



Exmouth
Community
College
Academy Trust

Job Pack

Head of House

Permanent

MPS/UPR + TLR 1B (£11,133 per annum)

Closing Date: Wednesday 1 May 2024 at 10.00am

Interview Date: Tuesday 7 or Wednesday 8 May 2024

Letter from the Headteacher

Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for a committed and passionate colleague to join our community of highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. Having only recently arrived at ECC myself (having been a Headteacher at another large Secondary near Bristol for five years) I have been blown away by the warmth of the welcome that I've had here and I can assure you of the same.



You will be joining the College at a really exciting time, just as we come to the end of a major upgrade of our site and facilities. This includes the 'showpiece' £13 million Elizabeth Lee building, a new Maths block, a new student canteen, other significant refurbishment and the creation of a vast green open area for our students. This will allow us to provide an exciting and very broad educational experience for the next generation of ECC students in inspiring, state of the art facilities.

We are also in the process of looking to join a Multi-Academy Trust. Having spent a great deal of time reviewing our position, we believe that joining a Multi Academy Trust will continue to improve the experience that we provide for our students and the professional opportunities that this will bring our staff.

We have a broad view of education. We actively focus on the quality of our curriculum and in ensuring that our students leave ECC with the very best outcomes that they can from a wide range of subjects. But much more than this, we want to prepare our students for all the opportunities and challenges that life will throw at them. Exposing them to a wide range of experiences and opportunities beyond the classroom will prepare them for the world of work and build the character they need to lead happy, successful and fulfilled lives.

We put the development of staff at the centre of our philosophy, including a unique Assistant Headteacher role with responsibility for our staff and their development. We take it really seriously, and very much subscribe to Richard Branson's mantra to develop our staff well enough so they can leave but treat them well enough so they don't want to.

There is a really strong sense of community at ECC. Through us all working together as staff, families and governors, and pulling together as one community, we will continue the work to build a College that caters brilliantly for its community and prepares our young people for their future.

So if you are looking for a school that is focussed on ensuring consistently great learning experiences for our young people, both in and out of the classroom, investing in your well-being and professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of what we are all about. Whilst we are in the process of finalising our new 'School Vision, it will, I hope, give you a sense of why we are so proud of our students and community.

I recognise that much time and thought goes into preparing an application, which I thank you for in advance. In turn, we will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

With warm wishes

A handwritten signature in blue ink, appearing to read 'Tom Inman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Tom Inman
Headteacher

Job Description

Title:	Head of House
Contract Type:	Permanent
Start Date:	1 September 2024
Salary:	MPS/UPR + TLR 1B (£11,133 per annum)
FTE:	1.0000 FTE
Reporting to:	Designated member of the Senior Leadership Team
Responsibility for:	Line management of Assistant Head of House. Leadership of the House Tutor team.

Introduction to the Post

Exmouth Community College is seeking an outstanding, inspirational and dynamic qualified teacher to take on the role of Head of House. This offers a unique opportunity for an ambitious, creative and enthusiastic individual to lead a team of Tutors within the context of the whole College vision.

Head of House Role

As defined in the School Teachers Conditions of Service Document and College policy documents, the post holder will undertake a sustained additional responsibility and will be supported by the designated member of the Senior Leadership Team.

Purpose of the Post

- Responsible for the personal and academic development of students in the House, so that they develop their personalities, talents and qualities, and stretch their abilities to the full.
- Responsible for the impact of behaviour, effort and attendance on the educational progress of students within the House.
- Accountable for leading, managing and developing the House Tutor team to ensure Tutoring is effective and purposeful.
- Effectively manage and deploy pastoral/support staff (including the Assistant Head of House), financial and physical resources within the House to support the learning and personal development of students.
- Monitor the academic progress of students within the House, arranging intervention where necessary.
- Act as the 'lynchpin' for pupils in their House, coordinating intervention via the wider Inclusion Team (SEND, Attendance, Safeguarding and other student support services).

Key Responsibilities

Operational/Strategic Planning

- Lead and manage the day to day pastoral provision with the House, including effective deployment of staff and physical resources
- Make decisions on referrals to the Inclusion Team based on teacher referrals to the Head of House.
- Initiate School Team Around The Child (STAC) meetings.
- Implement School Policies and Procedures, e.g. Safeguarding, Equal Opportunities, Health and Safety, Anti-Bullying, Behaviour, etc.
- Ensure that Health and Safety policies and practices, including risk assessments, throughout the House are in line with national requirements and are updated as necessary, therefore liaising with the School's Health and Safety Manager
- Plan and deliver celebratory events, including those to mark achievements through the academic year and at the end of compulsory schooling for Year 11 students

Student Achievement

- Monitor and support the overall progress and development of students within the House
- Monitor student attendance together with student's progress and performance in relation to targets set for each individual; ensuring follow up procedures are adhered to and that appropriate action is taken where necessary
- Establish links with the Assistant Head (KS3) and Co-Heads of Year 7 to ensure the effective transition of pupils from Year 7 into the House System.
- Lead on the tracking and monitoring of student progress, effort and achievement within the House, in liaison with the Assistant Headteachers i/c KS3 and KS4.
- Work effectively with the Heads of Departments to promote effective learning and achievement for all pupils by helping to identify pupils at risk of underachievement; paying particular attention to Disadvantaged Students / those with SEND
- Enact the school's Behaviour Policy, by coaching and mentoring pupils on Behaviour Stages
- Work effectively with the Inclusion Team to identify barriers to progress – behaviour, attendance, learning need, SEMH; to identify and implement strategies for improvement
- Work closely with the Assistant Head of House on the operational elements above, ensuring the Assistant Head of House is deployed effectively to support outcomes.

Student Welfare and Development

- Provide a nurturing House structure for the pupils, in which they can flourish
- Supervise and monitor the normal processes of pastoral care for the House, including the keeping of personal records, the registering of pupils' attendance, the analysis of assessment and reports and the scrutiny of data on behaviour
- Work with the Attendance Team where concerns exist about student attendance, including co-ordination of meetings with parents / carers and referral to Education Welfare Officers (or equivalent) as necessary
- Ensure that high levels of effort, participation and contribution are recognized and praised via the reward system and through formal Celebration Events.
- Lead and manage (with the support of the Assistant Head of House and the Pastoral Team Administrator) the sanctions system for the House under the School's Behaviour Policy, including engagement with 'end of day' procedures
- Scrutinise attendance, behavior and achievement data regularly, acting upon information that reflects pupils who have significant or developing concerns. To monitor, mentor and coach pupils as appropriate.
- Ensure reasonable adjustments are made for pupils with different and additional needs as appropriate; logging any adjustments on Classcharts and/or other relevant documents – PSPs, SSPs, etc.

- Lead on implementation and delivery of Pastoral Support Plans (PSPs) for all pupils on Stage 3 or above of the Behaviour Policy, or who have been identified as needing a PSP for any other reason, and to ensure parents have been informed.
- Report to the Deputy Head (Pastoral) /Assistant Heads (Behaviour & Safeguarding / Inclusion) termly, on those students on stages; actions, improvements, movement and communication to parents/carers
- Set up mentoring and buddy systems within the House to positively encourage collaboration between different year groups
- Liaise with Head of Sixth Form to ensure the smooth operation of peer mentoring systems
- Monitor the delivery of the Tutor Programme by Tutors
- Work closely with the Assistant Head of House on the operational elements above, ensuring the Assistant Head of House is deployed effectively to support outcomes.

House Ethos and Identity

- Plan and lead fortnightly morning assemblies for the House that support the school's vision, to organize and monitor the effectiveness of tutorial time in accordance with the school's pastoral curriculum and to take appropriate action to ensure purposeful, effective tutor periods
- Oversee the provision of House activities including charity events, recreational activities and House teams and to ensure pupils are responsible and carry them out effectively
- Organise and attend relevant House based trips / residentials during Activities Week
- Promote a culture of celebration amongst House members
- Support the roles of student leaders in the House structure as role models for pupils within the House
- Work closely with the Assistant Head of House on the operational elements above, ensuring the Assistant Head of House is deployed effectively to support outcomes.

Leadership of Staff

- Lead, organise and monitor the team of tutors, and to collaborate with senior and other staff in the development and implementation of school development priorities.
- Lead to tutors in their role in monitoring and supporting pupils and in their liaison with parents / carers as appropriate.
- Line manage the Assistant Head of House (including annual appraisal) and ensure their responsibilities are carried out effectively
- Work with the Deputy Head (Pastoral) /Assistant Heads (Behaviour & Safeguarding/ Inclusion) to ensure that staff development needs for pastoral staff are identified and that appropriate programmes are designed to meet such needs (e.g. Induction Programme for new tutors)
- Make appropriate arrangements for tutor groups when staff are absent, ensuring appropriate cover within the House, liaising with the attached tutors and cover manager, as necessary.
- Contribute to the Annual Performance Review of the tutors
- Participate in the interview process, where appropriate, for pastoral and support staff posts and to ensure effective induction of new staff in line with school procedures
- Promote teamwork, motivate staff with a 'can-do' philosophy to ensure effective working relations act as a role model.
- Participate in the school's ITT programme by offering tutor placements

Quality Assurance

- Ensure the effective operation of quality assurance systems through self-evaluation procedures, to review findings, take measured action and to evaluate the impact of such action
- Establish common and best standards of practice with the House
- Contribute to the school procedures for tutor period observation

- Monitor school rules and procedures through observation of pupils in lessons (e.g. attendance, uniform, behaviour, need)
- Attend weekly briefing meetings of Pastoral Leaders, ensuring consistency across all Pastoral Teams in the school
- Ensure effective communication across the Houses to develop and establish the consistent and effective use of the Assistant Head of House

Management Information

- Ensure the maintenance of accurate and up to date information concerning the House on the management information system (SIMS, CPOMS & Classcharts).
- Quality assure tutor comments on Pastoral Reports
- Make use of analysis and evaluate performance data provided
- Identify and take appropriate action on issues arising from this data, systems and reports, setting deadlines where necessary and reviewing progress on the action taken.
- Ensure the Safeguarding Team are aware of any matters of a Safeguarding nature.

Communications

- Establish good and regular contacts with parents through meetings and written communications
- Attend directed meetings of the Heads of Houses and other appropriate staff meetings
- Attend SLT line management meetings
- Organise and communicate on STAC meetings
- Liaise with partner schools and other relevant external agencies where appropriate
- Ensure good standards of communication in the House
- Assist with the provision of advice to pupils on Year 9 options (through individual meetings with pupils), careers and Sixth Form course choices, and to write references, as appropriate, for school leavers
- Initiate correspondence with parents and suggest and organize meetings between parents and staff in respect of individual pupils
- Liaise with Sixth Form on Year 11 pupils planning to attend Sixth Form

Management of Resources

- Manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including management of the House budget
- Work with the Deputy Head (Pastoral) in order to ensure that the House Tutor Groups are staffed and roomed effectively
- Monitor the behaviour and provide support for pupils at lunchtime in the House Areas by being on hand during the lunch hour. To liaise with the lunchtime duty staff and Assistant Head of House

Curriculum

- Through Tutors, help pupils in Years 8 – 11 plan their work effectively
- Suggest and initiate alternative programmes of study/modified curriculum (e.g. amended timetable, class changes, part-time timetables, Alternative Provision) for pupils who are not coping effectively, linking with relevant members of SLT for confirmation arrangements agreed.

General

- Play a full part in the life of the school community, to support its written statement of values and aims, and to encourage and ensure staff and students follow this example.
- Promote equal opportunities so that all learners achieve their potential.
- Ensure high standards of Health and Safety.
- Any other duties commensurate to the post.

Classroom Teacher Role

The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the Department.
- Contribute to the effective working of the Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Head of Department needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for the teaching.
- Ability to initiate curriculum innovation and develop resources.
- Willing to participate fully in the College's extracurricular programme.
- Engage with the College's Incremental Coaching programme.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications			
Qualified to degree level	✓		Application, Certificates.
Qualified teacher status	✓		
Teaching Experience			
Successful experience of teaching in a placement or a previous school	✓		Application, Interview, Assessment/ Observation, Reference.
Proven track record of raising attainment in a positive classroom environment	✓		
Ability to provide professional leadership and management	✓		
Experience of providing professional leadership and management		✓	
Experience of leadership in a pastoral role		✓	
Teaching Standards			
Set high expectations which inspire, motivate and challenge students	✓		Application, Interview, Assessment/ Observation, Reference.
Promote good progress and outcomes by students	✓		
Demonstrate good subject and curriculum knowledge	✓		
Plan and teach well structured lessons	✓		
Adapt teaching to respond to the strengths and needs of all students	✓		
Make accurate and productive use of assessment	✓		
Manage behaviour effectively to ensure a good and safe environment	✓		
Fulfil wider professional responsibilities	✓		
Personal Qualities			
Passion for teaching	✓		Application, Interview, Assessment/ Observation, Reference.
Enthusiastic and inspiring	✓		
Capacity to adopt a variety of leadership and management styles	✓		
Ability to command respect	✓		
Capacity to analyse student progress data and identify areas for development	✓		
Awareness and understanding of data protection and confidentiality	✓		
Facility to work with groups of students to raise expectations and achievement	✓		
Creative and dynamic approach to problem solving and turning ideas and opportunities into successful practice	✓		
Ability to work actively, productively and flexibly as part of a team	✓		
Adaptable, flexible and creative	✓		
Excellent written and oral communication skills	✓		
Confident user of ICT	✓		
Ability to take responsibility and show initiative	✓		

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

Important Information

Please read the *Application and Recruitment Guidance Notes* available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

Exmouth Community College will treat applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. As part of the recruitment process such information will only be considered in light of its relevance to the post for which you are applying. Failure to disclose previous criminal history could result in the withdrawal of an offer of employment. All information disclosed will be treated in the strictest confidence.

All shortlisted candidates will be required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: [DBS filtering guide - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/db filtering guide)). Therefore, if your application is shortlisted, and if you have received a conviction or caution which would not be filtered in line with current guidance, you must provide details on the Self Declaration form which will be provided to you.

This post involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

To Apply

Please complete the Teaching application form available from the College website. Your completed application form should be submitted before 10am on the closing date.

Early applications are encouraged. Exmouth Community College reserves the right to interview and appoint prior to the closing date of the advertisement, should the College be able to identify an appropriate candidate.

Email to: recruitment@exmouthcollege.devon.sch.uk

Or post to: Human Resources, Exmouth Community College, Gipsy Lane, Exmouth, Devon, EX8 3AF

Questions?

For further information about this post please contact:

Email: recruitment@exmouthcollege.devon.sch.uk

Phone: 01395 255687