



Nine Acres
Primary School

Articulate,
Passionate, Persuasive & Positively
influencing the world around us.

STRIVING FOR EXCELLENCE

Deputy Head Teacher Recruitment Pack

'Pupils blossom at Nine Acres. They are inspired and enthusiastic learners.

They thrive in this exceptional school'
Ofsted 2024



01983 522984



www.nineacrespri.co.uk

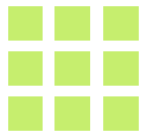


office@nineacrespri.co.uk

Ofsted
Outstanding
Provider

2024

SCHOOL INFORMATION



Our wonderful school is situated in the heart of Newport on the Isle of Wight. Nine Acres is a two form entry Community Primary School, which was recently graded as 'Outstanding' in all areas by OFSTED. We are a consistently oversubscribed school which caters for primary aged pupils who attend mainly from the local area but also travel from all over the Island. At every opportunity we are helping our pupils 'break down barriers' to learning. We are a school in which everyone is 'Striving for Excellence'. We aim to create an environment where curiosity is encouraged, inquiry welcomed and excitement in learning is fostered. We want to enhance the life of every child, equipping them with the skills and ability to make sense of the world thus creating a community that has values and attitudes that will stand them in good stead for the rest of their lives.

We encourage high standards of self-esteem, aspiration, expectation and respect in all our pupils. We recognise that all are different, but each is special. We are committed to ensuring that pupils leave Nine Acres with good skills in English, communication and Mathematics, which they can apply across all areas of the curriculum and are ready to face the challenges of secondary education with enthusiasm.

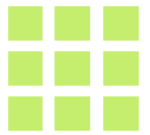
We aim to empower every member of our community to make a positive impact on the world by embodying qualities of articulateness, passion and persuasiveness. We are committed to fostering an atmosphere where every pupil, parent/carer and staff member feels valued, respected and treated fairly, promoting a caring community founded on trust and mutual respect.

Our emphasis is on developing essential life skills and, at Nine Acres, we strive for an environment that ensures the safety of everyone, encouraging learners to demonstrate positivity, responsibility and increasing independence within the school community.

Our values, rather than being a mere reward system, are integrated into every aspect of our daily activities. We aspire for all children to exhibit their passion for learning, articulate their thoughts effectively, employ persuasive skills for meaningful conversations, and positively influence their own lives through responsible decision-making.



OUR VISION



We are a school in which everyone is 'Striving for Excellence'. We aim to create an environment where curiosity is encouraged, inquiry welcomed and excitement in learning is fostered. We want to enhance the life of every child, equipping them with the skills and ability to make sense of the world thus creating a community that has values and attitudes that will stand them in good stead for the rest of their lives.

We encourage high self-esteem, aspiration, expectation and respect in all our pupils. We recognise that all are different, but each is special. The pupils will leave Nine Acres with good skills in English, communication and Mathematics which they can apply across all areas of the curriculum. They are ready to face the challenges of secondary education with enthusiasm.

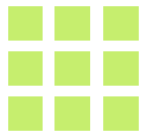
Our aims are:

- To set and promote the highest standards of teaching, learning, progress and achievement
- To promote equality and appreciation of diversity
- To promote and achieve the highest standards of learning behaviour
- To develop independence and creativity
- To provide a healthy, safe and happy environment
- To develop positive links with families and the local wider community.

Nine Acres Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant pre-employment checks, including online searches/checks



MAIN PURPOSE



The Deputy Headteacher, under the direction of the Headteacher, will play a key strategic and operational role in the leadership of the school. They will support the headteacher in securing high standards of teaching, learning and pupil outcomes, and in shaping a positive, inclusive and ambitious culture for the whole school community.

The Deputy Headteacher will take a major role in:

- Formulating and communicating the Nine Acres vision and strategic direction for the school, rooted in high expectations for all pupils
- Establishing and implementing policies and systems that enable the school to achieve its aims and priorities
- Leading, managing and developing staff to ensure consistently high-quality teaching and learning
- Developing a strong culture of professional learning through coaching, collaboration and evidence-informed practice
- Using research and national expertise to inform teaching, leadership and school improvement strategies
- Managing resources effectively to support improvement and ensure the best outcomes for pupils
- Using assessment and school performance data effectively to inform teaching, evaluate impact and guide strategic decision-making
- Monitoring, evaluating and reporting on progress towards the achievement of the school's aims and priorities
- Strengthening partnerships with families, governors and the wider community to support pupils' learning and wellbeing
- Playing a key role in the planning and transition to the school's new building, ensuring the move supports innovation in teaching, learning and the wider life of the school





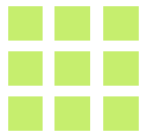
If the Headteacher is absent, the Deputy Headteacher will deputise, as directed by the Governing Body.

The Deputy Headteacher will also be expected to fulfil the professional responsibilities of a Headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

The Deputy Headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Demonstrate a strong moral purpose and an unwavering commitment to securing the best possible outcomes for all pupils
- Be committed to evidence-informed practice and continuous professional learning
- Build positive, respectful and trusting relationships across the school community
- Lead with integrity, resilience and professionalism
- Develop and empower others through coaching, support and professional development
- Work collaboratively with colleagues, governors, families and external partners to strengthen the school and its role within the community
- Serve in the best interests of the school's pupils at all times





School culture and behaviour

Under the direction of the Headteacher, the Deputy Headteacher will:

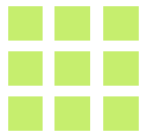
- Work alongside the Senior Leadership Team (SLT) and staff to foster a culture where every pupil experiences a positive, inclusive and enriching school life
- Uphold high educational standards so that pupils from all backgrounds are well prepared for their next stage of education and life
- Model and promote a culture of professionalism, collaboration and high expectations among staff
- Promote a culture where pupils feel safe, valued and motivated to learn
- Support staff to establish clear routines and expectations so that behaviour for learning is consistently strong across the school
- Ensure behaviour systems are applied consistently and fairly, in line with the school's behaviour policy
- Strengthen positive relationships with families and the wider community to support pupils' wellbeing and success

Teaching, curriculum and assessment

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish and sustain high-quality teaching across the school, informed by research and evidence-based practice
- Support the development of subject leadership so that curriculum areas are led by knowledgeable and confident leaders
- Ensure teaching is underpinned by strong subject knowledge and effective pedagogy
- Promote the effective use of formative and summative assessment to inform teaching, learning and intervention
- Lead the effective use of pupil progress and attainment data to identify priorities, inform practice and evaluate impact
- Ensure the teaching of a broad, ambitious and coherent curriculum that meets the needs of all pupils
- Support curriculum innovation and development, particularly in maximising the opportunities provided by the school's new building and learning spaces
- Ensure valid, reliable and proportionate approaches are used to assess pupils' knowledge and understanding
- Ensure the consistent use of evidence-informed approaches to the teaching of early reading so that all pupils learn to read successfully





Inclusion

Under the direction of the headteacher, the Deputy Headteacher will:

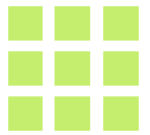
- Promote a culture of inclusion where all pupils can access and succeed within the curriculum
- Maintain ambitious expectations for pupils with SEND and ensure high-quality provision across the school
- Ensure staff are supported to adapt teaching to meet the needs of all learners
- Work with parents, carers and professionals to identify needs early and ensure appropriate support and provision
- Ensure the school fulfils its statutory duties in line with the SEND Code of Practice

Organisational management and school improvement

Under the direction of the Headteacher, the Deputy Headteacher will:

- Contribute to sustaining the Nine Acres vision, ethos and strategic direction alongside the Headteacher and Governing Body
- Support the planning and implementation of SDP
- Use monitoring, evaluation and data analysis to identify strengths, address barriers and drive improvement
- Establish and maintain effective systems, processes and policies that support the smooth running of the school
- Ensure safeguarding remains central to all aspects of school life and that staff understand their responsibilities
- Support the effective deployment and development of staff while maintaining a strong awareness of workload and wellbeing
- Contribute to the strategic planning and successful transition to the school's new building, ensuring the environment enhances teaching, learning and community engagement
- Identify risks and barriers to school effectiveness and work proactively to address them





Professional development

Under the direction of the Headteacher, the Deputy Headteacher will:

- Develop a strong culture of professional learning across the school
- Lead and support coaching and mentoring approaches that strengthen teaching and leadership practice
- Ensure staff have access to high-quality professional development informed by research and best practice
- Encourage collaboration, reflection and professional dialogue among staff
- Maintain their own professional development and remain up to date with developments in education

Governance, accountability and partnership

Under the direction of the Headteacher, the Deputy Headteacher will:

- Work effectively with the governing board, recognising the importance of strong governance
- Ensure staff understand their professional responsibilities and are supported and held accountable for high standards
- Ensure the school operates effectively within regulatory frameworks and meets statutory requirements
- Work in partnership with other schools, organisations and professional networks to strengthen practice and share expertise
- Engage positively with families and the wider community to support pupils' learning and wellbeing
- Seek opportunities to draw on local and national expertise to support school improvement



PERSON SPECIFICATION

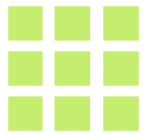


Criteria	Requirement	E/D	Assessed by
Qualifications and training	Qualified Teacher Status (QTS)	E	Application
	Degree or equivalent qualification	E	Application
	Evidence of relevant professional development in leadership or school improvement	E	Application
	National Professional Qualification for Headship or Senior Leadership (NPQH/NPQSL)	D	Application
Experience	Successful teaching experience with evidence of impact on pupil outcomes	E	Application / Interview
	Leadership experience in a primary school	E	Application / Interview
	Experience of leading or contributing to whole-school improvement	E	Application / Interview
	Experience of monitoring teaching and learning and supporting colleagues to improve	E	Application / Interview
	Experience of line management, coaching or mentoring staff	E	Application / Interview
	Experience of analysing and using pupil progress and attainment data to inform improvement	E	Application / Interview / Task
	Experience of curriculum development or subject leadership	D	Application / Interview
	Experience of promoting inclusive practice and supporting pupils with SEND	E	Application / Interview

PERSON SPECIFICATION



Skills and knowledge	Strong understanding of high-quality teaching, learning and effective pedagogy	E	Interview / Observation / Task
	Ability to model excellent teaching and support others through coaching	E	Interview / Task
	Ability to analyse and use school performance data to inform practice and improvement	E	Task / Interview
	Knowledge of curriculum design, implementation and evaluation	E	Interview
	Understanding of research-informed practice and its application in schools	E	Interview
	Ability to communicate a clear vision and inspire others	E	Interview
	Ability to build positive relationships with pupils, staff, parents, governors and external partners	E	Interview / References
	Knowledge of safeguarding requirements and statutory duties	E	Interview
	Understanding of school systems, accountability and improvement processes	D	Interview
Personal qualities	Commitment to achieving the best outcomes for all pupils	E	Application / Interview
	Commitment to the school's ethos, values and inclusive culture	E	Application / Interview
	High expectations of pupils and staff	E	Interview
	Reflective and committed to continuous professional development	E	Interview
	Resilient, organised and able to work under pressure	E	Interview
	Collaborative leadership style and commitment to developing others	E	Interview
	Strategic thinker with a practical, hands-on approach	E	Interview
	Integrity, professionalism and commitment to confidentiality	E	References / Interview
	Commitment to safeguarding and equality	E	Interview / References



Nine Acres Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check and satisfactory references.

How to Apply

Ensure you fully read the 'Deputy Head Advert', prior to application. This has the full Job Description, Person Specification, and key details about our school.

We warmly encourage visits to the school. If you would like an informal chat or a visit to the school, please contact: office@nineacrespri.co.uk

Application packs are available from the school website: www.nineacrespri.iow.sch.uk

Please complete all sections of the Application Form and ensure there are no unexplained gaps in employment. Any gaps in employment will require explanation.

Closing Date: Tuesday 12th May- Noon

Shortlisting: Thursday 14th May

Interview Dates: Thursday 21st May and Friday 22nd May





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Primary School

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Passionate, Persuasive & Positively
influencing the world around us.



STRIVING FOR EXCELLENCE



HEADTEACHER - MISS R MCDONALD (BA HONS QTS, NPQH)
ASSISTANT HEADTEACHER/SENCO- MISS R PADDON

WEBSITE - WWW.NINEACRESPRI.SCH.IOW.UK
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TELEPHONE - 01983 522984



FOLLOW OUR LEARNING JOURNEY ON FACEBOOK

WITH OUR MOTTO
'STRIVING FOR EXCELLENCE'

WE PLACE A STRONG EMPHASIS ON CHALLENGING AND SUPPORTING EVERY CHILD TO ASPIRE AND ACHIEVE.

