



Brookfields
Specialist SEN School

Sage Road, Tilehurst, Reading, Berkshire RG31 6SW

Mrs J Headland, B Ed [Hons], NPQH **Headteacher**



February 2016

Dear Applicant,

Thank you for the interest that you have expressed in Brookfields School and in the position of Headteacher.

Context

The school was rated 'Outstanding' by Ofsted at both of its last inspections and currently supports pupils aged 2 to 19 year with ASD, PMLD, SLD, MLD and Complex Needs. Pupils are drawn from all over Reading and Berkshire and some neighbouring authorities. The majority travel to/from Brookfields School by Local Authority minibuses.

The school is set on a generous site with an orchard, chickens and a number of horticultural areas and has a good amount of open space. We are in the process of upgrading outdoor classroom and playground equipment for our secondary pupils.

Staff throughout the school are committed and passionate about improving all pupils' future prospects through maximising their learning and supporting personal development. Creating positive behaviours for learning can sometimes be challenging but we fully value everyone's contribution to the school.

Despite static funding levels for the last 3 years and growing pressures on the West Berks Council high needs budget, the school's 5 year budget plan shows a small surplus until 17-18. The school suitability survey highlights the need for investment that will enable us to continue the modernisation of our accommodation to meet the needs of our current and future pupil population. The school finance team is well supported by enthusiastic and knowledgeable governors.

Recently there has been a need to employ agency staff and there is an active campaign in place to improve staff recruitment and retention.

The potential

There is a strong demand for places at Brookfields School. The school currently has 233 pupils.

Mr B Mills, B Ed [Hons], NPQH
Deputy Headteacher

Mrs S Attra, B Ed, NPQH
Deputy Headteacher

Mrs C Bernie, M Ed, BA [Hons]
Deputy Headteacher



INVESTORS
IN PEOPLE



Among the challenges for the new Head to realise the true potential of the school will be to continue to develop the strong and effective leadership team we have, and to improve current processes and ways of working to reflect our growth.

The Governing Body

The school has 10 full governors and a team of associate governors that comprise a highly supportive governing body. Governors are active in monitoring the school's effectiveness and efficiency and know the school well. They recognise the importance of an effective work/life balance for the staff and leadership. Full governing body meetings are held three times a term. Governors have clear aspirations for the school and want to see these translated into a compelling vision and strategic plan by the new Head.

Our new Headteacher

We are looking for a Headteacher who has a demonstrable track record of inspirational leadership in raising standards and improving school effectiveness. They will be an effective communicator with proven strengths in engaging with, inspiring and motivating pupils, staff, parents/carers, governors, our neighbouring schools and the wider community.

They must have the vision and capacity to create an outstanding learning community that engages and gains proactive support from staff, parents, agencies and the broader community.

Our new Headteacher will be passionate about staff development, both for staff who have been at Brookfields School for many years and also for those who have joined recently. Governors expect to support the continuing professional development of the new Head and will be happy to discuss any current learning and development commitments that exist.

Applying for the role

It is essential that you complete the application form fully. In your personal statement we would like you to describe both how your skills and experience meet the criteria in the person specification and also how you will both retain and develop the unique character of Brookfields School.

Please ensure that you have given details of your referees, one of whom should be your current or most recent employer. Another should be someone who is able to comment on your performance at work from a position of responsibility, not as a peer. Please note that Curricula Vitae will not be accepted as applications.

I hope that you will be able to visit the school informally before the interview dates.

To arrange a visit, please contact Claire Reeves.

Email: hr@brookfields.w-berks.sch.uk

Tel: 0118 942 1382

Please return your completed application to hr@brookfields.w-berks.sch.uk

The closing date for receipt of completed applications is 12:00 noon on Friday 26th February 2016.

We will be contacting shortlisted candidates as soon as possible after 7th March and interviews will be held on Tuesday 22nd and Wednesday 23rd March 2016.

Thank you for your interest in this position and we wish you every success with your application.

Yours faithfully

**Mr D Ebsworth
Chair of Governors**