

DEPUTY PRINCIPAL - FURTHER INFORMATION

The College

The College is situated just outside Esher, in attractive grounds in Thames Ditton, and is well served by public transport. Thames Ditton rail station is two minutes' walk away and Esher rail station about 12 minutes. Both provide a direct link to central London. The core business of the College is the full-time education of 16-18-year-old students, all of whom study level 3 courses. Within this context, the College has an inclusive, open access approach, recruiting students from over 115 different schools in North Surrey and the London boroughs, with a College roll of approximately 2050 students. The result is a rich and diverse student population. Applicants from the three most local postcodes, from schools without sixth forms in a defined geographical area and from siblings of current and former students all have guaranteed status. Incidentally, of all application categories, siblings consistently give us the highest conversion of applicant to enrolment. Those who know us best are most likely to come. All other applicants have open status and places are allocated by ballot.

The College has a strong reputation in the area and is highly over-subscribed, with applications closing nine months before enrolment begins. The College's popularity is principally based on academic achievement and successful progression, as well as a more mature and informal learning environment which lays the foundations for future success. Despite relatively modest entry requirements, it has an established track record in delivering impressive examination results. As a result, the College was judged 'outstanding' by Ofsted for all areas when recently inspected in September 2022. It is most pleasing that the report reflects the College that we all know well and is a fair reward for all the hard work that our staff have invested into the College and its community over the many years.

Financially, the College is in a good place. There are several reasons for this: careful financial management during the austerity years, the recruitment of an additional 450 students over the last 10 years, conversion to academy status and an increase in government funding. Whilst academies are not subject to financial health grading, the College would have been outstanding in 2021/22 and will be again in 2022/23.

The estate has benefited from significant investment over the last ten years or so and the result is a campus fit for the 21st century, with modern, specialist buildings and facilities. A new Study Centre and a Performing Arts block were opened for the start of the 2022/23 academic year and four temporary classrooms to help manage the College response to the increase in GLH.

The College is firmly rooted in its local community. Outside of core hours, the facilities are offered for evening lettings (including a new, in-demand 3G pitch) as part of its commitment to the community it serves. The College is a recognised centre of excellence for accredited counselling and life skills courses for adults. Both lettings and adult learning provide additional, non-ESFA income.

Leadership Structure

The College became a 16-19 Academy in September 2019 and was one of the last organisations to be accepted as a Single Academy Trust. As part of the conversion process, governance structures were revised to allow for a Board of 15 Trustees and a streamlined committee structure. The Deputy Principal is automatically one of the Trustees. The Senior Leadership Team, as the executive of the College, is accountable to the Trustees at both committee and board level.

The Principal leads a senior leadership team of 4, consisting of the Principal, the Deputy Principal, the Assistant Principal (Student Services) and the Assistant Principal (Curriculum, Development and Innovation). This group meets at least weekly and provides leadership and direction on all operational and strategic matters. Whilst the Principal is responsible for setting the overall direction, day to day operational responsibility for curriculum and student support lies with the other members of the senior team.

Two second tier committees are instrumental in the smooth running of the College. Curriculum Management is chaired by the Deputy Principal and attended by the APs and the Divisional Directors. It considers all matters linked to quality

and teaching and learning. Operational Development is chaired by the Principal and attended by a broader group of College leaders. It considers wider College matters and is invaluable in ensuring a coherent approach to emerging issues across all management functions.

The views of both teaching and support staff are valued and colleagues are consulted whenever possible as part of the process of managing change. Reflective practice is embedded across the organisation and critical analysis and initiative are encouraged as a means of improving the quality of everything we do.

The Application

For an informal chat about the post please contact Dan Hards, the Principal on 0208 335 2504.

College Hours

The timetabled College day starts at 8.55 am and ends at 4.15 pm. There are up to 6 teaching periods a day over a 6-block timetable. Each teaching period is 65 minutes.

Salary: Starting salary will be £80,757 per annum, inclusive of fringe area allowance. Pay award pending for this academic year. There will be the opportunity for pay progression on the College's leadership pay spine up to £84,629 per annum, inclusive of fringe area allowance.

Applications: Completed application forms should be returned to:

The Human Resources Manager
Esher Sixth Form College
Weston Green Road
Thames Ditton
Surrey KT7 0JB
Email: jobs@esher.ac.uk

Closing Date: 12 noon, Monday 23rd January 2023

Interviews: The interview process will take place on Wednesday 8th and Thursday 9th February 2023

