



Ralph Allen School

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Dear Applicant

Headteacher vacancy at Ralph Allen School

Welcome to Ralph Allen School and thank you for your interest in this post. I hope the information enclosed in this pack inspires you to apply for this role which is so crucial to the future of our school.

After just over four years of exceptional leadership during which he has led the formation of the Palladian Academy Trust (PAT), our current Principal Tim Withers is to take up the post of Chief Executive Officer of the PAT in a full-time capacity once we have appointed a successor. Tim line manages all the headteachers in the PAT schools.

The School

Ralph Allen School is a co-educational, non-denominational, over-subscribed academy for students aged 11 – 18 years, situated in the world heritage city of Bath. Our ethos is one of achievement through respect, teamwork and personal best.

Ralph Allen School's vision and values

Excellent care, excellent outcomes

We want Ralph Allen School to be exceptional and extraordinary, a school that everyone is proud to be associated with. We want to be truly comprehensive, embracing difference and diversity. We want to provide an environment that values learning, inspires courage and helps everyone achieve their potential.

We want to be a listening and responsive school with relationships at the heart, welcoming everybody and creating a strong sense of belonging. We want to develop respect, resilience and resourcefulness, challenging and stretching each individual in a supportive way.

We want to celebrate our students' wide-ranging abilities and achievements. We want to empower our staff to be inspiring, creative and optimistic. We want our leaders to be

visionary and future-oriented, continually challenging the way we think about and provide education.

We want Ralph Allen to be the best possible learning environment for students and staff, so we will continue to seek ways to improve our campus and facilities. We want to pursue our collaboration with schools, organisations and businesses for the benefit of the community. We want to develop our international connections, helping our students to be active, thoughtful and responsible citizens of the world.

Ralph Allen achieved a 'Good' with outstanding features when it was last inspected in February 2014, with one of those outstanding features being the Sixth Form. Ofsted assessments of the school have never been below 'Good'.

In 2017-18 we will be celebrating the school's 60-year anniversary. Following recent exciting campus developments, the school has formulated a comprehensive strategic vision for future campus expansion.

As well as being a member of a multi-academy trust, the school is part of a collaboration with other local secondary academies, the City of Bath College and both the local universities. Amongst other things, this collaboration enables the school to benefit from joint staff development activities.

Ralph Allen School has many strengths. The students are motivated and successful, achieving consistently good results. The Governing Body is strong, effective and supportive. The staff are highly professional, committed and enthusiastic and benefit from a wide-ranging programme of CPD. We enjoy a productive and beneficial partnership with our parents. The school's finances are healthy despite national challenges.

The Leadership Team

The team contains a healthy combination of experience and skills. Tim Withers has been Principal since September 2013. Since he became CEO of the PAT, one of the two Vice Principals has been appointed to the temporary post of Head of School. The leadership team also includes two Assistant Principals, one of whom is Head of Sixth Form, and a School Business Manager.

Governors intend to change the nomenclature to Headteacher, Deputy Headteacher and Assistant Headteacher from the time of the appointment of the Headteacher.

All members of the Leadership Team are committed to their own and collective leadership development. The school believes strongly in succession planning and developing our future leaders. Other senior leaders are able to spend time on the Leadership Team as associate members as part of a rolling programme.

The Governors

Governors work collaboratively with the Leadership Team to ensure high challenge and support. A regular programme of development sessions provides an opportunity for governors to formulate strategic objectives, vision and values. They are enthusiastic about the school's plans for the future, including our campus development.

The Trust

The Trust is currently a group of eight local schools, seven of which are primaries. Each school retains its individual character and autonomy as far as is possible within the framework of the multi-academy trust.

Your application

We hope you will feel excited about this opportunity, and we look forward to hearing from you. If you would like a telephone conversation or a personal tour of the school with Tim Withers or me, please contact Caroline Holden, School Manager by emailing c.holden@ralphallenschool.com or phoning 01225 838901. Alternatively, tours of the school can be arranged as requested by contacting Caroline.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced Disclosure and Barring Service Certificate is required for this post prior to commencement.

Please apply by 9am on the closing date of Monday 25 September, to recruitment@ralphallenschool.com. If you have not heard from us by 10 October, please assume that your application has not been successful.

With many thanks for your interest in Ralph Allen School.

Yours sincerely

Russell Franks

Russell Franks
Chair of Governors

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