



ADVANTAGE
SCHOOLS



HOUSTONE
SCHOOL

WHY WORK FOR US?

ABOUT ADVANTAGE SCHOOLS

At Advantage Schools, we aim to provide all children with the highest quality of teaching of an excellent curriculum, which enables them to become highly educated and active participants of society.

You'll be working alongside an expert team of colleagues within a forward thinking, collaborative and supportive trust.

We provide sector-leading professional development offer and extensive networking opportunities, and excellent opportunities to develop and grow in a successful and expanding trust.

ABOUT THE ROLE AND YOUR APPLICATION

This post would suit a highly motivated individual whose values are aligned with ours. You need to want this school to be the best, full stop.

You will be well supported in developing your competencies as a valued member of our team and you'll be working alongside a smart group of friendly and supportive colleagues in order to achieve our ambitions collectively.

To apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

ABOUT HOUSTONE SCHOOL

We have big ambitions for the school and it will become a national beacon of excellence, achieving the highest outcomes and enabling our pupils to make unrivalled progress.

In September 2023, we moved into our brand new, purpose-built facilities that have been designed to maximise space, enabling our leaders and teachers to provide exceptional quality learning to pupils and embed professional development into the very fabric of the school.



SAFEGUARDING

"The safeguarding and welfare of children is paramount and all our staff share this view. Applicants must be willing to undergo safeguarding and child protection checks including with past employers and the Disclosure and Barring Service.

INTEGRITY, AMBITION, EXCELLENCE

Welcome to Advantage Schools; a high-performing family of ten schools.

We unashamedly believe in high attainment. Our schools seek to transform the life-chances of the young people in our care. We do this through very high expectations – of behaviour and conduct, of hard work and of determination and perseverance – alongside the very best knowledge-based curriculum.

At Advantage Schools, we commit to ensuring that pupils will be able to learn in an environment that is free from disruption so that they can chase their dreams and fulfil the aspirations they share with parents and colleagues. A broad curriculum places pupils in a strong position to question and debate the world around them, making them intellectually resilient and prepares them for citizenship in a democratic society. We believe this is a right of all pupils and one which is empowering.

We also pride ourselves on the additional opportunities available to pupils outside of the classroom. Our extensive extra-curricular programmes include residentials, sports and music so that we develop well-rounded young people.

Our schools work together to provide teachers and support staff with the best possible training. In partnership with families, we work hard to ensure that pupils have the widest possible opportunities in their lives.

Our schools' doors are open in every sense:

- we are in the centre of our communities, inviting them in regularly and celebrating the richness of our local area and those we serve;
- we collaborate with other professionals and schools, sharing our work to benefit pupils across the country;
- we celebrate what we do while maintaining humility in accepting feedback so that we can continue to improve.

We run our schools in the best interests of the pupils, guided by our principle that *"it must be good enough for our own children or those that we care deeply about to be good enough for our pupils"*.

"Educating children, serving the community, achieving exceptional outcomes."

Stuart Lock
Chief Executive



MEET OUR LEADERSHIP

Dear Applicant,

I'm delighted that you are interested in applying for a position at Houstone School.

Houstone School is a brand new school which opened in September 2022. Uniquely for a free school, we opened with pupils in Years 7-10 in 2022, and from September 2023 we have pupils in all year groups. We have no time to spare in ensuring our pupils are achieving the academic success they deserve.

We pride ourselves on being a genuinely comprehensive school that provides a knowledge-based education for pupils of all backgrounds. We teach an unashamedly academic curriculum consisting of the best that has been thought and said. Pupils study English, Maths, Science, Spanish, History, Geography, Computer Science, Art, Drama, Music, Religious Education and PE during their time at the school.

At Houstone, our values of aspiration, endeavour, and respect, underpinned by very high expectations and drive in everything that we do. We have a powerful culture which is warm but strict, based on clear routines, systems, and structures. As a result, our teachers enjoy their teaching with impeccable behaviour in lessons and hardworking, highly motivated pupils.

We hold dear belief that every single child and young person, given the right circumstances, is capable of achieving extraordinary things. We're therefore looking for people who want to be the best. You will be excellent in the classroom and as a leader, and hence an inspiring character who is willing to lead by example.

You will be joining an experienced, knowledgeable and supportive team of senior leaders who are committed to making a positive difference for the families we serve. We are looking for a person who can be instrumental in building our school from humble beginnings into something exceptional. Houstone School should be willing to accept responsibility at the highest level for all aspects of the running of the school and be able to offer strategic leadership to bolster our offer.

At Houstone we will show what can be achieved when schools refuse to accept excuses and expect the best from every pupil. That said, we recognise that there is much to learn as we aim to become a national leader among UK schools. This post therefore represents a great opportunity to be part of something truly quite special.

With very best wishes,

Elizabeth English
Principal | Houstone School



ABOUT HOUSTONE SCHOOL

Houstone School offers:

- A longer school day (8.25am-4pm)
- A disciplined “can do” culture that allows every pupil to be known, feel safe and to be cared for.
- An intensive focus on the basics of Maths and English.
- An academic, knowledge-rich curriculum for all.
- A comprehensive timetable of enrichment opportunity for pupils built into the school day.
- Music for all – all pupils taught an instrument from Year 7.
- Enhanced support for pupils with lower attendance.
- A focus on preparing every single pupil to attend a good university.

We have access to some of the best professional learning in the country, both through the Advantage Schools Knowledge Exchange and partnerships with organisations such as Ambition Institute. As a result, we can attract and retain some of the best staff in the country, so you would find yourself working with a strong team of thoughtful and expert teachers and school leaders, whilst also benefitting from the full support of the central Advantage Schools Trust team.

The successful candidate will be intrinsic in further developing a school that will offer families a genuine choice of an excellent education for their child, including:

A disciplined “can do” culture then allows every pupil to be known, feel safe, and be cared for.

An intensive focus on the basics of reading, writing and maths.

An academic, knowledge-rich curriculum that values the distinctiveness of subject disciplines.

Excellent quality, evidence-based classroom practice.

High quality PSHE provision.

Plentiful, high quality enrichment opportunities, including trips, visits, after-school clubs and sporting fixtures.

For more information about Houstone and the school curriculum, please visit the website:

www.houstoneschool.co.uk



ADVANTAGE SCHOOLS VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

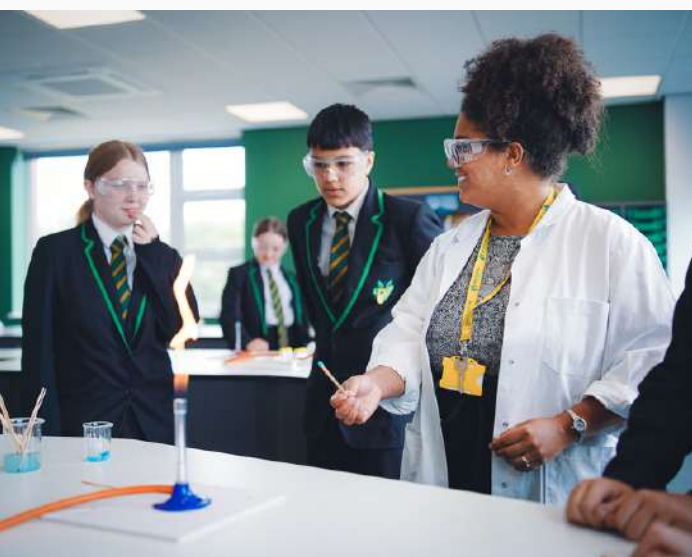
INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.



AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.



EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, you can be reassured that we have your best interests at heart.



Whole trust training events



Free eye test vouchers



Refer a friend £500 bonus scheme



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



We are in the process of a big benefit review. Watch this space!



Support for all staff with an experienced licensed counsellor



Cycle to work scheme

EDUCATIONAL PARTNERSHIPS



CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored middle leader training for eligible colleagues.

Additionally, we offer a wide range of CPD training through various partnerships and platforms, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.



MEDICAL

Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

RECRUITMENT BOOKLET



HOUSTONE
SCHOOL



SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



SENCO

We are seeking an exceptional SENCO to join our leadership team and lead the next stage of development of SEND provision at Houstone School.

This is a rare opportunity for an ambitious and highly organised leader to shape and develop an outstanding SEND department within a school that has uncompromisingly high expectations for every child. We are looking for a SENCO who shares our belief that all pupils, regardless of need or starting point, deserve access to an exceptional education and who is excited by the opportunity to build systems, develop staff expertise and ensure that every pupil can thrive. This role combines strategic leadership with the opportunity to create lasting impact for pupils, families and staff.

At Houstone School, we are building a culture defined by excellence, warmth and consistency. We believe that great schools are built on clear routines, strong relationships and relentless attention to detail. Our SEND provision is central to this vision, and the successful candidate will play a vital role in ensuring that true inclusion is not an add-on, but a fundamental part of our school culture.

You will work closely with the Principal and Senior Leadership Team, receiving significant support whilst also having autonomy to lead, innovate and drive improvement. This is a role for someone who enjoys creating systems, improving practice and building capacity in others. Whether you are an experienced SENCO looking for a new challenge or an ambitious leader with a strong SEND background, you will find a team that is supportive, highly aspirational and committed to your success.

Key Duties

- Lead the strategic development of SEND provision across the school.
- Ensure that statutory requirements and the SEND Code of Practice are implemented effectively.
- Develop robust systems for identifying, assessing, tracking and supporting pupils with SEND.
- Maintain accurate and compliant SEND records and documentation.
- Work closely with teachers to secure high-quality adaptive teaching and Quality First Teaching.
- Lead, coach and develop support staff to maximise their impact on pupil outcomes.
- Build strong partnerships with parents, external agencies and local authority services.
- Monitor the progress and attainment of pupils with SEND and evaluate the impact of provision.
- Contribute to whole-school improvement as a key leader within the school.
- Deliver high-quality professional development to colleagues.
- Promote a culture where all staff take collective responsibility for the success of pupils with additional needs.

The successful candidate will

- Have Qualified Teacher Status (QTS) & (NASENCO) or National Professional Qualification (NPQ) for Special Educational Needs Co-ordinators.
- Be passionate about inclusion and ambitious for every pupil.
- Have exceptionally high expectations of pupil achievement and behaviour.



- Be highly organised, meticulous and able to establish effective systems and processes.
- Have the vision and drive to build an outstanding SEND department.
- Be a strong communicator who can work effectively with pupils, staff, parents and external agencies.
- Demonstrate resilience, professionalism and sound judgement.
- Be committed to continuous improvement and professional growth.
- Share the school's belief that excellent teaching is the most powerful tool for improving outcomes for young people.

Why Join Houstone School?

- The opportunity to build and shape an excellent SEND department.
- Direct support, coaching, and investment from the Principal and Senior Leadership Team as well as Trust Leaders.
- A culture of exceptionally high expectations for behaviour, attendance, achievement and inclusion.
- A highly organised school where strong systems and routines enable staff and pupils to flourish.
- A commitment to evidence-informed practice and high-quality professional development.
- The opportunity to make a transformational difference to the lives of children and families.
- The chance to contribute to a growing school with a clear vision and ambitious future.

JOB SPECIFICS

Start date: January 2027 or asap

Salary: AS Leadership 1-6

Contract: Permanent, Full Time

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



JOB DESCRIPTION

Job Title: SENCO

Responsible to: Principal

Salary: AS Leadership 1-6

Purpose and Vision

As SENCO, you will provide strategic leadership for SEND across the school, ensuring that pupils with additional needs receive the support, challenge and opportunities they need to achieve exceptionally well.

You will champion inclusion, support colleagues in delivering excellent classroom practice and ensure that SEND provision is organised, effective and centred on positive outcomes for pupils. You will remove barriers to ensure pupils are supported in lessons and do whatever it takes to ensure all children receive a top-quality education.

Key Responsibilities

- Lead the strategic development of SEND provision across the school.
- Ensure that statutory requirements and the SEND Code of Practice are implemented effectively.
- Develop robust systems for identifying, assessing, tracking and supporting pupils with SEND.
- Maintain accurate and compliant SEND records and documentation.
- Work closely with teachers to secure high-quality adaptive teaching and Quality First Teaching.
- Lead, coach and develop support staff to maximise their impact on pupil outcomes.
- Build strong partnerships with parents, external agencies and local authority services.
- Monitor the progress and attainment of pupils with SEND and evaluate the impact of provision.
- Contribute to whole-school improvement as a key leader within the school.
- Deliver high-quality professional development to colleagues.
- Promote a culture where all staff take collective responsibility for the success of pupils with additional needs.



Person Specification

Essential	Desirable
Qualifications/training: • First degree • Qualified Teacher Status • National Professional Qualification (NPQ) for Special Educational Needs Co-ordinators or equivalent • GCSE maths and English at Grade A* to C or equivalent • An enhanced DBS certificate	• Evidence of continued engagement in professional development, including safeguarding training • Subject related degree at 2:1 or higher • Master's degree
Knowledge and experience: • Successful, recent experience of teaching within Secondary education • A track record of achieving successful outcomes for pupils at all prior attainment levels • Knowledge of the principles of assessment and the role assessment plays in informing teaching and learning • Experience of collecting and analysing pupil data to set, monitor and achieve pupil performance targets • Experience of successfully supporting pupils as a form tutor or in a pastoral role • Experience of working constructively to achieve team objectives Knowledge of developments curriculum models for your subject, including knowledge of the National Curriculum • Computer literate	• Experience of contributing to curriculum planning, creating and delivering engaging and challenging programmes of study • Experience of peer observation and peer coaching processes
Skills & Aptitude: • Ability to consistently provide a high quality, welcoming and supportive learning environment for all pupils • An ability to communicate clearly and accurately both orally and in writing • A willingness to work constructively with parents, encouraging an interest in their child's education • Ability to communicate effectively with colleagues, making a positive contribution to a team, whilst valuing and respecting the expertise and the contribution of others • Ability to reflect upon one's practice, to evaluate performance (both strengths and areas for development) and to seek further professional development	



Personal: • Willingness to work efficiently and effectively within the school framework for teaching and learning, codified in the School Playbook • Responsibility for promoting and safeguarding the welfare of children, young people and vulnerable adults and for raising any concerns • Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults • Willingness to continuously update skills and knowledge • Emotional resilience and a flexible approach accommodating changing priorities and working patterns • Awareness of health and safety requirements relevant to the job • Well organised and efficient • Ability to work on own initiative • Ability to work as part of a team within a busy environment – good team player • Excellent verbal and written skills • Enthusiastic with a positive approach to new ideas and developments • Flexible to meet the changing needs of the school • Energy, drive and enthusiasm to support change in the future development of the school • Self-motivated • Demonstrate commitment • Approachable and compassionate • Aspirations for the future	
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We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.