



WYCHALL PRIMARY SCHOOL

SAFE, SECURE, SUCCESSFUL



About our school

Wychall Primary, Children and Family Centre is located to the south of Birmingham City Centre with easy access to main roads, bus routes and train services. The school serves the two estates with many children benefitting from pupil premium funding. This sometimes can impact on the life experiences and language abilities they bring with them when they start school. In response to this we have developed an exciting, challenging and creative curriculum focussed upon core skills, a process for learning and relevant, meaningful content.



The 3 large playgrounds ensure the children can play in smaller, age related groups and our trained Peer Mentors are always visibly on hand to support. Our Nurture Classroom situated in the centre of the school offers children who have difficulties in forming relationships an opportunity to work in a small class setting. Here they can work with specially trained teaching staff who enable their successful integration into their mainstream class by directly addressing the barriers these children face.



The school is set in grounds that provide a range of play activities for children, a vegetable garden and outside classrooms. Our 16 classrooms are spacious and well equipped, with extensive IT support. The school extends over a large area with the Foundation and Key Stage 1 classes situated together with their Hall and Library close at hand, and the Key Stage 2 classes grouped together adjacent to their Hall and Library area. Last year saw the opening of our award winning nursery.



Partnership with parents is key. Adult learning courses have run at the school for many years and these take place in our Adult Learning / Community Room.



In June 2013 we had a successful OFSTED inspection. The work on our curriculum and extended provision was felt to have made a very positive impact on children's learning and the school provides a safe, secure and successful environment for all pupils and staff.



In Key Stage 2 we have developed new style 'learning areas' in association with a national project known as *Space For Learning* which complements our curriculum and gives the children the opportunity to be more independent with their learning.

We have an active Local Governing Body who meet twice a term with the Finance, Personnel, Site, Curriculum and Children's Centre Committees meeting once a term.

We converted to an Academy, part of the drb ignite Multi Academy Trust on 1 October 2015. As a 'Good' school this gives us the opportunity to continue work and share practice with other like-minded schools who have already been part of our research and development over the last 10 years.

The drb ignite Trust Board believe that good schools should have the autonomy to grow and develop. They have set up inter school development and support groups to aid this.

The school offers numerous After School Clubs and curriculum enhancement opportunities including Multi-sports, Football, Art, Drama, Choir, Street Dance, Rugby, Gymnastics. Music is a strength with children having the option to learn cornet, violin, cello, guitar and steel pans.



We believe that people learn best when they feel valued, supported and understand that profound learning is as much about making mistakes as completing all work successfully. We have created an ethos where we encourage children and staff to engage in calculated risk taking through a process of self-review within our programme of teaching and learning. We aim to instil into our children an enjoyment and enthusiasm for learning through the delivery of our experiential, purposeful, skills driven curriculum. It is essential that teaching and support staff are involved in the development of new initiatives and school improvement.



At Wychall Primary School we will continuously strive to ensure that everyone is treated with respect and dignity. Everyone in our school is given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability.

Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. We work in compliance with the Safeguarding Children and Safer Recruitment in Education guidance and an enhanced DBS check is required for all successful applicants. Our School Mission – **Safe, Secure, Successful** ensures that every aspect of a child's physical and emotional wellbeing is addressed.

We look forward to welcoming you to Wychall Primary School, Children and Family Centre at the earliest opportunity.



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School facts at a glance:

Governance: part of the drb ignite Multi Academy Trust, local governing body supporting
OFSTED rating: Good

Budget: Healthy!

Two form entry with a Nursery and a Nurture class

Leadership team: Headteacher, Deputy Headteacher, Assistant Headteacher

Phase 1 Manager (N, R,Yr1) Phase 2 Manager (Yrs 2,3,4), Phase 3 Manager (Yrs 5,6)

English & Maths Leader, SENDCo

Welfare and safeguarding: Pastoral team – Pastoral Manager, Family Support Worker, Malachi Workers

Additional staff members: Barney the labradoodle (works in the Nurture class)

Please see website for further detail. www.wychall.bham.sch.uk





Wychall Primary School

Deputy Headteacher

Job Description

Post: Deputy Headteacher

Responsible to: Headteacher

The Deputy Headteacher will be responsible for working in partnership with the Headteacher, supporting in all areas of school leadership and management. The Deputy will demonstrate high levels of personal integrity, strong moral purpose, emotional resilience, ability to hold to account, personal drive, enthusiasm towards learning, discretion and professionalism and publically supporting all the decisions of the Headteacher and Governing Body.

The Deputy Headteacher will undertake the following duties:

Leadership and Management
<ul style="list-style-type: none">• Work in partnership to secure the very best outcomes for all children through the effective and efficient use of resources• Support the Headteacher and Governing Body in moving the school from 'Good' to 'Outstanding'• Support the Headteacher and Governing Body in the strategic development of teaching and learning• Support the Headteacher and Governing Body in budget planning and monitoring expenditure• Support the Headteacher in strategically planning and implementing a robust professional development system across the whole Academy• Strategic planning for the Academy and its community, using analytical thinking, planning for future needs within the local, national and international context
Quality of teaching, learning and assessment
<ul style="list-style-type: none">• Model excellence as a leading classroom practitioner, inspiring and motivating staff• Work with the SMT to sustain high expectations and excellent practice in teaching and learning across the school• Responsibility for coaching and mentoring across the Academy• Lead, motivate, support and challenge all staff to continuously improve through professional development• Performance Management of teaching and support staff throughout the Academy• Monitor and evaluate the quality of teaching and learning



Wychall Primary School

Deputy Headteacher

Job Description

Personal development, behaviour and welfare
<ul style="list-style-type: none">• Absolute commitment to child protection and the well-being of children• Contribute to a positive learning environment• Support parental engagement at all levels to foster community participation and support outcomes for children• Provide a range of opportunities to extend and develop the pupil voice across the whole Academy
Outcome for pupils
<ul style="list-style-type: none">• Support data management and assessment across the Academy• Support the Headteacher in tracking, monitoring and evaluation of pupil progress• Work with the SMT to provide a stimulating and creative curriculum that promotes “British Values”• Support the preparation, implementation and monitoring of phase improvement plans and whole school improvement plans
Additionally
<ul style="list-style-type: none">• Strive for continuous improvement• Deputise for the Headteacher• Undertake any other duties as requested by the Headteacher / Governing Body

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers’ Pay & Conditions document.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. The job description may be varied to meet the changing demands of the Academy at the reasonable discretion of the Headteacher.
5. The job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. The post holder may deal with sensitive material and should maintain confidentiality in all Academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A DBS certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.



Wychall Primary School

Deputy Headteacher

Person Specification

Qualifications and Training	Essential	Desirable	Assessed by
Qualified Teacher status	✓		A/Qualifications
Evidence of sustained participation in INSET, especially school management and leading INSET activities for others.	✓		A
Participation in work with other schools or agencies		✓	A
Experience			
Experience as an Acting deputy headteacher or deputy headteacher of a smaller school		✓	A
At least 5 years classroom teaching experience and/or taught in at least 2 schools	✓		A
Knowledge and experience of teaching all Primary Key stages		✓	A/I
Evidence of middle management position(s)	✓		A/I
Post threshold teacher		✓	A/R
Evidence of relevant continuing professional development, including NPML, NPSL or willingness to engage in such a programme	✓		A/Qualifications
Experience of managing and/or co-ordinating staff	✓		A/R
Experience of managing teaching resources and budgets	✓		A/I
Awareness of using data to raise standards	✓		A/I
Knowledge and Understanding			
Knowledge of recent legislation. Awareness of current developments in education and the implications of these	✓		I
Experience of OFSTED inspection and its follow up	✓		A/I
Knowledge of how to lead curriculum development and manage innovation and change	✓		A/I
Knowledge of how children and young people learn, develop and progress through life stages and events	✓		A
Knowledge of how to monitor and evaluate the quality of teaching and learning	✓		A
Knowledge of how to manage health and safety policy and promote and safeguard pupil welfare	✓		A/I
Involvement in and lead on elements of school improvement	✓		A
Understand the characteristics of an effective school	✓		A



Wychall Primary School

Deputy Headteacher

Person Specification

Awareness of and then successful implementation of strategies to raise pupil achievement and manage behaviour	✓		A
Knowledge of the role of Governors	✓		A
Personal competencies			
Ability to work as part of a cohesive and collegiate unit	✓		A/I
Excellent communication skills, oral, written and presentational	✓		A/I
Ability to think analytically and strategically and lead school improvement			
Ability to coach, mentor and support other staff to raise the standards of learning and teaching in their classrooms	✓		A/I
Ability to lead and manage the school team effectively and efficiently and work with other professionals and agencies	✓		A/I
Ability to deliver well planned, organised and innovative lessons	✓		A
Proficiency in the use of ICT and the software programmes used in schools	✓		A
Ability to motivate pupils and staff	✓		A/I
Ability to set high standards and provide a focus for improvement	✓		A
Ability to take a strategic lead on attendance	✓		A
Understanding of attendance targets and systems to support	✓		A
Ability to collect and collate information derived from lesson observations, work scrutinies, learning walks and data	✓		A
Qualities			
Most of all we require a warm, adaptable, approachable, calm, self-confident and self-motivated person	✓		I
To have high levels of personal integrity, honesty and strong moral purpose to provide outstanding education for all.			
Ability to work with and engage staff from other MAT schools			

A- Application I- Interview R-Reference