



Excellence, compassion & respect for all

FRAMWELLGATE
SCHOOL DURHAM



Framwellgate School Durham

Associate Headteacher

Candidate Information Pack

Salary – L25-L29 (£79,945-£88,166)

Start Date – September 2023



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FRAMWELLGATE SCHOOL DURHAM
ASSOCIATE HEADTEACHER
Full Time (Temporary for 2 years)
Salary – L25-L29 (£79,945-£88,166)

Required from September 2023

We wish to appoint a highly motivated Associate Headteacher who will bring knowledge, experience, and leadership to a successful, dynamic, and expanding leadership team and lead the school on a day-to-day basis. Framwellgate School Durham is an 11-18 non-selective secondary school and Single Academy Trust. The school roll has increased by 35% over the last five years, and we have more than 1300 students who attend the school. The curriculum is now more academic and knowledge rich, teaching is research informed, outcomes have improved, and we have invested heavily in CPD and training. Our Sixth Form, almost unviable five years ago, has grown and now has some of the best outcomes in the area.

The school is part of the DfE's School Rebuilding Programme and will be rebuilt on the same site by the end of 2025. We are also discussing a further expansion in the roll and the further development of the Excel Academy Partnership. To ensure these developments are successful we plan to expand the senior leadership team, appointing a temporary associate headteacher to lead the day-to-day running of the school and at least one Deputy Headteacher as we move from one Deputy Head to three. Applications are therefore invited for the Associate Headteacher post.

In the summer of 2025, once the building has been completed and the Multi-Academy Trust established, we envisage a permanent structure being agreed.

The successful candidate will bring energy, enthusiasm, and demonstrable success from their current leadership role. We are looking for someone with high standards, values which chime with ours, and real emotional intelligence.

Queries and applications should be submitted to Executive Assistant, Fiona Thompson at Thompson.f@framdurham.com Please note that this job has been advertised during the Easter holidays, to allow potential candidates time to think about the role and draft an application. All queries and visit requests will be responded to on our return to school on Monday 17th April 2023.

Key Dates

The following time has been allocated for those wishing to visit the school:
Wednesday 19th April at 9am (please let Fiona know by email should you wish to attend)

The closing date for applications is Tuesday 25th April 2023 (9.00am)

Interviews are scheduled to take place on Wednesday 3rd May 2023

Framwellgate School Durham is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS and barred list check plus a section 128 check will be required for this post, together with completion of a pre-employment health questionnaire.

The Excel Academy Partnership
at Framwellgate School Durham
Newton Drive
Durham
DH1 5BQ
Tel: (0191) 3866628
Email: Thompson.f@framdurham.com



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Letter of Welcome from Andy Byers, Headteacher



Dear Applicant

I am delighted that you are interested in this post. Framwellgate School Durham (FSD) is a fantastic school, with excellent leadership, teaching, and support for our students. Student behaviour is excellent, and we put a great deal of emphasis on ensuring that staff can work in an environment where students want to learn. The strength of the school has always been its caring ethos and strong community links, and these remain. By introducing new systems to manage behaviour, rewards, assessment, marking, and teaching, and with a vibrant curriculum and an ethos which focuses on academic excellence, respect, and kindness, we have made huge strides in transforming the school over the last few years. Our Ofsted inspection in July 2021 recognised this positive change as we were awarded Good across all categories.

The key to our success is our commitment to a professional development programme for teachers which includes fortnightly training on cognitive science and evidence informed approaches to teaching, a significant amount of time planning with department colleagues, and 5 additional days dedicated to training and professional development each year. We are experienced in supporting and developing ECTs and Teach First trainees and this is an excellent school for teachers to start and develop their career.

We want teachers who are passionate about their subject, have excellent subject knowledge, and are reflective practitioners, to help us to continue to improve outcomes, and leaders with vision, knowledge and skill, and a meticulous approach to implementation. I think this is an incredible opportunity and hope you will too; you must be able to work in effective teams and demonstrate resilience, humour, and enthusiasm. You must never settle for second best. I will guarantee you our time and support and a fabulous place to come to work every day. If you would like to visit prior to making an application please feel free to contact my Executive Assistant to confirm attendance to our planned visit day on Wednesday 19th April, where I look forward to welcoming you to our school. You might want to decide whether you can work with us!

In your application, you should use Section B on the form to detail how you meet each specific element of the person specification (a bullet point list is fine) but you should also include a letter of application (2 sides of A4, maximum), outlining your vision for the role, the challenges you will face, and what makes you our ideal candidate.

We have changed so much over the last five years but developing teachers and leaders in a supportive environment is at the heart of what we do. Finally, one of you reading this could become an Associate Headteacher in a fantastic school next September. You'll love it. Good luck with your application.

Yours faithfully,

Andy Byers

Headteacher

April 2023



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About the school

Framwellgate School Durham (FSD) is an 11-18 school which was granted academy status in 2011. There are over 1300 students on roll including 180 in the Sixth Form. Our roll has grown by 35% in recent years and is projected to increase further still as the sixth form grows. The school serves the population to the north of Durham city, primarily from the Newton Hall estate, but we attract students from a wide surrounding area and over 20 feeder primary schools. We are a high achieving 11-18 academy with a strong track record in both provision and outcomes. We are fully committed to the students in our care, and work to ensure that both the pastoral provision and quality of teaching is the very best.

Aims and ethos

Framwellgate School Durham is an inclusive comprehensive school with high expectations of both our staff and students alike. In the Spring of 2018 we consulted students, staff and parents, and re-evaluated our ethos; the result of this exercise was an ethos statement (below) which emphasises compassion and kindness and places the well-being and happiness of our students alongside academic achievement. A new school uniform was introduced in September 2018 and students wear this with pride.

Excellence, Compassion and Respect for All

Our school promotes academic excellence and embraces the shared values of honesty, integrity, respect and compassion. We want our students to be ambitious, kind, resilient and hardworking, and have a genuine passion for learning. We want them to change the world with the knowledge, skills and confidence they have learned here; to champion fairness, have friendships for life, and pride in our school. Above all, we want our students to be happy.

The curriculum

We are committed to providing a knowledge rich curriculum which responds to the needs of the individual student, whilst ensuring access for all to a broad and balanced range of educational experiences. For many students, this means learning with us from 11 to 18. We view this as a continuous, coherent journey and see one of the most important functions of learning, during any key stage, as being to prepare students for the next one. Our curriculum is carefully planned and sequenced and taught by subject specialists. We have recently moved back to a 3-year key stage 3 curriculum.

We recognise that whilst all our students have needs, some have more significant barriers to learning. We are an inclusive school, and through the work of the Achievement Centre, we seek to remove or minimise any barriers to learning that our students may have.

At Key Stages 4 and 5, students receive options guidance linked to future aspirations, and we offer a significant number of GCSE, A Level and BTEC/OCR courses which meet the needs and interests of all our students. Nearly all our Year 13 students go on to university, most choosing to study at Russell Group universities.

Pastoral Care and Support

Pastoral care is a strength of the school. This has been recognised by Ofsted in all its recent reports. All students are placed in tutor groups, and almost all teachers have a pastoral responsibility, remaining with their tutor group as they move from Year 7 to 11. The tutor is the first port of call for all students. We place a real emphasis on good student behaviour and believe that teachers can't teach, and students can't learn, unless behaviour in the classroom, and around school, is excellent. We have effective and robust systems in place to manage behaviour and serious incidents are very rare.



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Teaching and Learning

Having introduced systems to manage various aspects of school life, and a knowledge rich curriculum, we have spent the last few years developing and improving our classroom practice. We place a very high priority on developing our staff professionally. Middle leadership training has been a strong focus and there is an extensive programme of CPD opportunities which seeks to support all staff, identify their development needs, and help them to improve their practice. We now have regular collaborative planning time for all departments, to allow them to work together to plan exciting, engaging, and effective lessons and our weekly CPD programme for teachers is rightly regarded as a significant strength of the school

We aim to ensure that our teaching stretches and challenges students, and we are increasingly research-led. We don't ask teachers to follow a prescribed learning cycle, but we have invested a significant amount of time on training and CPD and have embraced Rosenshine's principles in planning the key ingredients of a good lesson.

The development of teaching is supported through a supportive appraisal process (no data-driven progress targets with objectives linked to improving professional practice), and lesson drop-ins and learning walks. The support for leaders is excellent with many having undertaken (or currently taking) the NPQ suite of qualifications. We also engage with an education consultant who provides regular coaching and mentoring to senior and middle leaders.

Ofsted

Ofsted does not determine our practice, nor does it dominate our thinking, but we were pleased that our inspection in July 2021 resulted in us being designated a "Good" school in all categories. The inspectors noted that:

- The headteacher has sustained efforts to improve the school. As a result, the school now provides a good quality of education
- Parents are overwhelmingly supportive of the changes made. They praise the improvements in behaviour and the academic rigour that is now firmly in place
- Leaders show strong moral leadership. They do not shy away from difficult issues. They have opened up debate about sexual harassment between pupils. They do not tolerate derogatory or racist language.
- The arrangements for safeguarding are effective.
- This is a caring school. Leaders have appointed more pastoral staff and a family liaison manager so that they can respond more effectively. Leaders have fostered a strong safeguarding culture.
- Teachers receive a rich diet of training and professional development. This has helped to retain new teachers to the profession. The training received has improved teachers' practice.

The Website and Social Media

Our website (www.framdurham.com) gives an insight into the school and I would encourage all prospective applicants to look at it but note too that the curriculum section is currently being updated. Many departments have an active twitter account and you may be interested in the Headteacher account (@framheadteacher) and school account (@fram_official).

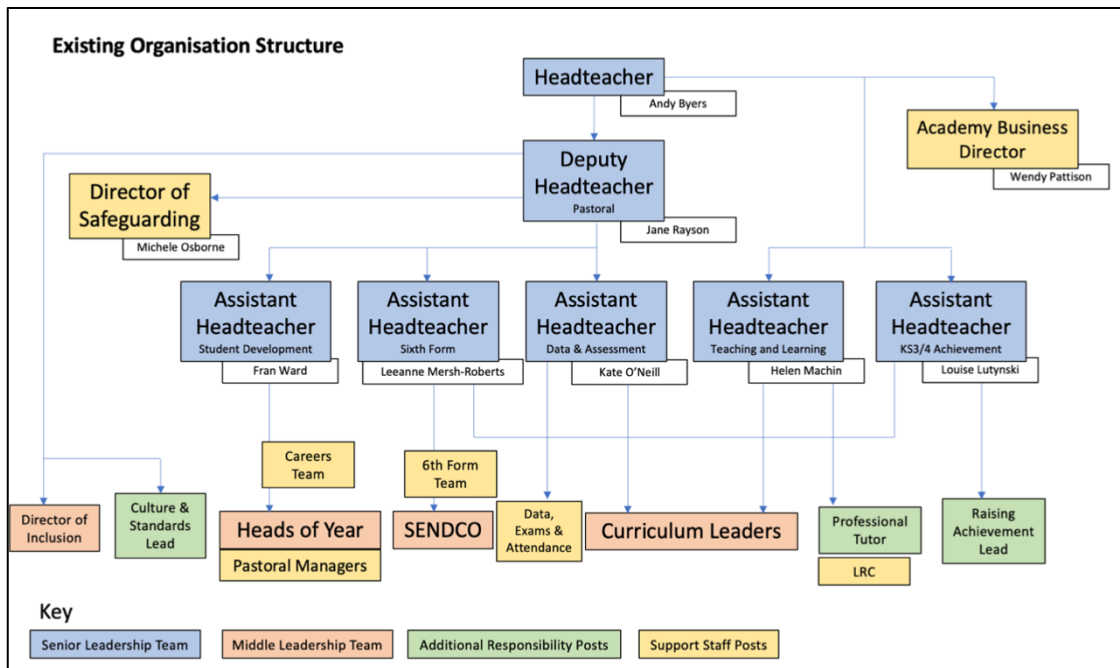


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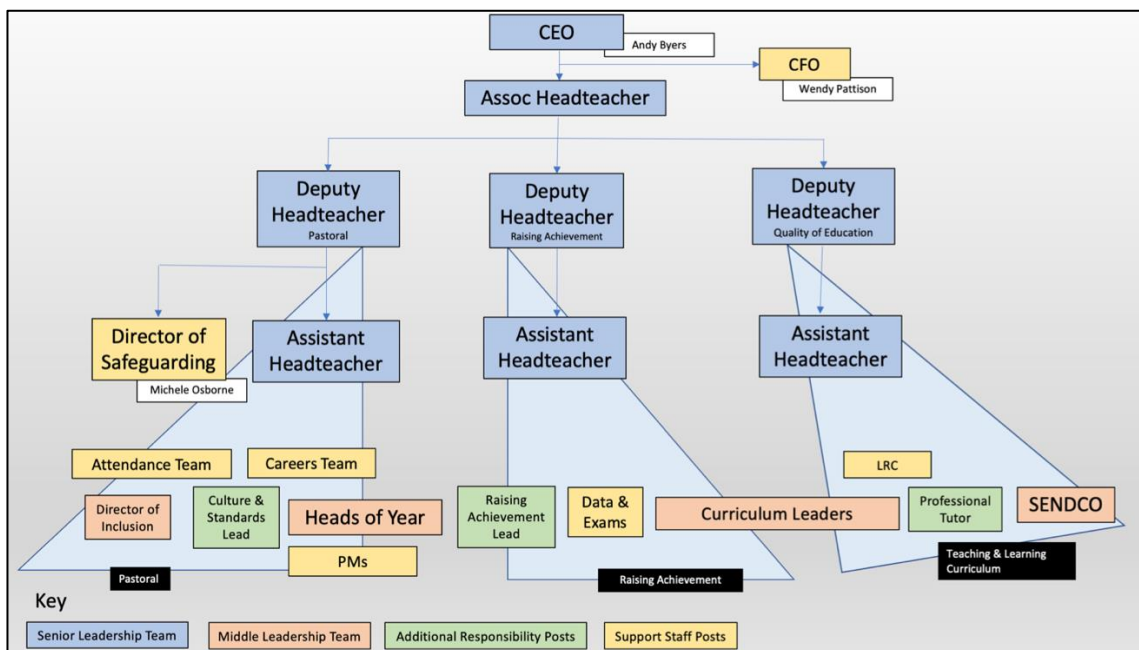
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Our Senior Leadership Team

The current structure of the team is shown below:



To build capacity and allow us to focus on the new building and expansion of the school and multi-academy trust, we wish to appoint an Associate Headteacher (temporary for two years) and move to a new structure with three deputy headteachers. Both the Associate Headteacher post and Deputy Headteacher posts are open to external applicants and we envisage the team expanding with the addition of another senior leader. Our planned structure will be as follows:



A detailed job description for the Associate Headteacher post is available with this pack.



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Finally

We can offer the successful candidate:

- A great school to work in with huge capacity for change
- A new state-of-the-art building from 2025
- A talented and committed staff dedicated to securing the best outcomes for our students
- An opportunity to play a significant role in leading the school
- A vibrant local community, loyal to the school, with very strong relationships between staff, students and parents
- The opportunity to help FSD improve further and put teachers at the heart of this improvement

Good luck with your application.

Andy Byers
Headteacher
April 2023



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The Application Process

Please complete the Application Form available from our website.

Guidance on completing the application form:

Candidates are requested to complete the application form in full. Section B requires you to set out thorough evidence of how you meet the criteria included in the person specification. This will be used in the shortlisting process. This section should be no more than 1,000 words.

Letter of application:

In **addition** to the application form and evidence described above, you will need to submit a letter of application. In your letter of application (2 sides of A4, maximum), outline your vision for the role, the challenges you will face, and what makes you our ideal candidate.

Please try to ensure that section B of the form, and your letter contain different information.

Your completed application form should be emailed 'in confidence' to Thompson.f@framdurham.com by **9am on Tuesday 25th April 2023**. All applications will be acknowledged by email. Please DO NOT upload your application to the website on which this post is advertised and please note that we do not accept CVs.

Key Dates

The following time has been allocated for those wishing to visit the school:
Wednesday 19th April at 9am (please let Fiona Thompson know by email should you wish to attend)

The closing date for applications is Tuesday 25th April 2023 (9.00am)

Shortlisting will take place on: Wednesday 26th April 2023

Interviews are scheduled to take place on Wednesday 3rd May 2023

If you have any queries prior to applying, please contact Fiona Thompson, Executive Assistant at Thompson.f@framdurham.com. These will be responded to from 17th April onwards.