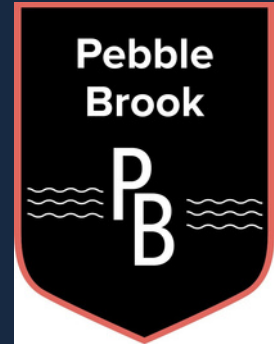


# Pebble Brook School

Bringing out the best in everyone



## HEADTEACHER RECRUITMENT PACK

Churchill Avenue, Aylesbury  
Buckinghamshire  
HP21 8LZS

T: 01296 415761

[www.pebblebrookschoo.org.uk](http://www.pebblebrookschoo.org.uk)

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# Welcome letter from the Chair of Governors



Dear Applicant,

On behalf of the governing body at Pebble Brook School I am writing to express our appreciation for your interest in the Headteacher position. This vacancy has arisen as a result of our current Head embarking on his retirement after 13 years of excellent leadership.

Pebble Brook School is a secondary school for young people with challenges that can affect their learning and development. We all have things that challenge us but for our pupils they are more specific and often with a medically defined description including a speech and language disorder, autism, ADHD, or a global development issue. Some of our pupils also face the challenge of a low level physical disability or a sensory impairment.

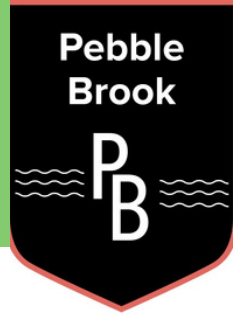
Pebble Brook School, in our recent inspection by Ofsted in March 2024 has been rated as Good. Ofsted told us that “Pupils at Pebble Brook thrive. From the moment they start at the school, the focus is on preparing for a successful future. Pupils are provided with rich experiences which inspire them”. The school’s vision is to inspire and enable our school community to be great learners and great people and to bring out the best in everyone.

We have a strong ethos of inclusion where we notice and celebrate uniqueness and individuality, we respect each other, care about each other, enable each other and find the best in everyone. As we embark on the search for a new Headteacher, we are seeking an individual who shares our ethos and possesses the vision, leadership, and expertise to guide our school into the future.

The role of Headteacher is pivotal in shaping the future direction of our school and ensuring the continued success of our students. We are seeking a compassionate, dynamic and visionary leader who can inspire our students, support our amazing staff, engage and be part of our diverse community.



# Welcome letter from the Chair of Governors



As a member of the governing body, I can assure you that our selection process will be thorough, fair, and transparent. We will carefully review each application and seek candidates who demonstrate not only exceptional qualifications and experience but also a genuine passion for education and a commitment to the well-being and success of every student.

If you believe that you possess the qualities and attributes necessary to lead Pebble Brook School into the future, we invite you to submit your application by Monday 12 November or earlier.

Please see the application pack for further details on the application process, timetable and requirements. Further information about our School is available on our website [www.pebblebrookschoo.org.uk](http://www.pebblebrookschoo.org.uk) and visits to the school are encouraged by appointment.

Thank you once again for considering Pebble Brook School as the next step in your professional journey. We look forward to receiving your application and, hopefully, welcoming you to our school community.

Thank you for your interest.

Yours faithfully,

Sarah Harris  
Chair of Governors





# About Pebble Brook



Pebble Brook school, a place where we care for each other, we respect each other and where we achieve all we possibly can.

Our pupils all get a chance to grow into responsible and employable young adults. Since COVID we have revamped our curriculum and now offer all pupils the following: Maths, English, PE, PSHE and E, Food Technology, Art, Computing and Science. We also teach Careers and Employability, RE, Social Interactions and Resilience, Life Skills, Citizenship and British Values. These are the subjects that all contribute our key mission of 'Preparing for Adulthood'.

We use topics where we can include music, art, technology, drama and humanities. There are some interesting and varied ideas around these topics that have been cooked up by our teaching team.

As pupils move towards Key Stage 4 we teach vocational skills like Horticulture, Woodwork, Plumbing, Animal Care and Bricklaying (plus a few more). In Key Stage 5 (Further Education Department) there's more Literacy and Numeracy, Computing and PSHE and E as well as life skills and as much work experience as we can possibly squeeze in.

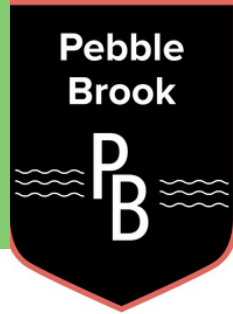
Pebble Brook School is joyful. We are determined to achieve the best for everyone and we are extremely proud of our whole community. Someone recently said that we have a 'baseline of happiness'. This is because of the many elements that combine to make us an exciting and vibrant school.

Whenever we get a bit of praise or a 'thank you' we remind those with these sentiments that our diverse community, especially our pupils, make our job easy. Who wouldn't want the best for these brilliant people?

Pebble Brook School has been rated GOOD by Ofsted in the recent inspection in March 2024. Here's the link to the [Pebble Brook Ofsted Inspection Report](#)



# Our Vision, Values and Ethos



## Our Vision

To inspire and enable our school community to be great learners and great people.

## Our Values

We want our pupils to maximise their independence and to be ready for their next steps in their lives. We believe that to achieve this then we should have the following at the forefront of all we do.

## We AIM to support:

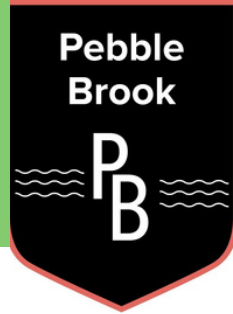
- **LEARNING** - Create nurturing, challenging and empowering learning opportunities for pupils, staff and parents
- **INCLUSION** - Offer a broad, balanced curriculum that is relevant and accessible for all pupils
- **ACHIEVEMENT** - Celebrate the achievements and successes of each individual
- **COMMUNICATION** - Ensure everyone has a voice and their contribution is valued
- **RESPONSIBILITY** - Secure the accountability of all through distributive leadership, rigorous monitoring and evaluation
- **REFLECTION** - Improve future performance through the continuous evaluation of our practice
- **CREATIVITY** - Try new ideas to continuously raise standards
- **COMMUNITY** - Foster positive working relationships with parents, multi-agency professionals and the local community
- **DIVERSITY** - Promote tolerance and respect for individual differences, abilities, needs and beliefs
- **WELL-BEING** - Create a safe, caring environment in which everyone is healthy, happy and ready to learn
- **TRANSITION** - Equip pupils and families with the knowledge, skills, independence and resilience to face future challenges
- **BRITISH VALUES** - We promote democracy, the rule of law, individual liberty and mutual respect.

## Ethos

- We listen actively
- We communicate effectively.
- We respect each other.
- We believe in 'High Challenge, Low Threat' (Myatt)
- We enable each other.
- We find the best in everyone.
- We care about each other.
- We notice and celebrate uniqueness and individuality.
- We promote all our values and vision beyond the school day and into the daily lives of our whole community.
- We enjoy our school.



# Working at Pebble Brook



Pebble Brook School is a Secondary SEND school for approximately 170 pupils aged 11-19 with a range of needs. We are based in the centre of Aylesbury, with onsite staff parking maintained by Buckinghamshire Local Authority. Our pupils come from all over the county, some have attended primary SEND schools whilst others have previously been in mainstream schools across the county.

Working at Pebble Brook you will lead and mentor the Pebble Brook Community to support the overall progress and development of staff and students' foundation subject knowledge. As a community, we work together by providing open forums, regular meetings and training to provide staff the opportunity to voice their opinion and look at ways of improvement. We also have a student council which is very popular and a good way to understand what the students also feel they need in school and when we can, make these part of our improvement plans. Our open approach makes our school a great place to be with education, safety and the happiness of our students being central to everything we do.

We are a strong community that supports each other and by working together as a team of specialist, support and teaching staff, we encourage a learning experience providing our students with the opportunity to achieve their individual potential in preparation for adulthood. Our staff retention is high and reflects the supportive and friendly environment that our Senior Leadership team mentor and encourage.

This is an exciting opportunity for your career, working with a range of learning needs. Our school timetable is reduced to meet the varied needs of our pupils in the classroom. Teachers have a dedicated Teaching Assistant in each classroom and are allocated time to plan lessons along with specialist support.



# Working at Pebble Brook

Pebble  
Brook



You will need to be a team player and collaborator, sharing ideas and strategies with colleagues whilst learning from them. Reflection and solution focused practice alongside consistent leadership is essential. You will be committed to working to meet the individual needs of our pupils in the classroom working at different levels and confident communicating to students and young adults ranging from year 7 to sixth form.

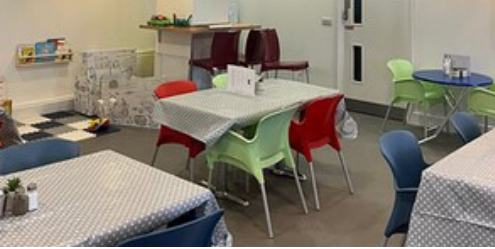
We can offer:

- A dedicated and committed team of brilliant and innovative staff and governors who want to work collaboratively with their next school leader.
- Extraordinary pupils who want a compassionate, warm and nurturing Headteacher to help prepare them on their journey towards adulthood.
- Fantastic support for your wellbeing and a commitment to your continued professional development.
- Strong links with other local SEN schools The opportunity to take our unique model on to the next stage, within the wider context of SEND provision
- The opportunity to play a key strategic role in taking our school to even greater heights.

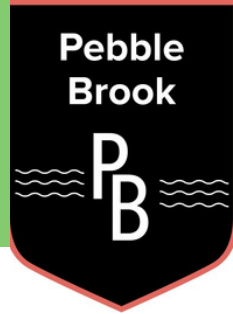
We want our new Headteacher to continue to take our school community from strength to strength.







# Community Café



Community Café is run by the school and Southcourt Community. Our aim is to serve the community and offer our students work experience with the ultimate aim of the café becoming a training centre as well as a community café.

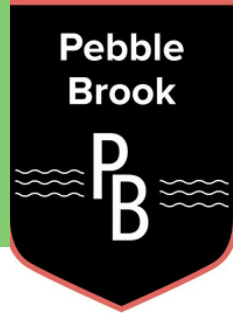
We are currently open from 9.30am to 2.30pm Monday to Friday serving hot and cold beverages, cakes and light snacks and everyone is welcome. Find us at The Healthy Living Centre, Walton Court, Aylesbury HP21 8TJ.



Bringing out the best in everyone



# Safeguarding



At Pebble Brook, the health, safety and well-being of every child is our paramount concern. We listen to our pupils and take seriously what they tell us. Our aim is that children will enjoy their time as pupils in this school. We want to work in partnership with you to help your child to achieve their full potential and make a positive contribution.

In accordance with our responsibilities under section 175 of the Education Act 2002, we have a Designated Safeguarding Lead who is a member of the senior management team and has received appropriate training for this role. The role of Designated Safeguarding Lead is assisted by three more DSL's. Training in safeguarding and child protection is consistently kept up to date for all staff.

This school is fully committed to safeguarding and the welfare of children and young people in all aspects of its work including recruitment. We expect all staff and volunteers to share in this commitment.

In line with Keeping Children Safe in Education Safe in Education 2024 online searches will be carried out on all shortlisted candidates and the successful applicant will be subject to an Enhanced DBS check.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare:

- All unspent cautions and convictions cautions
- All adult cautions and spent convictions that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2020). For further information on filtering please refer to [Nacro guidance](#) and the [guidance published by the Ministry of Justice](#) (see in particular, the section titled 'Exceptions Order').

# Headteacher Job Description

The Headteacher will be responsible for:

## Shaping the Future

- In partnership with the Governing Board, working with pupils, staff, families and friends to lead a vibrant school community and continue the school's excellent progress.
- Working with the local authority, local schools, parents, carers and young people, to ensure that pupils who would be appropriately placed at the school are admitted as swiftly as possible.
- Continue to be forward-thinking in the future development of the school and in increasing its sphere of influence.
- Leading with a clear and articulated vision, showing personal and professional commitment to that vision at all times and remaining motivated when under pressure.
- Developing effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Working with other schools and organisations to champion best practice and secure excellent outcomes for all pupils.
- Engaging positively with pupils, parents, governors and the wider community.

## Leading teaching and learning

- Understanding the local, national and global influences on learning and developments in the field of special education and looking at current practice, policy and research to inform pedagogy and practice
- Seeking to provide the very best learning environment and experiences for the pupils including the use of current technologies, making learning creative and exciting, and leading to the greatest range of life choices for them
- Leading and modelling effective teaching and learning practices, securing high levels of performance and accountability from all staff to overcome disadvantage and to advance equality
- Maintaining a strong value-based ethos within which staff are motivated and supported to develop their own skills and subject knowledge and to support each other, providing opportunities for staff to engage in on-going high quality professional development
- Holding all staff to account for their professional conduct and practice

# Headteacher Job Description

## Managing the organisation

- In the ongoing pursuit of aspirational progress and focused planning, ensuring that effective and transparent tracking, target setting and assessment processes increase achievement and attainment in the development of a lifelong love of learning.
- Distributing leadership and management throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold others to account for their decision making.
- Providing a safe, calm and well-ordered environment for all staff and pupils, focused on making sure pupils are kept safe from harm and are well prepared for effective learning
- Ensuring that high quality staff are recruited, induction practices are effective and that professional development opportunities and effective succession planning support retention
- Ensuring that line management and accountability are effective in securing high standards.

The post holder is expected to have regard to the Headteacher Standards at all times.

# Headteacher Person Specification

A candidate will only be considered for shortlisting and move forward in the remaining person specification criteria if they meet the essential criteria of the Qualifications, Knowledge and Experience and Professional Development sections.

E – Essential criteria to be appointed

D – Desirable criteria to be appointed

## Qualifications, Knowledge and Experience

Qualified Teacher Status	E
Degree or Equivalent	E
Successful teaching of pupils with Learning Difficulties	E
Recent successful senior leadership experience within a relevant setting secure knowledge of the SEND Code of Practice and related current legislation, as well as more recent developments	E
Knowledge and ability to improve outcomes across the school for pupils with a range of needs and abilities	E
Additional qualifications in relevant approaches and strategies	D
Knowledge and understanding of strategic financial planning and its contribution to school development and pupil outcomes	D

## Professional Development

Evidence of appropriate and recent professional career development	E
NPQH qualification or commitment to complete the course.	D
Evidence of a personal commitment to lifelong learning	E
Understanding of Behaviour for Learning	E

## Leadership Skills

Ability to articulate a clear vision to a range of stakeholders	E
Proven record of inspiring, enabling and motivating others to succeed in an inclusive environment	E
Ability to delegate and effectively achieve objectives and provide development opportunities for staff	E
Demonstration of excellent communication skills, including written and verbal communication	E
Ability to build effective relationships with staff, families, governors and the wider school community	E
Success in establishing and maintaining teams and supporting multi-agency practice	E
Active involvement in effective school self-evaluation and development planning	E
Knowledge and experience of working with children with SEND	E
Successful track record of developing staff through effective performance management	E
Commitment to developing practices that support staff wellbeing	E
Experience of implementing a strategic plan across a whole setting, identifying priorities and evaluating the impact	E
Experience of leading change effectively and successfully	E

# Headteacher Person Specification

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## Personal Qualities

Passion for the education of children with SEND	E
Evidence of leading with integrity and demonstrating resilience, whilst also showing compassion in dealing with complex issues	E
Adaptable leadership style	E
Evidence of being pro-active, self-motivated, organised and able to manage own time and resources well, often under pressure.	D
Commitment to safeguarding, child protection and to promoting health & safety and the wellbeing of pupils	E
Ability to demonstrate a clear understanding of what is appropriate and inappropriate professional practice towards pupils	E

# Information for Candidates

Pebble  
Brook



## Schools visits

Visits to the school are warmly welcomed and can be arranged by contacting Danielle Adams – Office Manager on 01296 415761 or email [Dadams@pebblebrookschoo.com](mailto:Dadams@pebblebrookschoo.com)

Address: Pebble Brook School, Churchill Avenue, Aylesbury HP21 8LZ

## Applications

Completed applications should be emailed to [Dadams@pebblebrookschoo.com](mailto:Dadams@pebblebrookschoo.com) by 5pm on Monday 18th November 2024. Please note that we don't accept CVs. We are an equal opportunities employer, welcoming applications from all sections of the community.

## Interviews

Interviews will be held week commencing 25th November 2024, at the school, and are expected to take most of the day. Candidates will be asked to undertake a range of activities and we will ensure that you have plenty of opportunity to ask all of the questions you may have.

The Selection Panel reserves the right to hold second round of interviews if two or more candidates perform equally well at the first interview. The Selection Panel will notify you if its decision as soon as possible after the interviews have concluded. Candidates who are unsuccessful at the interview will be offered an opportunity for feedback on their performance.

Contract type:  
Permanent

Salary:  
L18 to L31  
(Range 5 Leadership -  
Headteacher)

Hours:  
Full Time  
Job share not suitable  
for this role

Start Date:  
21 April 2025

Closing date:  
18th Nov 2024, 5pm

Interviews:  
w/c 25th Nov 2024

