



**Vacancy Information Pack**

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| **School Name:** | Hayle Academy |
| **Job Title:** | Deputy Headteacher |

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| Letter from Chair of Board of Trustees | [www.tpacademytrust.org/web/application\_pack/604811](http://www.tpacademytrust.org/web/application_pack/604811) |
| Application Form | [www.tpacademytrust.org/web/application\_pack/604811](http://www.tpacademytrust.org/web/application_pack/604811) |
| Equality and Diversity Monitoring Form | [www.tpacademytrust.org/web/application\_pack/604811](http://www.tpacademytrust.org/web/application_pack/604811) |



**Hayle Academy**

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| **Job Title:** | Deputy Headteacher  Required from 1st September 2023, or earlier, by negotiation |
| **Pay Point / Pay Range:** | TPAT L12-L16 |
| **Full Time Equivalent Annual Salary:** | £58,105 - £64,225 |
| **Actual Annual Salary for this Role:** | £58,105 - £64,225 |
| **Contract Type:** | Permanent |
| **Hours Per Week / Weeks Per Year** | 1.0fte |
| **Closing Date:** | 12 midnight on 26th March |
| **Proposed Shortlisting Date:** | Monday 27th March |
| **Proposed Interview Date:** | Week commencing 27th March |

Hayle Academy is seeking to appoint a dedicated and enthusiastic leader who is passionate about making a difference to the lives of young people and improving opportunities for all. As an outstanding teacher and leader with demonstrable whole-school leadership experience, the successful candidate will have a track record of leading highly effective school improvement with the natural ability to inspire and motivate the ’hearts and minds’ of both students and colleagues.

This position has become available following the recent promotion of the former post holder to the role of Headteacher. We are flexible about the areas of experience and expertise applicants can bring to the role and offer the school. Therefore, we have not specified particular areas of knowledge or experience required for applicants: you may be an experienced curriculum or pastoral leader, or may have wide leadership experience within a school. The role and specific responsibilities will be negotiated with the successful candidate drawing on their own experiences and the leadership qualities they can bring to the school and ensuring we play to your strengths and support your continuing professional development.

Of crucial importance to us, our successful applicant will be a determined and resilient team player whose vision and principles fully align with our school’s ethos: “We inspire our students to dream big and to achieve more”. We are looking for someone who will take on a key senior leadership role within our thriving school and who will be able to get the best out of those they work with, for, and alongside. They will share our dedication to education and removing barriers for our students, and will have a relentless and ambitious determination to support our students to develop the character and knowledge that will help them flourish and succeed in life.

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| To find out more about [insert school name], please visit: | [www.hayleacademy.net](http://www.hayleacademy.net) |
| To discuss this position please contact the Headteacher: | Email – [head@hayleacademy.net](mailto:head@hayleacademy.net)  Telephone – 07136 753009 |
| Application packs can be downloaded from: | [www.tpacademytrust.org/web/application\_pack/604811](http://www.tpacademytrust.org/web/application_pack/604811) |
| Please email your completed application form and equality & diversity monitoring form by the closing date to: | [andrea.daddow@hayleacademy.net](mailto:andrea.daddow@hayleacademy.net) |

Please note that successful candidates will be informed via email.

*The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, workers, volunteers, governors and trustees to share this commitment. All successful applicants will be subject to appropriate pre-employment checks and will be required to complete a Disclosure and Barring Service (DBS) Enhanced Check, a Safeguarding Self-Declaration Form and satisfactory online searches undertaken.*

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| **School Information for Applicants** | |
| **School Address:** | 3 Highlanes, Hayle, Cornwall, TR27 4DN |
| **School Telephone Number:** | 01736 753009 |
| **School Email Address:** | [enquiries@hayleacademy.net](mailto:enquiries@hayleacademy.net) |
| **Name of Headteacher:** | Mrs Melissa Lock |
| **Website Address:** | [www.hayleacademy.net](http://www.hayleacademy.net) |

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| **Welcome to Our School** |

This information pack will provide you with an insight into our school and offer some practical information which will be of use to you as a prospective member of our school community.

Hayle Academy currently has 506 11-16 students on roll. In its most recent Ofsted (April 2022), the School was rated as Good. Our vision is to create a unique, outstanding, vibrant learning community; a place of learning excellence for everyone.

Our School enjoys working collaboratively with our partner schools within Truro and Penwith Academy Trust.

We welcome visitors as this is the best way to see our lovely school, experience our creative and captivating curriculum and meet our motivated and engaged children. Please phone the school telephone number provided if you would like to arrange to look around.

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| **General Background** |
| Hayle Academy is located in a beautiful corner of West Cornwall. Easily accessed from the A30, the town of Hayle along with its famous three miles of golden sands boast great amenities, some of the most popular beaches in Cornwall, and affords a great quality of life. |

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| **Staff Organisation** |
| For more details about our curriculum, please see our website [www.hayleacademy.net](http://www.hayleacademy.net) |

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| **Our Curriculum** |
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| **Safeguarding** |
| TPAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff, workers, volunteers, governors and trustees to share this commitment.  Shortlisted candidates will be required to complete a Safeguarding Self-Declaration Form as part of their application. We will also carry out online searches as part of our due diligence on the shortlisted candidates, as updated in the Keeping Children Safe in Education recommendations. This may help identify any incidents or issues that have happened, and are publicly available online, which the School or Trust might want to explore with the candidate at interview.  Successful candidates will be required to complete a Disclosure and Barring Service (DBS) application and Health Assessment form as part of their pre-employment administration. The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provide that when applying for certain jobs and activities, certain convictions and cautions are considered ‘protected’. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. |

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| **Application Information** |
| We hope that you find this pack provides all of the information you need in order to consider your application for the post. Should you have any questions or matters you would like to discuss informally, or to arrange a visit, please contact:   |  |  | | --- | --- | | Contact Name: | Andrea Daddow | | Contact Email Address: | [andrea.daddow@hayleacademy.net](mailto:andrea.daddow@hayleacademy.net) | | Contact Telephone Number: | 01736 753009 |   **Please note that CVs will not be accepted.**  Application packs can be downloaded from: [www.tpacademytrust.org/web/application\_pack/604811](http://www.tpacademytrust.org/web/application_pack/604811)   |  |  | | --- | --- | | Closing Date: | 12 midnight on Sunday 26th March 2023 |   Completed applications must be returned to the email address above and be received by 12 Midnight on the closing date provided.   |  |  | | --- | --- | | Interview Date(s): | Week commencing 27th March 2023 |   To ensure the fairness of the selection process, shortlisting will be based upon information which you provide in your application, and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.  If we have not contacted you within 14 days of the closing date, it is unlikely that you have been shortlisted on this occasion. Many thanks for your interest in this post. |