



Dear Applicant,

I was privileged to be appointed as Headteacher of The Fernwood School in September 2018. Fernwood School is a very special place to work. In the vast majority of cases student behaviour is exemplary, and students aspire to achieve their very best in all aspects of their development. This of course does not happen by magic but is testimony to the dedication of staff and the supportive nature of parents and carers. Fernwood provides a rich learning environment. The student demographic is diverse and includes the full range of socio-economic backgrounds. It currently has 1030 children on role. The students are an absolute pleasure to teach and work with.

This Assistant Headteacher position is an extremely important appointment in the development of Fernwood School and the community it serves. Please familiarise yourself with the person specification in determining if you are a suitable candidate. It is expected that applicants will have a minimum of 5 years' experience of successful leadership or may currently be an existing Assistant Head seeking to broaden their experience and skill set in preparation for further promotion. If you believe you fulfil the person specification and that Fernwood is a school that you could serve with dedication we would be delighted to receive your application. Please be reassured that whether you are a successful Middle leader or Assistant Head the most important factor in making an appointment is that you are a good fit for the Fernwood ethos of care, discipline and high achievement.

The Role

This is an exciting role covering both curriculum and pastoral functions of the school.

The curriculum area covers the achievement of pupil premium students. This aspect of the role requires innovation and drive. The staff of Fernwood School have already offered many excellent potential solutions to closing the attainment gap. In addition we have bought in the 'Achieving Schools Programme'. This organisation has a proven track record of supporting disadvantaged students and will also be able to support the successful candidate.

The pastoral area of the school, KS4 welfare, also requires commitment and energy. The term welfare covers both pastoral development, behaviour and academic success of our students. This aspect of the role requires the successful candidate excellent interpersonal skills and a commitment to all young people; including those who find themselves in the most challenging of circumstances. The pastoral support and systems in place are already a rigorous part of the Fernwood culture. Staff care about the students. Heads of Year and tutors go the extra mile for the students.

The Leadership Team

As you will see from the information pack there are currently 5 members of the Senior Leadership Team. We are as follows:

Paul Burke, Headteacher

Dave Rowe, Senior Deputy Head

Jo Eldridge, Deputy Head

Minna Morrill, Assistant Head, Pupil Behaviour and Engagement

Amy Cannon, Assistant Head, Safeguarding and Wellbeing

High Achievement with Care & Discipline for All



Each member of the leadership team has key roles and ultimate ownership of those roles. However, decisions are reached in collaboration. It is to be expected that different opinions should be discussed and debated rigorously. Within Senior Leadership Team meetings individual job titles are irrelevant. We all seek the best solutions to improving the life chances of the children in our care.

In terms of what is most relevant to the advertised post I would like to draw your attention to the following: Minna Morrill has overall responsibility for ensuring the behaviour for learning policy is both fit for purpose and consistently applied across the school. She currently has responsibility for the welfare of KS3 and KS4 students including for example Alternative Provision where appropriate. Amy Cannon is recognised across Nottingham City for her expertise in safeguarding. This experience combined with the skill sets of the rest of the leadership team will ably assist the successful candidate in fulfilling the role.

Application Process

Please complete a letter of application – **no more than two sides of A4 font size 11** – explaining how your experience, skills and qualities have prepared you for the role to date.

In addition, on **one side of A4 font size 11** outline the **three most significant experiences** in education that you have been involved in that have **benefited** young people. It does not matter how substantial your individual role was but please clarify. For this part of the application bullet points may suffice.

Please complete the application form.

Email all the application information electronically to recruitment@fernwoodschool.org.uk by 12noon on Monday 28th January 2019.

If you wish to visit the school prior to application, please contact Mrs Caron Smith (PA to Headteacher) by email recruitment@fernwoodschool.org.uk or telephone 01159286326. Similarly, if you require clarification on any aspect of the information pack or role please contact my PA.

Kind regards

Paul Burke
Headteacher.