

# Sir Henry Floyd Grammar School



## Headteacher Recruitment Pack

"Working Together to **Inspire, Challenge & Achieve**"



# Sir Henry Floyd Grammar School

## Welcome message from the Chair of Governors: Gaynor Bull

Dear Applicant

### **"This is the best place in the world" Ofsted January 2016**

What more would you want as Headteacher or Governor than to have this quote as the first line of your Ofsted report? Well - we do want more!

We are an "Outstanding" school but our ambition is not just to be outstanding and in the top 20% of schools nationally, or even the top 5% of schools. Our aim is to be a "World Class School", where expectations and aspirations are high for every student and every member of staff, celebrating success, driving up student outcomes and nurturing staff professional development.

Our climate of academic excellence is underpinned by an ethos of supporting students to develop into well-rounded, emotionally intelligent and confident individuals who are well prepared for success in adult life and will make a positive contribution to society. We may be an outstanding school, but we are certainly not complacent in terms of future ambitions.

We are seeking an inspirational, articulate, self-motivated and reflective leader, who will empathise with the challenges faced by students and staff in the ever-changing world of education and, in conjunction with the Local Governing Body, strive to make a difference to the educational experience of thousands of students during their time at Sir Henry Floyd Grammar School.

As the founder school of Insignis Academy Trust, Sir Henry Floyd Grammar School will play a key role in working with other schools to provide a quality educational experience for all students in our care. Our expectation is that all Headteachers within the Trust will play a significant part in shaping our contribution to local education.

"Working Together to Inspire, Challenge and Achieve" are principles we expect our whole school community to embrace on a day to day basis.

If you are of a similar mindset, we look forward to meeting you in the recruitment process for our new Headteacher.

Yours sincerely,

Gaynor Bull

Chair of Governors

Sir Henry Floyd Grammar School





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# Sir Henry Floyd Grammar School

## About the School

Sir Henry Floyd Grammar School is the only co-educational grammar school in Aylesbury. Our students benefit greatly from the mixed environment, in which boys and girls challenge each others academic perspectives, share leadership roles and help to shape their emotional intelligence. Socially, they are maturing in an atmosphere that reflects adult life, preparing them to fulfil their future roles naturally in the wider community. We have approximately twelve hundred students, with three hundred and seventy in the sixth form. Our teaching programmes are rigorous and academic. We expect a lot from our students and they do not disappoint us.

We have a climate of academic excellence, evidenced by the impressive improvements in results that we have seen in recent years. We also do an excellent job of helping our students develop as well-rounded, emotionally intelligent, confident young people who are well prepared for success in adult life. Ofsted visited the school in 2016 and rated it as '**Outstanding**' in all areas.

Our guiding principles are summed up in the phrase "Working Together to Inspire, Challenge and Achieve". All members of our community support and encourage each other in a very special way. We are constantly inspired by the young people we have the privilege to work with. The challenges they set themselves and the levels of achievement they demonstrate in a vast range of activities are impressive!



**"Working Together to Inspire, Challenge and Achieve"**



# Sir Henry Floyd Grammar School

## Our Vision

- To inspire and enable individuals to develop their capabilities to the highest possible levels
- To provide learning experiences which are enjoyable, stimulating and challenging
- To provide an educational experience which leads to high standards of achievement, positive personal development and the realisation of the potential to make a significant contribution to society

## Our Values

### ***Leading and Learning Together By:***

- Having high expectations - academic rigour and challenge
- Working together to learn - mutual respect and responsibility
- Making success the norm - celebration of achievement
- Including everyone - opportunity for all
- Valuing innovation - keeping abreast of changes
- Creating a friendly and inclusive culture - valuing international mindedness and empathy
- Encouraging personal resilience - engendering a diligent and effective work ethic

## Our Ambitions

- Excellent standards of achievement for all students
- A sense of reliability, responsibility and respect in all students
- Service to the community
- The development of the personal skills needed for success in the adult world
- Being the grammar school of choice in Aylesbury Vale for Year 7 entry
- Being the first choice provider for post 16 academic education in Aylesbury Vale



## Job Description

The Trustees of Insignis Academy Trust (IAT) and the Governors of Sir Henry Floyd Grammar School (SHFGS) expect the Headteacher to work within the framework provided by the **"National Standards of Excellence for Headteachers (2015)"**, which define high standards applicable to all Headteacher roles within a self-improving school system.

The four domains and six key characteristics in each domain shape the way in which the role must be approached. The Headteacher of SHFGS will report to the CEO of IAT.

### Key Responsibilities

- Professional leadership of the school and provider of educational advice to the Local Governing Body (LGB) and Trust Board to ensure statutory responsibilities are met.
- Work with the CEO to provide strategic leadership for the Trust and develop collaborative Academy to Academy working relationships as the Trust grows.
- Provide strategic vision for the development of the school.
- Enable continuous school improvement.
- Maintain high aspirations of students, staff and the local community.
- Secure and be accountable for excellent academic standards.
- Create a safe, productive learning environment that is engaging and fulfilling for all.
- Ensure behaviour, safety and emotional well being of students are a high priority and that safeguarding processes are compliant.
- Empower and shape the staff at SHFGS encouraging excellence in teaching.
- Ensure that the school staff, and senior leadership team in particular, perform at the very highest level.
- Engage with the wider community and build strong relationships with all stakeholders.
- Deliver the Trust's agreed financial plan for the school, achieving best value and effective use of resources.



## Job Description Continued

### **Shaping the Future**

- Work with the LGB, Trust Board and other key stakeholders to ensure the development of the school's vision and that it, and the Trust's ethos, is clearly articulated, shared, understood and acted upon effectively by all.
- Work within the school community to translate the school's vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrate the school's vision and values in everyday work and practice.
- Motivate and work with others to create a shared culture and positive environment for both students and staff.
- Ensure creativity, innovation and appropriate use of technology to achieve excellence.

### **Leading Learning and Teaching**

- Ensure a consistent and continuous school-wide focus on students' achievement, using data and benchmarks to monitor progress in learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive and effective approaches to learning and teaching
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Continue to develop a culture of high expectation and support and challenge under-performance at all levels and ensure effective corrective action and follow-up.

### **Developing self and Working with others**

- Continue to develop a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Develop and maintain effective strategies for professional development and performance review for all staff and regularly review own practice.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community, including development of leadership skills.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.

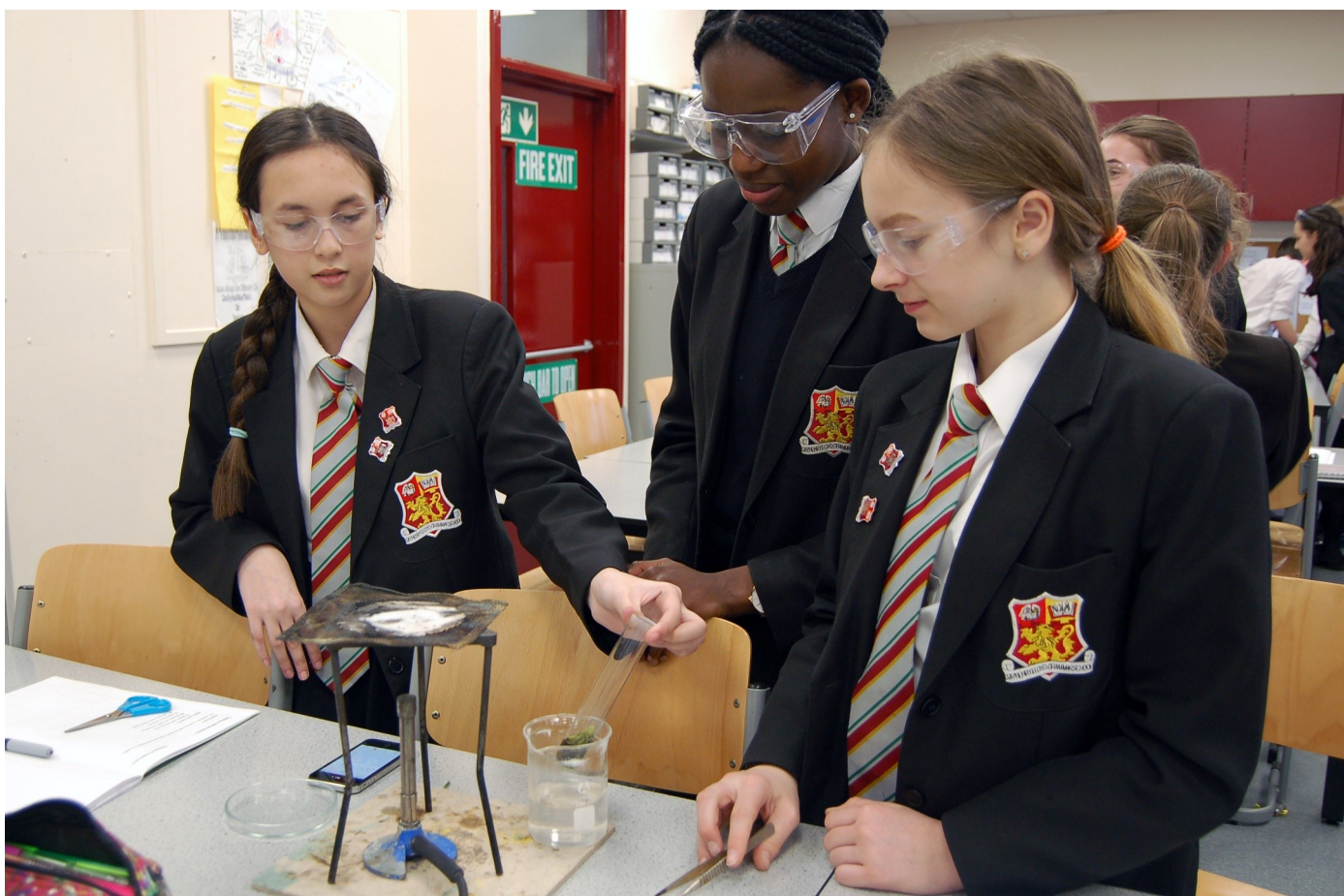


## Job Description Continued

### Managing the organisation

- Sustain an organisational structure that reflects the school's values and conforms with legal requirements.
- Ensure that policies and practices take account of national and local circumstances, policies and initiatives.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit and retain staff of the highest quality, deploying staff appropriately and manage their workload to achieve the vision and goals of the school.

This job description contains only the main accountabilities relating to this post and does not describe in detail all duties required to carry them out.







# Sir Henry Floyd Grammar School

## Person Specification

The Trustees of Insignis Academy Trust (IAT) and the Governors of Sir Henry Floyd Grammar School (SHFGS) are looking for a person of exceptional calibre to lead our outstanding school.

In essence the ideal candidate will be a creative, innovative and inspirational leader and thinker, who can build on the school's significant achievements and secure the full engagement of staff and other stakeholders in the delivery of the school's strategic aims.

You will be enthusiastic and passionate about the role and excited about the prospect of leading Sir Henry Floyd Grammar School into a future you will help define.

Qualifications	Essential	Desirable
Qualified Teacher Status	✓	
NPQH, or other evidence of commitment to personal leadership development, and a record of recent continuing professional development		✓

Experience	Essential	Desirable
A proven track record of recent, highly successful, whole school senior leadership experience developed either as a Head or as a Deputy Head within a large, high-performing secondary school	✓	
Recent experience of post 16 education	✓	
Strong academic and intellectual credentials to command the respect of staff, students, parents and the wider school community	✓	
Demonstrable experience of leading and managing staff, including building effective teams, delegating effectively and building capacity in staff	✓	
Evidence of leading and implementing change	✓	
Clear evidence of a significant positive personal contribution to a school in the pursuit of new thinking on teaching and learning, excellence or change	✓	
Evidence of involvement in school activity inside and outside the classroom		✓
Evidence of a readiness to embrace genuine collaboration with other institutions	✓	
Experience of performance managing staff and monitoring and evaluating aspects of teaching and learning	✓	



## Person Specification Continued

<b>Skills and Knowledge</b>	<b>Essential</b>	<b>Desirable</b>
Strong strategic abilities coupled with a proven ability to translate these into clear, coherent plans	✓	
Sound knowledge and understanding of the wider educational agenda, including current national policies, educational issues and possible changes	✓	
Evidence of personal contribution to the improvement of academic attainment	✓	
Proven experience of engaging and building relationships with a wide range of stakeholders, both internal and external		✓
First-class communication and interpersonal skills with high levels of emotional intelligence, resilience and self-awareness	✓	
Evidence of sound and reasoned judgement	✓	
Visionary leadership skills with the ability to win the hearts and minds of colleagues, motivating and empowering all staff to deliver an exciting and compelling vision for Sir Henry Floyd Grammar School		✓
Evidence of bringing about improvement by holding others to account	✓	
A strong appreciation of the business aspects of school leadership including effective and efficient financial management		✓

<b>Leadership Style and Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>
Able to operate effectively as a high-profile and visible role model, setting high standards, encourage excellence, and winning the trust, confidence and respect of the whole school community	✓	
High levels of personal integrity and an open, transparent leadership style which is informed by a deeply-held set of personal values	✓	
Strong interpersonal skills and self-awareness	✓	
Energetic and inspirational team player and leader	✓	
Proven track record of managing work pressure well showing both resilience and tenacity	✓	
The presence and stature to engage and communicate convincingly with all stakeholders, locally, nationally and internationally, playing an active role in the wider community		✓
A deep commitment to the values and ethos of Sir Henry Floyd Grammar School, and respect for its history	✓	



# Sir Henry Floyd Grammar School

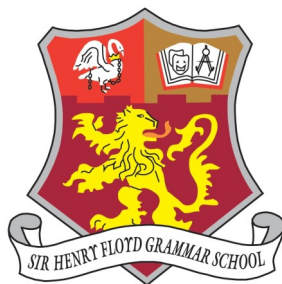
If you would like further information, or to arrange a school visit,  
please contact Kate Wright at Academicis on:

T: 01223-90-79-73 | M: 07901-585-959

E: [kwright@academicis.co.uk](mailto:kwright@academicis.co.uk)

**All applications are to be sent to  
Kate Wright no later than  
12 noon on Monday 4th December 2017.**

*We reserve the right to research applicants on social media platforms and the internet,  
and the Board of Governors may take this information into  
consideration during the recruitment process.*



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