Information for Deputy Head Applicants
We now want to add to the staff by appointing a Deputy Head who is experienced in teaching children with special needs and who will share our commitment to ensuring that each child and young person fulfils their potential in an environment that encourages them to explore that potential and to make their own choices where ever possible. Applicants should relish being part of a highly professional team of specialists meeting the needs of the young people and ensuring that the School continues to be regarded as outstanding by Ofsted.

The Trustees and Governors have recently modernised the buildings within the School and are committed to ensuring that the School has the facilities necessary to maintain and enhance its reputation as a leading provider of education. There can never be room for complacency, we always try to improve the way we do things and wish to be certain that any applicant has a similar drive.

We also wish to be certain that any applicant has the ability to meet and surpass the expectations of our parents, who are an important part of our community, and to win the respect of our staff and volunteers by their professional and personal approach.

Chailey Heritage School is the corner stone of Chailey Heritage Foundation which has a proud history of over 100 years and comprises not only the school but also a Children’s Home, a popular Transition service and a newly opened Life Skills Centre for those with disabilities living in the area. All occupy the same site in Mid Sussex adjacent to the NHS Chailey Heritage Clinical Services with whom we work in partnership.

Please apply if you think you can meet the job description. I shall look forward to meeting those called to interview and to answering any questions that you may have.

Bill Shelford, Chair of Governors
About us

Registered Charity
In 2012, we changed the name of our Registered Charity to become Chailey Heritage Foundation to reflect the wider range of services that we are able to offer. We now have three distinct arms to the Charity: Chailey Heritage School (3-19); Chailey Heritage Residential (Children’s Home) and Futures@Chailey Heritage (19+).

What it means to be part of Chailey Heritage Foundation
Across Chailey Heritage Foundation the values we share shape both the day to day operation of our services and our strategic development. As a senior leader in Chailey Heritage Foundation, you will help shape our plans for the future.

In practical terms, as part of the Foundation you will have a lot of support and back up close at hand. There is quick access to support and advice as well as expertise. Our aim is to allow the senior leadership teams to have more time to lead, improve and develop the service and to aid this we have our own HR, training, Finance and Estates departments. There are regular weekly meetings of the various teams to share practice, develop common approaches, problem solve and learn from each other. We also have regular joint meetings with our NHS colleagues at Chailey Heritage Clinical Services to ensure that our systems are robust. We maximise interdisciplinary working to ensure the young people remain healthy and have every chance to learn and develop.
From the Headteacher

First, a little bit of context for this appointment.

We have recently had a series of mock-Ofsted and visits from education consultants, in preparation for our upcoming inspection. Reports from these leave us confident of achieving ‘Good’ and hopeful of achieving ‘Outstanding’. However, a consistent finding has been that to ensure success in future developments and for maintaining outstanding ‘capacity to improve’ we need to strengthen our leadership team. The recent retirement of a senior member of staff means that we are now able to recruit, and Governors have agreed that this should be at deputy head level. This is a very exciting development for me and for my team.

We really are a fantastic school. The ethos is wonderful, the teams are committed, the respect shown for our very complex young people is always commented on by visitors. It is a hard working but happy place, a lovely setting and extremely well-equipped.

However, we are always looking for, and finding, ways we could get better at what we already do, and we write very demanding improvement plans. We are also always finding new areas and ideas we could (and should) explore. Yet this is where we often find ourselves without the capacity to move forward as quickly or strongly as we would like. So this is where the deputy head post comes in.

We need a very bright, creative and hard-working person as Deputy to help drive us forward. Someone who will bring ideas from their previous experiences, and who will evaluate our current provision and bring fresh approaches. Someone who can take on, with good humour, a tough workload (I’ve been deputy head to three headteachers, believe me it can be tough!). Someone who can bring solutions but can also analyse and identify problems. Someone who can truly collaborate. Someone who will take ownership of projects, and, with consultation and teamwork, take them forward all the way to conclusion.
What I want from my deputy
I want someone who loves enabling children to enjoy and to learn, who knows about how children learn, and who is interested in education and curriculum, and keeps up to date with developments. Someone who’s excellent with families and staff, who can motivate and inspire loyalty. I want someone I can bounce ideas around with, who’s also a ‘safe pair of hands’ I can trust to get on with the everyday stuff. I want someone who I can disagree and argue with in a constructive way without it ever becoming difficult. I want someone clever and skilled enough to support me with strategic as well as operational matters. I want someone who already owns their own superhero costume....... 

What I’ll promise my deputy
100% loyalty. Openness and honesty. I’ll let you know when I think you’re fantastic, and when I think you might be going off track, and I’d expect the same from you! I will be flexible in my thinking, not set on any particular plan, always open to persuasion. I’ll give you guidance where I can, but let you take your own path when you want to. I’ll nurture your special skills and interests, and make sure you have the professional development opportunities you need, to help you towards your next step, whatever that might be.

Our School Vision is simple and clear: Every young person at Chailey Heritage School will be given every opportunity to make progress towards fulfilment. We will never, ever give up looking for ways to support our young people to make their own choices in life, and to achieve their own desired destinations.

I look forward to meeting you soon.

Yours sincerely
Simon Yates
HEADTEACHER
Chailey Heritage School
Chailey Heritage School

Chailey Heritage School is a non-maintained residential special school, registered also as a Children’s Home, for children and young people aged 3 to 19 with complex physical disabilities and health needs.

We pride ourselves on our ability to react to the changing needs of young people with disabilities and the changing pattern of demand from local authorities. We are passionate that Chailey Heritage School will remain a strong alternative for parents who want a specialist school that can not only meet the needs of their child but also provides a nurturing environment where young people can thrive and make progress.

Over the past years, we have seen our pupils’ difficulties become wider ranging and ever more complex. These young people are likely to have very different interests and abilities and we are committed to developing our services to meet those needs.

We believe we are unique in that we share a site with Chailey Heritage Clinical Services (CHCS), part of the Sussex Community NHS Trust, who provide all the clinical support for our young people. We work in close partnership with CHCS and our multidisciplinary approach provides the very best support for our young people, which includes 24 hour nursing care and on-site outpatient clinics on site to allow our young people to maximise their time in education by not having to travel to clinics elsewhere.

We are proud to have achieved awards of ‘Outstanding’ in our previous two Ofsted inspections.
Living and working in the region

Chailey Heritage School is located in the beautiful rolling countryside of East Sussex, close to the borders of West Sussex. North Chailey is situated near to historic Lewes and within easy reach of towns such as Haywards Heath, Burgess Hill, East Grinstead, Crawley etc. If you are looking for a more vibrant area, excellent shopping facilities, theatre, music and nightlife, look no further than Brighton (about a 30/40 min drive).

For those who like the countryside, Ashdown Forest is on our doorstep, and even closer by, although on a much smaller scale, is Chailey Common where various cattle can be found grazing at certain times of the year, and we have a cattle grid to prove it!

We are fortunate to have regular train links to London (42 minutes) and the South Coast, easily accessible from nearby Haywards Heath station (10 minutes away), or if you are looking for somewhere a little more exotic, Gatwick Airport is only 18 miles away.
Are you who we are looking for?

Our new Deputy Head will need to:

- Be approachable
- Have a flexible attitude
- Be highly supportive of pupils, staff and parents
- Enjoy involving pupils, staff and parents
- See what pupils can do, and not what they can’t
- Listen to young people, staff and parents and have a willingness to learn from their experiences
- Passionate about improving the lives of pupils and their families

Salary: Leadership L12 – L16 Pay Range £49,622 to £54,859pa
Apply by Monday 28<sup>th</sup> January 2014; Post to start 23<sup>rd</sup> April 2014
Interviews will be held: 6-7 February 2014

For more information, go to:
www.chs.org.uk/working-with-us/vacancies
Contact us

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Telephone: 01825 724 444
E-mail: schooloffice@chs.org.uk
Websites: www.chs.org.uk and futureschailey.chs.org.uk

To arrange an informal visit, please contact Claire Hall, Headteacher’s PA, on extension 102