



# Recruitment Pack

## Deputy Headteacher



**Abertillery**  
Learning Community

Raising Aspirations - Realising Potential - Securing Futures

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# Welcome

## Welcome from the Chair of Governors

Dear Candidate,

Thank you for your interest in our Deputy Headteacher position at Abertillery Learning Community (ALC).

This is an exciting time to be joining our learning community as we continue to build upon our purpose of raising aspirations allowing all our learners to realise their potential and ultimately secure their futures.

ALC is an all through school covering the full age range from 3-16 and is based on four campuses within the town of Abertillery, Blaenau Gwent.

Please take the time to read through our recruitment pack so that you can learn about our community, strategic planning, strong progress and the fantastic opportunity this post will bring to the right person.

It doesn't matter where your professional practice lies as long as you have the ambition, drive and proven track record to secure the best educational experiences and outcomes across our age range.

We are very proud of our community and our learners deserve a Deputy Headteacher who will bring energy, commitment and a real sense of presence across our school and the wider community.

We are a supportive and inclusive team with the common goal of success for all and we are looking for a candidate who has the drive and enthusiasm to lead on our anti-racist practices, actively promoting and celebrating diversity across the learning community. You will be highly visible with our wider community, actively developing effective working relationships.

The following information will provide a snapshot of school life with you so that you can see what a privilege it will be to be a Senior Leader within our learning community.

If you have the skills, experience and commitment to drive our key priorities forward we would be delighted to receive your application and work with you to raise aspiration, realise potential and secure the futures of our young people.

Very best wishes,

Mr Darryl Tovey

Chair of Governors



# About Abertillery Learning Community

Abertillery Learning Community is an exciting and unique organisation. As a multi campus all through school we are afforded a wide range of opportunities for carefully coordinated cross phase working that supports learner's development. We believe that through the single school approach we can ensure our learners develop aspirations for themselves and for our community.

The Learning Community is comprised of a Secondary Campus and three Primary campuses, Six Bells, Roseheyworth Rd and Tillery St. We have approximately 1700 learners on roll across our phases

The school is located in the Ebbw Fach area of Blaenau Gwent. It serves the immediate area of Abertillery as well as homes in the wider community of Six Bells, Nantyglo, Blaina and Llanhilleth. The school also houses two local authority resource bases one on the Secondary Campus and one on the Six Bells Primary Campus, alongside a KS4 alternative curriculum provision.



# School Leader Letter

Dear Applicants,

On behalf of the learners across our 3-16 learning community we would like to thank you for your interest in becoming our Deputy Headteacher. We would like to share with you our experiences as members of the student body, and outline how we hope you will be able to ensure our strong community continues to thrive. We are really proud to represent the school and showcase what it is like to attend a multi campus all through school. We have no doubt that whoever is chosen to fulfil the role of Deputy Headteacher should consider themselves very lucky. There will always be challenges at any school however it is how they are dealt with and responded to which reveal the school's true nature.

We want to further develop the links between upper and lower school so that we can ensure there is a seamless move between the different stages of school life. We hope this emphasis on the student voice, and students supporting students, continues to grow in the future.

We are particularly keen to share what we are looking for from the new Deputy Headteacher. This role requires someone who is authentic, committed, hardworking and firm but fair. We understand the challenge of working across four campuses but it is important to us that the Deputy Headteacher has a sense of presence, that they take time to get to know us and that they believe and mean what they say. We need an exceptional person working to raise our aspirations, realise our potential and secure our futures.

We feel it is extremely important that the next Deputy Headteacher continues with the positive progress made in all aspects of school life over recent years. We feel it is crucial for the Deputy Headteacher to build a real understanding of each of our campuses and our broad curriculum whilst ensuring high standards of behaviour are maintained throughout every aspect of school-life. Student Voice is really important to us and our Pupil Parliament ensures students express their views and feel empowered by making a difference; it actively works to make the Learning Community a better place.

We wish all applicants the best of luck.

Abertillery Learning Community Student Leaders





# Our Curriculum

## Curriculum For Wales at Abertillery Learning Community

Abertillery Learning Community consists of three primary campuses and a secondary campus.

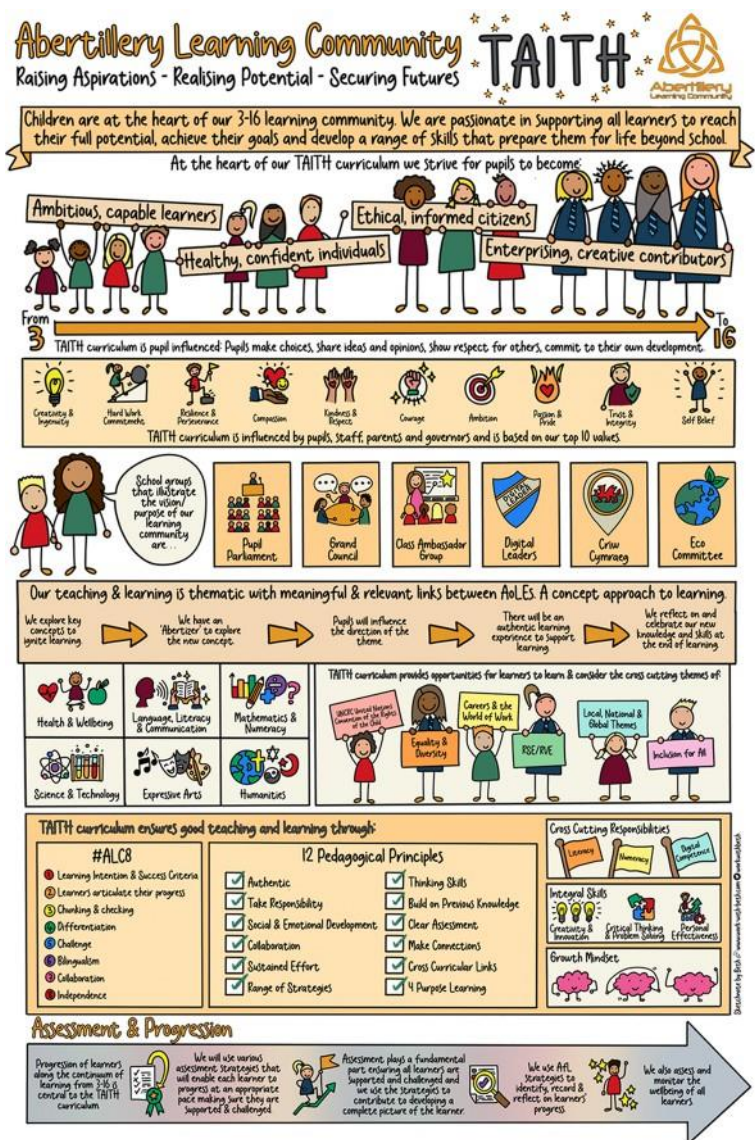
We are committed to supporting all learners to reach their full potential, achieve their goals and develop a range of skills that prepare them for life beyond school. Through raising their aspirations, they will realise their potential and secure a successful future.

The promotion of Welsh language and culture begins at our Lower School and continues to develop at Upper School, supporting the national mission in Wales to reach a million Welsh speakers.

Children are encouraged to share their language with pride.

We plan for learning based on a carefully designed conceptual framework for learners to visit and revisit as they progress through the school.

The 4 Curriculum purposes sit at the heart of our curriculum design and is driven by the School's vision and values.



# Lower School

Abertillery Learning Community prides itself on providing a safe and nurturing environment. We foster a passion for learning through a broad, balanced and engaging curriculum that draws on skills, knowledge and experiences. We are passionate about using the rich history and culture of their home town to as a basis for the wider national and international context.

As children move through Progression Step 1,2 and 3, they build on prior knowledge and skills in 6 main Areas of Learning and Experience: Languages Literacy and Communication, Maths and Numeracy, Science and Technology, Expressive Arts, Humanities, and Health and Wellbeing , consolidating and applying their learning, playing with ideas, experiments, taking risks, solving problems, making decisions individually and in groups. All time in the school day, though both inside and outdoor learning provides the opportunity to drive towards achieving the 4 Curriculum Purposes. Our nursery ensures children begin their journey to becoming ambitious, capable, healthy confident, ethical and creative contributors, in preparation for thriving in Wales and the rest of the world throughout the rest of their lives. We build on this through each progression step.

Through carefully selected themes and concepts, the campuses provide opportunities to equip children for the challenges of the 21st century and confidently deliver Curriculum for Wales learners are provided with opportunities to secure success, acquiring and developing, practicing and applying their skills through group and individual tasks in a variety of contexts across the curriculum.

The Literacy and Numeracy framework is embedded in every area as a deliberate strategy for reaching understanding. In these ways they become both independent and interdependent learners.

Though blended and flipped learning, traditional and progressive approaches, we continue to ensure our school is constantly reflecting and responding to the local and national context. The curriculum is interesting, memorable, and delivered by motivated, research informed teachers.

The work we do across 5-8 ensures a smooth progressive approach to transition to the secondary phase, where learners and teachers are clear on their next steps and are building on specific subject knowledge and skills, within and between faculties and phases.





# Upper School

At Abertillery, we believe strongly in the power of personal goals that are meaningful to each individual. We know that every learner has their own potential and we are determined to help them fulfil it, whilst growing their aspirations for their futures. We aim to enable all learners to take part in exciting learning inside and outside the classroom, so that they can make rapid and sustained progress.

Our curriculum is designed to promote learning that is specific to learners' needs, abilities and interests. In KS3, we are developing an exciting new curriculum around the core areas of Languages, Literacy and Communication, Numeracy and Mathematics, Science and Technology, Expressive Arts, Humanities and Wellbeing. Throughout the curriculum our learners will be challenged to develop into ambitious, confident, and ethical members of Welsh Society prepared with the skills and knowledge they need for their future.

As learners move into Year 10, the range of subjects expand considerably, allowing them to choose from a wide range of options. These include a full range of academic GCSE's as well as practical courses for learners who are seeking a more vocational approach.





# The ALC Business Model

**At Abertillery Learning Community, we offer a unique and amazing opportunity to be part of a multi campus 3-16 all through school. We strive to be an exemplar 3-16 education model and we have developed a Strategic Plan that provides the direction for all stakeholders.**

**The demographic of our school sites requires an innovative approach to ensure that all learners and staff receive a consistent offer in all aspects of school life. This needs a strong team ethic and use of modern technological advances to ensure that we are equipped to respond to multi-site challenges and opportunities.**

**We have an established senior team of professionals who work together to ensure that our focus remains on securing the highest standards for our learners and a committed staff body who have demonstrated resilience and creativity over the challenges in recent years.**

**Our school development plan establishes our priorities and our commitment to professional learning requirements.**

**We have a robust business team function that provides a framework to support the 3-16 delivery model and ensures that we are achieving value for money in all of our decisions and processes.**

**Our links with the community are strong and we work hard to engage with parents, carers, community groups, local businesses and larger employers to support with the development of a strong and sustainable network of stakeholders. We are particularly proud of our links with the multinational cyber security organisation, THALES, who sponsor an after school club as well as our work with the Chillax Charity, funded by Children in Need, to provide secondary age learners with a breakfast and after school club.**

# Why choose us?

**Why choose us ....?** Our learners are simply the best and they will ensure that you remember every day why you came in to this profession. You will be fortunate to work with an established team with sound business and professional structures in place to continue to build on the positive momentum of the last three years. We also have an experienced, active governing body who work closely with all leaders across the school to ensure strong governance and standards and to provide support. There is plenty of opportunity for further innovation and creativity as long as the learner remains at the heart of your ambition. Teamwork and work life balance are strong drivers as well as time for humour and staff social events. The campuses are all set within the amazing landscape of the Welsh Valleys and as far as location is concerned, the Ebbw Fach valley offers its own chartist and mining history, as well links to the capital and proximity to the Brecon Beacons National Park.

Please see the link below to our promotional video and our strategic plan and prospectus:

[www.abertillery3-16.co.uk/prospectus-promo-video](http://www.abertillery3-16.co.uk/prospectus-promo-video)

[www.abertillery3-16.co.uk/\\_files/ugd/70d14c\\_5926fc844b5043318634214a897b00b4.pdf](http://www.abertillery3-16.co.uk/_files/ugd/70d14c_5926fc844b5043318634214a897b00b4.pdf)

The children in KS2 were a pleasure to work with and they ask so many amazing questions.  
- SHEP Coordinator.

The children and young people had such an amazing time working together on new projects. What a happy group they were.  
- Outdoor Education Wales

It was a pleasure to host the Year 11 prom for the class of 2022. Outstanding behaviour from all.  
- Bedwellty House Staff

# Safeguarding & Employment Checks

The following employment checks are required as part of the recruitment process, please refer to the application for full details of the information required.

We are legally obliged to ask you to provide evidence of your right to work in the UK. If you are invited to interview, you will be asked to provide appropriate documents such as your full birth certificate/passport/work permit in accordance with the Asylum and Immigration Act 1996.

ALC is committed to the safeguarding and wellbeing of our learners and we fully comply with safer recruitment practice. Pre-employment checks will be undertaken before any appointment is offered and all posts are subject to an enhanced clearance by the Disclosing and Barring Service.

This post requires a registration with the Education Workforce Council (EWC) under the category of school teacher and registration will need to be in place prior to commencement in the role. Information on how to register with the Education Workforce Council (EWC) can be found on the following website. <http://www.ewc.wales/> or by telephoning 02920 460099.

## **Diversity**

ALC is committed to equality of opportunity and it is our policy to ensure that individuals are recruited, selected, promoted and treated on objective criteria, having regard to relevant experience, potential, skills, and abilities.



# How to Apply

If you would like to discuss this position in further detail, you can make contact with the Chair of Governors via [Darryl.Tovey@abertillery3-16.co.uk](mailto:Darryl.Tovey@abertillery3-16.co.uk)

**Closing Date:** Thursday 26th September 2024 - 12 midnight

**Shortlisting:** Monday 30th September 2024

**Interviews:** Tuesday 8th October & Wednesday 9th October 2024



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