



**Truro and Penwith
Academy Trust**

Vacancy Information Pack

School Name:	Hayle Academy
Job Title:	Deputy Headteacher

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Hayle Academy

Job Title:	Deputy Headteacher
Pay Point / Pay Range:	L12-16
Full Time Equivalent Annual Salary:	£65,286 - £72,162
Actual Annual Salary for this Role:	£65,286 - £72,162
Contract Type:	Permanent
Hours Per Week / Weeks Per Year	Full time
Closing Date:	Midnight on Sunday 9 th February
Proposed Shortlisting Date:	TBC
Proposed Interview Date:	W/C 10 th February

Hayle Academy is seeking to appoint a dedicated and enthusiastic leader who is passionate about making a difference to the lives of young people and improving opportunities for all. As an outstanding teacher and leader with demonstrable whole-school leadership experience, the successful candidate will have a track record of leading highly effective school improvement with the natural ability to inspire and motivate the 'hearts and minds' of both students and colleagues.

This position has become available following the recent promotion of the former post holder to a new Trust role. We are flexible about the areas of experience and expertise applicants can bring to the role and offer the school. Therefore, we have not specified particular areas of knowledge or experience required for applicants: you may be an experienced curriculum, SEN or pastoral leader, or may have wide leadership experience within a school. The role and specific responsibilities will be negotiated with the successful candidate drawing on their own experiences and the leadership qualities they can bring to the school and ensuring we play to your strengths and support your continuing professional development.

Of crucial importance to us, our successful applicant will be a determined and resilient team player whose vision and principles fully align with our school's ethos: "We inspire our students

to dream big to achieve more". We are looking for someone who will take on a key senior leadership role within our thriving school and who will be able to get the best out of those they work with, for, and alongside. They will share our dedication to education and removing barriers for our students, and will have a relentless and ambitious determination to support our students to develop the character and knowledge that will help them flourish and succeed in life.

Hayle Academy is a popular and inclusive community school that currently has 610 11-16 students on roll. In its most recent inspection (March 2022), Ofsted judged that the school continues to be a good school. Our vision is to 'inspire our students to dream big and achieve more'. We are proud to be part of the Truro and Penwith Academy Trust. This is an exciting time to join Hayle Academy, as we seek to become a beacon of excellence in Cornwall.

Hayle Academy is located in a beautiful corner of West Cornwall. Easily accessed from the A30, the town of Hayle along with its famous three miles of golden sands boast great amenities, some of the most popular beaches in Cornwall, and affords a great quality of life.

Please view our website for further details of the school and to download an application pack. Completed forms should be emailed to recruitment@tpacademytrust.org. Please note that CVs will not be considered.

The successful candidate will have our full support in their ongoing career development. This is underpinned by our comprehensive and bespoke 'Golden Threads' offer that is available to all staff, tailored for each role and career stage.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, workers, volunteers, governors and trustees to share this commitment. All successful applicants will be subject to appropriate pre-employment checks and will be required to complete a Disclosure and Barring Service (DBS) Enhanced Check, a Safeguarding Self-Declaration Form and satisfactory online searches undertaken.

In addition, the following checks will be undertaken prior to employment:

- Enhanced Disclosure and Barring Service (DBS) clearance to include Barred List checks
- Receipt of two satisfactory employer references, one of which must be from your current or most recent employer
- Satisfactory verification of relevant qualifications
- Satisfactory health check
- Evidence of right to work

You must tell us about any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Closing date: **Midnight on Sunday 9th February 2025**

The closing date given is a guide. We reserve the right to close the post early dependent on the number of applications, so we advise you to submit your application early to prevent disappointment.

To find out more about Hayle Academy, please visit:	www.hayleacademy.net
To discuss this position please contact the Headteacher:	Email – head@hayle.tpacademytrust.org Telephone – 07136 753009
Application packs can be downloaded from:	www.tpacademytrust.org/web/application_pack/604811
Please email your completed application form and equality & diversity monitoring form by the closing date to:	recruitment@tpacademytrust.org

Please note that successful candidates will be informed via email.

School Information for Applicants

School Address:	3 High Lanes, Hayle, Cornwall, TR27 4DN
School Telephone Number:	01736 753009
School Email Address:	enquiries@hayle.tpacademytrust.org
Name of Headteacher:	Mrs Melissa Lock
Website Address:	www.hayleacademy.net

Welcome to Our School

This information pack will provide you with an insight into our school and offer some practical information which will be of use to you as a prospective member of our school community.

Hayle Academy is a popular and inclusive community school that currently has 610 11-16 students on roll. In its most recent inspection (March 2022), Ofsted judged that the school continues to be a good school. Our vision is to 'inspire our students to dream big and achieve more'. We are proud to be part

of the Truro and Penwith Academy Trust. This is an exciting time to join Hayle Academy, as we seek to become a beacon of excellence in Cornwall.

We welcome visitors as this is the best way to see our lovely school, experience our creative and captivating curriculum and meet our motivated and engaged children. Please phone the school telephone number provided if you would like to arrange to look around.

General Background

Hayle Academy is located in a beautiful corner of West Cornwall. Easily accessed from the A30, the town of Hayle along with its famous three miles of golden sands boast great amenities, some of the most popular beaches in Cornwall, and affords a great quality of life.

Class Organisation

For more details about our curriculum, please see our website www.hayleacademy.net

Staff Organisation

For more details about our curriculum, please see our website www.hayleacademy.net

Our Curriculum

For more details about our curriculum, please see our website www.hayleacademy.net

Safeguarding

TPAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff, workers, volunteers, governors and trustees to share this commitment.

Shortlisted candidates will be required to complete a Safeguarding Self-Declaration Form as part of their application. We will also carry out online searches as part of our due diligence on the shortlisted candidates, as updated in the Keeping Children Safe in Education recommendations. This may help identify any incidents or issues that have happened, and are publicly available online, which the School or Trust might want to explore with the candidate at interview.

Successful candidates will be required to complete a Disclosure and Barring Service (DBS) application and Health Assessment form as part of their pre-employment administration. The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and

2020) provide that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Application Information

We hope that you find this pack provides all of the information you need in order to consider your application for the post. Should you have any questions or matters you would like to discuss informally, or to arrange a visit, please contact:

Contact Name: Miss Andrea Daddow

Contact Email Address: adaddow@hayle.tpacademytrust.org

Contact Telephone Number: 01736 753009

Please note that CVs will not be accepted.

Application packs can be downloaded from: www.tpacademytrust.org/web/application_pack/604811

Closing Date: Midnight on Sunday 9th February

Completed applications must be returned to the email address above and be received by 12 Midnight on the closing date provided.

Interview Date(s): w/c 10th February

To ensure the fairness of the selection process, shortlisting will be based upon information which you provide in your application, and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

If we have not contacted you within 14 days of the closing date, it is unlikely that you have been shortlisted on this occasion. Many thanks for your interest in this post.