



Ysgol Tir Morfa

Community Special School

HEADTEACHER VACANCY

Permanent Position

Start Date: 1st January 2025

Salary Group 5: L23 - L29, £82,490 - £95,545

Vacancy Information Pack

Letter from the Chair of Governors



Ben Caley
Chair of Governors

I am writing to you on behalf of the Board of Governors at Ysgol Tir Morfa to extend an invitation to apply for the position of Head Teacher. This is a unique opportunity to lead an extraordinary school dedicated to providing exceptional education and support to children with special educational needs.

Ysgol Tir Morfa is renowned for its nurturing environment, innovative teaching approaches, and commitment to each student's individual development. Our mission is to create a safe, inclusive and stimulating space where every child can thrive and achieve their full potential. As Head Teacher, you will be at the forefront of this mission, shaping the future of our students and staff alike.

We are seeking a visionary leader with a profound understanding of special education. The ideal candidate will possess not only a strong educational background and relevant qualifications but also a genuine passion for making a difference in the lives of children with special educational needs. Your ability to inspire and lead a dedicated team of educators, support staff, and therapists will be crucial in maintaining and enhancing the high standards of education and care that our school is known for.

Key responsibilities will include:

- Developing and implementing strategic plans that align with the school's ethos and goals.
- Ensuring the delivery of a broad, balanced, and differentiated curriculum that meets the diverse needs of our students.
- Fostering a positive and inclusive school culture that promotes student well-being, engagement, and achievement.
- Building strong relationships with students, parents, staff, and the wider community.
- Managing resources effectively to support teaching and learning, including staff development and budget oversight.
- Staying abreast of current developments in special education and implementing best practices.

We are proud to be situated within a supportive community that values and actively participates in our school's success. This collaborative spirit enhances our ability to provide a holistic and enriching educational experience for our students. The surrounding community's involvement and commitment to our school are integral to creating a warm and welcoming environment for both staff and students.

In return, we offer a supportive and collaborative working environment, ongoing professional development opportunities, and the chance to make a profound impact on the lives of our students. The Board of Governors is committed to providing you with the resources and support needed to excel in this role.

If you are a dynamic, compassionate, and experienced leader ready to take on this rewarding challenge, we would be delighted to hear from you. This information pack provides further details about the role and the application process.

Thank you for considering this exceptional opportunity to join us at Ysgol Tir Morfa. We look forward to receiving your application and learning more about how you can contribute to our school's continued success and the achievements of our wonderful students.



OUR SCHOOL

Ysgol Tir Morfa is an additional learning needs school which caters for pupils with a wide spectrum of additional learning needs, aged between 3 and 19 years.

The school's vision is made clear in its motto 'Learning to live, living to learn'. We are committed to meeting the individual needs of pupils in a caring, secure and inclusive environment that promotes high personal, social and moral values in order to prepare learners for life after school.

The school aims to provide meaningful and relevant learning experiences within the context of a broad and balanced curriculum that enables all learners to extend their abilities, develop their skills and achieve their potential.

The school has 2 sites. The main site is on Ffordd Derwen, where the majority of classes and staff are based. This site comprises a range of mixed aged buildings. A small number of classes and staff are based on the Grange Road site, where accommodation consists of a purpose-built unit within the new Rhyl High School building.

The school offers a number of specialist facilities including interactive sensory rooms, sports hall, specially designed outdoor play areas, discovery area, wildlife garden, soft play area, medical suite, fully accessible toilets and showering areas, dedicated Design Technology and Food Technology rooms and a Rebound Therapy room. The school buildings are on one level and accessible to pupils in wheelchairs.

Ysgol Tir Morfa is an English-medium community. However, as a school in Wales, we promote and celebrate the Welsh Language and Culture. Welsh as a second language is taught to all learners of statutory school age whilst Welsh Language and Culture is promoted throughout the school.

'Learning to live, living to learn'

OUR SCHOOL VISION

At Ysgol Tir Morfa we aim to provide a happy, safe learning environment to nurture our pupils in lifelong communication, independence and life skills.

To achieve this aim we will:

- Facilitate learning experiences matched to their needs through specialised curriculum routes where communication (interaction) is paramount to ensure every pupil has a voice and can communicate their needs and choices
- Provide a safe and nurturing school environment where pupils can achieve and challenge themselves
- Know our pupils well and have high aspirations for them
- Through a whole school embedded approach to PSE, increase the resilience, self-belief, self-esteem and self-confidence of every pupil
- Work with parents, carers, governors and other professionals to ensure a high quality provision for every pupil and family at their individual level



OUR CURRICULUM

We aim to provide meaningful and relevant learning experiences based on the Curriculum for Wales whilst recognising the specific needs of our pupils.

Beyond Early Years provision there are three distinct learning routes through Ysgol Tir Morfa:

EXPLORATIONAL ROUTE provides for pupils working at the sensory-motor stage of child development – exploring their world through the senses and motor activities. Learners following the Explorational Route will typically leave school with their developmental journey recognised via the WJEC Entry Pathways Certificate or Diploma in Personal Progress.

FUNCTIONAL ROUTE provides for pupils working at the pre-operational stage of child development – starting to make sense of the world, do not yet understand concrete logic, cannot mentally manipulate information, and are egocentric. Post-16 provision within the Functional Route allows pupils to develop their independence and life skills out in the community in real-life environments. Learners following the Functional Route will typically leave school with their developmental journey recognised via the WJEC Entry Pathways Certificate or Diploma in Personal Progress and the ASDAN Towards Independence Course.

SUPPORTED ROUTE provides for pupils working at the concrete-operational stage of child development – beginning to think logically about concrete events, but still have difficulty understanding abstract or hypothetical concepts.

Pupils

What people say about our school?

"I love going on the outdoor gym equipment."

"I like to do the mile a day to keep fit."

"The school encourages me to do things like; eating healthy, exercising, doing No Nonsense Phonics and 123 Maths."

"I like seeing my friends every day, they look out for me."

"I enjoy seeing all my friends and I have great teachers."

"I enjoy going to see Barney the school dog."

"My favourite thing I like about school is to do work."

Staff

"I love the staff team, the smiles, the laughter, the support and the enthusiasm."

"I love our garden, the growth, the change, the colour and the challenges and, at its best, filled with pupils – playing, working, watching."

"I love our technology and the opportunities our learners have to be creative and tell their stories in fun and inspirational ways."

"I love our experiences out and about, exploring our environment and contributing to our community."

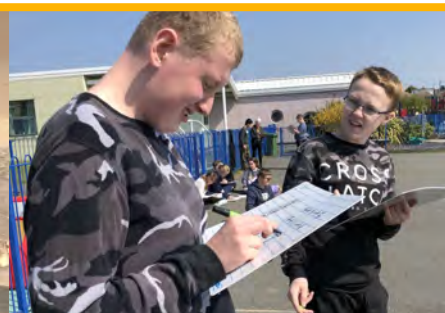
"I love our focus on fitness and wellbeing, staff and pupils; 7 minute workout, daily walks and staff circuits."

Parents

"I have always felt very supported, I was listened to and felt heard at the start of my journey at Tir Morfa. I feel like I have been included in all the decision making. School has always gone above and beyond for my family."

"The school isn't just a place for learning, it's a community, a family. It is such a special place, where not only children feel safe and empowered to learn but a place where as a family we receive such incredible support and care."

"I absolutely love this school. I don't have a single negative comment to make. All the staff are lovely they all make a genuine effort with every child and get to know them all regardless of if they teach them personally or not. The teachers are all really approachable and the school as a whole has got a real community feel to it."





DENBIGHSHIRE

Denbighshire stretches from the coastal resorts of Rhyl and Prestatyn in the north, through the Vale of Clwyd, over the panoramic Horseshoe Pass into the picturesque Dee Valley.

The bustling town of Llangollen is home to the annual International Music Eisteddfod and on the edge of the recently designated World Heritage Site of Pontcysyllte Aqueduct and Llangollen canal. Not only are we fortunate to be located in a truly stunning area of the UK, we also have excellent transport links. Along the A55, Liverpool, and Chester are within an hour's drive, and Holyhead and Manchester just an extra 20 minutes.

The Clwydian Range and Dee Valley Area of Outstanding Natural Beauty is the scenic frontier of North Wales and has some of the UK's most wonderful countryside. The Clwydian Range is an unmistakable chain of purple heather-clad summits, topped by Britain's most dramatically situated hillforts.

Beyond the Horseshoe Pass over Llantysilio mountain, lies the glorious Dee Valley with historic Llangollen, a famous transport route rich in cultural and industrial heritage. The Offa's Dyke Path National Trail traverses this specially protected area, one of the least discovered yet most welcoming and easiest to explore of Britain's finest landscapes. Historic towns, picturesque villages and varied historic houses all help to tell Denbighshire's story: and though the Industrial Revolution sits lightly on the modern county, its industrial heritage can still be traced, often amid the now peaceful setting of its country parks and outstanding landscapes.

Legends, curiosities, and links with famous people all add to Denbighshire's character. So too does the fact that both Welsh and English are spoken in its towns and villages, for both nature and history have ensured that Denbighshire remains the most distinctively Welsh of the eastern 'border' counties.

**To sum this up in a phrase:
Denbighshire is a beautiful county.**



HEADTEACHER VACANCY

Salary Group 5: L23 - L29, £82,490 - £95,545

Location: Ysgol Tir Morfa, Rhyl

Start Date: 1st January 2025

Contract: Permanent

CLOSING DATE: Monday 24th June 2024

SHORTLISTING: w/c 1st July 2024

INTERVIEW DATES: Monday 15th & Tuesday 16th July 2024

(Candidates will need to be available to attend both days)

Thank you for considering this exceptional opportunity to join us at Ysgol Tir Morfa. If you are a dynamic, compassionate, and experienced leader ready to take on this rewarding challenge, we would be delighted to hear from you.

Any documentation can only give you a small snapshot of the school and so, we encourage you to visit us prior to the application closing date.

There is an opportunity to visit the school on Wednesday 19th June 2024 at 12:00pm for anyone interested in applying for the vacancy. To arrange to attend the visit, please email:

post@ysgoltirmorfa.co.uk

HOW TO APPLY?

Complete our application form via the Denbighshire County Council website:

www.denbighshire.gov.uk/work-for-us

Please outline on your application form how you meet all essential criteria for this position within your supporting statement.

‘Learning to live, living to learn’

PERSON SPECIFICATION

The personal specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the shortlisting and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all essential criteria.

	Criteria	
Education & Qualifications	National Professional Qualification for Headship (NPQH) or willingness to gain within 24 months	E
	Qualified Teacher Status	E
	Additional qualification or experience in Special Education	E
Leadership & Management	Demonstrate the ability to provide strategic vision, leadership and direction	E
	Experience of using numerical and financial data to make decisions based on school priorities	E
	Demonstrate evidence of outstanding successful teaching and leadership within a specialist setting for pupils with complex additional learning needs	E
	Experience of leading on curriculum development	E
	Working knowledge of school development plans and school self-evaluation	E
	Experience of leading and managing a special school that provides education for pupils from 3 to 19 years old	D
	Experience of managing a school spread over different sites	D
Learning & Teaching	Demonstrate experience in monitoring and evaluating teaching and learning	E
	Experience of raising the quality of teaching, learning and pupils' learning outcomes	E
	Ability to develop and implement strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning for pupils with complex additional learning needs and physical disabilities/medical needs	E
	Demonstrate knowledge of up and coming educational developments	D
	Demonstrate management of pupil behaviour and attitudes to learning, and the ability to put this in to practice	D

	Criteria	
Developing Staff & Working with Others	Demonstrate experience of consulting and communicating with the Governing Body	E
	Ability to build a professional learning community with high standards through performance management and continuous professional development	E
	Ability to manage and motivate staff, in a happy and supportive working environment, to achieve the highest standards in all aspects of school life within the resources available	E
Accountability & Autonomy	A working knowledge of Health and Safety, HR and legal processes within Special Education	E
	A sound understanding of the new ALNET Act with its implications for partnership working with Local Authority	E
Strengthening the Community	Experience of and commitment to working effectively with parents, partnership schools, external partners, other agencies and the local community to support the learning of the children and young people on both sites.	E
Pupil Welfare	In-depth knowledge of the Wales Safeguarding Procedures and the welfare and well-being of children and young people	E
	Recognition of the role parents, carers and families play in helping children and young people succeed and thrive	E
	Takes a child centred, inclusive approach to education	E
Personal Qualities	Ability to create a strong, positive personal impact, conveying authority, confidence, approachability, warmth and humour	E
	Demonstrable ability to communicate, inspire and motivate staff, pupils and parents using excellent interpersonal skills	E
	Strong parental engagement skills and the understanding of the importance of mutual respect	E
	Show a real interest in the lives and developments of children	E
	Excellent organisational, interpersonal and management skills	E
	Effective ICT skills for teaching, administration and management	E
	Demonstrate and promote an empathy with the Welsh language and culture and heritage of Wales	E

E = Essential / D = Desirable



JOB DESCRIPTION

Job Title: Headteacher of Ysgol Tir Morfa

Job Purpose: To provide vision, leadership and direction for the school. With the governing body, to be responsible for creating and maintaining a productive learning environment which is engaging and fulfilling for all students and fosters the continuous improvement of the quality of education

Accountable to: The Governing Body

Accountable for: Standards, all staff and resources

All staff are expected to adhere to and work within the parameters of the School Teachers Pay and Conditions framework, and the Professional Standards for Teaching and Leadership.

Headteachers – Overriding Requirements

A headteacher's professional duties must be carried out in accordance with and subject to:

- a) the provisions of all applicable legislation and any orders and regulations having effect under the applicable legislation, and in particular the Education Act 1996 (17) and the Act;
- b) the instrument of government of the headteacher's school;
- c) any rules, regulations or policies made either by the governing body on matters for which it is responsible, by the authority with respect to matters for which the governing body is not responsible or by the headteacher's employers;
- d) where the school is a voluntary, foundation or foundation special school, any trust deed that applies to the school;
- e) any scheme prepared or maintained by the authority under section 48 of the School Standards and Framework Act 1998(18);
- f) the terms of their appointment.

Delegation

The professional responsibilities of a headteacher under paragraph 45.9 must not be delegated other than in accordance with paragraph 47.2.

Subject to paragraph 44.1, a headteacher's responsibilities may be delegated to a deputy headteacher, assistant headteacher or other member of the staff in a manner consistent with their conditions of employment, having regard to the nature and extent of their management responsibilities, and maintaining a reasonable balance between work and other commitments for each teacher in accordance with paragraph 50.4.

Professional Responsibilities

A headteacher may be required to undertake the following duties:

Whole School Organisation, Strategy and Development

Provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, values and priorities of the school.

Develop, implement and evaluate the school's policies, practices and procedures.

Teaching

Lead and manage teaching and learning throughout the school, including ensuring, save in exceptional circumstances, that a teacher is assigned in the school timetable to every class or group of pupils:

a) in the first, second, third and fourth key stages, for foundation and other core subjects and religious education; and,

b) in the preliminary stages.

Health, Safety and Discipline

Promote the safety and well-being of pupils and staff.

Ensure good order and discipline amongst pupils and staff.

Management of Staff and Resources

Lead, manage and develop the staff, including appraising and managing performance.

Develop clear arrangements to advise the relevant body on pay recommendations for teachers, including on whether a teacher at the school who applied to be paid on the upper pay scale should be paid on that scale.

Organise and deploy resources within the school.

Promote harmonious working relationships within the school.

Maintain relationships with organisations representing teachers and other members of the staff.

Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a healthy balance between work and other commitments.

Professional Development

Promote the participation of staff in relevant continuing professional development.

Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.

Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

Communication

Consult and communicate with the governing body, staff, pupils, parents and carers.

Work With Colleagues and Other Relevant Professionals

Collaborate and work with colleagues and other relevant professionals within and beyond the school including relevant external agencies and bodies.

Rights Conferred

In addition to the provisions of paragraph 50 the following rights apply:

Dedicated Headship Time

A headteacher is entitled to a reasonable amount of time during school sessions, having regard to their teaching responsibilities, for the purpose of discharging their leadership and management responsibilities.

Daily Break

A headteacher is entitled to a break of reasonable length in the course of each school day, and must arrange for a suitable person to assume responsibility for the discharge of their functions as headteacher during that break.

Employment Checks / Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; an enhanced DBS clearance, 2 satisfactory references covering 3 years employment, evidence of essential qualifications, evidence of Right to Work in the UK.

Safeguarding Statement

Ysgol Tir Morfa recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all employees are required to work in accordance with Denbighshire County Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager/Officer in order that the School and Council can take prompt action when exploitation is identified.

Equalities Statement

Denbighshire County Council is a Disability Confident Employer and is committed to Equal Opportunities and Welsh Language Standards. We welcome applications made in the Welsh Language. Any applications made in the Welsh Language will not be treated less favourably than any submitted in English. This document is available in Welsh.



Thank you for your interest

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