



The Wavell School

TEACHING STAFF RECRUITMENT PACK



Dear Applicant,

On behalf of The Wavell School's Senior Leadership Team and Governing Board, I'd like to thank you for your interest in the post of Assistant Headteacher.

We hope that this information pack provides a comprehensive overview of The Wavell and sets out the personal and professional qualities that we expect from our new Assistant Headteacher. As a brief insight, we are looking for a strong candidate who has an enthusiasm and commitment to delivering quality first teaching and a desire to engage all students. They will lead by example and be an innovative classroom practitioner, promoting high standards across the Faculty. The successful applicant will be able to build positive relationships with all learners and will work collaboratively to ensure that extracurricular activities add value to the student experience.

Recognised as a 'GOOD' school by OFSTED in 2021 and having recently achieved record breaking GCSE results, The Wavell remains one of the most successful schools in this area. The Wavell develops excellent partnerships with all stakeholders and sits at the heart of the local community. This is a fantastic opportunity to become part of the Wavell family and make a real difference to our students' future, preparing them for their next steps in education as well as adulthood. With an incredibly experienced senior and middle leadership team, we are entirely committed and dedicated to ensuring that students thrive and our motto "We Care to Challenge" is embedded in all that we do.

Yours sincerely

Emma Wright
Headteacher



The Wavell School
Specialist Technology College



About the Wavell School



The Wavell School is a co-ed maintained, community school for 11–16-year-olds in Farnborough, Hampshire. Our catchment area has two linked Junior Schools, South Farnborough Juniors and St. Peters Junior Schools and the number currently on the roll is just over 1,000. We consistently admit children from outside our catchment area, including other areas of Rushmoor Borough, particularly Aldershot. This provides the school with a strong connection the military and to service families.

Wavell is a dynamic learning community whose ethos is “We care to challenge”. Our school is built on respect and aspiration. Students, staff, parents and governors work in true partnership to achieve the many accolades bestowed upon us at County, National and International level.

Every child is important and special at our school and we educate them in a holistic fashion, celebrating each child’s achievements and encouraging them to develop across a spectrum of skills. The school has demonstrated a strong focus on academic

subjects, and has a strong commitment to the arts.



The Department of Education (DfE) has described our One to One Tuition programme as a Model of Good Practice and have given us a progress score of 8.

We have excellent teaching and sporting facilities and sections of the school buildings are



currently being renovated to ensure we are at the cutting edge of technology and more environmentally sustainable.

We are a designated Technology College and International School and are a Duke of Edinburgh accredited school. Teaching young people emotional and physical resilience is paramount to our ethos as educators.



We are a multicultural school and promote tolerance and acceptance for all. We are also proud to have a high number of EAL and military students. Pupil Premium is also available to disadvantaged children, service children and children in care. The funding is used to support PP students to diminish the gap in their learning compared to that of non PP students.



Ofsted – November 2021

“Being a pupil at Wavell means you are part of a community where everyone looks out for each other”

(Ofsted November 2021).

The Wavell continues to be a “Good School” where pupils have a strong understanding and respect for equality and diversity...Pupils know

that bullying is wrong, and that their teachers will take swift action when this is reported.

Teachers have high expectations for what the pupils will achieve academically. This is coupled with a determination that pupils have the skills they need to be successful when they leave school.



Leaders are driven by a determination to meet the needs of every pupil. The school's ethos, "We care to challenge", embodies this approach. Staff combine their support to help every pupil achieve academically with care and kindness.



The well-considered personal, social and health education (PSHE) curriculum is regularly adapted to develop pupils' knowledge and support their well-being. The careers guidance helps to raise pupils' aspirations for when they leave the school.



Behaviour is excellent at Wavell, underpinned by "The Wavell Way" which formalizes our expectations of student behavior. Ofsted noted that "Lessons are calm and focused" and the school has highly effective arrangements for safeguarding. Leaders provide regular, detailed and up-to-date training for staff on potential risks to pupils safety and well-being.

GCSE Results 2024

To see the full breakdown of our school's GCSE results, please visit our [website](#)



Staff Wellbeing

At Wavell we are committed to supporting the wellbeing of all of our staff and we recognise that in order for our young people to flourish, our staff need to feel supported and valued. We prioritise staff wellbeing and have put in place a number of strategies to support staff which include but are not limited to:



- Additional PPA for all teaching staff
- Centralised communication system with parents to reduce emails
- Onsite parking
- Fantastic CPD programme including access to NPQs and other middle leadership courses
- A free flu jab
- Access to an onsite gym with subsidised membership rate
- Access to Occupational Health & Wellbeing Service for Staff
- Employee Confidential Counselling Support



Job Description

POST:	Assistant Headteacher – Behaviour and Culture
REPORTING TO:	Headteacher
GRADE:	L10 – L16
ROLE PURPOSE:	To lead, develop, and manage the school's behaviour and culture strategy, ensuring a positive, inclusive, and aspirational environment that enables all students to achieve their full potential. To provide strategic direction and operational leadership for behaviour management, student welfare, and the promotion of a strong school ethos.
KEY RESPONSIBILITIES:	<ol style="list-style-type: none">1. To develop and implement a clear and effective whole-school behaviour and culture strategy aligned with the school's vision and values.2. To lead on the development and implementation of policies related to behaviour, rewards, sanctions, attendance and exclusions, ensuring consistency and fairness.3. Foster a positive school climate based on respect, resilience, and responsibility.4. Promote a culture of high aspirations and achievement for all students.5. To analyse behaviour and attendance data to identify trends, inform interventions, and support school improvement.6. To promote an inclusive school culture that supports high expectations and positive relationships.7. To oversee the behaviour management system, ensuring it is consistently applied across all year groups.8. To oversee and provide support and guidance to the pastoral team including the Directors of Students ensuring that staff manage student behaviour and attendance effectively.9. To lead on interventions for students with persistent behaviour concerns, working closely with the Director of Inclusion, pastoral leaders, SEND teams, and external agencies.10. To oversee and refine the school's rewards and student voice systems to promote positive behaviour and student engagement.11. To work with parents/carers to ensure effective communication and partnership in supporting student behaviour and attendance.12. Lead on the school's anti-bullying strategies, ensuring a proactive and responsive approach to student well-being.13. Lead CPD for staff on effective behaviour management strategies.14. Support teachers and pastoral leaders in creating positive classroom environments.15. Model and coach staff on best practices in behaviour management and student engagement.16. Contribute to staff appraisal in relation to behaviour and pastoral roles.17. Work closely with the Designated Safeguarding Lead (DSL) to ensure student safety and well-being.18. Ensure appropriate responses and interventions for students facing social, emotional, or behavioural challenges.



	<ol style="list-style-type: none">19. Liaise with external agencies, including social services and mental health teams, to provide support for vulnerable students.20. Be an active and visible member of the Senior Leadership Team, contributing to whole-school strategic planning.21. Lead and participate in assemblies, school events, and extracurricular activities.22. Deputise for senior leaders when necessary.23. Maintain high personal and professional standards, acting as a role model for staff and students.24. Undertake training, attend the school CPD Days and complete any other relevant CPD.25. To play a full part in the life of the school community, to support our ethos and to encourage all staff and students to follow this example.26. Any other reasonable task at the Headteacher's discretion.
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Application Procedure

Candidates should complete the application form and return it so that is received no later than **3pm on Friday 9th May 2025**.

Selection Procedure

- All applications will be required to complete an Equality Monitoring Form
- The Wavell School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks, including checks of social media.
- Privacy is important to us. The Wavell School collects information about you in order to provide you recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the school.
- The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the County Council to comply with a legal obligation.
- The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that is necessary for the reasons of substantial public interest



and that is necessary for the purposes of the assessment of the working capacity of the employee.

- You have some legal rights in respect of the personal information we collect from you. Please see the Wavell School's website for further details on their privacy policy. You can contact the school's GDPR Data Protection Team on Admin@wavell.hants.sch.uk if you have a concern about the way they collect or use your data.

Living and Working in Farnborough

Farnborough is located in Northeast Hampshire, bordering Surrey and Berkshire. Along with Aldershot, the town forms a major part of Rushmoor Borough and is easily accessible from junctions 4 and 4a of the M3 motorway, and from the A3 and the M25.

The A325 enters the



town from Frimley to the north, and continues into Aldershot to the south. The A331 runs north to south along the east side of the town.

Farnborough is served by three railway stations, the busiest of which is Farnborough (Main) railway station on the South West Main Line from London Waterloo to Basingstoke and beyond. Farnborough North and North Camp railway stations are both on the North Downs Line between Reading and Gatwick. North Camp station is a short walk from The Wavell School.



Rushmoor Borough's history is closely linked with the aviation sector and the British Army. Farnborough hosts the long-standing, renowned International Farnborough Air Show on alternate years, and is home to a number of aviation and technology-based businesses. Aldershot continues to be the home of the British Army with many regiments and barracks based in the area. The

borough has some fantastic attractions, including the Farnborough Air Sciences Trust Museum, The Aldershot Military Museum and St Michael's Abbey.

The school is within the North Camp community with local shopping and restaurants within walking distance. The borough has a number of parks and open spaces, and easy access to a wealth of rural walks and green spaces.