



WELLESLEY HADDON DENE SCHOOL
CANDIDATE INFORMATION PACK
HEADTEACHER

ABOUT WELLESLEY HADDON DENE SCHOOL

Thank you for your interest in the post of Headteacher at Wellesley Haddon Dene School. We firmly believe that visionary and motivational leadership is fundamental to the success of any educational institution and our commitment revolves around fostering a culture of high expectations and continuous improvement.

Wellesley Haddon Dene is a co-educational day and boarding school for ages 2 to 13 years in Broadstairs, Kent. At Wellesley Haddon Dene, we prioritise strong relationships with families, creating a welcoming environment often described by children as a 'home away from home.' Through positive connections, we uncover each child's potential, nurture their strengths, and support their progress. Our high expectations, both academically and socially, ensure every child has the opportunity to excel without being overlooked.

We believe happy, inspired children succeed. Our dynamic approach to learning, both inside and outside the classroom, fosters lifelong friendships and a love for learning. Small classes, excellent facilities, and dedicated teachers, create an environment where every child can thrive.

We are proud of the excellent results that our pupils achieve in their entrance exams at 11+ to grammar schools and at 13+ to a wide range of the UK's top public schools. However, at Wellesley Haddon Dene education is so much more than just what is learned in the classroom, education goes beyond textbooks, it is about igniting a passion for exploration and discovery that will last a lifetime.

Our boarding programme fosters independence, resilience and cultural understanding, preparing students for success in a globalised world. Whether from nearby towns or from across the globe, our boarders are valued members of our school community.

We invite you to consider joining us on this journey, where your leadership can make a lasting impact on the lives of our students. If you are passionate about education, possess strong leadership qualities and are committed to fostering a culture of excellence, we encourage you to apply for the position of Headteacher at Wellesley Haddon Dene School. We look forward to welcoming the next visionary leader who will play a pivotal role in shaping the future of our school.

BROADSTAIRS, KENT

Nestled along the picturesque coastline of the English Channel, Broadstairs, situated in the beautiful county of Kent, offers an enchanting blend of coastal beauty, historical significance, and vibrant community spirit.

Broadstairs greets visitors with spectacular coastal beauty, boasting some of the most breathtaking scenery in the UK. Sandy beaches, rugged cliffs and panoramic sea views await at every turn. Whether you are a fan of beachcombing, water sports or simply taking leisurely strolls along the promenade, Broadstairs offers an idyllic coastal lifestyle that is hard to beat.

Steeped in history, Broadstairs is a treasure trove of historical landmarks and cultural heritage. Charles Dickens himself declared Broadstairs as "the freshest, freest place," holidaying and writing here for 22 summers.

Despite its charming small-town feel, Broadstairs boasts a wide array of amenities and conveniences to cater to residents' needs. From independent shops and boutiques to quaint cafes and restaurants serving fresh seafood delicacies, there is no shortage of options for shopping, dining and entertainment.

Ultimately, what makes Broadstairs such a fantastic place to live is its exceptional quality of life. Here, residents can enjoy a perfect balance of relaxation, recreation and cultural enrichment. Whether you are spending a lazy afternoon on the beach, exploring the town's cultural attractions, or simply soaking in the natural beauty of your surroundings, life in Broadstairs is a blissful experience that nourishes the mind, body, and soul.



JOB DESCRIPTION

SUMMARY OF THE ROLE

The Headteacher has overall responsibility for providing leadership of the school to secure its success and continuous improvement. This leadership extends to the commitment of delivering high-quality education for all students. The overarching goal is to cultivate a well-led, unified community within the school, characterised by an outstanding provision for every child, both academically and pastorally.

OVERALL PURPOSE OF THE ROLE

To provide professional, business and strategic leadership for the school in order to secure:

- Its on-going success and future development.
- High quality, rigorous education for all its students.
- Consistently outstanding standards of achievement.
- A vision that drives the school towards a bright future.

MAIN DUTIES AND RESPONSIBILITIES

Strategic Leadership and Development of the School

Work with the Chair of Governors and staff to develop and implement the strategic vision and Development Plan for the school, ensuring that it is clear and has the commitment of all school stakeholders.

The plan will include:

- How students and staff will achieve consistently excellent standards and make significant progress.
- How teacher effectiveness can be increased.
- How the school will continually develop.
- Identification of key performance targets including marketing and financial aspects.
- Determining when regular school self-evaluations take place.
- The implementation of quality assurance measures.

Managing the School

- Ensure that the environment of the school is maintained to a high standard so as to develop a sense of pride in the surroundings.
- Develop a culture of personal responsibility and accountability for all students and staff.
- Maintain effective relationships with parents, guardians and carers to ensure the school continually meets their changing expectations and meets their needs, sustaining their commitment to the school.
- Select students for admission via a fair and effective admissions process.
- Promote and monitor the Continuing Professional Development of staff, including the induction of newly qualified teachers.
- Implement and sustain effective systems for the management of staff performance, incorporating performance review and target setting.
- Monitoring progress against the Development Plan and reporting to the Governing Body on the progress against the plan.
- Leading people and managing resources efficiently and effectively to meet the school's Development Plan objectives within the financial resources available to the school.

The Headteacher will:

- Provide inspiring and purposeful leadership for the staff and students.
- Ensure that management, finances, organisation and administration of the school supports its vision and aims.
- Monitor and evaluate the performance of the school and respond and report to the Governing Body as required.

Leading, Teaching and Learning

- Create and maintain an environment and a code of conduct to promote and secure outstanding teaching, effective learning, high standards of achievement, good behaviour, discipline and attendance to ensure that all staff and students are challenged and encouraged to achieve their full potential.
- Continue to maintain an effective partnership with parents and the wider community to support and improve students' achievement and personal development.
- Promote extra-curricular activities in accordance with the educational aims of the school.

Safeguarding Children & Safer Recruitment

- Ensure the efficient and rigorous promotion of safeguarding of children in all areas of school life.
- Ensure that all posts are subject to best practice in Safer Recruitment and that both existing and new staff have regular child protection training and awareness.
- Ensure the highest standards of pastoral care are provided for all students and ensure that staff are effective in the promotion of these values.

Strengthening Communication and Community

- Ensure effective communication mechanisms are in place between students, their parents, staff, the Governing Body and any other key stakeholders.
- Ensure that the school's ethos, values and aims are effectively communicated to students, prospective and current parents, staff, former students and the wider community.
- Promote a culture that will take account of and actively support the diversity of the school's community.
- Collaborate with other organisations to ensure the intellectual, spiritual, social, moral and physical wellbeing of all students.
- Collaborate with the local community to share expertise and maximise the use of resources for the benefit of the students. This will include curriculum enrichment activities and the promotion and development of a range of community-based learning experiences.



HEADTEACHER PERSON SPECIFICATION

		Essential	Desirable
Qualifications	A well qualified teacher with QTS.	✓	
	Evidence of continuing professional development.		✓
	Two or more years of leadership experience.		✓
Experience	Successful teaching experience with a track record of achieving high standards.	✓	
	An understanding of the independent education sector.	✓	
	In leadership of whole-school initiatives.	✓	
	Management of successful additional revenue streams.		✓
	Successfully managing staff and parent relationships.		✓
	Familiarity with domestic and international boarding processes.		✓
Skills	First-class organisational and administrative skills, with the ability to remain calm under pressure.	✓	
	Excellent presentation skills.	✓	
	Strong analytical and problem-solving skills, combined with a proactive approach to change.	✓	
	Able to see through complex strategies from conception to conclusion.	✓	
	Able to maintain a high work rate and to juggle a range of tasks and issues at the same time.	✓	
Knowledge	A clear understanding of educational legislation, in particular regarding current safeguarding policies.	✓	
	Dealing with children from 2 to 13 years old.	✓	
	Unique aspects of boarding school life, understanding the needs and challenges of boarding students.		✓
Personal Competencies and Qualities	Personal integrity, honesty, energy, stamina and enthusiasm.	✓	
	Commitment to personal development and lifelong learning.	✓	
	Understand the leadership responsibility of running a school.	✓	

WHAT IS IT LIKE TO WORK AT WELLESLEY HADDON DENE?

OUR COMMITMENT TO YOU

- Accommodation
- Competitive salary
- Bursary for dependent children at any Alpha School
- A collaborative SLT and colleagues
- A diligent and friendly staff team with a shared desire to be the best they can be
- A strong sense of community and close links with neighbouring schools
- A supportive Governing Body
- Wellness Programme
- Staff Referral Programme
- Life Assurance



ABOUT ALPHA SCHOOLS

As a member of the Alpha Schools family, Wellesley Haddon Dene finds itself amongst excellent company and you will be working within one of the UK's largest operators of independent schools.

Founded in 2003, Alpha Schools has successfully grown to be one of the largest operators of independent schools in the UK.

Unusually, we like to keep a low group profile as we believe that each school should retain its own distinct character and history, rather than simply becoming part of a corporate homogeny. For this reason, you will find little online about Alpha Schools. The best start for a bright future.

THE BEST START FOR A BRIGHT FUTURE

Fundamentally, we feel that schools should be co-educational with a blend of the highest academic and pastoral expectations. In a nutshell, they should have a family-orientated ethos, which helps each child and student enjoy reaching their potential.

We have schools with four-month-old babies and we have schools with eighteen-year-old young adults. This means we keenly understand what is vital at each stage of learning and how best to encourage all those in our care to flourish, whilst realising the joy and power of education.

The group has grown progressively over the last ten years as has our reputation in the education sector. We are led by educationalists and our founder and owner is a former Headmaster. You will be part of a larger community of individually minded schools, affording opportunities for collaboration, inspiration and challenge from your fellow senior leaders.

SAFEGUARDING

WELLESLEY HADDON DENE SCHOOL STUDENTS ARE ALLOWED TIME TO FOLLOW THEIR OWN PASSIONS WITHIN AN ENVIRONMENT THAT CREATES OPPORTUNITIES BOTH IN THE HERE AND NOW, BUT ALSO FOR THE FUTURE.

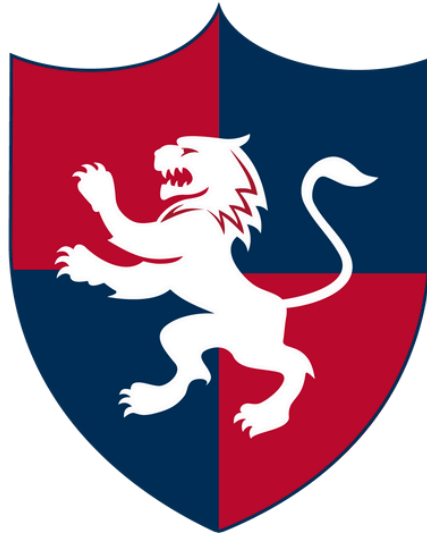
The School is committed to safeguarding and promoting the welfare of children and expects all its staff, including those employed by contractors and volunteers to share this commitment. All schools will safeguard and promote the welfare of all their students, in compliance with the Department of Education's Guidance "Keeping Children Safe in Education (Department for Education September 2021)."

At the heart of Wellesley Haddon Dene's values is the recognition that promoting the welfare of children is everyone's responsibility and we all have a role to play in safeguarding children.

At Wellesley Haddon Dene School, working together to safeguard children is best summarised as:

- Understanding that safeguarding systems should be child-centred.
- Our duty to protect children and young people from maltreatment.
- Our duty to prevent the impairment of children and young people's health or development.
- Ensuring that children and young people are growing up in circumstances consistent with the provision of safe and effective care.
- Undertaking the role to enable those children and young people to enter adulthood successfully.

Wellesley Haddon Dene School is committed to safeguarding and promoting the welfare of children. Applicants for all jobs will undergo appropriate child-protection screening including checks with past employers and the Disclosure and Barring Service (DBS) check to enhanced level with barred list (costs are covered by the school). If shortlisted, candidates are required to complete a criminal self-declaration form. This role is exempt from the Rehabilitation of Offenders Act 1974 and the Amendments to the Exceptions Order 1975, 2013 and 2020.



WELLESLEY
HADDON DENE
— SCHOOL —

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