



# Head of Year Information for Applicants





Thank you for your interest in the Head of Year roles at Denefield. The three successful candidates will join the school at extremely exciting time in Denefield's development. Please read the following information in conjunction with the more generic 'Working at Denefield' document.

In so many ways, Denefield is exceptionally strong and successful. The school has an excellent reputation in the local community and we are always oversubscribed. The school has developed significantly since its successful Ofsted inspection in November 2023. All our major stakeholders – students, staff and parents and carers – rate the school very highly. The school is calm and welcoming, and student behaviour overall is excellent. Our staff are caring and committed – both to students and to their own professional practice. Standards of teaching and learning overall are high and this is reflected in outcomes at GCSE and A-Level. We are a standalone academy with a support and challenge agreement with the River Learning Trust (RLT), an Oxford based multi-academy trust. Each of RLT's three annual peer reviews of Denefield have emphasised the strong vision, leadership, culture and teaching of the school. Our student roll is growing, and this has helped ensure that financially Denefield is very strong and secure. Our Sixth Form is emerging as a clear beacon of excellence and recruits students from a number of schools across west Berkshire and Reading.

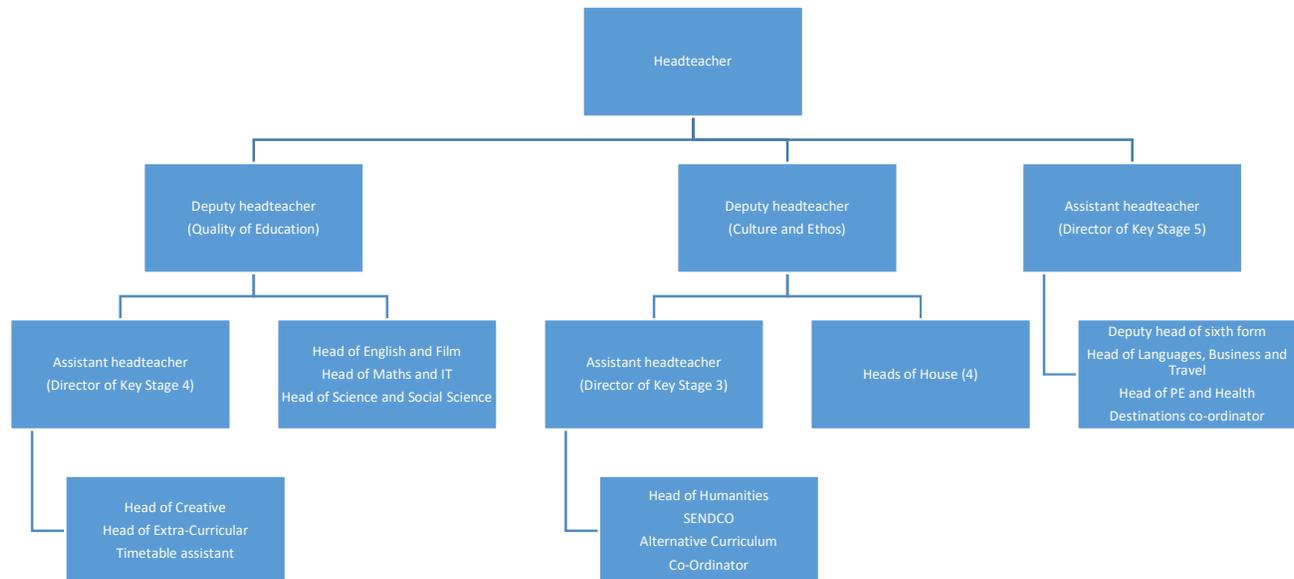
At the same time, like all the best schools, Denefield aims to be better still. We are a reflective school and we know what our areas for development are. We are determined that attendance of all groups of students will improve and have a clear plan in place for this. We know that some of our students are less engaged in lessons, and we have a comprehensive and sustainable strategy to rectify this. We realise that some of our students lack the key vocabulary they need to succeed and that others fall behind with their homework – which impacts their understanding and their outcomes. We have the clear beginnings of a programme in place to support with that. Ultimately, we know that the outcomes for some students, particularly disadvantaged students but also some groups of SEND students, are not as strong as they could be and are holding those students back. We are aware and we are determined. As part of this, we are moving from a vertical to a horizontal pastoral system in September 2026. Our reasoning is clear: we want more and better levers to impact on year group culture and to support with students' attendance, behaviour, welfare and progress.

This is the context in which our new Heads of Year will operate. Two Heads of Year are already in post for September, and we need a further three. This team of five will lead a team of able form tutors and will oversee the attendance, welfare, culture, behaviour and progress of students from Years 7-11. These teams will be supplemented by our Head and Deputy Head of Sixth Form, who oversee Years 12 and 13. Applications for the Head of Year posts are welcome from teachers of any subject. Previous leadership experience at subject or pastoral level is clearly beneficial, but not essential.

The successful applicant will join Denefield at an extremely exciting time. They will join an exceptionally positive and able middle and senior leadership team. Alongside the Headteacher there are two Deputy Headteachers (quality of education, and culture and ethos) and three Assistant Headteachers (one for each key stage but also with other responsibilities). One of the Assistant Headteachers works 0.8FTE and one 0.9FTE and we are about to appoint a further Assistant Headteacher.

The current leadership structure is shown below; this will change as the move to a horizontal pastoral structure, with Heads of Year, takes effect in September. All leaders share a common vision of excellence for all, regardless of background or academic ability.

Our Heads of Faculty, Heads of Year and the Senior Leadership Team will join together at a residential Leadership Conference in September.



We are, of course, looking for an exceptional applicant. We are looking for a strong classroom practitioner looking to develop their middle leadership experience. We want someone with a real understanding and proven success with the most vulnerable students. But the successful candidate's values and attributes are just as important. We are looking for someone who is confident and also humble. A candidate who will put forward strong ideas, based on evidence, as well as listening carefully to others and adjusting their opinions. An applicant who is tough and resilient – because educational leadership demands this – but is also kind, caring and reflective. A candidate with exceptional organisational skills and who is prepared to relentlessly champion the interests and success of students, listening to others and leading them on the journey. Ultimately, someone who cares passionately about the progress and outcomes of all young people, regardless of background or ability.

In return we offer the opportunity to make a real difference and to achieve personal and professional fulfilment. We offer a flexible and comprehensive package of support and training including through national leadership qualifications and we encourage and support further career progression. Many Denefield staff benefit from flexible working and we offer this where possible and appropriate. We benefit from first-class facilities for staff as well as students while all staff benefit from a comprehensive employee assistance programme.

If this sounds like you, then we would love to hear from you. We welcome visits from prospective applicants - please email [DenefieldHR@Denefield.org.uk](mailto:DenefieldHR@Denefield.org.uk) to arrange a convenient time, or, if that's not possible, please give us a call. And if you think this is the right post for you, don't hesitate to apply.

Application deadlines

Applications close      Monday 20 April, 9am

Shortlisting              Wednesday 22 April

Interviews                Monday 27 or Tuesday 28 April