

Dear Colleague

**DEPUTY PRINCIPAL (CURRICULUM): FURTHER DETAILS OF THE POST**

Thank you very much for your interest in this post. I hope that you are not put off by the amount of information provided, but from our point of view this is a really important appointment and we want to make sure that we attract a colleague who is fully aware of Clyst Vale's context and is committed to joining us. Any SLT appointment is crucial, of course, but it's no exaggeration to state that this appointment will make a significant contribution to the tone and direction of the College in its next stage of development.

The vacancy has arisen because the current postholder, Adrian Green, will be leaving us in August, after eight years at Clyst Vale, to pursue other opportunities in the education sector. Clyst Vale already has a strong and effective pastoral Deputy, and "PDBW" provision is regarded as a real strength of the College, so we have decided to replace "like for like" and appoint a Deputy with Curriculum focus.

Some SLT adverts offer flexibility and negotiation around the successful candidate's strengths. We can offer this to some extent within the broad parameters of a "curriculum and standards" post. That said, we have the opportunity to make an additional internal appointment to complement the strengths of the successful applicant, whether this would be around innovation and development, assessment, teaching & learning, CPD, timetabling, progression or College improvement. One of the key aspects of the role is to lead our subject leaders into the new world where the balance between outcomes and curriculum has shifted slightly in favour of the latter. This flexibility is important to stress, otherwise the enclosed job description might seem impossible!

It's a great time to join Clyst Vale. The last few years have been challenging as demographic trends forced significant financial reductions. These have now bottomed-out, Year 7 is full, Year 12 numbers will increase, and projections indicate rising rolls for several successive years. Throughout this time we have sustained a "Good" Ofsted rating, albeit with clear actions following an s8 monitoring visit in April 2018. However, 2019-20 will remain tight financially, and we anticipate an Ofsted s5 inspection in the autumn or spring term. The Governing Body is engaged in an ambitious five-year vision and strategic planning process, and a core part of this will be "Rights Respecting Schools" initiative and award, with which we intend to strengthen our ethos and underpin pastoral, behaviour and mental health approaches. The core of RRS is achieving one's potential, so there is no distraction from maintaining and improving standards.

The post is a springboard for promotion. It is wide-ranging, and as well as the curriculum focus will provide pastoral, organisational and personnel experience. There will be a lot of autonomy. It won't suit colleagues who like to be office-based, require extensive peace and quiet in their work, or who like a nice, tidy job description. There will be a teaching commitment of around 8-10 hours/fortnight. The one quality which will be particularly important is the ability to get on with a wide range of people in a variety of situations, and not get worn down by this. We expect to support the successful applicant through induction, relevant CPD, and the camaraderie of the SLT. We would expect you to be actively looking for Headship in 3-5 years' time.

I have been Principal of Clyst Vale for a long time, and am enormously proud of our journey through good times and not-so-good. I am particularly proud of the thousands of students across the years who have reached or exceeded their potential and left us as good citizens; in so doing we have maintained our human values and ethos, have not sacrificed good relationships, have resisted some of education's more daft ideas, and maintain a certain quirkiness and humour. If you think that Clyst Vale is your sort of school, and that you can make an impression here, we will be delighted to hear from you.

Yours faithfully



Kevin Bawn  
Principal