



Filey School



**Deputy Headteacher  
Improving Curriculum and Assessment  
Improving Teaching and Learning**

**Contract Term: Permanent**

**Salary: L16 – L20 (Relocation package of up to £4,000 available)**

**Closing Date: Monday 23<sup>rd</sup> January 2023, at 9am.**

**Interviews to be held on Wednesday 1<sup>st</sup> and Thursday 2<sup>nd</sup> February 2023**

**Prospective start date: September 2023.**

Dear Prospective Candidate,

I am delighted you have shown an interest in becoming the Deputy Headteacher of Filey School. I hope the information provided helps you in your decision-making process.

Filey School is the only secondary school in the town of Filey on the beautiful Yorkshire Coast and as such plays an important role in our local community. Our school is a small, friendly school that promotes high expectations for all its students and staff. We believe passionately that every child has the right to an excellent education and work relentlessly to ensure our students are supported to be the very best they can be.

The successful applicant will be joining a new leadership team committed to our Trust's vision of ensuring Filey School is "a place where learners and staff thrive". We are extremely proud to have recently joined the Coast and Vale Learning Trust and value highly the extensive opportunities this provides for us to work collaboratively with professionals both within and outside of our own school setting. We are now one of four secondary providers in our growing Trust, including Lady Lumley's School, Scalby School and Scarborough UTC.

I am looking forward to working closely with the new Deputy Headteacher to shape and implement our new school vision. We are supported by an experienced Trust leadership team, who have affected great change in complex situations and as such, I see this role as an exciting opportunity to join an ambitious and aspirational school. We expect our leaders to be effective strategic thinkers who prioritise the improvement of teaching and learning in everything they do, and you will be given the support and development to do this. It is genuinely a privilege to be Headteacher of Filey School and I am confident that the successful candidate will fervently share my commitment to driving forward the school's development at pace

Good luck with your application

Michelle Britton

**Headteacher**



Filey School



For an informal confidential conversation about the role please contact **Danielle Rowley Trust Recruitment Officer** on **01723 362301 / 07454740768** or by email on [recruitment@coastandvale.academy](mailto:recruitment@coastandvale.academy).

### **Welcome to Coast and Vale Learning Trust**

Coast and Vale Learning Trust is a growing Trust located on the beautiful Yorkshire Coast. The Trust was founded by Scalby School but has grown over the last few years to include Newby and Scalby Primary School, Friarage Primary School, Lady Lumley's School in Pickering, Scarborough UTC and Filey School.

The aim of the Trust is to serve all the education community along the coast and down the vale. We are committed to supporting all schools in becoming great schools, whether they are part of Coast and Vale Learning Trust or not. The learners of our community deserve the best education regardless of their background or location.

We have a simple vision in wanting our schools to be places 'where children and staff thrive'. Coast and Vale Learning Trust will work tirelessly to make this a reality. We look forward to your application

Yours sincerely,

Brian Crosby. MBE.

**CEO of Coast and Vale Learning Trust**



## **Our School Opportunity**

This opportunity as Deputy Headteacher of Filey School promises to be a rewarding Leadership role; you will relish in helping support this well-loved school onto the next stage of its journey by developing and implementing effective strategies alongside the Headteacher to raise standards and continually improve pupil attainment and progress. You will take strategic responsibility for the leadership of Teaching & Learning and Curriculum & Assessment. You must exhibit confidence, empathy, and a clear commitment for implementing teaching and learning for our children and young people.

### **The new Deputy Headteacher will be committed and concentrating on:**

- Assisting the Headteacher with the leadership and management of the school to promote effective education for all children within statutory requirements and our policy framework.
- Raising standards across the school in terms of academic performance, behaviour management and pastoral care so that all students can achieve to the very best of their ability.

### **Our new senior leader will:**

- Have strategic responsibility for the leadership of Teaching & Learning and Curriculum & Assessment and be responsible for ensuring all curriculum teams are aware of developments.
- The professional duties of Deputy Headteacher are those set out in the current Teachers' Pay and Conditions document.
- Taking responsibility for the professional duties of the Headteacher as set out in the current Teachers' Pay and Conditions document in the absence of the Headteacher.
- Safeguard all children in their care and undertake, if required, the role of Deputy Designated Safeguarding lead.
- Together with the Headteacher and staff, establish and review key performance targets for the school's development and keep the general performance of the school under continuous review.
- Use data to analyse the strengths and areas that require development throughout the school.
- Lead and support the Headteacher on CPD for Teaching and Learning.
- Support the Headteacher and governors in the implementation and monitoring of the safeguarding policies and procedures for the school.
- Ensure effective communication and liaison within the school.
- Ensure, with the Headteacher, the good conduct and behaviour of children utilising a positive behaviour approach.
- Create the whole school timetable and to develop the school curriculum.
- Lead on the management of the school's curriculum financial plan.
- Help to maintain links with parents, governors, and the community.
- Lead staff meetings/ curriculum team meetings / INSET where appropriate.
- Have responsibility for areas of the curriculum as a subject team leader (to be negotiated).



- Be responsible for supporting the HT in the organisation and management of Continuing Professional Development (CPD) for all teachers and teaching assistants.
- Be responsible for the organisation and management of Performance Management for non-teaching staff.
- Mentor Early Careers Teachers (ECTs) and provide support for ECTs and Teachers on Supply.
- Work within the Leadership team to update the School Evaluation Form (SEF) /School Improvement Plan (SIP) and lead the school forward on areas for improvement identified.
- Attend meetings of local governing committees and update governors on progress towards the schools strategic Priorities.
- Undertake any additional activities as instructed by the Headteacher.

This is an excellent opportunity to provide strategic leadership and direction to ensure that there is a strong focus on high quality classroom practice and forging ever-closer relationships with parents, carers, and our highly supportive wider school community.

### **About Our School**

Filey School is situated on the beautiful North Yorkshire Coast. Our school is a small three-form entry secondary school with approximately 420 students and is the only secondary school in the coastal town of Filey. Filey is located on the North Yorkshire Coast with excellent local amenities and connectivity. The economy is based on tourism and agriculture, however, there are no major industrial sites close by. An expansion of a housing development is directly across from the school promising an increase in pupil numbers.

Filey School converted to an Academy and became the Ebor Filey Academy in 2015. This was on the back of successive Ofsted Reports that criticised the provision for children at the school. The school made progress towards and there was evidence of improvement in 2018 that moved the school to Requires Improvement, however further challenges have arisen in 2021 with the school returning to Inadequate status in December 2021.

Filey School joined Coast and Vale Learning Trust in June 2022, who had been working with Filey School since the start of the year and are committed to returning Filey School to its proud heritage within the town.

### **Features and Benefits of our school:**

#### **Our Students -**

The majority of students are friendly, well-behaved and always engage positively with teaching staff and visitors. However, there are a small number of disengaged students and who present challenging behaviours. The school and Trust have been keen to support these students and have accessed funding for alternative provision packages to re-engage these students in education. This has been positively



received by the school community and supported by comments in feedback to SLT. There are further exciting plans for an alternative education provision to support students with additional needs.

### **Child wellbeing:**

Wellbeing will be a priority for the incoming Headteacher to build upon the work the interim Headteacher has started.

### **Our Team and The Governing Board & Support – Website Panel Header**

Our staff are incredibly committed, loyal and dedicated. They are very invested in the school with a number of long-term serving staff. Staff are embracing the new Trust's support and keen to see the school flourish with the appointment of the Headteacher to lead them on this journey.

We have a strong and supportive staff team with the SLT consisting of:

- Headteacher
- Executive Headteacher
- Senior Year Group Manager / DSL / Associate Member of SLT
- Assistant Headteacher
- SENCO
- PSHCE & Careers Lead / DDSL
- Faculty Leader for Humanities and Health & Social Care
- PA to SLT / Associate Member of SLT
- Teacher of Humanities
- Network Manager / Associate Member of SLT.

Our teaching staff consists of:

- Curriculum Standards Team Leader for Science plus 4 Teachers of Science
- Curriculum Leader of Mathematics plus 3 Teachers of Mathematics
- Curriculum Standards Leader for the Creative Arts
- Faculty Leader of English plus 2 Teachers of English
- Faculty Leader for MFL
- Faculty Leader for Music
- Faculty Leader for PE plus 1 Teacher of PE
- Head of Humanities and Teacher of RE plus 3 Teachers of Humanities
- Teacher of Design & Technology
- Teacher of Art

We also have a committed team of central services, pastoral and support staff including:

- Heads of Year
- Advanced Teaching Assistants
- Teaching Assistants
- TA Apprentice
- Finance Business Partner
- Administrators / Receptionists
- Careers Advisor



Governors seek and consider a range of feedback from the school community to ensure that they fully understand the differing perspectives of all stakeholders.

### **Vision, Ethos, Values and Aims – Website Panel Title**

Our School vision, ethos and values are at the heart of everything we do. They underpin our teaching and learning, and provide an environment which evokes in our students a love of learning and ensure they are happy, safe and have clear direction and support.

**Our Ethos** – We know people matter the most, and it is our job to create a climate and culture that enables everyone to feel happy and safe in an exciting place to learn. Self-belief, confidence and being proud of our own achievements are the keys to success.

#### **Our Aims -**

- Believe in our students – the best academic outcomes always occur where a true partnership has been established between home, school and the young person – all of us working together to strive for the best possible education.
- Provide all our learners with an exciting, coherent and inspirational curriculum taught by truly talented, professional and hardworking staff.
- We wish to create a culture that is inclusive, and where the individual and diverse talents of all our students are nurtured and celebrated.
- We want to encourage every member of our school community to develop a love of learning.
- To do all we can to enable everyone to reach the highest standards of which they are capable. We are committed to ensuring our students are happy, safe and have clear direction and support.

#### **Current areas identified for improvement and considerations:**

Senior Leaders from Coast and Vale Learning Trust are supporting our school to undertake a thorough self-evaluation process; this and the areas for improvement identified in the inspection report will inform the schools strategic objectives for 2022-2023 and beyond. This includes:

- Senior leadership responsibilities aligned to improve teaching and learning.
- Rapid improvement of the quality of middle leadership, quality of provision in Maths and Science, SEND, personal development of students, and progress and attainment of Year 11 students.
- Reinvigoration of the building and grounds over the next 12-18 months as well as building an alternative provision.
- Development of performance management strategies with a focus on incremental coaching, with weekly sessions and drop-ins for staff.
- A refined awards system to really embrace student achievement.
- Development of the Scarborough Teaching Alliance – a ready pool of newly qualified talent and access to quality NPQs for staff.



### **Relationships – Parents/Carers, Local and wider Community Collaborations:**

The community is heavily invested with parental support and desire for our school to achieve – many parents are ex-pupils. The trust is working hard to rebuild relationships to previous positive levels of engagement with the community, and this work has already made a positive impact. There is a strong governing body with parental representation and two supportive main primary partner schools of Hunmanby Primary School and Filey Junior School.

### **Make-up, needs and expectations of pupils**

The vast majority of students identify as white British with small numbers of students from Asian backgrounds. Social mobility for some groups of students is limited by Filey's coastal location.

### **Yorkshire Coast**

[Filey](#) is situated upon a picturesque coastline offering a lovely family life within a tight-knit community.

The **Yorkshire Coast** is a world-famous stretch of coastline that runs from the [Tees](#) estuary to the [Humber](#) estuary on the east coast of [England](#). The coastline between the two estuaries was historically made up of the East and North Ridings of [Yorkshire](#). Since the 1974 county boundary shake-up, this now comprises [Redcar & Cleveland](#), [North Yorkshire](#) and the [East Riding of Yorkshire](#).

The [North York Moors National Park](#) extends up to the coastline and traverses 26 miles (42 km) of the coast between Boulby and Cloughton, taking in the historic fishing villages of [Staithe](#), [Runswick Bay](#) and [Robin Hood's Bay](#).

The section of coastline south of Bridlington to Spurn Head is known as the [Holderness](#) coast from the area of East Yorkshire that the coastline adjoins.

### **North Yorkshire**

North Yorkshire is England's largest county and one of the most rural. The area comprises the [Yorkshire Dales](#) and [North York Moors](#), three Areas of Outstanding Natural Beauty and a stunning coastline around Scarborough and Whitby. There are ruined castles and abbeys, serene gardens, unique breweries, thrilling rides and industrial heritage. The area hosted the phenomenal Tour de France 'Grand Depart' in 2014 and has since created the Tour de Yorkshire, an annual event with global recognition. Success in supporting these events led to Harrogate hosting the UCI Cycling World Championships in 2019.

North Yorkshire has plenty to offer the outdoor enthusiast. From the hard gritstone of Almscliff and Brimham rocks to the limestone of Malham, Gordale and Kilnsey climbing venues are in abundance. The Yorkshire Dales is the premier area for caving and for mountain biking; there are the bridleways of the Dales and North York Moors as well as the renowned trail centre at Dalby Forest. There are a small number of sailing clubs on reservoirs around the county and fantastic surf sport venues and sea kayaking on the east coast.



While the county is rightly known for its wide-open spaces, it also incorporates attractive market towns including Pickering and Helmsley, traditional seaside towns, the spa town of Harrogate and the ancient city of York - the most visited city outside of London. There are a wide range of shopping, leisure and cultural facilities as well as excellent schools, universities, road and rail links. There really is everything to offer you and your family as a place to work, live and enjoy!

Travelling further afield, we have convenient connectivity, with close proximity to metropolitan cities of Leeds and Newcastle and with a little over two hours commute on the main train line to London. We border the Lake District, Lancashire, County Durham, and Yorkshire & Humber regions with all they have to offer.

### **Application Process**

Please complete the Trust's application form, which can be downloaded from our website on: [Coast and Vale Learning Trust - Vacancies Across Our Trust](#)

All applications should be sent to **Danielle Rowley Trust Recruitment Officer** by email on [recruitment@coastandvale.academy](mailto:recruitment@coastandvale.academy). Or contact **01723 362301 / 07454740768**.

**We do not accept CVs.**

**Closing date for receipt of applications: Monday 23<sup>rd</sup> January 2023 at 9am.**

**Interviews to be held on Wednesday 1<sup>st</sup> and Thursday 2<sup>nd</sup> February 2023**

**Prospective start date: September 2023.**

*We reserve the right to close this vacancy should we receive an overwhelming response.*

We are committed to **safeguarding** and protecting the children and young people we work with and expect all our staff and volunteers to share this commitment. As such, all posts are subject to safer recruitment process, including an enhanced DBS check. We have a range of policies in place, which promote safeguarding and safer working practice across our Schools.

We are an **equal opportunities** employer and welcome applications from all sections of the community regardless of age, gender, race, ethnicity, disability, sexual orientation, social background, religion or belief. We want to recruit the right people for the Trust, from the widest possible backgrounds, to make the most of each individual's different knowledge and experience.

Your **privacy** is important to us. By submitting your personal data or information to us, you agree this will be handled in accordance with the Trust's "**Privacy Notice Recruitment**" which can be found on our website.