



# Spalding High School

Stonegate, Spalding, Lincolnshire, PE11 2PJ  
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**Headmistress** Mrs M Anderson, B.Ed



Dear Applicant

I would like to thank you for your interest in the Assistant Head position at Spalding High School. This is an exciting time of development for the School and we are looking forward to receiving your application.

Spalding High School is an 11 – 18 academically selective community girls' grammar school with boys in the sixth form and has an excellent reputation within the local community and region. We are a popular, happy and successful school with strong support from governors, parents, students and a dedicated and highly experienced team of staff. There is a very strong sense of community at the High School and a definite "feel" that you will no doubt notice as soon as you arrive.

The School's traditions and culture are incredibly important to us all and it has been both an honour and a privilege being the Headmistress since joining the School in April 2014. I have established the future vision and direction for the School and summarised it into six key areas:

- Learning for all
- The use of data to promote best possible progress for all
- Informed and effective marking and assessment
- Sustainable staffing with capacity to do the job
- A growing and effective Sixth Form
- A suitable and engaging curriculum for the future

We already feel that we have excellent provision in these areas but like most schools, face the challenges of changing educational doctrine and curriculum structures whilst also ensuring consistent application across departments and individual staff.

In recent years we have shared our values and beliefs and evaluated what we stand for as a School. One of the outcomes of this process was our word cloud (enclosed) which was designed by members of the School Council and is now a fundamental part of all that we do. A second outcome was the identification of the aspects of school life that are important to all of us at the High School:

- To strive for excellence in all that we do
- To feel safe, confident and supported
- To be inspired, challenged, and encouraged but also learn to be reflective and resilient

- To promote and value educational achievement
- To value creativity, artistic, cultural and charitable pursuits and hold them in as high a regard as examination success
- To celebrate and take pride in each other's achievements as much as our own
- To be honest with all around us and to be able to trust everyone to be respectful, friendly and polite
- To value the worth of perseverance and determination
- To be confident enough to take risks and to learn to be resourceful
- To build friendships that in some cases might last us our lifetime

Spalding High School is a thriving school that performs well both academically and pastorally. We have an extensive and diverse range of extra-curricular activities, clubs, trips and visits. In 2017 our examination results placed us as one of the highest ranking state schools in Lincolnshire on the Times Top 200 list. Pupils come from throughout South Holland as well as from Cambridgeshire, Norfolk and Peterborough.

At GCSE in 2017, the School's Progress 8 score was +0.31 which for the second year places the School in the above average category for progress. 49% of the GCSE grades achieved were A\*/A (or 9-7 in English and Mathematics) and 94% of pupils achieved grade 4+ in English and Mathematics.

At A level 58% of grades were A\* -B and the value added for the cohort was in line with expectations. We were delighted to maintain our long-standing record of a 100% pass rate at A level. The very great majority of students went onto Higher Education (89%) with 80% of students securing places at their first choice university, including 3 students taking up an Oxbridge place. Of those who chose not to go to university we are pleased to say that they all found a progression route into employment, apprenticeships or other courses such as Art Foundation or Dance. In short, all students were prepared and well equipped to take their next step.

Currently the SLT consists of me, the Deputy Head and three Assistant Heads with input from the School Business Manager and my PA (Personnel and School Administrator). This vacancy arises due the retirement of one of our current Assistant Heads. Teaching and Learning is our core purpose as a school and everything that we do stems from, and returns to this central point. This is an exciting responsibility area with the opportunity to work with and support committed, enthusiastic and professional staff and help induct those new to the profession.

We are looking for a candidate who has demonstrated the highest standards of professionalism and would be described as a person of integrity, credibility and commitment at their current school. It goes without saying that candidates should be excellent classroom practitioners with an academic profile which befits the School and with an in-depth knowledge of, and commitment to, pedagogy and pastoral well-being. It is important that candidates have had some experience

of line management and performance appraisal of teaching staff and preferably support staff as well as leading or contributing to initiatives that have yielded school improvements.

If you wish to apply please complete:

1. The application form provided.
2. A letter of application which should be no longer than two sides of A4. In your letter you should outline your relevant experience to date in direct response to the Core Duties (Section 6) of the job description. Your letter should also include your thoughts and values relating to this position and what personally attracts you to this school.

Please return your application by the closing date of Monday 26<sup>th</sup> February at midday. Interviews will be held during the week commencing March 5<sup>th</sup>.

Once again, thank you for taking the time to apply for a pack and taking an interest in this post and our School. We look forward to receiving your completed application and in the meantime should you wish to make a visit to the School for a tour or for an informal chat with myself or the Chair or Governors then please contact my PA, Mrs Jayne Knight.

Yours faithfully

A handwritten signature in black ink, appearing to read 'M K Anderson', written in a cursive style.

M K Anderson  
Headmistress