



Stour Vale Academy Trust

REDHILL SCHOOL



CANDIDATE INFORMATION PACK

Headteacher

ABOUT OUR SCHOOL

KEY FACTS AND STATISTICS

Type of School	Academy (Member of Stour Vale Academy Trust)
Location	Stourbridge, West Midlands
Age Range	11–16 years
Gender	Co-educational
Headteacher	Miss Chris McGrail
Number of students	1,210
Number of teaching staff	68.2 (FTE)
Date school established	1976
Budget	£5.8m
Teacher turnover rate (annual %)	6%
% of newly qualified teachers	6%
Pupil Premium	18.5%
% of students with SEN in the school	13.3%
% of students on free school meals	9.17%

ACADEMIC ACHIEVEMENTS

GCSE Results 2018	Progress +0.16 Attainment 8—Whole School 50.42 Basics Standard (English and Maths 9-4) - Whole School 75% Basics Good (English and Maths 9-5) - Whole School 50% E Bacc (4+) - Whole School 45% E Bacc (5+) - Whole School 30%
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Redhill School's success has been built upon the high quality of teaching and the Pastoral and PSHE programmes that support pupils as they progress through the school. The comments in the last school OFSTED report, which recognised the impact of the outstanding provision within the curriculum for care, guidance and support, are still true today. Since this inspection the school has not in any sense stood still but has built upon its strengths to demonstrate that it is fully committed to continuous improvement to meet the new challenges.

Redhill was designated as a National Teaching School by the national college in March 2013 and this has led to many opportunities to lead teaching and learning initiatives in the region. In conjunction with our alliance partners we are committed to training new entrants into the profession, developing great pedagogy, whilst providing opportunities for succession planning and leadership. Teaching school status allows Redhill to be at the forefront of current national educational initiatives.

Redhill School, together with The Earls High School and Olive Hill Primary School, is a founder member of the Stour Vale Academy Trust (SVAT). The schools in the Trust are committed to excellence in teaching and learning and ensuring that every pupil enjoys learning and is able to flourish. By working together we aim to both develop and share the best practice and provide challenge to all our pupils and staff. Our core values include trust and transparency and these values will be exemplified by our leaders at every level. The Academy Board has responsibility for outcomes across the Trust but each school

is led by a headteacher and Local Governing Body who work together to ensure that their school is successful.

Redhill School is situated in the heart of Stourbridge, offering 11-16 education to the 1,210 students on roll.

Stourbridge is on the edge of the West Midlands conurbation with easy access to Birmingham, the Black Country, North Worcestershire and the motorway network. It is an educationally rich area with successful primary and secondary schools and Sixth Form Colleges.

Redhill School is popular with parents, being generally oversubscribed each year, and achieves excellent GCSE results. The school's appeal is based in its strengths in core subjects, modern foreign languages and its strong tradition in other areas such as sport, music and drama.

The school has benefited from a number of developments in the last few years, with new build science, language and sports facilities, the latter in partnership with the Football Association, and a complete refresh of ICT equipment. In 2018 we were successful in two CIF bids and the school estate and facilities have been well managed and are of high quality.

Redhill School is a great place to come to work. We have a full induction programme for new staff, who meet together regularly both formally and informally. The culture of challenge and support is shared not only with our pupils but with staff as well. New staff will often be given a peer mentor to support them in their first year.

Redhill School is committed to safe working practices and safeguarding for children. Applicants will be required to complete pre-employment checks on suitability for working in a school. We also promote equal opportunities for all.

To view Redhill School's Child Protection

Policy please follow this link: [https://](https://static1.squarespace.com/static/5a53486418b27de88c8c3ce4/t/5ba11922c2241ba26c3e0c50/1537284388373/Child+Protection+Policy+2018-19.pdf)

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Message from the CEO, Stour Vale Academy Trust

I would like to thank you for your interest in the post of Headteacher at Redhill School in the Stour Vale Academy Trust. Redhill School was one of the three founding schools of the Trust in 2017. Unlike many MATs, where there was a lead school, our Trust began as a truly collaborative partnership between two secondary schools and a primary school. The principles that every member school of the Stour Vale Trust is an equal partner is central to our understanding of how we work.

This is an exciting time for our Trust as we move into a new phase of growth. In 2018 Ridgewood High School joined the Trust and this year two primary schools, including one from Sandwell, will be coming into the Trust. We set out to be a truly cross-phase MAT providing education for children from when they first come to school at nursery through to secondary age. Our Trust also has close links with both King Edward's VI College in Stourbridge and Halesowen College. Our aim is to achieve excellence in teaching and learning so that all our learners flourish.

It is equally an exciting time for Redhill School, which enjoys an unparalleled reputation in the community built up over a long period of time. This means that you will have a tough act to follow, but this post represents a fantastic opportunity for the new headteacher to build on the excellence already in place and lead change when and where it is needed. The staff and pupils are ready to get behind the new headteacher and create a great future for

our pupils.

All we do in our schools reflects the Trust vision and values and is well summarised by the Redhill School motto of 'commitment to excellence'. Everyone who visits Redhill will recognise that our expectations for pupils and staff are exceptionally high. These high expectations are fully matched by the level of support and encouragement that we provide one another. Nothing makes us happier than seeing all members of our school community succeed and flourish.

All staff in our Trust are part of the collaborative partnership that exists in and between our schools. There are a number of established formal network groups for both teaching and support staff which are being added to, but there are also many informal support connections which spring up to allow staff to share ideas and professional knowledge. All applicants for posts need to demonstrate that they share our values, are highly motivated to work with our stakeholders and colleagues, and continually develop their skills, in pursuit of personal and professional excellence.

If you are someone who enjoys challenge and, as part of a successful and dynamic Trust, is ready to lead Redhill School into an exciting and successful future, we would welcome your application for the post.



Redhill School Headteacher September 2019 ISR L31– 37



Following the retirement of the current postholder we are seeking to appoint a highly motivated, dedicated and inspirational headteacher who is committed to leading Redhill School at an exciting and challenging time. The school enjoys an unrivalled reputation in the local community based on the school's commitment to excellence and care. Staff and pupils are immensely proud of their school and setting the bar high is, for them, a force of habit.

The headship of Redhill School is an exciting opportunity for an ambitious leader looking either to extend their experience of headship or to take up their first headship in a rewarding environment and within a very supportive multi-academy trust. The successful candidate would need to remain focused on maintaining and raising standards of academic achievement at the same time as building on the cohesive school community where children and staff flourish.

The new headteacher will be:

- Passionate about providing the best possible education and care for all pupils
- Able to lead and motivate the staff team and school community; inspiring, challenging and supporting them to achieve the best
- Able to consistently communicate a clear and compelling vision for Redhill School within the Stour Vale Academy Trust

For an informal discussion please contact Stephen Dunster, CEO at Stour Vale Academy Trust, on 01384 816632.

Visits to the school are warmly welcomed. Please contact Mrs Joanne Endicott, Headteacher's PA, to arrange to visit on one of the following dates: Friday 15th March at 9.30am, Thursday 21st March at 9.30am or Monday 25th March at 9.30am.

The school is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced disclosure check by the disclosure and barring service.

Closing date: Midnight on Monday 1st April 2019. Please apply via Tes.

Shortlisting will take place on the afternoon of Tuesday 2nd April with interviews scheduled for 10th and 11th April.

About Stour Vale Academy Trust

The Stour Vale Academy Trust is a growing trust, which has since its inception been committed to developing a truly cross-phase approach to support teaching and learning. Each individual school is empowered to continuously improve and provide high quality education to all pupils. Founded on existing successful partnership work in February 2017, Stour Vale Academy Trust is currently made up of three secondary schools and one primary school in Halesowen and Stourbridge.

An essential principle for Stour Vale is that each school will maintain its own distinctive identity, whilst ensuring that all of the pupils and staff fully benefit from the many advantages of being part of a collaborative, supportive and successful multi-academy trust. Our members and directors bring a wealth of experience from all phases of education as well as from academia, public service and business. They share a strong commitment to upholding the Trust's values and to ensuring that our constant priority is to provide the very best for all our pupils.

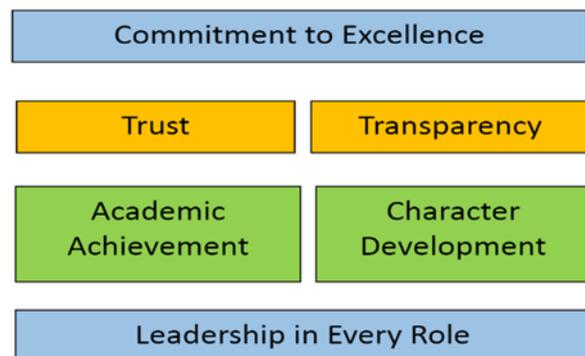
Headteachers of Stour Vale schools, supported by local governing bodies, are accountable for outcomes in their own schools and have a high level of autonomy. Stour Vale, through the member schools, the central team, the teaching school and growing links with other successful trusts and maintained schools, is able to provide extensive school improvement expertise to each headteacher. The successful candidate will not only have the responsibility to lead Redhill School to even

greater heights of achievement, but will also have the opportunity to contribute to the success of all of the schools within the Trust.

Stour Vale Academy Trust Vision and Values

Our vision is to establish the Stour Vale Academy Trust as a centre for excellence in teaching where all learners flourish. The Framework for Excellence is a way of expressing our vision and values and helping us to put these into practice in our schools.

The Stour Vale Framework for Excellence



Excellence

We seek to achieve excellence in every area of school life. Every member of our school communities can contribute to the achievement of excellence. Underpinning this is the understanding that everyone matters and everything we do matters.

Trust and Transparency

We recognise the importance of values driving our mission. We have prioritised two moral qualities that we believe are required if we are to succeed: trust and transparency.

Trust is both an emotional and logical act.

Emotionally, it is where we expose our vulnerabilities to others and believe they will not take advantage of us. Logically, it is where we have used our experience and knowledge to gain confidence in the ability of others to effect a positive change.

Transparency is working in a way that makes it easy for others to see what we are doing and why. It has been defined simply as 'the quality of intentionally sharing information'. Transparency and trust are complimentary values which support the work of school improvement in our school.

Academic Achievement and Character Development

Academic achievement is wider than the achievement defined by examination certificates; it includes skills associated with both literacy and numeracy and the ability to acquire and use knowledge. Alongside academic achievement we equally value the development of character. This is described using both the traits of character and the virtues that allow our pupils to flourish, including courage, honesty and resilience. We have adopted the Character Education Framework developed by the Jubilee Centre at the University of Birmingham.

We want young people to look back on a happy time at school which has inspired and challenged them, given them great opportunities and prepared them for the ups and downs of life.

Leadership in every role

Our pupils are the leaders of the future and we encourage them to exercise their leadership qualities whilst in school. Good leaders listen, develop relationships, act with integrity and care, and expect the best from themselves and others in building a happy, confident school.

Continuous improvement

We constantly look for improvements and implement them with pace. We look for ideas for improvement inside the organisation and out; we observe one another and are prepared to share best practice at every opportunity. School improvement is not about arriving at the destination; it is about achieving real goals and enjoying the adventure of learning together.

Our approach to teaching and learning

All students possess unique skills, abilities and aptitudes and all have an entitlement to access a broad, challenging and appropriate curriculum. Every student is also entitled to experience a variety of teaching and learning styles which enable them to achieve their full potential.

We aim, through successful teaching and learning, to develop the whole child and to enable our students to make excellent progress and become lifelong learners.

How we maximise the impact of working together in our Trust

- Use the single identity of the Stour Vale Academy Trust to create a common purpose with accountability to the Board
- Ensure a consistent strategic approach is taken to the school improvement activities and aims
- Use the increased flexibility of staffing and other resources to break down the barriers to success in the school
- Develop the leadership capacity and experience in the school with enhanced experience and learning opportunities
- Access support from a wider range of providers on a best-value basis
- Drive forward economic efficiencies based on economies of scale and best-value analysis

JOB DESCRIPTION

Job Title: Headteacher

Full time

Salary scale: ISR L31– 37

Responsible to: CEO, SVAT

Core Purpose

In line with the values, ethos and strategic direction of Stour Vale Academy Trust, the Headteacher will:

- Ensure high quality education and care for all pupils leading to academic achievement, character development and an embedded culture of safeguarding
- Provide strategic leadership for the school which ensures continuous improvement
- Be responsible for the professional leadership of the school, role modelling integrity and collaboration
- Establish a culture where excellence and leadership potential flourish, resulting in high quality teaching and learning and strong succession planning
- Be responsible for the management and operational leadership of the school in the best interests of the pupils
- As a Trust Headteacher, recognise your role in contributing to the success of all of the pupils within the Trust

In Stour Vale Academy Trust each Headteacher reports to the Local Governing Body on all matters which are delegated to it in the scheme of delegation and is accountable to the Chief Executive for the overall performance of the school, including outcomes for pupils and financial planning.

Legal Requirements

The Headteacher's professional duties must be carried out in accordance with and

subject to:

- The Stour Vale Academy Trust Scheme of Delegation
- The provisions of all applicable legislation
- The School Teachers' Pay and Conditions Document
- The Funding Agreement of the School and the Academies Financial Handbook

Main Duties and Responsibilities

- Hold, articulate and role model clear values and moral purpose for the school
- Develop and communicate a clear vision for the school
- Welcome effective governance, actively supporting the Local Governing Body to fulfil its roles and responsibilities
- Role model positive, professional relationships with pupils, parents, school and Trust staff, governors and directors, other professionals and the wider community
- Through thorough monitoring and evaluation ensure accurate self-evaluation which leads to continuous and effective improvement
- Have overall responsibility and accountability for safeguarding and promoting the welfare of pupils. This includes securing compliance with all applicable statutory guidance
- Provide a safe, calm and well-ordered environment for all pupils and staff
- Promote the safety and wellbeing of pupils and staff
- Ensure good order and high standards of behaviour amongst pupils and staff
- Exercise strategic financial planning to

ensure the effective deployment of resources

- Participate in regular budget monitoring and work within the Trust's agreed financial procedures
- Ensure the implementation of Trust-wide policies and procedures
- Lead the development, implementation and evaluation of school policies, systems and procedures
- Facilitate effective professional development for all staff and demonstrate commitment to your own professional development
- Implement rigorous and transparent systems for teacher appraisal and for managing the performance of staff through appropriate support and challenge
- Lead the development, evaluation and continuous improvement of curriculum
- Lead the development, evaluation and continuous improvement of teaching and learning
- Lead effective communication with parents and other stakeholders
- Lead effective communication with other professionals and agencies
- Undertake other duties and responsibilities identified by the Chief Executive or the Board of Directors commensurate with this role

PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Experience		
A first degree or equivalent	•	
Qualified Teacher Status	•	
NPQH		•
Recent relevant professional development as a senior leader or headteacher	•	
Successful recent senior leadership experience	•	
Proven track record in leading and managing effective staff teams	•	
Experience of leading aspects of school improvement	•	
Experience of leading and improving teaching and learning	•	
Experience of successfully increasing rates of pupil progress and of raising attainment	•	
Experience of successfully enabling colleagues and pupils to develop and apply their leadership skills	•	
Knowledge and Skills		
Excellent classroom practitioner	•	
Thorough knowledge of the secondary curriculum	•	
Thorough knowledge of safeguarding and safer recruitment	•	
Knowledge of current and emerging priorities in secondary education	•	
Articulate with excellent interpersonal skills	•	
Able to prioritise, plan, organise and manage workload, delegating appropriately to others	•	
Able to develop the leadership and teaching skills of others	•	
Able to use data and a range of evidence to make judgements and identify priorities	•	
Able to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement	•	

	Essential	Desirable
Able to plan for the effective use of school finance and resources	•	
Able to develop and communicate a compelling vision	•	
Able to influence others: inspiring, motivating and challenging	•	
Able to build and maintain effective professional relationships	•	
Astute and perceptive with sound judgement and decision-making skills	•	
Able to manage change in order to improve outcomes	•	
Qualities		
Committed to working collaboratively to improve outcomes for pupils	•	
Committed to continuous improvement and the pursuit of excellence	•	
Having integrity and consistently leading by example	•	
Resilient, flexible and having a positive approach to challenges	•	
Energetic and enthusiastic	•	
Committed to building positive and effective relationships, based on trust and transparency, with children, staff, parents, governors, other schools and the wider community	•	
Be committed to innovation, learning from research and the best current practice	•	



REDHILL SCHOOL
Junction Road
Stourbridge
West Midlands
DY8 1JX



01384 816355

www.redhill.dudley.sch.uk

www.svat.org.uk

For an informal discussion please contact: Mr Stephen Dunster, CEO, Stour Vale Academy Trust (01384 816632)

Please apply via Tes.

CLOSING DATE: Midnight on Monday 1st April 2019

SHORTLISTING: Tuesday 2nd April 2019

INTERVIEWS: Wednesday 10th April 2019 and Thursday 11th April 2019

**Prospective candidates are welcome to visit the school on the following dates:
Friday 15th March 2019 at 9.30am, Thursday 21st March 2019 at 9.30am or
Monday 25th March 2019 at 9.30am.**

**Please contact the Headteacher's PA, Mrs Joanne Endicott, to arrange a visit
(01384 816355).**