

# Head of College

the Deaf Academy, Exmouth, Devon



# Index

- 3 Welcome letter from Sylvan
- 4 About our Charity
- 6 Curriculum and pathways
- 7 Head of College Role
- 8 How to apply



# Welcome

Thank you for your interest in the Deaf Academy. In this recruitment pack we aim to give you a flavour of what it's like to work as part of a dedicated and passionate team at our award- winning Academy.

Located on the beautiful East Devon coast, our newly built Academy has been specifically designed to cater for the needs of young Deaf people. Together we support our students, the majority of whom have additional needs, to not only learn, but to thrive and grow; equipping them with the skills necessary to embark upon their next steps with confidence, becoming independent and resilient young adults.

Preparing young people for a happy, healthy and fulfilling future is what it's all about for us. We provide our learners with a bespoke timetable that specifically meets the needs of every individual. Whatever learning pathway is right for them, we work hard to ensure that there are many opportunities for them to enjoy themselves, develop their knowledge and skills, and shine.

We encourage our young people to explore their passions and develop a strong Deaf identity, while also supporting them to excel educationally. We were one of the first UK Deaf Schools to offer Supported Internships to our College students, and one of the few which offers a bilingual environment, where our students learn in both British Sign Language and English.

Our students want to make a difference in the world they live in, and they do; they are part of a close-knit and supportive community, where many long-lasting friendships are made. Our learners and staff are unafraid of challenging a society which they may sometimes feel does not appreciate or consider the rights of Deaf people as it should. It is always inspiring to watch young people grow in confidence and know that they can make a difference.

This is a significant appointment for the Deaf Academy. As Head of College, you will play an important role in contributing to the ongoing journey of development for our organisation, heading up our 16-18 and post 19 provision as well as being a member of the Senior Leadership Team. Through this role, you will be an advocate for our students. You will help them to develop character, fortitude, good morals and sound values and support them as they continue on their amazing journey to independence.

**Sylvan Dewing**  
Principal



# About our Charity

Founded in 1826 we are a charity that for almost two hundred years has supported deaf young people in the southwest of England. We are passionate about deaf education and in more recent years have specialised in supporting deaf children and young people with additional and complex needs. As a charity we provide a range of services to deaf young people and their families including education, care, and support. In addition, we are also involved in research and development and training for professionals working with deaf young people. We are a company limited by guarantee which is registered with the charity commission.



## Our charitable objects are:

- To provide education, training, care, accommodation, leisure opportunities, welfare and other support services to deaf people and people who are not deaf but who, due to some other disability, would benefit from the same (principally though not exclusively from the counties of Devon, Cornwall, Somerset and Dorset) with the object of developing their personal, mental, physical and spiritual capacities so that they may realise their full potential as individuals and members of their communities and society as a whole and so that their condition of life may be improved; and
- To educate the public in the needs and capabilities of deaf people with a view to achieving greater integration between deaf and hearing communities.

## We provide the following services:

### 1. the Deaf Academy

- School- 9-16 Middle and Upper school (Ofsted registered, Non-maintained Special School status)
- College (sixth form) 16-18 (Ofsted registered, Non-maintained Special School status)
- College (Adult) 19-25 (Ofsted registered, Specialist Independent Provider status)
- Residential Special school 37 beds (Ofsted registered)

**2. Fearnside House** - 10 bed adult care facility and preparation for adulthood learning centre, opened 2023

**3. Rolle House** - Children's' Home (Ofsted registered Children's Home)

We are a unique provision in the UK, offering a specialist curriculum, teaching, support and residential care to Deaf young people, the majority of whom have accompanying additional or complex needs. This is a fantastic place for young people to learn, develop and be part of a diverse Deaf multilingual community. Our aim is to develop empowered, confident young people who are equipped to embark into adulthood with aspiration, skills and resilience.

The Deaf Academy is designed around the principles of inspiration, visual communication, and inclusivity, in September 2020 the Deaf Academy opened the doors of its new home in the vibrant seaside town of Exmouth, just a short drive or train journey from Exeter and 20 minutes from junction 30 of the M5. This truly 21st Century Deaf school and college campus places the Academy at the cutting edge of Deaf education in Europe. Inspired by US-developed DeafSpace architecture, light and colour permeate the Deaf Academy school and college building, clear sightlines and wide corridors enable signers to communicate, and acoustics are carefully managed. Meanwhile, large classrooms and modern therapeutic facilities are designed to complement each

other and provide state of the art education for Deaf young people, whatever their additional needs might be. Our new residential accommodation is modern, well-equipped and, above all, provides a true home from home for our young people. The inspiring buildings underpin our objectives to build confidence in our students, show them their value in the world and help them believe they can achieve anything they wish.

We encourage our young people to explore their passions and develop a strong Deaf identity, while also supporting them to achieve educationally. We were one of the first UK Deaf Schools to offer Supported Internships to our College students and are one of the few which offer a truly bilingual environment, where our students learn in both British Sign Language and English.

Our Academy, Fearnside House and Rolle House are warm, friendly, and safe places to live and study. We understand that our students are individuals, with unique needs and dreams for the future that deserve to be nurtured and encouraged. We want to ensure that every student who leaves the Deaf Academy family goes out into the world confident and with the ability to communicate and achieve their goals.

Our newest specialist provision Fearnside House emulates the design principles of the school and college is due to open in September 2023. This centre is comprised of ten-bed residential facilities and preparation for adulthood centre. The main objective of this centre is to provide residential and learning experiences as an extension of the main Deaf Academy, to support our college students in preparing for adulthood/employment and future independent, semi-independent, or supported living.

Rolle House operates independently and is a registered Children's Home specialising in caring for children and young people aged between five and seventeen years who are Deaf or hard of hearing. Our young people achieve emotional stability, greater independence, integration, and are active members of their own communities. We provide our young people with opportunities to be involved and be part of the wider community regardless of their hearing impairment. We also promote independence and confidence, helping them to achieve their hopes and ambitions.



# Curriculum and Pathways

## Our vision

The Deaf Academy nurtures and grows confident, resilient and independent Deaf young people. The curriculum supports the development of resilient behaviours, knowledge and skills to excel in the wider world. Our curriculum informs everything we do across education, care, support and the whole Academy.

At the Deaf Academy we embrace the diversity of both our learners' communication needs, and special education needs and support them on a journey towards a strong sense of self and a clear identity.

## Our principles



As an all-through school, students can start their journey at nine years of age and transition from the Academy in their young adult years, creating long-lasting friendships and a real sense of community along the way.

The Head of College role is responsible for the College and Adulthood pathways which accounts for about half of our total students. Our students range from 16 to 22 and are on a variety of formal and informal pathways.

*\*for more information please see our online prospectus.*

## The core curriculum includes:

### College 16-18

- Language and Literacy (English)
- Maths
- British Sign Language / Deaf Studies
- Relationship and Sex Education
- Careers
- Enterprise/ICT Media
- Level 1-3 courses through Partner Colleges
- Therapy Interventions
- Being Healthy/Enrichment

### Adulthood 19+

- British Sign Language / Deaf Studies
- Relationship and Sex Education
- Apprenticeship/Individualised work placements
- Personal Development
- Preparation for adulthood
- Preparation for employment
- Supported internships (new)



# Head of College

**Starting: January 2024, depending on notice period**

**Actual salary: £54,023-56,635pa**

We are looking for an experienced Leader in Education, with a proven track record of developing and delivering high quality educational and learning experiences. Ideally with a background in Deaf Education, SEND or post 16 education.

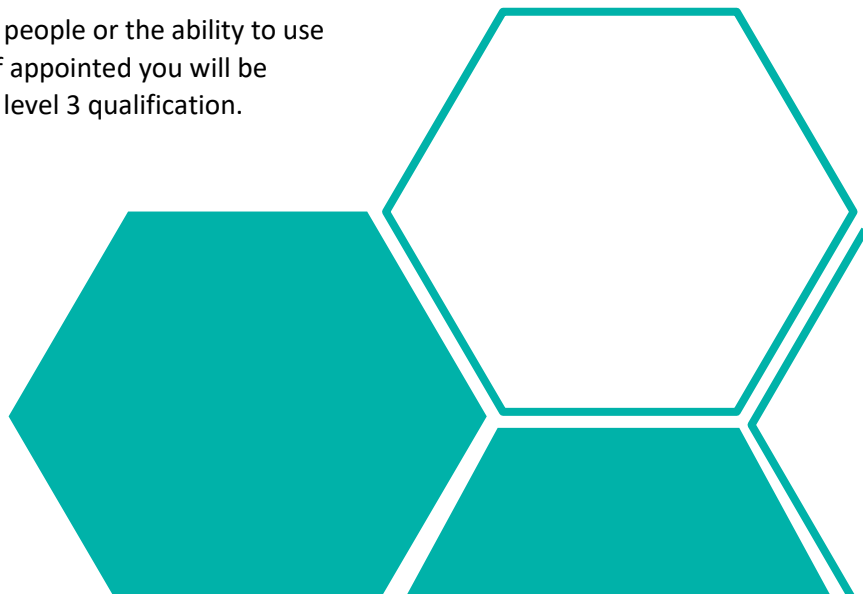
Part of our Charity Senior Leadership Team, your role will directly contribute to our vision to nurture and grow confident, resilient, and independent Deaf people. We embrace the diversity of our learners' communication needs, special education needs and support them on a journey towards a strong sense of self and a clear identity through our academy-wide curriculum. We are an inspiring bilingual and bi-cultural community that has the power to transform our learners as they develop language skills and journey towards independence and fulfilling their potential.

We are at a very exciting time in the history of the Academy having recently relocated to a specialist built Deaf School in Exmouth and in September 2023 launching our new Adult Residential Care Centre enabling our teaching to reach even further. Reporting to the Principal, we are looking to recruit a committed and ambitious educational professional to join our Educational Leadership Team, in developing and implementing our new curriculum and teaching and learning across the Academy.

## About you:

- Management/leadership experience within an education environment.
- Experience of implementing strategies for raising standards of teaching and learning which impact upon improved student achievement.
- Proven ability to lead and manage change to deliver improved performance and success rates of students.
- Experience of supporting school improvement through overseeing the implementation rigorous quality improvement
- The commitment and ambition to help drive the Academy forward in being a leader in Deaf Education.
- The ability to support others in working as a team with the goal of improving achievement in English, Maths, BSL or adult independence programmes.

Previous experience of working with deaf young people or the ability to use British Sign Language is not essential, although if appointed you will be expected to commit to working towards the BSL level 3 qualification.



## Our offer to you:

- A highly competitive salary and benefits package
- 45 days annual leave, taken outside of term time
- Talented, passionate, and well-resourced Teaching and Education Support team, including experienced Teachers of the Deaf
- Part of a wider network of professionals to support you in finance processes, staff development and your own leadership development, as well as linking with therapies and care leader in building a comprehensive picture about our students and their needs and development
- Long-term career development, supported through professional leadership coaching
- Sponsorship to achieve BSL qualifications up to level 3
- The chance to work within a modern and vibrant environment, which has been designed to vastly improve the learning opportunities for Deaf young people
- Part of a forward-thinking and innovative organisation, and a committed team of professionals working together to secure high achievement for all our students
- A unique chance to become part of an exciting development in Deaf Education and Care

A relocation package is available for the successful candidate should they need to move to this area for this role. To enquire about this please contact [HR@thedeafacademy.ac.uk](mailto:HR@thedeafacademy.ac.uk).

Candidates are welcome to visit the Academy ahead of making any application by contacting the HR Team on either 01395 203178 or [HR@thedeafacademy.ac.uk](mailto:HR@thedeafacademy.ac.uk). Tours will also be provided as part of our recruitment process.

**Apply by 4<sup>th</sup> December 2023**

**Interview date 12<sup>th</sup> December 2023**

**Apply via: [thedeafacademy.ac.uk/work-for-us/vacancies](https://thedeafacademy.ac.uk/work-for-us/vacancies)**

**Contact details for any queries: [HR@thedeafacademy.ac.uk](mailto:HR@thedeafacademy.ac.uk)**

*The Academy is committed to safeguarding and promoting the welfare of children and young adults as such an enhanced DBS check is required. The Academy will also complete online searches for any shortlisted candidate.*

*The Academy is a **Disability Committed Employer** in promoting diversity and inclusion for all its students and staff. The Academy is also signed up to the **Armed Forces Covenant** in supporting ex-service personnel in recognising their skills and experience.*

*This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any cautions, convictions, reprimands, and final warnings that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).*