



HENDON SCHOOL

Believe We support each student to feel safe, have confidence and to be ready for everyday life. We help each student to see the person that they want to be.	Achieve We support each student to realise their full potential in all aspects of life – academic, creative, physical and social. We help our students to always do their best.
Lead We work together to lead improvement. We recognise the skills and strengths of leadership. Everyone has a part to play in the future of our Hendon School community.	Belong We connect with others to build effective and harmonious relationships within school and our wider community. At every stage we aim to develop shared values.



Co-Headteacher Recruitment Pack

September 2022

<p>Believe</p> <p>We support each student to build self, have confidence and to be ready for everyday life. We help each student to be the person that they want to be.</p>	<p>Achieve</p> <p>We support each student to realise their full potential in all aspects of life – academic, creative, physical and social. We help our students to always do their best.</p>
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HENDON SCHOOL

'Learning Together Across the World'

WELCOME TO HENDON SCHOOL

Hendon School is an 11-18, stand-alone academy
in the London Borough of Barnet

On behalf of the students, staff and governors of Hendon School, I would like to thank you for your interest in our post of Co-Headteacher. This is an exciting opportunity to help lead a tremendous school in the next phase of it's development.



Hendon is a school of passion – our students and staff care immensely about what they are doing, about our school values and about each other. We are a family – albeit a very large and diverse family – and we celebrate that. We are stronger because of our differences and because of the way that we work together. At Hendon School staff work hard to provide the best opportunities for all of our students. Our specialist provisions for Deaf Students (PDS) and Hendon Autistic Resourced Provision (HARP) are an integral part of our school community and we are proud of our strong tradition of excellent teaching and learning across our school. We liaise closely with our feeder primary schools, both as part of our high involvement transition programme and also to enrich and inspire younger students, and we continue to build relationships with local businesses and residents. We take good care of our students and work with them to unlock their potential. We aim to help our students to be ready for the next stage of their life, leading the future of our world.

We are looking for an inspirational leader to work 0.4FTE (2 days a week) in close partnership with me, sharing the responsibilities, challenges and opportunities of Headship. The position is for 2 terms starting in January 2023. If you feel that your values and beliefs align with ours and that you can make a valuable contribution leading our community, then this may be the job for you. Applicants wishing to visit our school to see us in action are warmly welcomed.

I look forward to meeting you soon.

Dr Rhona Povey
Headteacher



OUR STATEMENT OF AIM

Hendon School aims to offer a high quality 11-18, mixed, comprehensive, sustainable, single Academy educational experience through:

- supporting and developing the whole person, within and beyond the school community
- celebrating cultural diversity and promoting shared moral values
- ensuring all students make at least expected progress
- promoting a culture of high-quality teaching and learning, which embraces the latest technologies and teaching ideology
- providing curriculum pathways that best meet the needs of all Hendon students
- remaining a North London, higher needs provider through the HARP and PDS with the highest possible integration levels
- ensuring financial viability
- providing a safe and attractive learning environment within which all students thrive
- remaining right-sized for our Hendon Campus

OUR SCHOOL

Our values sit at the centre of our community culture and our decision making. We encourage every member of our community to play a part in the development of Hendon School.



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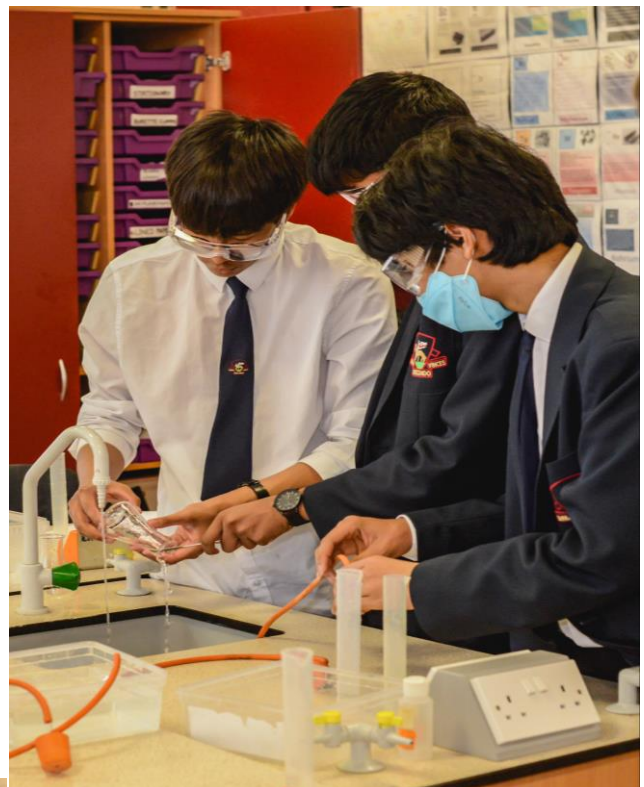
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ABOUT THE ROLE

We are seeking applications from dynamic and outstanding individuals who are keen to help build on our successes and to be part of a Headship partnership to lead Hendon School as we move from strength to strength.

We want the successful candidate to be:

- a highly effective leader
- a great role model
- a strong communicator
- a hard worker
- a team player
- reliable
- caring
- honest



We want the successful candidate to show that they:

- believe in our values
- care about what we do
- promote positive & respectful relationships



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JOB DESCRIPTION CO-HEADTEACHER

This job description is based on the Headteacher standards. As Headteacher you will play a pivotal role to develop and support the effectiveness of leadership across the school. This is an illustrative description of the nature and level of responsibility for the position. It is not a comprehensive list of tasks. The final job description will be agreed on appointment. The Headteacher will work in partnership with the current post holder, Rhona and other members of the Leadership Team to:

School Culture and Behaviour

- sustain Hendon School's ethos and strategic direction in partnership with leaders and governors and through consultation with our school community
- create a culture where students experience a positive and enriching school life
- uphold ambitious educational standards which prepare students from all backgrounds for their next phase of education and life
- ensure a safe, orderly and inclusive environment
- promote positive and respectful relationships across the school community
- implement consistent, fair and respectful approaches to managing behaviour
- maintain high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school, also ensuring a culture of staff professionalism

Teaching, Curriculum & Assessment

- ensure the school holds ambitious expectations for all students including those with additional and special educational needs and disabilities
- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching strategies and of how students learn
- ensure a broad, structured and coherent curriculum entitlement, which sets out the knowledge, skills and values that will be taught
- ensure effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure the school fulfils its statutory duties with regard to the SEND code of practice
- establish and sustain culture and practices that support quality first teaching to enable all students to access the curriculum and learn effectively
- ensure valid, reliable and proportionate approaches are used when assessing students' knowledge and understanding of the curriculum
- ensure effective use is made of summative and formative assessment to inform planning, strategy and decision-making
- establish and sustain high expectations of behaviour for all students, built upon relationships and routines, which are understood clearly by all staff and students
- ensure the school works effectively in partnership with parents, carers and professionals, providing support and adaptation as appropriate

Organisational Management and School Improvement

- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure the protection, welfare and safety of students and staff through effective approaches to safeguarding
- prioritise and allocate financial resources appropriately ensuring efficiency, effectiveness and probity in the use of public funds
- ensure rigorous approaches to identifying, managing and mitigating risk
- identify problems and barriers to school effectiveness and develop strategies for improvement which are realistic, timely, appropriately sequenced and suited to our context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time





Professional development

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning
- keep up-to-date with developments in education
- ensure involvement in training and continuing professional development to meet your own needs and those of Hendon School.

Governance, Accountability and Working in Partnership

- understand and welcome the role of effective governance, upholding an obligation to give account and accept responsibility
- establish and sustain professional working relationships with governors
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- forge constructive relationships beyond the school, working in partnership with parents, carers, the local community, other schools and organisations in a climate of mutual challenge and support
- maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students



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PERSON SPECIFICATION

Qualifications & Training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • NPQH
Experience	<ul style="list-style-type: none"> • Successful Headship experience in a secondary school, with demonstrable impact • Demonstrable experience of successful wider leadership experience • Demonstrable experience of successful leadership of school strategic self-evaluation and development planning • Demonstrable experience of successful leadership of school change • Demonstrable experience of successful leadership of staff engagement and development
Skills & Knowledge	<ul style="list-style-type: none"> • Effective communication and interpersonal skills • Ability to share a vision and inspire others • Understanding of high-quality teaching and learning and the ability to model this for others and support others to improve • Ability to use data to identify trends and weaknesses and to inform future planning and strategic decision making
Personal Qualities	<ul style="list-style-type: none"> • A commitment to providing the very best for all students and promoting the ethos and values of Hendon School • Absolute commitment to safeguarding and inclusion • Ability to work under pressure and prioritise effectively • Emotional resilience and ability to adopt a range of approaches as needed





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CONTACT US



If you have any questions about the role, would like a confidential and informal chat, or would like to book a tour of the school, please do not hesitate to get in touch by contacting Karen Goodall on 020 8202 9004 Extension 293 or email goodallk@hendonschool.co.uk

Closing date: 9am Monday 10th October 2022
Interviews in week commencing: 17th October 2022

Hendon School is committed to the safeguarding of young people. An enhanced disclosure from the DBS will be required for this post

