

Recruitment Pack
Deputy Headteacher

Abertillery Learning Community

Raising Aspirations - Realising Potential - Securing Futures

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Welcome

Welcome from the Chair of Governors

Dear Applicant,

On behalf of the Governing Body, I am delighted to introduce you to Abertillery Learning Community and invite you to consider the exciting opportunity to join our school as Deputy Headteacher.

Our vision, **"*Raising Aspirations – Realising Potential – Securing Futures*,"** underpins our commitment to ensuring that every pupil receives the support, encouragement and opportunities they need to thrive. As a 3–16 learning community, we have a unique opportunity to provide a coherent and ambitious educational journey, building strong foundations and supporting our pupils from their earliest years through to the next stage of their lives.

Our school is currently navigating a period of change, including the Local Authority consultation regarding the future organisation of our primary provision. While change inevitably brings challenges, it also creates opportunities to reflect, strengthen our practice and shape the future of our learning community. Throughout this period, our focus remains firmly on our pupils, the quality of their education and the continued development of a school in which our whole community can take pride.

We are particularly proud of the progress recognised through our successful Estyn revisit. This reflects the commitment and hard work of our staff, leadership team, pupils and wider school community. Our challenge now is not simply to maintain that progress, but to build on it with confidence and ambition.

Central to that ambition is realising the full potential of our 3–16 model. Bringing primary and secondary education together within one learning community gives us the opportunity to strengthen collaboration, improve consistency and provide a genuinely connected educational experience. We want learning to build progressively as pupils move through the school, underpinned by high expectations and a shared sense of purpose.

An important part of this work has been the development of our curriculum around Creativity, Curiosity and Discovery. Our priority now is to embed and strengthen this approach, ensuring it supports meaningful continuity and progression across our school and helps our pupils make connections in their learning, develop confidence and curiosity, and experience an ambitious curriculum throughout their time with us.

Alongside this, we have been evolving our leadership structures to strengthen collaboration and support our vision for the school. Our new Deputy Headteacher will have a significant role in the next stage of this journey, working alongside the Headteacher and wider leadership team to turn our ambitions into tangible improvements for pupils.

We are looking for a leader who combines strategic thinking with a strong and visible presence in the everyday life of the school. Someone who can inspire and develop others, build positive relationships, embrace challenge and change, and bring people together around a shared ambition. Your professional experience may have been shaped in different phases or educational settings. What matters is your ability to use that experience to make a positive difference across our whole 3–16 learning community.

As a Governing Body, we are ambitious for our school and committed to working in partnership with our leaders, staff, pupils, families and wider community. We value integrity, collaboration, professional curiosity and a willingness to reflect, learn and improve. Above all, we want leaders who share our belief that every pupil matters and that the decisions we make today should help secure the very best futures for the young people in our care.

This is a school with a strong sense of purpose, recognised progress and considerable potential. We are proud of how far we have come, realistic about the challenges ahead and ambitious about where we want to go next. Our new Deputy Headteacher will have the opportunity to make a real contribution to that next chapter.

Thank you for taking the time to consider joining us. I hope this recruitment pack gives you a genuine sense of our school, our aspirations and the contribution you could make. If you share our ambition for Abertillery Learning Community and are excited by the opportunity to help shape its future, we would be delighted to receive your application.

Yours sincerely,



Mr Darryl Tovey

Chair of Governors

Abertillery Learning Community

About
Abertillery Learning Community

Abertillery Learning Community is an exciting and unique organisation. As a multi campus all through school we are afforded a wide range of opportunities for carefully coordinated cross phase working that supports learner's development. We believe that through the single school approach we can ensure our learners develop aspirations for themselves and for our community.

The Learning Community is currently comprised of a Secondary Campus and three Primary campuses, Six Bells, Roseheyworth Rd and Tillery St.
We have approximately 1700 learners on roll across our phases.

The school is located in the Ebbw Fach area of Blaenau Gwent. It serves the immediate area of Abertillery as well as homes in the wider community of Six Bells, Nantyglo, Blaina and Llanhilleth. The school also houses two local authority resource bases one on the Secondary Campus and one on the Six Bells Primary Campus, alongside a KS4 alternative curriculum provision.









School Leader Letter

Dear Applicants,

On behalf of the learners across our 3-16 learning community we would like to thank you for your interest in becoming our Deputy Headteacher. We would like to share with you our experiences as members of the student body, and outline how we hope you will be able to ensure our strong community continues to thrive. We are really proud to represent the school and showcase what it is like to attend a multi campus all through school. We have no doubt that whoever is chosen to fulfil the role of Deputy Headteacher should consider themselves very lucky. There will always be challenges at any school however it is how they are dealt with and responded to which reveal the school's true nature.

We want to further develop the links between upper and lower school so that we can ensure there is a seamless move between the different stages of school life. We hope this emphasis on the student voice, and students supporting students, continues to grow in the future.

We are particularly keen to share what we are looking for from the new Deputy Headteacher. This role requires someone who is authentic, committed, hardworking and firm but fair. We understand the challenge of working across four campuses but it is important to us that the Deputy Headteacher has a sense of presence, that they take time to get to know us and that they believe and mean what they say. We need an exceptional person working to raise our aspirations, realise our potential and secure our futures.

We feel it is extremely important that the next Deputy Headteacher continues with the positive progress made in all aspects of school life over recent years. We feel it is crucial for the Deputy Headteacher to build a real understanding of each of our campuses and our broad curriculum whilst ensuring high standards of behaviour are maintained throughout every aspect of school-life. Student Voice is really important to us and our Pupil Parliament ensures students express their views and feel empowered by making a difference; it actively works to make the Learning Community a better place.

We wish all applicants the best of luck. Abertillery

Learning Community Student Leaders






Our Curriculum

Curriculum For Wales at Abertillery Learning Community

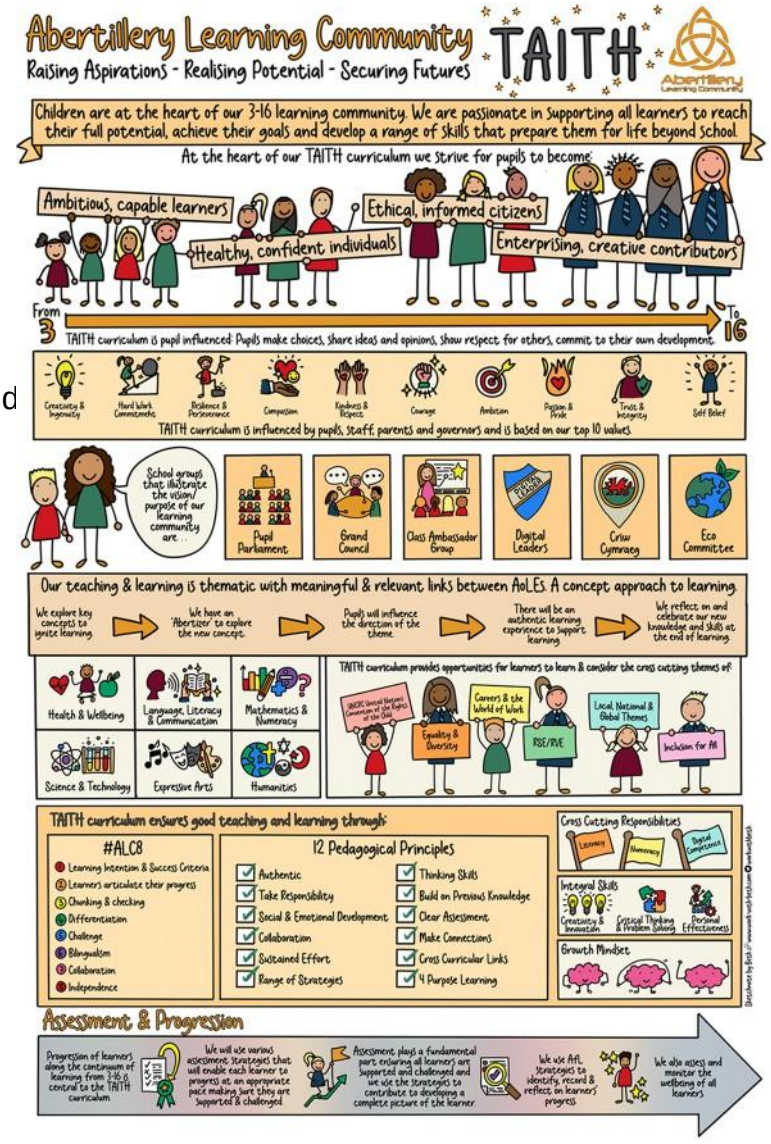
We are fully committed to implementing Curriculum for Wales 2022 through our lower school (Nusery - Year 6) and are piloting and preparing to roll out to Year 7 and 8 in September 2023.
Abertillery Learning Community consists of three primary campuses and a secondary campus.

We are committed to supporting all learners to reach their full potential, achieve their goals and develop a range of skills that prepare them for life beyond school.
Through raising their aspirations, they will realise their potential and secure a successful future.

The promotion of Welsh language and culture begins at our Lower School and continues to develop at Upper School, supporting the national mission in Wales to reach a million welsh speakers.

Children are encouraged to share their language with pride.

We plan for learning based on a carefully designed conceptual framework for learners to visit and revisit as they progress through the school.



The 4 Curriculum purposes sit at the heart of our curriculum design and is driven by the School's vision and values.

Lower School

Abertillery Learning Community prides itself on providing a safe and nurturing environment. We foster a passion for learning through a broad, balanced and engaging curriculum that draws on skills, knowledge and experiences. We are passionate about using the rich history and culture of their home town to as a basis for the wider national and international context.

As children move through Progression Step 1,2 and 3, they build on prior knowledge and skills in 6 main Areas of Learning and Experience: Languages Literacy and Communication, Maths and Numeracy, Science and Technology, Expressive Arts, Humanities, and Health and Wellbeing, consolidating and applying their learning, playing with ideas, experiments, taking risks, solving problems, making decisions individually and in groups. All time in the school day, though both inside and outdoor learning provides the opportunity to drive towards achieving the 4 Curriculum Purposes. Our nursery ensures children begin their journey to becoming ambitious, capable, healthy confident, ethical and creative contributors, in preparation for thriving in Wales and the rest of the world throughout the rest of their lives. We build on this through each progression step.

Through carefully selected themes and concepts, the campuses provide opportunities to equip children for the challenges of the 21st century and confidently deliver Curriculum for Wales learners are provided with opportunities to secure success, acquiring and developing, practicing and applying their skills through group and individual tasks in a variety of contexts across the curriculum.

The Literacy and Numeracy framework is embedded in every area as a deliberate strategy for reaching understanding. In these ways they become both independent and interdependent learners.

Though blended and flipped learning, traditional and progressive approaches, we continue to ensure our school is constantly reflecting and responding to the local and national context. The curriculum is interesting, memorable, and delivered by motivated, research informed teachers.

The work we do across 5-8 ensures a smooth progressive approach to transition to the secondary phase, where learners and teachers are clear on their next steps and are building on specific subject knowledge and skills, within and between faculties and phases.






Upper School

At Abertillery, we believe strongly in the power of personal goals that are meaningful to each individual. We know that every learner has their own potential and we are determined to help them fulfil it, whilst growing their aspirations for their futures. We aim to enable all learners to take part in exciting learning inside and outside the classroom, so that they can make rapid and sustained progress.

Our curriculum is designed to promote learning that is specific to learners' needs, abilities and interests. In KS3, we are developing an exciting new curriculum around the core areas of Languages, Literacy and Communication, Numeracy and Mathematics, Science and Technology, Expressive Arts, Humanities and Wellbeing. Throughout the curriculum our learners will be challenged to develop into ambitious, confident, and ethical members of Welsh Society prepared with the skills and knowledge they need for their future.



As learners move into Year 10, the range of subjects expand considerably, allowing them to choose from a wide range of options. These include a full range of academic GCSE's as well as practical courses for learners who are seeking a more vocational approach.





Safeguarding & Employment Checks

The following employments checks are required as part of the recruitment process, please refer to the application for full details of the information required.

We are legally obliged to ask you to provide evidence of your right to work in the UK. If you are invited to interview, you will be asked to provide appropriate documents such as your full birth certificate/passport/work permit in accordance with the Asylum and Immigration Act 1996.

ALC is committed to the safeguarding and wellbeing of our learners and we fully comply with safer recruitment practice. Pre-employment checks will be undertaken before any appointment is offered and all posts are subject to an enhanced clearance by the Disclosing and Barring Service.

This post requires a registration with the Education Workforce Council (EWC) under the category of school teacher and registration will need to be in place prior to commencement in the role. Information on how to register with the Education Workforce Council (EWC) can be found on the following website. http://www.ewc.wales/ or by telephoning 02920 460099.

Diversity

ALC is committed to equality of opportunity and it is our policy to ensure that individuals are recruited, selected, promoted and treated on objective criteria, having regard to relevant experience, potential, skills, and abilities.

How to Apply

If you would like to discuss this position in further detail or if you would like to engage in the school visits on the 24th November, please make contact with the Chair of Governors via **ToveYD8@bgcbcschools.wales**

Monday 16th November 2026 - Advert to close at 12pm (midday)

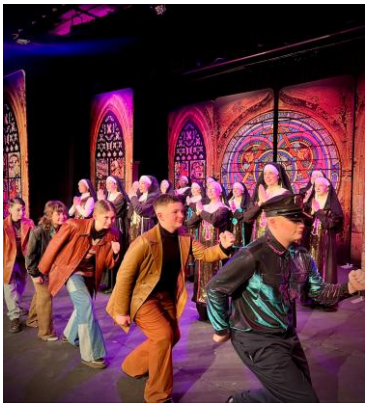
Week commencing Monday 16th November 2026 - Shortlisting

Tuesday 24th November 2026 - Visits to the school for shortlisted candidates

Thursday 26th and Friday 26th November 2026 - Interviews









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