



South Somerset Partnership School

Recruitment Information Pack Interim Headteacher





Welcome

Thank you for considering joining South Somerset Partnership School. We are a Pupil Referral Unit based within Yeovil and Chard areas of South Somerset. We support children and young people who are unable to attend a mainstream school, this may be due to a child or young person being permanently excluded, not being on the roll of a school or they are not medically well enough to access their mainstream school.

South Somerset Partnership School has 3 sites. Wyndham View which caters for children in years 1 to 9. Chard Centre which is predominantly for young people in years 9 and 10 and Dampier Street which has two buildings, lower school which is focused on Year 11 and upper school which provides a base for children who access medical tuition.

The school is a Thrive based school and the ethos of the school is built on relational practice and nurture principles.

This information pack contains information about South Somerset Partnership School and how to apply for the post of Interim Headteacher.

We look forward to hearing from you.

Charlotte Redfearn- Ward

Interim Chair of The Management Committee

About South Somerset Partnership School

Following the recent resignation of the current Headteacher, we are seeking an exceptional and resilient leader to take on the role of Interim Headteacher at our Pupil Referral unit, which is currently on a rapid improvement journey following a difficult Ofsted inspection.

This role is an interim role from 1 September to 31 December 2025 in the first instance pending re-organisation.

This is a pivotal opportunity for a dynamic and experienced leader who is passionate about inclusive education and committed to transforming outcomes for some of the most vulnerable young people in our community. You will bring vision, clarity and decisive leadership to a setting that requires urgent and sustained improvement.

South Somerset Partnership School is one of four Pupil Referral Units across Somerset. Leaders from across the four schools work closely together to provide support, share best practice and collaborate.

South Somerset Partnership School is committed to safeguarding the welfare of children and young people. We expect all staff, volunteers and visitors to share this commitment. We follow the Safer Recruitment process; the successful applicant will be expected to share this commitment and will be subject to relevant and necessary checks including an enhanced DBS and prohibition checks.





The Interim Headteacher role will be a non-teaching role and will have key responsibilities:

- Provide strong, visible leadership to staff, children and young people during a period of significant change.
- Drive rapid improvement across all areas in the Areas for Improvement from the Ofsted Inspection, with a particular focus on Quality of Education, SEND practice, Behaviour and Leadership.
- Work strategically with the Local Authority, Management Committee and external partners.
- Inspire and support staff to raise expectations and deliver high-quality, trauma-informed practice.
- Ensure the Pupil Referral Unit is a safe, nurturing and aspirational environment for all children and young people.

The salary for Headteacher is L15 – L21, starting salary will be dependent on experience and skills.

If you feel passionate about making a difference and feel you have the skills we are looking for we want to hear from you.

A link to the application form can be found on the school website:

[Vacancies - South Somerset Partnership School](#)

Closing date for applications is: 5pm on Friday 18 July 2025

Shortlisting will take place on: Monday 21 July 2025

Interviews will take place on: Thursday 24 July 2025

PLEASE EMAIL YOUR COMPLETED APPLICATION FORM TO HELEN FARNELL

helen.farnell@ssps.org.uk



Job Description: Interim Headteacher – South Somerset Partnership School

Job Title:	PRU Headteacher (Interim) – South Somerset
Reports To:	Management Committee
Main Purpose of Job:	
<p>To be the strategic lead of the area Pupil Referral Unit. The PRU Headteacher will provide vision, leadership and direction across the school and provision, ensuring it is managed and organised by working strategically with partners and stakeholders to develop outstanding provision, which aims to transform the educational potential and future life opportunities for children and young people for whom it is responsible.</p> <p>The role has overall accountability for the alternative education provision ensuring high quality teaching and learning across all key stages.</p> <p>The provision encompasses teaching and learning for those who cannot currently attend a mainstream setting for health reasons, are hard to place, vulnerable, at risk of exclusion or permanently excluded. These groups form part of the commissioned responsibilities from the Local Authority that are identified under section 19 1996 Education Act.</p>	
Main Responsibilities and Duties:	
To have a clear vision for the provision; to motivate people and empower others to work together inspirationally and creatively.	
To lead and manage the operational delivery of an effective alternative provision in the South Somerset area of the County, delivering commissioned services as detailed in the Service Level Agreement in partnership with mainstream settings.	
To continue to develop the PRU strategy for access to high quality and equitable provision for its pupils and in line with the Local Authority vision.	
To strategically manage the provision to develop expertise and co-operation across South Somerset, ensuring a cohesive approach to education provision and early interventions.	

Strategic

- 1.1 To work with the Management Committee, local school Headteachers and the Local Authority to develop, articulate and implement the vision and strategic direction of the provision which meets the needs of the children and young people in South Somerset.
- 1.2 To ensure the leadership within the provision (and commissioned services) deliver a full time offer of a broad and balanced curriculum with relevant learning experiences in line with National Strategy and policy to achieve the best outcomes for children and young people.
- 1.3 To monitor and evaluate the outcomes, policies, procedures and targets across the provision to strategically inform improvement planning and measure their impact.

Curriculum/Leading Learning and Teaching/Managing staff

- 2.1 To directly line manage designated staff as appropriate within the PRU, delegating responsibilities appropriately to leaders within the provision.
- 2.2 To ensure that all teaching and learning opportunities within the provision meet the highest standards and promote appropriate and relevant outcomes for each individual.
- 2.3 To ensure the monitoring of the quality of teaching, learning and pupils achievements, including analysis of the performance data, lesson observations and other self-evaluation processes for continuing improvement.
- 2.4 Ensure appropriate and clear procedures for performance management are in place, including continuing professional development of all staff.

Management of the Provision

- 3.1 To ensure that staff teams work together across the school to ensure a consistent approach, process and response is in place to identify and meet the needs of the pupils to ensure the best outcomes for the pupils' attainment and achievement.
- 3.2 To ensure all statutory and other appropriate policies are in place and applied consistently.
- 3.3 To ensure that the statutory responsibilities are met, including permanently excluded pupils and those with a Statement of Educational Needs/Education Health Care Plans.
- 3.4 To ensure that the staffing structure is able to deliver the service(s) required.
- 3.5 To ensure the senior management team contributes to school improvement and applies effective quality assurance processes to secure sustained improvement.
- 3.6 To promote and champion policies that reduce the gap in attainment and achievement for vulnerable groups.

Efficient and effective deployment of resources

- 4.1 To ensure effective and equitable systems for accessing and delivering services.
- 4.2 To make efficient and innovative use of resources which are responsive and tailored to each individual within the provision.
- 4.3 To collaborate, advise and challenge mainstream schools, other services and providers in building their capacity to meet the needs of pupils with Social, Emotional and Mental Health Difficulties and other barriers to learning.
- 4.4 To have a strategic overview of the progression pathways for pupils appropriate to their needs including transition stages and the readiness for college/work/or other.
- 4.5 To ensure the budget is aligned with strategic priorities and planning.

Securing Accountability

- 5.1 To provide a coherent and accurate account of the provision for the Management Committee, Local Authority, local stakeholders, Ofsted and others, to enable them to play their part in the provision development effectively.
- 5.2 To monitor, evaluate and evidence value for money, demonstrating that the provision is effectively using resources and partnership arrangements to best meet the needs of the pupil population.
- 5.3 To be accountable and responsible to all key stakeholders including pupils and parents/carers.
- 5.4 Ensure resolution of all complaints is achieved at the earliest opportunity and at the appropriate level.

Strengthening Community

- 6.1 To develop and monitor collaborative partnerships that are effective in improving pupil outcomes and in providing coherent and responsive programs of support, meeting individual pupil needs.
- 6.2 To develop and commission, where appropriate, a range of services, with the scope to trade in response to the identification of local need.
- 6.3 To ensure that the senior management team establishes effective partnership arrangements with parents and carers, local mainstream schools and academies and the wider community providing support, advice and challenge as appropriate.
- 6.4 To represent the provision in relevant forums and panels in relation to the systems for the admission of pupils to the provision and progression to appropriate education, training and employment

The duties outlined in this job description are in addition to those detailed in the current Teachers' Pay and Conditions document and the Teaching Standards.

[Teacher Standards](#)

This job description aligns with the Standards of Excellence for Headteachers.

[Standards of Excellence for Headteachers.](#)

Equal Opportunities

South Somerset Partnership School is an Equal Opportunities employer and welcomes applications from appropriately qualified persons regardless of gender, marital status, sexual orientation, race, ethnicity, nationality, religion, disability or age.

Candidates will be assessed against relevant criteria only (i.e skills, qualifications, abilities, experience) in selection and recruitment.

Person Specification: Interim Headteacher

ESSENTIAL	DESIRABLE
Knowledge, Skills and Experience:	
Qualified Teacher Status	NPQH or relevant leadership training
An excellent knowledge of the relevant legalisation and guidance with regard to alternative provision, safeguarding, inclusion, exclusion and children with health needs.	Evidence of further professional development in preparation of educational leadership (i.e. Masters in Education).
Evidence and substantive leadership experience in one or more settings (i.e. primary, secondary, special, alternative provision).	A sound knowledge of understanding of employment and Health and Safety legalisation.
Evidence of operating with the accountability framework for the quality of education and pupil outcomes to Management Committee, OFSTED and Local Authority.	Evidence of successful management of staff performance including supervision, target setting and capability and conduct procedures.
Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the barriers for vulnerable and disadvantaged pupil groups.	Demonstrable experience of implementing equality and diversity in employment and provision delivery.
Evidence of developing and maintaining a fair and open workplace culture and an ability to manage conflict positively.	Evidence of leading a team(s) through change with a successful outcome.
Evidence of collaborative working with vulnerable families and multi-agency teams to support children and young people and their families with social, emotional and behavioural difficulties.	Evidence of collaborative working and developing partnership working with key stakeholders including schools, private and voluntary providers.
Evidence of effective analysis of data to inform improved plans and outcomes.	
Skills and Abilities	
To believe in the potential of every young person.	Ability to manage and monitor budgets and deploy resources.

Ability to demonstrate emotional intelligence and personal qualities such as commitment, integrity, accountability, flexibility and enthusiasm.	Ability to develop leadership capacity and skills within teams and individuals.
Ability to work under pressure and determine priorities to meet deadlines.	
Ability to communicate effectively with individuals and groups, to prepare papers, facilitate meetings and deliver presentations.	
Commitment to challenge discriminatory practice at an individual and organisational level.	



Thank you for taking the time to read this information pack, I hope to hear from you soon and look forward to receiving your application. If you would like a discussion about this role, please contact Charlotte by email on Charlotte.Redfearn-Ward@ssps.org.uk

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South Somerset Partnership School

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