



Assistant Head of School Information Pack 2025



Welcome



We are thrilled that you're considering the role of Assistant Head of School at Treloar School. We are seeking a dedicated and passionate school leader who is committed to leading a real difference in students' lives and who shares our belief that so much more is possible for the students in our care. **Is this you?**

At Treloar's we believe in the power of education. Our curriculum is shaped by the educational and wellbeing needs of our students. We adopt a holistic, student-centred, multi-disciplinary approach, that encompasses on site education, residential, pastoral care, therapy and healthcare support. The Treloar Trust provides our HR, Facilities, Finance and IT services enabling us to focus on achieving outstanding outcomes for our students. We are also fortunate to have the support of a trust wide safeguarding team.



Lisa Bond
Head of School

Each student receives a curriculum that is right, relevant and purposeful, tailored to their unique needs and starting point. Our focus extends beyond the academic to include the development of resilience, determination, self-advocacy, and independence as students prepare for the next stage in their lives. **Could you help us lead on further enhancements?**

Treloar's success is built on collaboration and teamwork and not accepting commonly recognised limitations and barriers. To do this we are continuously seeking and sharing exemplary practice to enable our students to take control of their lives and achieve their aspirations. **Could you help us lead on breaking down more barriers?**

Thank you for taking the time to learn more about us. Treloar's is a fantastic place to develop your career with a brilliant team of dedicated and inspirational staff. **I hope to hear from you soon.**

About this pack

We've set out some information to help you understand what working at Treloar's is like, and why you will play such an important role in supporting our students.

This information can help you in completing your application and preparing for your interview.

We've split the information into sections, please have a read through before your interview, and do let us know if you have any questions. Details of how to get in touch are on the last page.

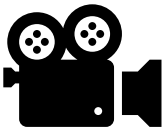
About Treloar's

Treloar's was founded in 1907 and over a hundred years later Treloar's has steadily grown and developed, becoming one of the country's leading providers of education, care, therapy, medical support and independence training for physically disabled young people.

Today we are a charity which provides a highly specialist **school** and college for disabled children and young adults with complex needs all under one roof in Alton.



Based in Hampshire, we are one of the UK's largest specialist education centres, supporting around 180 students, aged 4-25 years who come from across the UK. Students come to Treloar's because we have a highly-adaptive environment, and provide support that mainstream education centers can't, such as on-site health, specialist equipment, physio, occupational and speech and language therapy.



Treloar School and College - YouTube

Every day we give young people the emotional, physical, clinical and educational support that their complex conditions require. And we'd love you to be part of this too



"For me, Treloar's is a place where people like me are encouraged to reach their full potential and where they're allowed to be who they want to be. Furthermore, it's a place where we're respected, have fun and treated like family, both in and out of the classrooms and houses."

Student Governor

Treloar's values and ethos

Our mission

A world where physically disabled young people take control of their lives and achieve their aspirations.

Our vision

To enable physically disabled young people to achieve their aspirations by:

- Providing personalised learning, therapy and care
- Supporting transition into adulthood
- Promoting independence and inclusion

Our values

Inclusion



We help everyone join in

We are inclusive

Everyone – regardless of physical ability, where they live or their means – should have the opportunity to take part in life. We treat our beneficiaries with the same dignity as their non-disabled peers and work to remove barriers in their way.

Our students and beneficiaries are always at the centre of everything we do. Before we make decisions, we ask, “How will our students and beneficiaries benefit from this?”

Integrity and respect



We are friendly and kind

We act with integrity and respect

Physically disabled young people should be free to direct their own lives. We listen to young people's views and support them to make age-appropriate choices about their daily life and informed choices about their future.

We celebrate and promote diversity, value and support each other, and treat everyone with mutual respect. We support a culture of openness, honesty and transparency, where the safeguarding of our students and wellbeing of our staff is paramount.

Excellence



We always try our best

We strive for excellence

Physically disabled young people and their families deserve outstanding care and support.

We work to make sure all our services are excellent and actively challenge each other to ensure continuous quality improvement.

We continually innovate to ensure that our beneficiaries receive the cutting-edge, excellent support they deserve.

About the school

All students in Year R to Year 13 have an Education, Health and Care Plans (EHCP). We support young people with a wide range of **physical conditions**, including those with associated sensory or cognitive difficulties. Over 60% of students require support from augmentative and alternative communication equipment.

Individualised curriculum pathways are built upon each student's fundamental needs addressed in their EHCP. At Treloar's, we have the **flexibility** to continually review and evolve.

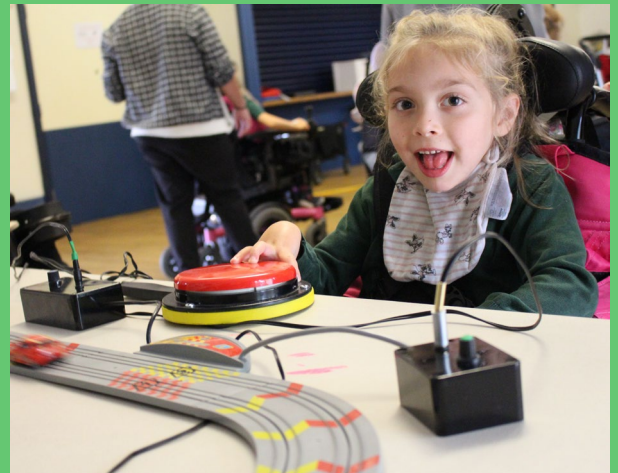
This is achieved by:

- ★ Keeping a shared vision to improve students' lives, develop their communication and independence, their love of learning and ability to achieve great things
- ★ Understanding the students to set the right targets and personalise their curriculum and experiences to meet their needs
- ★ Continuous collaboration with Parents/Carers sharing knowledge, strategies and providing support and consistency
- ★ Ensuring students views and feelings are actively and routinely sought, including those who do not communicate verbally
- ★ Keeping enjoyment and fun at the heart of school life and inspiring everyone to want to learn and improve

The **breadth** of the curriculum supports the longevity of student's placement at Treloar and is **coherently planned and sequenced** from Topic based learning in Primary to Enterprise in 6th Form.

While the national curriculum is the basis of how we sequence the development of knowledge and skills, **each student receives a bespoke curriculum offer**. This includes 'Real-World Learning' embedded within topics and projects, promoting a balance between new experiences, increased student choice and exposure to a wide range of opportunities which hold value for '**Life Beyond Treloar's**'.

Student's views contribute to the running and improvement of the school. This was accredited as an area of Excellence during the Challenge Partner Review in March 2023. **Students continually contribute** to the direction of their curriculum, communicating their interests and ideas for future experiences.



What others say about the school...

"Students are empowered by staff to understand that their views are important and that they can effect change."
(Ofsted residential February 2024)

"My daughter now appears to be happy and excited to attend school and I believe that is due to being seen for who she is and not a condition."
(Parent / Carer survey)

"This is a school with great purpose and endless compassion."
(Ofsted School Education Inspection Feb 24)

"The leadership team is committed to, and passionate about, improving outcomes for students. It has high aspirations for what students can achieve."
(Ofsted residential February 2024)

"Treloar's is a network of expertise and support that we never take for granted and which gives X a wide range of opportunities for growth and development."
(Parent / Carer survey)

"The celebration of individual uniqueness, strong planning and a culture of high aspirations mean that students and their families have life-changing experiences."
(Ofsted residential Dec 2023)

"Staff also work tirelessly to make sure that students have access to a broad range of experiences to expand their talents and interests."
(Ofsted residential February 2024)

"Leaders and managers recognise the importance of staff well-being. Feeling valued and respected enables staff to support students to achieve the best outcomes possible."
(Ofsted residential February 2024)



Additional benefits and support

- **Pension Scheme** – The Trust operates a Group Personal Pension Scheme. The employee's contribution is flexible from 3.2% of basic salary up to the maximum allowed by the Inland Revenue. The employer will pay one and a half times the employee's contribution up to a maximum of 7.5% of basic salary. Teachers may join the Teachers Pension Scheme.
- **Independent Financial Advice** – available to those who join the Group Personal Pension Scheme
- **Life Insurance** – free life insurance cover equal to 3x basic salary (excluding those in Teachers Pension Scheme who have life insurance provided as part of their pension arrangements)
- **HSF Health Cash Plan** – HSF health plan covers day to day health costs like dental & optical bills, as well as physiotherapy and chiropractor support. Also included within the plan is HSF Assist which provides unlimited access to a variety of assistance helplines and services such as GP Telephone Advice, Counselling service, legal helpline.
- **HSF Perkbox** – access to a large variety of discounts
- **Occupational Health Service**
- **Discounted Gym Membership** – at nominated gym club premises close to Treloar
- **Critical Illness** – one year's salary as a lump sum payment to those colleagues who have a critical illness recognised by the policy.
- **Generous Holiday**
- **Sabbatical Leave** – after 5 years' service, an employee may apply for a period of unpaid sabbatical leave to a maximum of 4 months. Some of the period must be spent on activities that have relevance to the candidate's work within the Trust.

Training and Development

We are committed to **developing** and **supporting** our colleagues throughout their career. Our training package is **extensive**. You will have **multiple** paid training opportunities during your time here and if you are interested in expanding your career, we are committed to **career progression**, with many progress pathways open to you.

