



Durrington High School are seeking to appoint a  
**House Leader**



# Welcome to Durrington High School



Do you want to work in a great school with a brilliant team of staff and students?

Are you a dynamic pastoral leader with the desire to make a real difference to the lives of young people?

If so, read on, because we want to hear from you.

Durrington High School is part of Durrington Multi Academy Trust (DMAT) and is a large and oversubscribed school with 1625 students on roll in years 7 to 11. We have a strong and driven SLT and place a great deal of emphasis on recruiting and retaining the very best staff. As a school we are committed to ensuring that all students go beyond their best. We have a track record of sustained success and are both relentless in our pursuit of excellence and immensely proud of our staff and students.

Our Research School enhances further the opportunities for all who work with us. Being a Research School means that we are fully committed to evidence informed practice.

Everything we do, including our pastoral care and support for students, is driven by our core vision: ***“Going beyond our best through kindness, aspiration, perseverance and pride”***

Our staff are our most important asset; as such we invest heavily in staff CPD and providing progression opportunities for those who demonstrate impact and influence. Over the last 12 months a number of house leaders have been supported in undertaking a variety of NPQSL courses, been promoted to lead on whole school projects and progressed upwards into more senior roles.

If you:

- are an excellent teacher, committed to evidence informed practice;
- have values that align with ours;
- have the passion, commitment and drive to make a real difference to our students and school;

We want to hear from you now!



**Chris Woodcock**  
*Co-Headteacher*



**Shaun Allison**  
*Co-Headteacher*

# The Role

## House Leader

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Durrington High School has a system of six houses; each with a House leader, deputy leader and full time non-teaching pastoral manager.

As one of our brilliant house leader team you will be responsible for a team of between 8-10 tutor groups (totalling around 220 students) in years 8-11, their form tutors and other staff linked to your house. House leaders are an integral part of our extended school leadership team, and are all expected to have a strong, visible presence and actively set the tone/expectations across the school community. Key to the house leader role is ensuring excellent attendance (we are well above national levels currently), ensuring students behave and represent our school well and ensure that all students receive the best possible wellbeing support.

As a house leader you will directly work with members of the SLT (up to Co-Headteacher level) and be supported by a team of highly experienced colleagues in specialist support roles. Every member of staff will have rich opportunities to grow and learn as they progress in the role.

Finally, the house leader role is an excellent stepping stone for someone wishing to progress into a senior leadership position.

If you

- **are excited by this opportunity and keen to progress in whole school leadership;**
- **have a deep moral purpose and stand up to be counted when situations get challenging;**
- **are driven, inspired by and committed to the success of each and every student;**

you are the right person to apply for this role. We welcome visits to the school in advance of any application so don't hesitate to get in contact.

### Main Duties

#### *Safeguarding Responsibilities*

- Demonstrate a commitment to keeping all children and young people safe.
- Report any safeguarding concerns in the workplace to the appropriate person.
- Maintain an awareness of Trust and school policies in relation to safeguarding.

#### *General*

- Ensure that all students achieve outstanding outcomes, as a result of your own teaching which will be evidence informed and inclusive.
- Make a positive contribution to student well-being, school life, enrichment activities, subject and house teams.
- Maintain all professional standards for teachers; uphold and implement all trust and school policies (see teacher standards).
- Contribute to the teaching of broad, balanced and stimulating curriculum across our full age and ability range, assessing, recording, reporting and applying intervention strategies as appropriate.

- Have regular contact with parents/carers so as to foster strong relationships and gain their support in either addressing issues that arise or with student behaviour.
- Take an active part in the development of the curriculum within the department and contribute to wider enrichment offered for students across the wider school.
- Be a committed house Tutor, building a positive relationship with tutees and parents
- Take an appropriate share in the developmental work of the department.
- Ensure a safe, stimulating and effective learning environment with good, quality displays and that all equipment is maintained in sound working order.
- Be committed to your own professional development.

### **Leadership of staff (responsibilities)**

- You will be expected to lead by example in all facets of the role, both inside and outside of the classroom. Your energetic and high-profile leadership will inspire, challenge and develop your team of tutors and positively influence the climate across the school.
- Operationally, you will ensure that every child in your house is set up and able to succeed in the education that Durrington offers. As well as the provision of outstanding support you will be central, day-in-day-out to upholding all school expectations in relation to uniform, attendance, punctuality and behaviour.
- You will be expected to be proactive in your use of data/school trackers to goal-set for your house. You will also be responsible for developing your core house team of pastoral manager and deputy house leader in their skills, knowledge and ability to deliver change.
- You will be expected to be able to separate, and balance, the reactive vs the proactive aspects of the role. This, to enable you to create and sustain change with a particular focus on the most vulnerable groups of students within your house.

### **Working with students, parents/carers**

- house Leaders are the central link with parents and carers, often on a daily basis. You will be emotionally intelligent, adaptable and have excellent interpersonal skills; these qualities enabling you to form professional and supportive relationships with all students and stakeholders.
- The successful candidate will be able to demonstrate exceptional resilience, creativity of approach and commitment to achieving the very best outcomes whatever the situation.
- Our school is built on clarity of expectation and being able to maintain these at all times, with both students and parents / carers is an essential element of the role.
- You will also champion the recognition of individuals through our KAPP values system using assemblies to create and maintain a culture of pride in the badge.

## Package

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**Responsible to:** SLT line manager and Co-Headteachers

**Salary Grade:** DMAT MPS-UPR3 + £6000 leadership allowance  
We actively look to provide progression opportunities for all colleagues who are willing and able.

# Candidate specification

Attributes	Essential	Desirable
<b>Personal drive and accountability</b>	<ul style="list-style-type: none"> <li>• Uses a range of strategies and techniques, to enhance your own and others effectiveness; motivating others to succeed through your leadership/work.</li> <li>• Evidence of leading an area that has made a significant impact.</li> <li>• Be demonstrably robust and resilient.</li> </ul>	<ul style="list-style-type: none"> <li>• Improving outcomes for disadvantaged students.</li> <li>• Evidence of holding others to account.</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Appropriate degree</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful teaching experience</li> <li>• Successful impact in a range of areas within your current role; having led areas of work.</li> <li>• A sound understanding of data and comfortable in working with numbers (e.g. attendance info, progress data)</li> <li>• Evidence of leading teams and bringing about positive change through your leadership of others.</li> <li>• A minimum of 3 years pastoral experience (in any related role/capacity)</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership role in a school with a truly comprehensive intake.</li> <li>• Sustained experience in working to achieve positive outcomes with external agencies.</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• Willing to be responsible for your own professional development and to disseminate best practice to colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further professional development</li> <li>• Enhanced safeguarding training/qualification e.g. DSL/ASSIST training</li> </ul>
<b>Specialist knowledge</b>	<ul style="list-style-type: none"> <li>• Inspiring teacher who is able to or has the potential to 'make a difference'</li> <li>• Fully committed to evidence informed practice.</li> <li>• A sound understanding of the SEMH barriers that can be blockers to student engagement, attendance, wellbeing and progress.</li> </ul>	<ul style="list-style-type: none"> <li>• A range of interventions that lead to accelerated progress being made by learners.</li> <li>• Specialist knowledge of areas of mental health such as ASC/PTSD/GAD and strategies of managing these in a school setting.</li> <li>• Knowledge of the legal framework that underpins any relevant issue to the role e.g. attendance/behaviour</li> </ul>
<b>Delivering continuous improvement</b>	<ul style="list-style-type: none"> <li>• Involve and inspire stakeholders to support your leadership.</li> <li>• Sets out vision and pathways to achieving this within the teams you lead.</li> <li>• Evidence of being able to successfully blend strategic planning and operational work to achieve goals.</li> <li>• Evidence of effective evaluation of the impact of actions taken.</li> <li>• Successful teaching experience (or teaching practice in the case of a newly qualified applicant)</li> </ul>	<ul style="list-style-type: none"> <li>• NPQML/NPQSL qualifications or similar.</li> </ul>
<b>Impact and influence</b>	<ul style="list-style-type: none"> <li>• Uses direct and indirect influence to gain support, build alliances and secure support before presenting proposals or making decisions.</li> </ul>	

	<ul style="list-style-type: none"> <li>• A strong and commanding presence</li> </ul>	
<b>Resilience and emotional maturity</b>	<ul style="list-style-type: none"> <li>• Resolves conflict in a calm, restrained way, with empathy and seeks support appropriately.</li> <li>• Implements appropriate decisions that lead to improvement even if difficult.</li> <li>• Responds positively when faced with personal criticism or setbacks, maintaining a sense of perspective.</li> <li>• Ability to manage time very well, prioritising your own work and that of others you lead.</li> </ul>	

## Safeguarding

Durrington High School is committed to the safeguarding and wellbeing of all our students. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the school. Staff are supported through regular training and are expected to adhere to the school's Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

## How to Apply

Applicants must complete the application form and return it, alongside a supporting statement (max. 2 pages A4) to [agemel@durring.com](mailto:agemel@durring.com) or via post to Aggie Gemel, Durrington High School, The Boulevard, Worthing, West Sussex, BN13 1JX.

We welcome visits and/or telephone conversations pre-application. To book a call or arrange a visit please email [agemel@durring.com](mailto:agemel@durring.com) (please note these would be arranged early in w/c 15 April, after the Easter holidays).

**Closing date for applications is 9am, Friday 19th April 2024**

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task needing to be undertaken may not be identified. The postholder will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified within this job description.

This job description may be amended at any time following discussion with the Headteacher(s), and will be reviewed annually.

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