



SGS CREATE

Create your own future



Headteacher

Candidate Pack

Letter from Principal

Thank you for your interest in the post of Headteacher for SGS Create at our Stroud campus.

We are so excited about the development of SGS Create. This much needed provision will ensure 14-16 year olds whom mainstream education is not right for them have the opportunity to access first class facilities and the right learning environment to do well and enjoy their education.

Post pandemic, we have seen an increasing number of young people struggling with their own wellbeing who are looking for an alternative to mainstream school. SGS Create will allow learners to focus on key curriculum, plus a number of vocational pathways in a supportive and nurturing environment with excellent progression routes.

We aim to recruit learners who do not suit the standard school system, they may find the number and breadth of GCSEs studied in most schools to be overwhelming, they may not cope well with the structure and rules in place, or may suffer with social anxieties, being surrounded by hundreds of others learners. We would like to attract learners who are keen and willing to learn, who may need to access more pastoral support services or support through therapies and/or looking for an alternative, with a particular interest and focus on the creative sectors.

If you share our vision, we would love to hear from you.

Sara-Jane Watkins

College Principal

About SGS College



Formed in 2012 by the merger of Filton and Stroud Colleges, South Gloucestershire and Stroud College (SGS) was rated by Ofsted as 'Good with outstanding features' in 2014 and again in 2017.

South Gloucestershire and Stroud College (SGS) is a general further education (GFE) college in the Southwest region, offering a broad range of full and part-time higher and further education provision to over 8 thousand learners. (4000 full-time 16-19 year olds, 2000 apprentices and nearly 3000 adult learners)

Apprenticeship provision at the College has seen a significant growth in numbers over recent years and facilitates intermediate, advanced and higher-level learning opportunities across the majority of subject areas. The College works with major employers on apprenticeships include Coutts Bank, NHS, Dyson, Boeing and Raytheon as well as many local authorities. The College provides one of the largest apprenticeship provisions in the south-west. The College offers a range of Higher Education Courses delivered in partnership with the University of Gloucestershire alongside Pearson HND/C and Higher Apprenticeship programmes and over 600 learners study at levels 4, 5 and 6

The College's provision spans all 15 subject sector areas (SSAs) and includes programmes for pre-16 year old learners, adults and learners with learning difficulties or disabilities and for those with education, health care plans. The College works in partnership with numerous organisations including the Education and Skills Funding Agency, the newly formed West of England Combined Authority, GFirst and West of England Local Enterprise Partnerships, South Gloucestershire Council, Stroud District Council and many schools and colleges across the region. The College proactively engages with over 1000 businesses.

Over the past 15 years the College has invested over £50 million to enhance the College's estate and has established a national and international reputation in the development of sport through our Bristol Academy of Sport based at the WISE Campus.

As a College we are proud to support the communities that we serve and we are sponsors of the SGS Academy Trust, which currently includes the Forest High School (a secondary school in the Forest of Dean), the Pegasus Academy (a new, all-through, free school for pupils with Autistic Spectrum Disorder) and the SGS Berkeley Green UTC (a new school specialising in Advanced Engineering and Digital learning).

The College's four main campuses are located within the Stroud District of Gloucestershire and on the border of South Gloucestershire and north Bristol. In respect of most socio-economic indicators South Gloucestershire is a prosperous area, although pockets of severe deprivation exist in urban areas including within the City of Bristol. Progress 8 attainment and the proportion of GCSEs, grades 9 to 4, including English and mathematics, for school pupils is below the national average both for South Gloucestershire and Bristol. The College's local communities are diverse, spread across rural Gloucestershire and South Gloucestershire, through to highly urbanised areas in Bristol.

The College purchased in 2015 the former delicensed nuclear laboratories in Berkeley Gloucestershire on a 999 year lease from the NDA in order to develop the Gloucestershire Science and Technology Park. Supported by GFIRST LEP, the College has secured over £30million of capital investment onto this site to develop a centre for Engineering and Cyber Security including a University Technical College (opened 2017).



About SGS Create



South Gloucestershire and Stroud College (SGS) are providing an alternative learning environment for Gloucestershire students with our new 14-16 Centre, SGS Create, in September 2023.

The new purpose built centre, will be based at the SGS Stroud campus and will provide individually tailored curriculum for young people who would benefit from an inclusive, nurturing environment with a focus on learner wellbeing. Learners will study a programme of core GCSE subjects including English, maths and science as well as a selected create vocational pathway that will be taught by industry experience tutors.

SGS Create will be governed and administered by SGS College, offering full-time education, inclusive of a core academic curriculum along with a vocation of the learner's choice aligning with the vocations offered at the centre. The vocational options on offer will be in line with the newly created 'Stroud Vision', focusing on the creative strengths and sustainability of not only Stroud Campus, but Stroud as a district, which are: Creative, Sustainability and Well-being.

We envisage engaging 14-16 learners who are particularly interested in the creative industries and would benefit from more vocational education as opposed to the standard KS4 curriculum experienced in schools. These learners may currently have become dis-engaged, suffer with anxiety which has led to long-term non-attendance, have mental health concerns, be neuro-diverse or are simply looking for an alternative offer.

Our vision is to create an education environment that inspires you to be your best. With an aspirational, supportive and flexible curriculum, for 14-16-year-old learners' needs at its heart, enabling young people to learn skills, gain qualifications, improve confidence, be creative and respectful of their society and the environment to enable progression to the next step in their education.

Job Description

Job Title - Head Teacher

Department - SGS Create – 14-16 provision

Reporting to - Deputy Principal

Main Purpose of the role

To establish and lead a brand-new educational setting for 14-16-year-old students located within SGS College's Stroud Campus. The setting will offer a core academic curriculum along with a vocation of the learner's choice, aligning with the vocations offered at the centre.

Working as part of the College's Leadership Team you will have the wrap around support of the strongly established framework of College systems, processes and policies so SGS Create can operate effectively and efficiently, allowing you to focus on the learner experience.

As an experienced leader and academically minded with experience of SEMH, you will develop and sustain SGS Creates ethos and strategic direction. You will be responsible for the quality of teaching, learning and learners' achievements and monitor progress towards achieving SGS Creates aims and objectives. Identifying solutions for any potential barriers to the centre's effectiveness, and developing strategies for improvement that are realistic, timely and suited to the centre's context, making sure these improvement strategies are effectively implemented. Ensuring that financial resources are allocated appropriately, efficiently and effectively.



Key Tasks / responsibilities:

- Lead curriculum development and innovation, ensuring creativity and the use of appropriate technologies to achieve excellence.
- Contributing to the educational vision, direction and ethos that secures effective teaching and successful learning and achievement by learners, preparing them for the opportunities, responsibilities and experiences of adult life.
- Ensuring through day-to-day management that the vision for SGS Create is clearly articulated, shared, understood and acted upon effectively by all.
- Working with the College Principal and the SGS community to translate the vision into agreed objectives and operational plans which promote and sustain improvement.
- Demonstrating the vision and values in everyday work and practice.
- Ensuring through day-to-day operational management that all those involved in SGS Create are committed to its aims, motivated to achieve them and involved in meeting long, medium and short-term objectives and targets that secure the success of SGS Create.
- Assist the Deputy College Principal to ensure that policies and practices take account of national, local and SGS College data and inspection research findings.
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation in keeping with performance management review timelines.
- Ensure parents and learners are well informed about the curriculum, attainment and progress and about the contribution that they can make to achieving the SGS Creates targets for improvement
- Create a culture where learners experience a positive and enriching college life and integrate them with the wider college community
- Uphold educational standards in order to prepare learners from all backgrounds for their next phase of education and life
- Encourage high standards of behaviour from learners, built on rules and routines that are understood by staff and learners and clearly demonstrated by all adults in the centre
- Use consistent and fair approaches to managing behaviour, in line with the college's behaviour policy
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Ensure the teaching of a broad, structured and coherent creative curriculum

Key Tasks / responsibilities continued:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence by ensuring teaching is underpinned by subject expertise
- Have ambitious expectations for all learners with SEN and disabilities and those who have had a poor experience of education to date.
- Make sure SGS Create works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate to secure the outcomes of Every Child Matters
- Make sure SGS Create fulfils statutory duties regarding the SEND Code of Practice.
- Promote a culture and practices that ensures all learners receive a high-quality education in a happy, stimulating, safe and healthy environment
- Ensure staff and learners' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs
- The post holder will be expected to undertake any other duties, commensurate within the grade, at the discretion of the College Principal and develop and promote high standards of professional conduct throughout
- You will be expected to carry out your duties in line with SGS College policies, procedures and relevant legislation.



Role Dimensions

- Working with the Senior Leadership Team
- Managed by Deputy College Principal
- Oversee the day to day management of SGS Create – up to 200 learners
- Liaise with SLT, Governors, and stakeholders to successfully deliver our 14-16 full-time provision

Key Interfaces

- Senior Leadership Team
- SGS College staff
- Learners / Parents / Carers
- Local Educational Authority
- External partners
- Employers

Supporting College Goals and Values – all roles

In addition to the particular requirements and characteristics of individual roles, all people employed by SGS College are expected to actively support the achievement of the College's goals and, at all times, both internally and externally, to behave in a manner consistent with the College's mission and values.

This means:

- Performing your role and delivering your service in a way that helps the College achieve its strategic objectives and annual development and improvement plans - taking account of available resources and national developments.
- Promoting the image of the College as one that is committed to the highest standards of delivery and service.
- Sharing the College's commitment to safeguarding and prioritising the welfare of children, young people and vulnerable adults and demonstrating it in your day to day work.
- Sharing and prioritising the effective implementation of the College's Equality and Diversity Policy.
- Promoting and implementing best practice in Health and Safety

Measurable Performance Standards for this role:

- Excellent attendance above 90%
- Excellent progress data that clearly shows 100% of learners are progressing in learning outside of Progress 8
- At least 75% progress from Year 11 into SGS College
- Safeguarding dealt with efficiently and effectively
- High retention of staff and learners

Level of Disclosure and Barring (DBS) disclosure required

Enhanced with barred list checks

As the needs of the College/Centre change, the above job profile, duties and location of the role within the College may be adjusted accordingly.

Where an employee indicates a disability, every effort will be made to make reasonable adjustments. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.



Person Specification



**SGS
CREATE**

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Criteria	Essential	Desirable	Assessed by
Qualifications and attainments			
Qualified Teacher Status	✓		Application form
Degree	✓		Application form
Either: National Professional Qualification for Headship / Higher Degree / Postgraduate Curriculum or Leadership qualification		✓	Application form
Experience and knowledge			
Successful leadership and management experience in a school/education setting	✓		Application form/interview
Knowledge and experience of working with a wide range of support agencies and services and the ability to develop and sustain arrangements for joint working.	✓		Application form/interview
Involvement in school self-evaluation and development planning	✓		Application form/interview
Full working knowledge of relevant safeguarding, child protection, equality and health and safety policies, codes of practice and legislation.	✓		Application form/interview
Knowledge of strategies to achieve effective learning, teaching, assessment and engagement of all 14-16 year olds	✓		Application form/interview
Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	✓		Application form/interview
Data analysis skills, and the ability to use data to set targets and identify areas for development	✓		Application form/interview

Personal Specification continued

Understanding of school/college finances and financial management	✓		Application form/interview
Knowledge of child development, attachment difficulties, trauma, ASD, ADHD, ODD.	✓		Application form/interview
Skills and abilities			
Ability to engage in high level strategy meetings with a range of partners.	✓		Application form/ test at interview
Ability to develop and implement effective plans that improve the outcomes for young people	✓		Application form/ test at interview
Ability to use data effectively to monitor, evaluate and review decisions.	✓		Application form/ test at interview
Ability to organise, lead and motivate staff and to challenge underperformance.	✓		Application form/ test at interview
Ability to lead on curriculum development and innovation and to maximise the contribution of staff to improve the quality of education.	✓		Application form/ test at interview
Ability to work collaboratively with the team and partners to ensure a broad approach to planning and improving service delivery.	✓		Application form/ test at interview
Ability to deal with sensitive issues in a supportive and effective manner.	✓		Application form/ test at interview
Effective communication skills, both verbal and written, in order to maintain accurate records and documentation and provide written reports as requested.	✓		Application form/ test at interview
Essential College attributes			
Initiative: Demonstrating the willingness and ability to use initiative – whether that means deciding on necessary action and following it through - or suggesting ways to work in a better way.	✓		Application form/ interview
Influencing skills: The ability to persuade others.	✓		Application form/ interview

Pesonal Specification continued

Interpersonal Skills: The ability to communicate and interact with other people in a way that promotes cooperative relationships.	✓		Application form/ interview
Teamwork: The willingness and ability to collaborate and work closely with colleagues in a mutually supportive manner.	✓		Application form/ interview
Circumstances of role (if applicable)			
Ability to meet particular conditions of the role e.g. unsocial hours or travelling between campuses	✓		Application form



How to apply



If you wish to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact Kate Hartshorn at SGS College by emailing kate.hartshorn@sgscol.ac.uk

Apply online at <https://www.sgscol.ac.uk/jobs>

Closing date: Thursday 29th December

Short-listing Meeting Friday 30th December

Interview date: Friday 6th January - all day