



BROADLEAF

PARTNERSHIP TRUST

APPLICATION PACK





WELCOME FROM THE HR DIRECTOR

Thank you for your interest in this opportunity. I hope you find this information pack helpful, and that it furthers your aspiration to work with us. Please do take some time to read our values statement, contained within, which very much sets the scene for our work ethic.

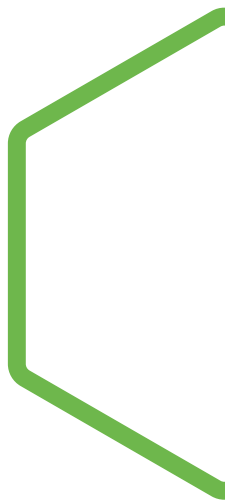
We are a small academy trust with big ambitions. We're here to give children and young people a lifelong love of learning and equip them with the skills they need to realise their personal ambitions. Our schools are places where children flourish, in environments that celebrate success, deliver academic excellence and foster curiosity, inclusivity and creativity.

If you join us, you can expect equal emphasis on your development as a professional. We will support you in continually developing your skills and career, which could take you anywhere within our expanding network of schools. To find out more about what else we have to offer, please see the 'Benefits Beyond the Classroom' information at the end of this pack.

We create exciting futures – both for our learners and our staff, and we'd love to welcome you on board.

I look forward to hearing from you.

Samantha Palmer
HR Director



JOB DESCRIPTION & SPECIFICATION

Job Title - Deputy Headteacher - Quality of Education

Salary/Grade - L19 - L23 - £77,552 - £85,529

Contract Type - Full time

Contract Term - Permanent

Contract Start Date - April 2025

Job Purpose:

- To develop and implement an ambitious, effective and progressive curriculum that secures the achievement of all students
- To provide strategic leadership and development to the quality of education, improving standards across the school
- To raise aspirations; ensure each student has a relevant and positive experience. Maximise opportunities for success, and create an environment where teaching actively facilitates learning that enhances progress

Responsibilities for all teachers:

- Meet the relevant Teachers' Standards
- Promote the values and aims of the school
- Follow all relevant school policies
- To be aware of, and assume the appropriate level of responsibility for, safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies
- Create and maintain effective partnerships with parents and carers
- Treat students, parents and colleagues fairly, equitably and with dignity and respect

Core Leadership Responsibilities:

- To provide an inspirational role model for staff and students
- To effectively communicate and demonstrate the core values of the school
- To raise the achievement of students
- To contribute to strategic improvement planning, implementation and evaluation
- Be accountable for aspects of the school improvement plan and school self-evaluation including reporting to the Board of Trustees, as required
- To work with, support and line manage a variety of staff and departments
- To monitor and evaluate the development and impact of the curriculum and use of data to improve teaching and learning
- To collaborate with internal and external partners to develop system wide improvements
- To participate in all core leadership meetings

Specific responsibilities of this role:

- Develop a culture of collaboration and joint practice development that will raise the standards and achievement of all learners
- Strategic leadership of academic data and assessment
- Work with the AHT and middle leaders to embed a consistent approach to teaching and learning that meets the needs and expectations of all learners
- Strategically ensure the development of partnerships and collaboration meet the needs of teachers and students
- Lead quality assurance systems to monitor the standards of teaching and learning across the curriculum
- Lead and co-ordinate how middle leaders utilise teaching, learning and data in their areas to raise the achievement of students
- Have expert knowledge of national curriculum trends, issues and changes. Advise the Headteacher and senior leadership team on curriculum developments and on their potential impact on the school
- Lead on the pupil premium strategy
- Oversee the design of the academic timetable (experience desirable, not essential)
- Work alongside fellow members of the SLT to lead continuous professional learning and development for all staff
- Develop opportunities for students, parents and the wider community to contribute to the development of raising aspirations and achievement

Further information including an Applicant's Guide, Privacy notices and our Recruitment and Selection Policy can be found on our career site.

If you would like to speak to someone in advance of your application, or arrange an appointment to visit us, please contact Natalie Graham-Reid on 0121 421 7979

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check.

We are committed to equality and value diversity, and therefore particularly welcome applications from under-represented groups.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020, which means certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers. If they are disclosed, they will not be taken into account.

Closing Date : Monday 27th January

Interview Date: w/c 03/02/25

*We reserve the right
to close the advert
early

Many specific responsibilities will require collaborative working with other members of the core and extended senior leadership team, which the Deputy Headteacher will develop proactively.

While every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified. Employees will be expected to comply with all reasonable requests from the Headteacher to undertake work of a similar level that is not specified in their job description. The post is on the leadership scale and therefore comes under the leadership conditions of service.

Person Specification

All of the criteria listed below are considered essential for the post and will be assessed through the selection process.

Qualifications & Experience

- Degree and QTS
- Evidence of further professional development (NPQSL/NPQH or equivalent)
- Proven track record of raising achievement through high quality teaching
- Proven track record of managing student behaviour and improving attitudes to learning
- Proven track record of successfully leading a team of staff at senior or middle leadership level, either as a Head of Department or Pastoral Leader
- Proven track record of successful Year 11 results at middle leadership level, either as a Head of Department or Pastoral Leader
- Contributing to CPD for teachers
- Proven track record of leadership that has improved outcomes for students
- Successfully led on whole school initiatives
- Knowledge and skills to raise attainment at Key Stage 3 and 4
- Proven ability and enthusiasm to motivate students and staff
- The ability to raise expectations and aspirations of students of all abilities.

Skills and Abilities

- An excellent teacher
- An excellent understanding of curriculum, teaching and learning
- Excellent written and oral communication skills and confident public presenter
- Ability to inspire and lead staff
- Ability to lead and work collaboratively
- Ability to inspire and motivate students
- Ability to hold others to account
- Excellent interpersonal and organisational skills
- Ability to use ICT effectively for teaching and management
- Ability to analyse data and make informed judgements

Other Attributes

- Clear vision and moral purpose
- Optimistic, enthusiastic and generous of spirit
- Commitment to the protection and safeguarding of children and young people
- Resilience
- Good judgement
- Highly credible and lead by example
- Reflective practitioner
- Ambitious and committed to own professional development
- A sense of proportion and humour
- The ability to converse at ease with parents, carers, students and members of the public and provide advice in accurate spoken English.

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AN INTRODUCTION TO OUR SCHOOL

PERRYFIELDS ACADEMY

I am very proud of the Academy and the progress we continue to make towards becoming an outstanding provider of education.

We are a fully inclusive community that welcomes children with all abilities. Perryfields is a vibrant and caring school that places the students at the centre of each decision we take.

In May 2021, we were delighted for Perryfields to become part of Broadleaf Partnership Trust. We continue to enjoy working collaboratively within a small network of academies, to provide opportunities for both our students and staff to thrive and excel, whilst maintaining our individual flair as an academy.

Whilst at Perryfields, our students are empowered to be aspirational, resilient and independent learners. Our broad and balanced curriculum helps to cultivate the individual, fostering a love of learning and the desire to achieve. It is designed to enhance the development of our students with both subject specific and transferable skills, preparing them for the future and wider-world. This is reflected in our consistently good exam results.

Underpinning our culture of ambition is a strong and supportive pastoral system. The promotion of positive mental health and wellbeing encourages our learners to unlock their potential, within a kind and friendly environment.

We equip our students with the life skills they need to succeed both academically and socially, so they can be well-rounded members of the wider community.

We pride ourselves on working as a united team with our students, staff and families. Together, we strive to achieve excellence.

Clare Harris
Headteacher



PERRYFIELDS
ACADEMY

OFSTED - Good
Pupils - 942
Staff - 100

Oldacre Rd
Oldbury
B68 0RG



AN INTRODUCTION TO BROADLEAF

Thank you for taking an interest in Broadleaf Partnership Trust.

The overarching purpose of growing our partnership of trust schools is to work in alliance with each other in order to ensure that our learners receive an exceptional educational experience.

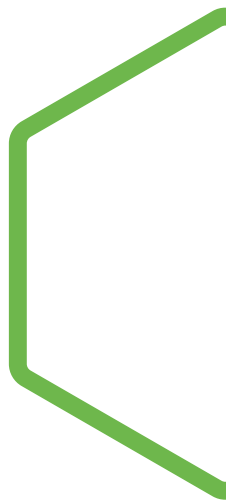
We passionately believe in the power of collaboration and look to ensure all staff across all of our schools benefit from shared expertise, understanding and opportunities for self progression - learning together and supporting each other.

Every academy has its own identity that enables it to best serve their community and I know that should you be successful in your application to join us, your dedication will continue to ensure that your children leave you with high aspirations and your families remain supportive of all that you do.

Thank you for your support and I look forward to seeing, and sharing the results of our new partnership.



Claire Pritchard, CEO



ABOUT OUR TRUST

Our Vision

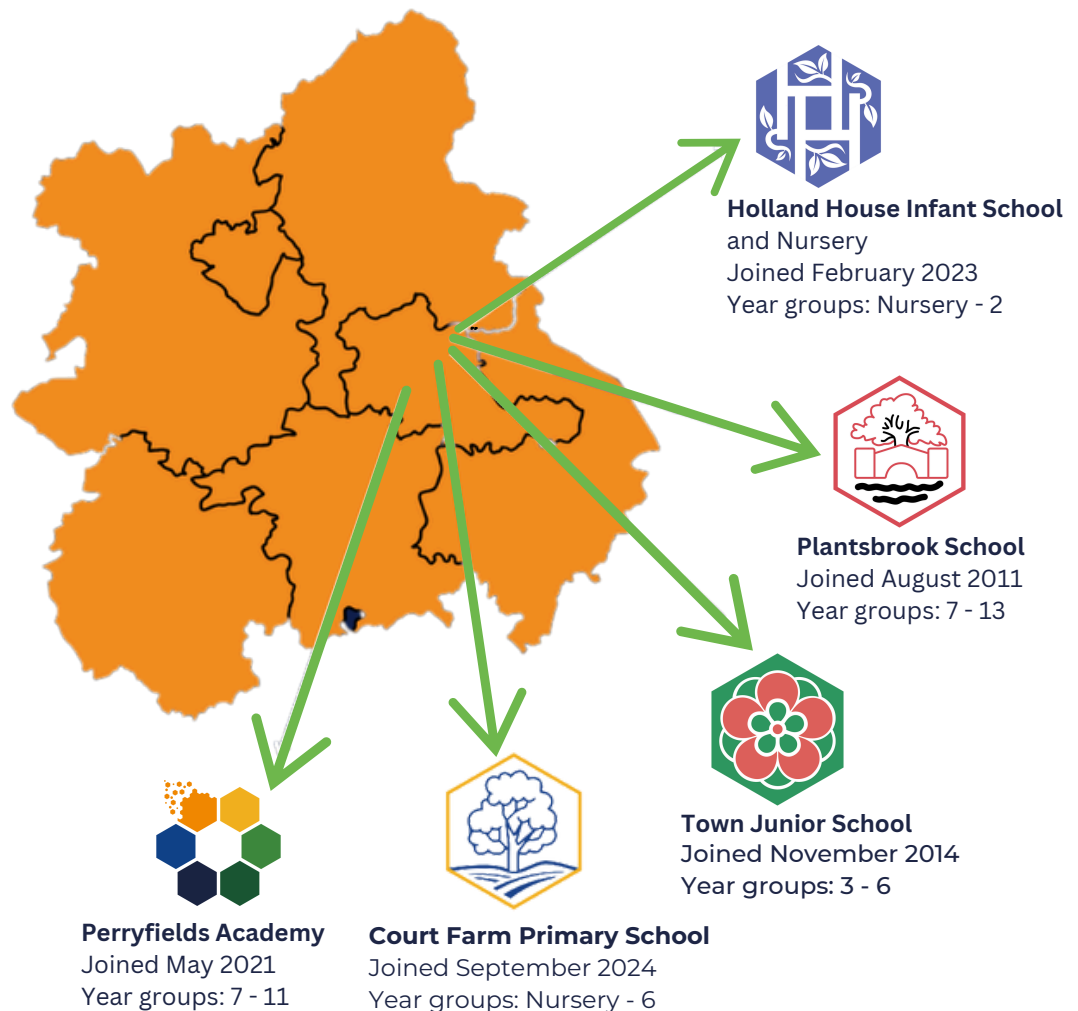
Broadleaf Partnership Trust will lead and enable community centred schools that raise and realise aspirations, celebrate successes, and promote a lifelong love of learning.

Our Values

Aspiration- We celebrate a culture of continuous improvement, where all stakeholders are motivated to achieve the very best for every child. We aspire to create learning environments that foster curiosity, inclusivity, talent and creativity so that every child is encouraged to recognise their potential and develops ambitions that reflect their future goals.

Alliance- Working in partnership across our schools and in affiliation with stakeholders, across the education sector and beyond, we can access information and networks that help to continually develop our people, communities and practice. Our collaborative approach enhances the strength of unity across our Trust whilst simultaneously recognising the uniqueness of our schools. We align many of our operational aspects whilst empowering learning leaders to meet the curriculum needs of their community.

Agility- We are agile in our approach, embracing change, and focused on excellence. We ignite and harness people's passion by encouraging experimentation and innovation to make learning meaningful, build organisational resilience and ensure our approach stays current. We adopt a culture of shared and servant leadership across our Trust that enables action and provides the flexibility to respond and adapt to the ever-changing climate.



BENEFITS BEYOND THE CLASSROOM:



Employee Assistance Programme

This provides 24/7 access to a range of health and wellbeing services either by phone or online, including a helpline operated by trained counsellors to provide 'in the moment' support, wellbeing resources and webinars, structured counselling sessions and financial and legal advice.

24/7 GP service

As a Trust employee you and your immediate family have access to a private GP service available at any time of the day or night worldwide. Telephone or video appointments can be booked at a time to suit you, allowing you easy access to medical diagnosis, reassurance advice, private (payable) prescriptions, fit notes and open referrals.

Cycle to Work Scheme

This salary-sacrifice scheme allows you to purchase up to £1,000 of bicycle and safety equipment tax-free, spreading the cost over either 12 or 18 months.

Health Cash Plan

Our optional health cash plan allows you to reclaim costs related to dental, optical, therapeutic and other health-related expenses, including diagnostic consultations, screening, hearing aids, surgical appliances and NHS prescriptions. Personal accident cover is also included as standard. Contact HR for more detail.

Shopping and Lifestyle Discounts

Wider Wallet is an online discounts platform providing a range of offers and discounts from well-known retailers and high street brands as well as discounts on dining, travel, technology, entertainment and days out.

Pension

Plan for your future with a generous and secure pension scheme for teaching and support staff, ensuring financial wellbeing during retirement. .