



HOUSTONE
SCHOOL



ADVANTAGE
SCHOOLS

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 complete the mynewterm application form. We take particular interest in the supporting statement section, 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 school. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual school. 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 opened in 2022 and has already made significant progress in becoming a top school in the area. Uniquely for a free school, we opened with pupils in KS3 and KS4 in 2022 and have just received our third set of GCSE outcomes in four years of operation.

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.

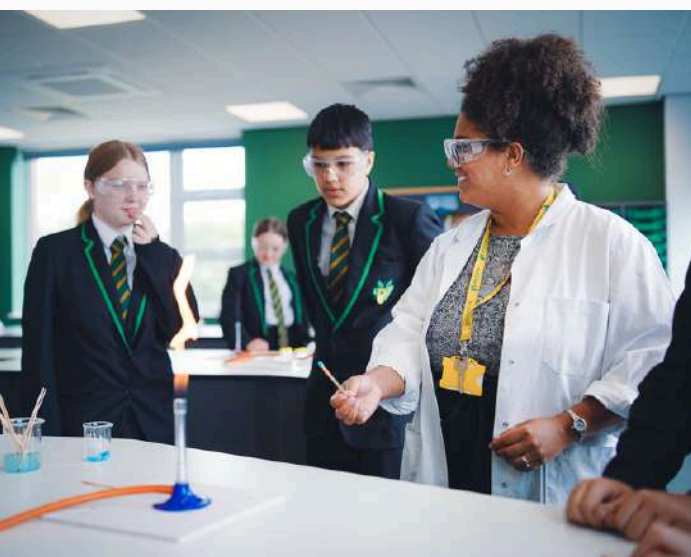
INTEGRITY

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



Green car salary sacrifice scheme



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



Vice Principal

Houstone School is seeking an exceptional Vice-Principal to provide strategic leadership of culture, inclusion, attendance, pastoral provision and pupil experience.

As a key member of the Senior Leadership Team, the successful candidate will help ensure that our values of **Aspiration, Endeavour and Respect** are evident in every aspect of school life. They will lead the further development of a culture where pupils are known, valued and challenged to achieve highly, while ensuring that our pastoral systems complement our ambitious academic curriculum and high expectations.

A significant feature of this role is the leadership and development of Assistant Principals who hold operational responsibility for Behaviour & Attendance and Personal Development & Wellbeing. The Vice Principal will provide strategic direction, accountability, challenge and support to ensure these areas operate effectively and align with the school's vision and values.

This role offers a unique opportunity to shape school improvement at the highest level and contribute significantly to the continued success and future growth of Houstone School.

WHY THIS ROLE IS DIFFERENT

This is not a traditional pastoral Vice Principal role.

At Houstone School, operational leadership of Behaviour and Safeguarding sits with Assistant Principals who hold direct responsibility for these areas. The Vice Principal's role is focused on strategic leadership, organisational coherence, leadership development and the continual improvement of the pupil experience. A new SENDCO will be recruited that will sit within this remit too, and a high-expectations approach to Inclusion will form a big part of the job.

You will lead through action, ensuring behaviour, safeguarding, attendance, inclusion and personal development operate as a coherent system that supports exceptional outcomes for every pupil. You will need to be rooted in the detail – we have a roll your sleeves up approach and commit to working hard for each other and the pupils we serve.

Working closely with the Principal, you will help shape the strategic direction of the school and helping the school develop into something world-class.

WHY JOIN HOUSTONE SCHOOL?

Houstone School is a school with ambition.

We believe in:

- A culture rooted in **Aspiration, Endeavour and Respect**.
- A traditional academic curriculum taught to an exceptionally high standard.
- High expectations of behaviour, conduct and achievement
- Developing the whole child through enrichment, leadership and personal development opportunities
- Supporting and investing in our staff through professional growth and leadership development.
- Serving our local community and transforming life chances for young people

This is an exceptional opportunity for an ambitious and talented leader to shape the future of a growing and successful school.



We look forward to receiving your application.

KEY RESPONSIBILITIES

Strategic Leadership

- Lead the strategic development of culture, Inclusion and pupil experience across the school.
- Contribute to whole-school improvement planning, self-evaluation and strategic decision-making.
- Ensure pastoral systems support excellent attendance, behaviour, safeguarding and achievement outcomes.
- Develop and implement strategies that promote high aspirations and strong pupil engagement.
- Lead on strategic priorities as determined by the Principal.

Leadership of Assistant Principals

- Line manage Assistant Principals responsible for Behaviour & Attendance and Personal Development & Wellbeing as well as a new SENDCO.
- Hold leaders accountable for delivering high standards and measurable impact.
- Develop leadership capacity within pastoral teams at all levels.
- Ensure consistency and alignment between various pastoral teams in the school
- Quality assure systems, processes and outcomes.

Inclusion

- Lead strategies that promote positive behaviour, high expectations and exceptional outcomes for all pupils, especially the most disadvantaged.
- Ensure vulnerable pupils receive effective support and intervention, including forging effective working relationships with external professionals.
- Remove barriers to learning and achievement.

Personal Development

- Ensure pupils benefit from high-quality enrichment opportunities.
- Promote pupil leadership and pupil voice.
- Support the development of character, resilience and aspiration.

Stakeholder Engagement

- Develop productive relationships with parents and carers.
- Work effectively with external agencies and educational partners.
- Represent the school within the wider community.
- Support governance reporting and accountability processes.

Job specifics

Start Date	January or April 2027 (or sooner by agreement)
Salary	AS Leadership 15-19 £73,790-£81,411 dependent on experience
Job role	Full time, Permanent

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



Job Description

Job Purpose

To provide strategic leadership of culture, inclusion, attendance, personal development and pupil experience, ensuring that every pupil can thrive academically and personally.

The Vice Principal will line manage Assistant Principals responsible for Behaviour & Attendance and Personal Development & Wellbeing, providing leadership, challenge and accountability while ensuring these areas contribute effectively to whole-school improvement.

The postholder will be a highly visible senior leader who contributes fully to the development and operation of Houstone School and can deputise for the Principal when required.

MAIN RESPONSIBILITIES

Strategic Leadership

- Contribute to the strategic leadership of the school.
- Help establish and communicate a clear vision and direction.
- Support the Principal in securing exceptional outcomes for pupils.
- Lead whole-school improvement initiatives.
- Develop and monitor strategic plans.
- Lead aspects of school self-evaluation.

Leadership and Management

- Line manage designated Assistant Principals.
- Develop leadership capability across pastoral teams.
- Set clear expectations and monitor performance.
- Contribute to recruitment and retention of staff.
- Support performance management processes.
- Deliver high-quality professional development.

Culture and Pupil Experience

- Ensure systems promote positive culture and high expectations.
- Monitor attendance, inclusion and pastoral outcomes.
- Evaluate the impact of intervention strategies.
- Ensure consistency in pupil experiences across year groups.
- Promote pupil engagement and leadership opportunities.

Safeguarding Oversight

- Monitor safeguarding effectiveness through the DSL and AP for Personal Development & Wellbeing
- Ensure safeguarding arrangements remain robust and compliant.
- Review safeguarding outcomes, trends and quality assurance processes.
- Support the strategic development of safeguarding practice.

Behaviour Oversight

- Monitor behaviour systems through the Assistant Principal responsible for Behaviour & attendance.
- Evaluate the effectiveness of behaviour policies and procedures.
- Support the strategic development of behaviour and culture systems.
- Ensure behaviour practices align with school values and expectations.
- Review behaviour data to identify trends and priorities.

**Teaching and Learning**

- Model excellent classroom practice.
- Maintain credibility as an outstanding teacher and leader.
- Support the implementation of whole-school teaching and learning priorities.
- Ensure pastoral systems support strong academic achievement.

Wider Leadership

- Participate fully in the life of the school.
- Deputise for the Principal when required.
- Undertake additional responsibilities appropriate to the role.



PERSON SPECIFICATION

Qualifications

Essential

- Qualified Teacher Status (QTS).
- Degree or equivalent qualification.

Desirable

- NPQSL, NPQH or equivalent leadership qualification.
- Relevant postgraduate qualification.

Experience

Essential

- Successful experience of senior leadership in a secondary school.
- Proven success in driving school improvement.
- Experience of leading and developing senior or middle leaders.
- Evidence of improving pupil outcomes.
- Experience of leading pastoral teams.

Desirable

- Experience as a Vice Principal, Deputy Headteacher or equivalent.
- Experience of working within a growing school.
- Experience leading significant organisational change.

Knowledge and Understanding

Essential

- Strong understanding of effective pastoral leadership.
- Excellent knowledge of behaviour and safeguarding practice.
- Understanding of attendance improvement strategies.
- Deep understanding of effective school improvement.
- Knowledge of inclusion and support for vulnerable pupils.
- Understanding of current educational developments and accountability frameworks.

Skills and Abilities

Essential

- Exceptional leadership and management skills.
- Ability to inspire, motivate and develop others.
- Strong analytical and strategic thinking.
- Excellent communication skills.
- Ability to hold leaders accountable while maintaining positive relationships.
- Effective organisational and project management skills.
- Ability to work under pressure and manage competing priorities.



Leadership Competencies

The successful candidate will demonstrate:

- Strategic vision.
- High expectations.
- Resilience and determination.
- Integrity and professionalism.
- Emotional intelligence.
- Strong interpersonal skills.
- Commitment to continuous improvement.
- Collaborative leadership.
- Decisive decision-making.

Personal Qualities

The successful candidate will:

- Be passionate about education.
- Believe that all pupils can achieve highly.
- Be highly visible and approachable.
- Demonstrate honesty and integrity.
- Build strong relationships with pupils, staff and families.
- Show flexibility and adaptability.
- Maintain the highest professional standards.

SAFEGUARDING STATEMENT

Houstone School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be subject to:

- Enhanced DBS clearance.
- Online checks.
- Reference checks.
- Verification of qualifications and employment history.
- All safeguarding and pre-employment checks in line with statutory guidance.

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.