

Hayesfield

GIRLS' SCHOOL

March 2018

Ref: EYA/HJS

Dear Applicant

Assistant Headteacher

Thank you very much for your interest in the post of Assistant Headteacher (Pastoral Care) at Hayesfield Girls' School and Mixed Sixth Form.

The Assistant Headteacher (Pastoral Care) post is a senior leadership role at Hayesfield, that will appeal to any teacher, with experience in pastoral care in a larger school, who believes that academic success is achieved by happy, healthy, confident and resilient young people. This is an exciting opportunity to further develop the pastoral care in a school which challenges students to raise their aspirations and achieve their ambitions in a very supportive environment.

Hayesfield is a unique and exciting school; it is an oversubscribed Girls' School with a co-educational Sixth Form with accommodation over two school sites. The School is truly comprehensive, serving both the most affluent and deprived wards in Bath. In order to meet the needs of all students we have significantly altered our approach to the curriculum and our pastoral care and have developed partnerships with a range of external providers. Even though we are proudly an 'English Baccalaureate' School and the majority of our students take a fairly traditional curriculum offer at both GCSE and A Level, we also work hard to provide high quality alternative vocational courses to ensure that all students can achieve their personal best here.

Ofsted recognised our achievements in March 2017, by awarding the School 'Good' with 'Outstanding' for the Sixth Form. You are very welcome to read our Ofsted report, which can be found on the website. We are very proud that our students were recognised as being confident, self-assured learners whose behaviour is exemplary both in lessons and around our school. We were set the challenge to ensure consistency in the quality of Teaching and Learning across the school so all subjects match the highest standards that are achieved in most areas.

Post-Ofsted, we gained a Progress 8 score of +0.7 in the 2017 Performance Tables, placing Hayesfield as the top performing state school in BANES and in the top 6% of schools across England. Students here achieve so highly because we have staff who are hard working and committed to securing success for every single student they teach. We have a thorough appraisal process that sets targets based on expected student outcomes and we use this system to reward staff for exceptional performance.

At Hayesfield, we aim to provide an unrivalled programme of extra-curricular and enrichment activities, which allow our students to develop their individual character. Our extracurricular dimension has grown exponentially over the last three years and is an integral part of our school offer. It is no coincidence that as we have grown our ethos in character development we have also become increasingly popular with families in Bath. Hayesfield is heavily oversubscribed and the Governors' decided to move from a six form entry school in 2015 to an eight form entry school in 2017. We received 365 first place choices for 224 places for September 2018.

The Pastoral Team was redesigned in September 2017 to ensure that our bespoke personal provision remains in place as the school grows in size. From September 2018, each year group will have a Director of Achievement working alongside one of our three Pastoral Managers:



Upper Oldfield Park, Bath, BA2 3LA | Brougham Hayes, Bath, BA2 3QX
01225 426 151 | www.hayesfield.com | information@hayesfield.com | Headteacher: Emma Yates B Eng

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Registered Office: Upper Oldfield Park, Bath, BA2 3LA

Achieving
ambitions

Lower School		Upper School		
Year 7	Year 8	Year 9	Year 10	Year 11
Transition and Pastoral Manager for Y7	Pastoral Manager for Y8 and Y9		Pastoral Manager for Y10 and Y11	
Director of Achievement (Lower School: Year 7)	Director of Achievement (Lower School: Year 8)	Director of Achievement (Upper School: Year 9)	Director of Achievement (Upper School: Year 10)	Director of Achievement (Upper School: Year 11)

We provide opportunities for students to develop personal responsibility, leadership and self-discipline. We have a House system which allows students to be elected as representatives for Sports, the School Council and for their Tutor Group. We have a very popular Duke of Edinburgh Award scheme (Bronze, Silver and Gold offered), we take part in the World Challenge expeditions, and we even have our own Royal Navy Combined Cadet Forces Unit. We also have students who are designated E-Safety Gurus, Peer Mentors and lead our Anti-bullying campaign.

The School has undergone a major building development, with the aim of creating a campus school with faculties based primarily on single sites. In 2009, the Sports and Performing Arts facilities in the new West Wing were opened. The Brougham Hayes Campus has been developed as a STEM centre. The Nucleus, a new science block, was opened in September 2012, Maths completely refurbished in October 2013 and The Design Studio was opened in February 2014. We have also created a new super library on the Upper Oldfield Park Campus. The third phase of the property strategy entailed the creation of a new Sixth Form Centre on the Upper Oldfield Park Campus and this opened in October 2014.

Hayesfield's Leadership Team is currently comprised of two Deputy Headteachers and three Assistant Headteachers. It is an exciting time to join Hayesfield and we would welcome a professional who understands the greatness that can be achieved in a girls-only environment! You will have the opportunity to make a unique contribution to our School's journey to outstanding and we, in turn, will provide unwavering support on your own journey to Headship.

To apply for this post, please read the job description and person specification carefully and complete the application form with a written statement of application (no more than two sides of A4). You should explain how your experience and personal qualities make you a strong candidate for the position of Assistant Headteacher (Pastoral Care) here, at Hayesfield.

In **addition**, please also include, in no more than 1 page of A4, your recommendations on how to develop our current Behaviour Policy, which is in need of a revamp. I am interested to know how you feel it can be improved to better reflect Hayesfield's (and indeed your) vision and values. All the information you need can be found on our website.

If you wish to apply formally, please note that the closing date is 23rd April 2018 at 9.00am. You are also welcome to visit the School – we have very keen students who would be delighted to show off their School to you.

We look forward to receiving your application.

Yours sincerely

Emma Yates

Emma Yates
Headteacher

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