



Headteacher Recruitment Pack

Island Learning
Centre



Welcome to the Isle of Wight!

The Island is a great place to live and bring up a family, with wonderful beaches and idyllic countryside. We are fortunate to have a fantastic outdoor pursuits such as sailing, water-sports, hiking and riding.

There is a lively social and music scene with a good range of pubs, restaurants, theatres and strong amateur dramatics scene.

Many famous events take place on the Island for example Cowes Week Sailing Regatta, the Isle of Wight scooter rally and the Isle of Wight music festival.

The Island has many thriving industries including hospitality, engineering, boatbuilding, horticulture and agriculture.

This is a really exciting time for education on the Island, with a new Children's Services Directorate and a new Education, Inclusion and Access, serving the Isle of Wight. The current focus is on SEND and meeting the needs of all of our children and young people.

Property prices on the Island are very reasonable compared to most other areas in the South of England, and we believe that the quality of life here is outstanding!

There is easy access to Portsmouth, Southampton and the New Forest, with excellent hover, car ferry and fast passenger links to the mainland. Train connections from Southampton and Portsmouth Harbour link directly to London and further afield.

The Island has several historic attractions, making us a major tourist destination.

We believe that the Island is the jewel in the crown of life on the south coast.

“The school helps pupils to successfully engage in education” (Ofsted, 2023)



School information

The Island Learning Centre is an Education Centre (Pupil Referral Unit) which caters for secondary aged pupils who have a variety of different needs, providing specialised support for some of the most vulnerable young people on the Isle of Wight.

Our aim is to support young people to make positive change that enables them to achieve their best personally, socially and academically.

An important aspect of our role is encouraging young people to gain confidence and build their aspirations.

The staff and Management Committee are determined that our young people, whatever their background or need, receive the best possible preparation for a fulfilling independent

adult life. We aim for all our young people to either return, back to mainstream school or onward to post 16 education, training or employment.

We provide a motivating and inclusive curriculum for our young people who:

- ◆ Have been permanently excluded from their mainstream school or who are at risk of permanent exclusion
- ◆ Are medically unwell or emotionally vulnerable and therefore unable to access mainstream education.

Education is provided onsite as well as offsite through tutors or alternative provision. Young people receive a personalised curriculum containing a mix of academic subjects and vocational programmes.

We also provide an Outreach Service to support reintegration to mainstream schools and undertake preventative work to reduce suspensions and exclusions.

Our dedicated staff are committed to supporting young people and their families to work through challenges, build their self-esteem and become confident learners. We pride ourselves in supporting young people to value themselves and become equipped to make a positive contribution to their community.

The Management Committee are working closely with the Local Authority to be able to support even more young people. You could be part of these exciting developments.





Job Title: Headteacher

Salary Scale:

L18 to L24 (£71,729 - £83,081) + up to 10% for the right candidate

General job expectations and accountabilities:

The Headteacher must work in accordance with the Headteacher Standards (2020) and The Seven Principles of Public Life, known as the Nolan Principles. The Management Committee is looking for a Headteacher who is:

- ◆ Young Person focused
- ◆ Able to create the team to drive leadership forward
- ◆ Aspiring for the highest possible standards for our young people
- ◆ Committed to a therapeutic, trauma informed approach
- ◆ Leading by example and inspiring others

The Job Description and Person Specification are therefore written in alignment with the national standards that underpin the core purpose and key areas of headship.

Safeguarding Responsibility:

Ensuring that all young people are kept safe and that the ILC adheres to KCSiE

Financial Management Responsibility:

Advising the Management Committee on the centre's annual budget and the budget revision as appropriate.

Accountable to:

The Management Committee of The Island Learning Centre.



As our Headteacher you will:

Culture and ethos

- Establish the ILC's ethos and strategic direction in partnership with the management committee and through consultation with the school community
- Uphold ambitious educational standards which prepare young people from all backgrounds for their next phase of education and life
- Promote positive and respectful relationships across the ILC community maintaining a safe and inclusive environment
- Implement consistent, fair and respectful approaches towards each other, through trauma-informed / therapeutic approaches
- Ensure staff have access to high-quality, sustained professional development opportunities from beyond the ILC, to build capacity and support succession planning and continued school improvement.

Curriculum and teaching

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of

effective teaching and how young people learn

- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- Ensure that all young people are taught to read through the provision of evidence-informed approaches to reading, particularly the use of early reading schemes
- Ensure the school holds ambitious expectations for all young people with and without additional and special educational needs and disabilities
- Introduce a strengths-based assessment system, which enables young people to progress onto the next stage of their education, training and or employment.

Organisational effectiveness

- Ensure the protection and safety of young people and staff through effective therapeutic approaches to safeguarding as part of the duty of care
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds

- Ensure staff are deployed and managed well with due attention paid to workload and their wellbeing
- Establish and oversee systems, processes and policies that enable the ILC to operate effectively and efficiently
- Forge constructive relationships beyond the ILC, across the Island, working in partnership with professionals, parents, carers and the local community
- Understand and welcome the role of effective governance through the management committee, upholding their obligation to be accountable and accept responsibility.

"The staff know me and know what I need" (Ofsted, 2023)

"Pupils' attendance has improved considerably" (Ofsted, 2023)

Person Specification

This Person Specification should be read in conjunction with:

- ◆ The Job Description for this role
- ◆ The Headteachers Standards (2020)
- ◆ The Seven Principles of Public Life, known as the Nolan Principles

Essential

- ◆ Qualified teacher status
- ◆ To be an advocate for all young people and ambassador for the centre, our families, the Island and wider community, other schools and agencies
- ◆ Welcoming, approachable and an active listener with excellent interpersonal skills and ability to communicate with all stakeholders
- ◆ Successful experience of trauma-informed approaches with examples
- ◆ Evidence of continued professional development
- ◆ Excellent presentation skills, including ICT skills
- ◆ Evidence of innovation and managing change
- ◆ Recent senior leadership experience in an educational setting
- ◆ Experience & evidence of leading effective school improvement
- ◆ Experience & evidence of being a strong teacher
- ◆ Experience of successfully supporting young people on the next stage of their education/training/employment
- ◆ Experience of continued professional development of all staff, which leads to greater performance and consideration of staff wellbeing
- ◆ Experience of developing successful teams to deliver a shared vision
- ◆ Experience of leading high-quality inclusive teaching, learning and assessment
- ◆ Strong knowledge of SEND
- ◆ A good understanding of the local and national educational landscape
- ◆ Experience in using a range of evidence to monitor and raise the standards of teaching and learning
- ◆ Understanding of school finances
- ◆ Good understanding and application of KCSIE
- ◆ Thorough understanding of safeguarding practices and safer recruitment
- ◆ Understanding of the importance of multi-agency working

“Staff provide interesting opportunities, such as working with artists, cooking and forestry work, which inspire pupils as they consider future careers” (Ofsted, 2023)



Desirable

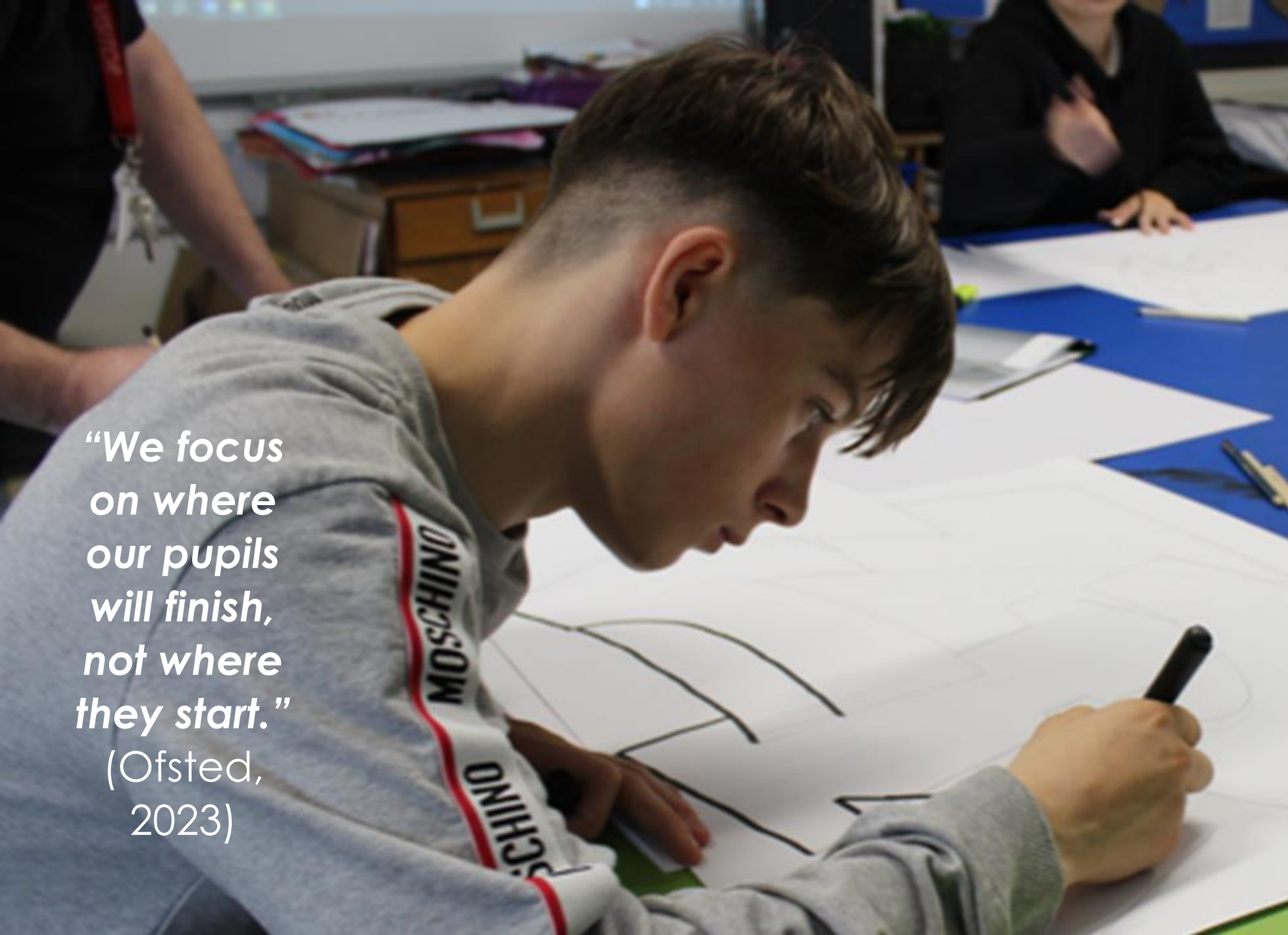
- ◆ Experience of being a SENCO
- ◆ Experience of managing the learning needs of young people with SEND
- ◆ Experience of working with young people who could be emotionally dysregulated
- ◆ Experience of delivering successful outreach
- ◆ Experience of teaching young people with medical needs
- ◆ Experience of being a designated safeguarding lead
- ◆ Experience of being a designated teacher for looked-after children

The stated duties are not exhaustive, and the post-holder may be required to undertake tasks, roles and responsibilities from time to time, consistent with the status and the role assigned to them by the Management Committee.



Photo courtesy of Visit Isle of Wight





“We focus on where our pupils will finish, not where they start.”

(Ofsted, 2023)

The Island Learning Centre is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks, including online searches/checks.

HOW TO APPLY



[Complete your online application form here](#)



Isle of Wight Council

Please ensure the additional information section of the application form is completed, ideally in 1,000 words or less to give us a clear idea of how your skills match our requirements, specifically linking to the person specification.

You will need to provide two referees. One should ideally be your current/most recent employer (If you specifically **do not** wish referees to be approached prior to the interview process, please clearly indicate this on your application).

To request an informal discussion about the role, email our team via recruitment@iow.gov.uk and we will be in touch.

INTERVIEW SCHEDULE:

There will be a 2-day interview process for all shortlisted applicants:

Day 1:	Thursday 18 July 2024	On Site.	Facility tour and practical capability assessments
Day 2:	Friday 19 July 2024	Off Site.	Formal interview and practical assessment

#TeamIWC