





Welcome from the Headteacher



Welcome to Kisharon Noe School. We are a vibrant and successful special needs school, catering for the Barnet local authority with a strong Jewish ethos.

At Kisharon we believe in providing exciting, creative, relevant, and meaningful learning experiences. Our wonderful purpose-built school building provides a learning environment, with a multitude of opportunities for accessibility, engagement, stimulation, and therapeutic interventions. The needs of the pupils are always central to the decision making within school and we are very aware of the responsibility that we have in ensuring that the highest standard of teaching, learning and therapy is always achieved. We strive to ensure meaningful collaborations between home, school and professionals all working together.

Kisharon is an inclusive school, proud of our Jewish ethos, but welcoming to pupils of different faiths or of no faith. Our strong links with families and the local community are a great strength. The differentiated curriculum is aspirational, relevant and engaging designed to meet the unique needs of all of our pupils who can range in age from 4 -19 years old. We want to develop the skills of our young people so that they are prepared for life beyond school. Our pupils all have moderate to severe learning difficulties, some also have an autistic spectrum disorder, epilepsy, a physical disability, sensory impairment, medical needs and/or a communication difficulty.

The Deputy Headteacher will need to be a strong, experienced, dynamic and visionary leader who will build on our successes and embrace our values as we continue on our school's exciting journey. So, please do take the time to read our job pack and consider this exciting opportunity to make a real and lasting difference. We would welcome an application from you.

Dr. Emily Haddock - Headteacher

Our vision is to give all our learners a highly effective education in a truly inclusive environment.



חנוך לנוער על פי דרכו

“Educate a young person according to their own individual way”

Pirkei Avot (Proverbs) 22:6

We believe that Kisharon Noé School is an incredibly special school. We pride ourselves on our warm and caring atmosphere and the way in which we know each pupil and family so well.

We work in effective partnership with families and other professionals to ensure that all our pupils reach their full potential, maximise their independence and go on to lead an active and fulfilling life in the community.

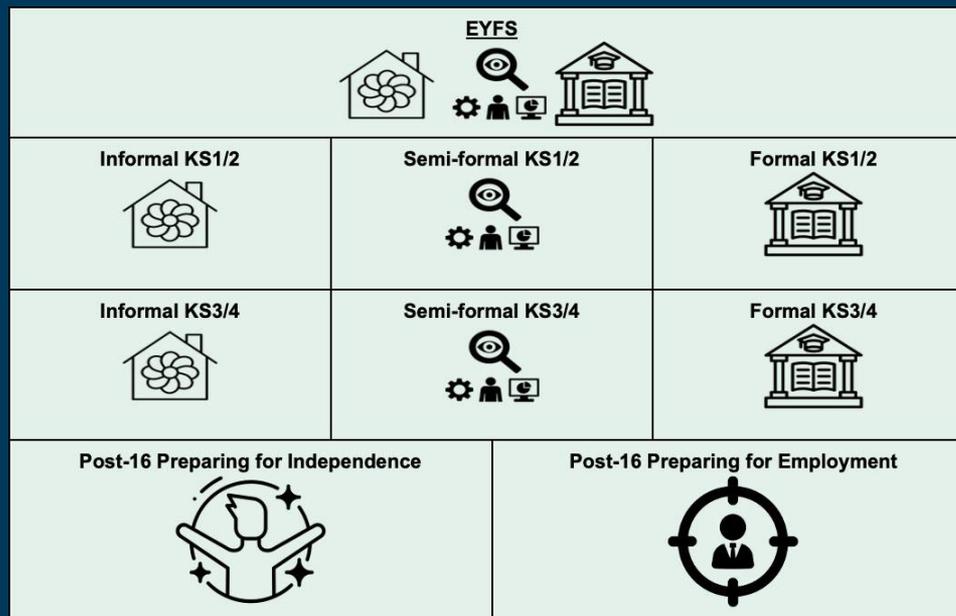
Our mission statements:

- To nurture the talents – the “kisharon” – of each of our students
- To create personalised and cross-curricular learning journeys for our students
- To offer a range of therapies to enhance our students’ learning
- To teach skills to build our students’ confidence, equip them for life beyond school
- To foster a Jewish ethos that guides teaching and learning throughout the school, and welcomes students from all backgrounds
- To provide a safe, supportive, and stimulating learning environment



Our School

We have nine classes at Kisharon school and this is how they are organised:



The senior leadership team consists of the Headteacher, Deputy Head - Quality of Education, Deputy Head - Inclusion, Engagement and Ethos and the Business Manager.

The middle leadership team includes the informal, semi-formal and formal curriculum leads.





About the Role

This role is a fantastic opportunity for the right individual to make a real and lasting difference to the life chances of our fantastic children and young people, as well as joining an exciting and dynamic team.

Our ambition is easily put into words. We want Kisharon Noe School to be a flagship school for special educational needs. To deliver on that, our senior leaders will need to be a strong, experienced, dynamic and visionary leader who will build on our successes and embrace our values as we continue on our school's journey.

Our ideal candidate will need to be a strong leader and an outstanding educational practitioner with the ability to evaluate and drive forward innovative teaching and learning. They will show a genuine commitment to the school's principles of inclusion, as well as a strong focus on students, their parents/carers and the school community. This role works alongside the senior leadership team - working closely with the Deputy Head - Inclusion, Engagement and Ethos, as well as the Headteacher.

This role is focused on driving forward innovative teaching and learning approaches to support young people with special educational needs, through feedback and modelling for the teaching team. At Kisharon Noe School we are proud of our innovative curriculum and would want a leader who is skilled in curriculum design who can support with future developments.

This role would also include deputising for the headteacher and being involved in the operational management of the school. This role would therefore suit a current deputy head who is looking for their next challenge or an experienced practitioner who is wanting challenge and support to develop their leadership skills.



Job Description

Job title:

Deputy
Headteacher -
Quality of
Education

Responsible to:

Headteacher

Purpose of the role:

To provide leadership, development and management of the whole school curriculum, assessment, teaching and learning of all pupils; to take a lead role in the monitoring and evaluation of standards across the whole school and to be a leading professional actively promoting effective teaching and learning practices across the school.

The post will require you to work in partnership with the headteacher, governors and staff to ensure the continuous improvement of the school.

Shaping the Future:

- Support the headteacher and governors in establishing a vision for the future of the school; demonstrating inspirational leadership and creativity
- Play a leading role in the school development planning process, taking account of the agreed priorities of the school and how these link with National and local initiatives
- Contribute to the identification of key areas of strength and weakness in the school.
- Work to a high standard in implementing agreed policies, priorities and expectations, so as to set a good example to other colleagues
- Promote a culture of teamwork, in which views of all members of the school community are valued and taken into account
- Contribute to the self evaluation of the school

Main expectations of the role

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Leading Learning and Teaching:

- Develop and ensure the curriculum meets the changing needs of the school's cohort
- Lead responsibility for the analysis of key school performance data, to ensure priorities are appropriate and improvement in standards is promoted
- Take responsibility for the development of an effective timetable which meets the needs of pupils within the statutory frameworks and the resources available
- Provide training and modelling for staff on effective teaching and learning.
- Promote the active involvement of pupils in their own learning
- Contribute to target setting; including statutory procedures and targets for individuals and groups throughout the school.
- Support strategies to promote high standards of behaviour
- Contribute to the development of a broad and rich curriculum which meets the needs of the range of pupils in the school
- Support the development of an effective assessment framework
- Promote the use of ICT to enhance and extend pupils learning
- Monitor and evaluate classroom practice
- Provide support for colleagues in improving their classroom practice

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Developing self and managing others:

- Promote and safeguard the safety and welfare of children and young people
- Contribute to the creation of a positive school ethos, in which every individual is treated with dignity and respect and the safety and welfare of children and young people is paramount
- Support the development of collaborative approaches to learning within the school and beyond
- Support the induction of staff new to the school
- Set high expectations for your own performance and that of others
- Engage in relevant professional development activity as necessary

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Managing the organisation:

- Contribute to a regular review of the organisation of the school to ensure it meets statutory requirements
- Ensure that resources are distributed to enhance the effectiveness of the curriculum delivery
- Develop action plans in specified areas of responsibility, in order to bring about improvements
- Contribute to the planning process for the distribution of resources, to ensure they meet the schools identified priorities
- Contribute to regular evaluation of the impact of the use of resources in relation to the quality of education of the pupils and value for money

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Securing Accountability:

- Support the governing body in meeting its responsibility to account for the performance of the school
- Work alongside the Head to secure improvement through Performance Management; take responsibility for the performance management of identified staff
- Support staff in understanding their own accountability, and develop approaches to its review and evaluation
- Use a range of data sources to set realistic yet challenging targets for pupils, analysing outcomes for individuals and groups; use this information to implement appropriate curriculum pathways and intervention programmes
- Contribute to the reporting of the performance of the school to parents, carers, governors and other key partners as necessary