is simple – we want to be a world-class learning community that enables all young people to succeed.

Our aspirations spread beyond the region and we are aiming to be in the top 1% of all schools nationally. We are a very popular choice with parents and are significantly oversubscribed.

Teaching and learning is at the heart of what we do at Plymstock. Our curriculum is broad, balanced and provides students with the opportunity to discover their hidden talents. You are not told how to teach here and are given the freedom to do what works for you in your area of expertise. We do however, insist all staff have the highest expectations of every child, regardless of background, and use evidence-based practice in the classroom. Our school Development plan is short, simple and focused on the classroom. Priorities are exclusively focused on teaching – specifically metacognition and building long-term memory. If nothing has changed in long-term memory, nothing has been learned. We aim to ensure that in every classroom our students experience consistent and highly effective teaching and learning.

Our standards of discipline are very high and consequently teachers really can teach at our school.

Our behaviour management system is simple, quick and highly effective. We are a school that still subscribes to traditional expectations for behaviour, and you will find many things that you won't see elsewhere, such as all students standing when an adult enters a classroom.

We take workload seriously and have reduced the volume of meetings, addressed marking/feedback load, eliminated low-level disruption and importantly we listen to staff feedback and make positive changes wherever possible.

Excellent relationships between staff and students are a real strength of this school. Our staff are happy, morale is good and staff turnover is low – people want to work here.

We have received much recognition of our work. We are the only school in Plymouth chosen to be featured in the national Good Schools Guide. If you are still interested, there are a number of questions we need you to consider next.

Are you someone who...

- Believes in, and is committed to, our ambition to be world-class?
- Sees working with young people as a vocation or calling rather than just a job?
- Believes that improvement is continuous and that we can always learn more?
- Will go the extra mile for our great students?
- Stays positive, committed and won't give up, even when times are tough?
- Is committed to the team?
- Is polite and respectful to others, and understands the importance of strong and supportive working relationships?
- Has a good sense of humour?
- Has an excellent attendance record?
- Brings solutions and ideas, rather than problems?
- Is open to new ideas and will always give something a try?

If you can say yes to all of these and want to work in an exciting and dynamic environment, with an amazing group of students and a top-quality team of staff – then Plymstock School is for you and we would warmly welcome your application.



About Plymstock School

Plymstock School is a high performing and popular co-educational 11-18 non-selective school of 1646 students, with 200 in the Sixth Form. We are a very popular choice with parents and are significantly oversubscribed. Consequently, we have expanded our Year 7 school intake from 260 to 300 students each year.

Plymstock is a suburb of Plymouth and lies approximately three miles to the east of the city. It is within easy access of the A38, and teachers commute from Cornwall, Dartmoor and the South Hams. Most students live in the Plymstock area.

Visitors to Plymstock School are always impressed with the outstanding atmosphere they experience around the campus and how courteous and welcoming our students and staff are. Students take pride in their school and respond positively to the extremely high standards expected of them. All staff promote a can-do attitude amongst students, encouraging them to aspire to attain their highest academic and personal goals.

The atmosphere here is characterised by outstanding behaviour for learning and energetic, innovative teaching. Learning opportunities nurture creativity and enterprise. Our staff are dedicated to sustaining a school where excellent teaching enables students to develop their abilities to the full. High expectations and a sharp focus on learning and achieving are successfully combined with a pervading sense of care and support for individuals.

Relationships between staff and students are excellent; staff are committed, and devote time to giving students individual help outside of timetabled classes as well as numerous extra-curricular activities. Plymstock School takes pride in the outstanding behaviour of our students and we work hard to generate a positive learning environment where teachers can teach and students can learn. We are a fully comprehensive school. We are as proud of our students who overcome disadvantage to achieve success as we are of our successful Oxbridge applicants.

A very well-designed curriculum exerts a powerful influence on learning. Students follow a broad and balanced curriculum, and most students in KS4 take a GCSE in French or German and a Humanities subject.

We are very clear in our belief that our staff are our best resource, and invest a lot of time and resources in continuous professional development. We work closely with our partner schools in the Westcountry Schools Trust. We place a great deal of importance on supporting Initial Teacher Education (ITE) through our established partnership with the WeST Institute. We offer all our staff a continuous training programme as their career enters different stages from ECT through to preparation for middle and senior leadership, and then on to headship. Our philosophy as a school, and as a Trust, is to identify and nurture talent, and train our own staff who can then lead others.

Our ambition is to provide the best possible education for our students to enable them to have the best opportunities in life when they leave Plymstock School. Our careers and life education, recognised for its consistent record of zero NEETs, is a testament to this ambition and an endorsement of our education of the whole person. All Year 10 and 12 students participate in work experience. Our Sixth Form offers a wide programme of A level, Applied and Technical Awards.

We are very proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Form, which prides itself on being a thriving community of its own. We have a rich extra-curricular programme which is always changing and always developing. We run many sports teams who achieve county and national success, and stage concerts and drama productions throughout the year. Other clubs and activities range from Lab Rats to surfing! We hold an Enrichment and Community Cohesion Week during the Summer Term where all students have the opportunity to develop both resilience and empathy.



Advertisement

Headteacher at Plymstock School, required as soon as possible.

Who WeST are:

Westcountry Schools Trust (WeST) is seeking to appoint an exceptional individual with vision, energy and inspirational leadership to the position of Headteacher at Plymstock School. WeST is a tight-knit family of schools based around natural geographical proximity in the south west. Initially formed as a small multi-academy trust of only two schools in 2011, the Trust as we know it today was launched in 2017 and now comprises 27 schools, of which 8 are secondary and 19 primary. We are ambitious and hold high expectations for the children in our care. We strive consistently to perform in the top 20% nationally.

The Role:

WeST holds a firm belief in giving each child every opportunity to learn and succeed in all that they do. Whilst we are a family of schools who share common values and beliefs, all our schools are unique and hold their own identity. We believe that by working collectively, sharing what works well and jointly developing best practice, we are stronger together and can provide the very best education for our children in our geographical area.

The new Headteacher of Plymstock School will lead the school through its next phase of development and improvement. This is an incredibly exciting opportunity since the conditions for further improvement are securely established. The school benefits from a surplus budget position, KS4 outcomes are positive and have strengthened, attendance has improved, governance is skilled and secure and the school has just completed a £2.5m new building project.

The successful applicant will have a proven track record of success and school improvement with significant experience of working at whole school level. The ideal candidate will have the interpersonal skills to build confidence and excellent relationships and the drive and determination to secure successful outcomes for all students. If having read the job description and person specification, you believe you have the skills and attributes to successfully take on this exciting new role and make a real difference to the outcomes for our young people, then we warmly welcome your application.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

An enhanced DBS disclosure is required for this post.

Closing Date:

The closing date is midday Monday 7th March 2022

Interviews will be held 14th & 15th March 2022



Job Description

Job Description:

Headteacher of Plymstock School

Location:

Plymstock School

Reports to:

WeST Director of Education

Job Purpose

- To provide and model outstanding leadership for Plymstock School to secure its continued improvement journey, ensuring high quality education for all its students and improved standards of achievement.
- To build strong relationships and inspire all members of the school community to achieve their very best in carrying the vision forward.
- To support the Chief Executive Officer and Directors of Education in the efficient and effective delivery of the Trust's vision, strategic aims and corporate plan; to uphold and model the Trust's values and to provide outstanding leadership across WeST.

Key Accountabilities

- Effective leadership of staff with a relentless focus on raising standards.
- Maintain and develop an unrelenting focus on high standards and excellence for our young people supported by a first rate curriculum.
- Secure the School's continuing development by building upon the work already undertaken to secure improvement.

In doing so, you will have the full support of a committed team of enthusiastic and dedicated staff and senior leaders, and be fully supported in your role through professional development opportunities and by the Trust's Chief Executive Officer, Director of Education and local governance.

Main duties

Strategic Leadership and shaping the future

- Ensure the Trust's ethos is embedded in Plymstock School.
- Ensure the vision for the School is clearly articulated, shared, understood and acted upon effectively by all staff.
- Demonstrate the vision and values in everyday work and practice.
- Develop a talented and motivated Senior Leadership Team (SLT) at Plymstock School to drive the School forward.
- Support and ensure improvements in achievement for all children but, working closely alongside the Director of Inclusion, with a heightened vigilance on the performance of disadvantaged children.

- Work with the Director of Education to monitor and evaluate the academic performance and leadership of the School.
- Ensure Plymstock School is ready for an Ofsted inspection.
- Establish a culture that promotes aspiration within the school community and celebrates success and achievement.

Teaching and learning

- Maximise the achievement of all students through high quality Teaching and Learning which motivates, challenges and empowers.
- Ensure high quality teaching is at the heart of strategic planning and resource management. Facilitate and encourage a learning experience that enables teachers to flourish and provides students with the opportunity to achieve the highest standards.
- Ensure the curriculum is broad, balanced and effective whilst meeting national expectations. Provide effective, collaborative and inspirational leadership, building strong and focused teams that constantly seek to further enhance Teaching and Learning.
- Ensure all staff benefit from appropriate teaching and leadership professional development that supports professional growth.
- Empower students to take an active part in their own learning.
- Implement strategies that secure high standards of behaviour and attendance.
- Monitor and evaluate the quality of teaching and standards of learning and achievement.
- Build an effective partnership with parents and other stakeholders to support and enhance the achievement and personal development of all students.
- Work to recruit staff of the highest calibre.
- Challenge underperformance at all levels and ensure effective support and evaluation.

Managing the school

- Ensure the School is financially viable and operates within its delegated budgets at all times.
- Promote the School to a variety of audiences to raise the profile within the local community and south-west region.
- Work closely with the Chief Executive Officer and Director of Education to create and review structures that reflect the Trust's values and enable the delivery of exceptional education for all.
- Produce and implement clear, evidence based improvement plans.
- Produce policies and practices that take into account the Trust's values and are in line with national guidelines and legal requirements.

- Promote and develop a safer working practice culture to ensure all staff and students are supported and safe. Developing self and working with others
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive culture.
- Work as a positive team player, demonstrating mutual respect and integrity for others whilst maintaining open and effective communication at all levels in the School.
- Develop and maintain effective strategies and procedures for staff induction and professional-development. Develop and maintain a culture of high expectations for self and others and take appropriate action where necessary.
- Regularly review own practice.

Securing accountability

- Develop a collective ethos in the School that enables everyone to work collaboratively, share best practice, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities and responsibilities are clearly defined, communicated, understood and agreed.
- Work with the Director of Education to develop and implement suitable quality assurance systems which are fit for purpose.
- Present a clear, coherent and accurate account of performance to a range of audiences including the local Governance.

Strengthening community

- Create and promote positive strategies for challenging discrimination.
- Collaborate with external agencies to provide a holistic approach to well-being of staff, students and their families.

Other

- The role of Headteacher is of critical interest to the School and its wider community and the appointee will be held as its moral compass; this is a huge responsibility and demands unimpeachable personal credibility and requires high standards of professional conduct and personal appearance.
- To comply with and promote all Trust policies, including Safeguarding, Health and Safety, and Equality & Diversity.
- This job description does not constitute an exhaustive list; the post holder may, from time to time, be required to undertake other duties commensurate with the responsibility and remuneration of the post.



Person Specification

E = Essential D = Desirable

Method of Assessment - The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other section activity)
Qualifications:			
Proven evidence of success and relevant professional development across career	E		X
Appropriate educational and professional qualifications including graduate status and Qualified Teacher status	E		X
Experience:			
Demonstrate track-record of success in leading change and improvement in a comparable organisation	E		X
Track record of achievement in raising standards and outcomes and achieving excellence	E		X
Developing high quality leadership capacity and accountability	E		X
Successful promotion and implementation of innovation in teaching and learning	E		X
Using evidence-based information about effective learning and assessment for learning	E		X
Developing excellent relationships with young people and adults	E		X
Working successfully with governors, local community, external agencies and stakeholders	E		X
Successful use of target setting, data analysis and curriculum innovation to improve performance	E		X
Leading strategic resources, with an understanding of finance, HR and ICT	E		X
Knowledge, Skills and Abilities:			
Up-to-date knowledge of school development planning and evaluation	E		X
Strategic and creative leadership, developing a school vision with learning achievement at the core	E		X

Detailed understanding of current educational issues, including national policies and priorities	E		X
In-depth knowledge of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance	E		X
Detailed knowledge of quality assurance systems (including self-evaluation and performance management)	E		X
Commitment to developing choice and flexibility to meet the learning needs of every student	E		X
Knowledge and understanding of legal issues relating to managing a school including Child Protection, Equality and Health and Safety	E		X
Personal qualities:			
Strong team leadership philosophy, sets priorities, agrees and achieves ambitious goals and targets	E		X
Thinks creatively to anticipate and solve problems	E		X
Acknowledges excellence and challenges poor performance	E		X
Inspires, motivates and empowers staff and students	E		X
Enjoys working with and understands the needs of young people from all backgrounds	E		X
Works collaboratively with others, delegating appropriately	E		X
Seeks and acts on feedback from others	E		X
Adaptable and creative in changing circumstances	E		X
Resilient and decisive under pressure	E		X
High level of perseverance and enthusiasm for the School	E		X
Willing to be involved in all aspects of school life	E		X

