



NOW RECRUITING

Senior Deputy Head

Stamford School

#greatplacetowork





86%
of A-Level results at
GRADES A*-C



600
STAFF

WORKING ACROSS
ALL THREE SCHOOLS



360+

CO-CURRICULAR
activities are offered
throughout the year

STAMFORD
ENDOWED SCHOOLS

27

A-Level subjects to choose from



262
SPORTS
TEAMS

1:10



TOTAL STAFF TO PUPIL RATIO

nursery staff adhere to regulations set by the EYFS

114

SPORTS CLUBS

ILIC

INDEPENDENT LEARNING
& INTELLECTUAL CURIOSITY

300

TEACHERS

Welcome to the Stamford Endowed Schools

Our unique team provides opportunities, experiences, influences and support that ignite fires within our pupils and encourages the spirit to succeed.



Commitment, care, enthusiasm and integrity underpin every aspect of life at the Stamford Endowed Schools. Our children are educated in an environment where learning is regarded as a privilege and key to unlocking all of life's possibilities.

Our teachers dedicate themselves to inspiring intellectual curiosity in the students in evermore innovative ways, whilst promoting and protecting the wellbeing of the children in their care.

As a community our Schools work in harmony, blending students of different backgrounds and broadening their horizons with the many opportunities available in and beyond the classroom. As a result, the students are equipped not only with exceptional examination results, but a wide range of experiences which prepare them for whatever path they choose in life.

Will Phelan, Principal



Outstanding Heads

As Aristotle said: "the whole is greater than the sum of its parts."

Being part of a community of three Schools provides strength to our educational offering. Each School has a Head, who makes sure that a pupil's life at school is rewarding, successful and enjoyable. The combined experience and expertise of all three Heads, means that we are able to harness an individual's talent to create a learning environment that suits everyone.



Welcome to Stamford School

“Stamford School has been educating boys for over 475 years. Today, for our 700 pupils, we maintain our traditional values but with a very modern outlook.”



**Nick Gallop,
Head of Stamford School
(Boys 11-18)**

“We understand how to build in our pupils a love of learning and develop intellectual curiosity, to instil the value of teamwork and competition on the sports field and through adventure and to fire imaginations through music, art and drama. We seek to foster a sense of personal responsibility, service to the community and leadership in every individual. In essence to help him to discover and develop the gifts which are already within him to their full potential. Our ambition is to inspire our boys not only to comprehend the world around them but also to go out to improve it.”

Stamford School

About us

Stamford School is one of the nation's most historic independent schools.

Founded in 1532, it is one of only five 'chantry' schools that, along with Eton College, Winchester College, Berkhamsted and St Albans, survived the Reformation era, largely due to the personal intervention and support of one of its former pupils, Old Stamfordian Sir William Cecil (later Lord Burghley).

Today, Stamford School is a thriving community of mostly day pupils, alongside a vibrant and growing boarding community of around 100 boys.

Perhaps the first aspect to emphasise is our structure: five years of single gender teaching and learning (ages 11-16) followed by a co-educational learning environment in the Sixth Form, spanning two schools across the town. It is a structure that has not been stumbled upon by chance or accident, but one that allows us to provide an education that is finely tuned to boys in those hugely formative years and, we believe, is the reason why Stamfordians emerge from the school as well-rounded and well-skilled as they do; highly aspirational for themselves, but also highly considerate of others.

One of the aspects that regularly strikes newcomers to the school is the supportive, compassionate, service-orientated ethos at the school's heart. This can be seen through subject prefects and peer mentors supporting the younger years in tutor groups, clubs and societies. It is also regularly seen through the many thousands of pounds raised, and many hours of time freely given to charitable organisations that support some of the most vulnerable in our society, such as Cancer Research, #TeamGeorge, the Matt Hampson Foundation, Lincs to India, the Evergreen Care Trust, the Leprosy Mission.

At the core of the schools lies a creative and innovative learning community: the boys thoroughly enjoy their lessons and the positive relationships that they have with their teachers. Our curriculum is adapting to embrace higher-level metacognition skills – self-awareness, self-reflection and deeper thinking – at an earlier age; a diverse and enriched Sixth Form curriculum that includes over 25 subjects as well as a Sport Btec, MOOCS, Microsoft accredited courses, and excellent engagement and results with the Extended Project Qualification.



This is all supported by outstanding pastoral care in boarding houses (Browne, Byard and St Martins) and in day houses, which provide engagement and enjoyment for all pupils.

The school has an excellent track record of careers and university advice to support pupils into the most selective universities, whilst also recognising the growing diversity of routes into careers and professions. The majority (90%+) of our pupils go on to university, and 90% of those are successful in achieving entry to their university of choice.

However, a small but growing number are taking advantage of some excellent alternatives such as undergraduate schemes with the merchant navy, Royal Navy, and private firms like Mercedes and Jaguar Land Rover; internship in Architecture; degree apprenticeship with BAE Systems.

We have a tremendously diverse academic enrichment programme with a wealth of opportunities for all: foreign language exchanges – including to Russia, Germany, France and Spain; success with reading passports; entry rates to National Poetry Day; excellent participation academic/business competition; the Engineering Education

Scheme, the Cambridge Chemistry Challenge; Mathsfest; Stem projects; the thriving Junior debating club on Monday lunchtimes; the Y10 boys who won the regional final of Coca Cola's Real Business Challenge and qualified for the National Final; success for our younger pupils in the Spanish spelling competition; a wide range of clubs and societies, including astronomy, dissection, genealogy, robotics, and an extensive programme for academic scholars.

Another aspect is our outstanding support and achievement in drama, music and the creative arts. Productions include musicals (Grease, Les Miserables) and classics such as Arthur Miller's The Crucible and Tom's Midnight Garden. Music is such a crucial and core part of life at the school: well over 200 individual music lessons for boys take place every week at Stamford School and the Vox choir sees well over 40 boys in the lower years attending each week.

We also have a really vibrant and prosperous adventure and outdoor pursuits programme. Extensive support for the school's DofE programme, bush-craft and climbing

clubs, a Combined Cadet Force that encourages participation and success: our RAF cadets came 5th nationally in the Air Squadron Trophy competition out of several hundred school CCF sections that entered. In overseas trips, pupils have visited many dozens of sites and locations from Cambridge to Croatia; Bosworth to Barcelona; Poland, Washington, New York.

Finally, the school has a national reputation for sport and games. For instance, amongst many others, we field 23 rugby teams a week, 21 hockey teams, 15 cricket teams, 8 tennis teams. Across Years 7 and 8 more than 90% of boys have represented the school in some sporting form over the course of a year. Strength and enjoyment is far wider than the major team sports: our gymnasts won silver at the Nationals; our badminton U18 B team had 8 wins from 8; our younger years in the pool all had winning seasons as did our squash players. The U15 cricket team reached the national semi-finals as regional champions whilst in Hockey the boys were county champions in 5 age groups, with the 1st XI reaching that last 8 nationally.





Stamford School

The Senior Leadership Team

The Senior Leadership Team (SLT) at Stamford School is a well-organised group commensurate with the size and complexity of a large school of around 700 day and boarding boys (ages 11-18), along with approximately 80 teachers and many additional operations staff who work within finance, HR, estates, grounds, catering, domestics, admissions, IT and school administration.

The SLT currently comprises a senior deputy, two deputies responsible for academic and pastoral provision, three further members responsible for the co-curriculum, staffing and Sixth Form.

The school is part of the Stamford Endowed Schools which incorporates Stamford High School (600 girls, ages 11-18) and Stamford Junior School (350 boys and girls, ages 4-11).



The Role

Senior Deputy Head
Stamford School

The following represents a broad outline of the areas the Senior Deputy Head would cover but is by no means exhaustive and the successful candidate would be expected, and actively encouraged, to look critically at all areas of the job and bring their own experience, ideas and expertise to the role.

SAFEGUARDING

The Stamford Endowed Schools are actively committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).



OPERATIONAL

- Deputise for the Head when necessary.
- Oversee the school on a day-to-day basis including the programmes for the beginning and end of terms, staff duties, lunch times, supervision before and after school.
- Monitor the use and allocation of teaching spaces, liaising with the IT department and the Estate Supervisor as appropriate.
- Liaise with the School's Parents' Association, Friends of Stamford School and encourage social and fund-raising initiatives.
- Oversee procedures for the registration of pupils. Monitor attendance and report to the Head on trends.

LEADERSHIP & MANAGEMENT

- Sit on the school's Senior Leadership Team (SLT) and contribute to strategic planning for the school. Chair meetings when necessary.
- Draft the school's operational plans. Monitor progress and report on it. Take responsibility for some elements within it.

- Meet regularly with the senior deputies of SJS and SHS to ensure consistency across the schools on all cross school issues.
- Liaise with the Head of IT Services. Ensure clear communication between his department and teaching staff. Seek solutions to issues arising.
- Liaise with the Director of Operations. Ensure clear communication with all operations staff and teaching staff. Seek solutions to issues arising.
- Be conversant with SIMS, the school's information management system. Lead the school in its use and exploit its capacity to further school improvement.

COMPLIANCE

- Lead, within SS, on all areas of compliance ensuring that staff understand, and follow the School's policies and processes.
- Update the school's self evaluation form annually.
- Be conversant with ISSRs and NMS and the ISI paperwork so that the School is compliant and ready for Inspection by ISI.

ACADEMIC AND PASTORAL

- Along with other members of the SLT, monitor the work of a number of academic departments.
- Oversee appraisal and performance management of staff.
- Assist in the appointment of staff, monitoring workload, welfare and encouraging the sharing of good practice.
- Oversee the maintenance of discipline within the school. Lead investigations into serious breaches of school discipline. Run Saturday morning detentions when necessary.
- Teach approximately one third of a full timetable in any subject.
- Take assemblies and lead Chapel Services when necessary.

AFTER A YEAR IN POST IT WOULD BE EXPECTED THAT THE INCUMBENT WOULD TAKE ON AT LEAST ONE LEADERSHIP RESPONSIBILITY THAT RUNS ACROSS ALL THREE ENDOWED SCHOOLS. ANY SUCH ROLE WOULD BE COMMENSURATE WITH THE EXPERIENCE AND EXPERTISE OF THE INCUMBENT.





This post would suit someone with existing Senior Leadership Team experience looking to further their areas of responsibility or someone with suitable experience looking to move into Senior Leadership for the first time. It is likely the successful candidate would be looking to move to Headship themselves in the future.

ESSENTIAL

- Degree level qualification.
- A genuine interest in the education of young people.
- Inspirational practitioner in any subject.
- Experience of a middle leadership role either academically or pastorally.
- Experience of leading or being part of whole school initiatives and change management.
- Experience of making difficult decisions and having difficult conversations.
- Excellent interpersonal skills and ability to appeal to all stakeholders in a school.
- Flexibility for dealing with the dynamics of a school and the changing nature of education.
- Ability to develop structures and systems to meet the needs of the role.
- Excellent time-management skills.
- A team player but single-minded as necessary.
- IT literate.
- Willingness to be involved in the extra-curricular life of the School.
- Ambition to develop and move to headship in time.
- Interest in educational research and keeping up to date with current developments and ideas.

DESIRABLE

- A post graduate management qualification or evidence of further study.
- Knowledge and understanding of Inspection.
- Experience of boarding.
- Experience in marketing a School and playing a role in the admissions process.
- Safeguarding training and appreciation of safer recruitment.
- Experience of managing budgets.





Outstanding education

Children of families from all walks of life have the opportunity to gain a place at our Schools and the surrounding community enjoys and benefits from the presence, activities and facilities of the Schools.

ROUNDED AND GROUNDED

Stamford School has a strong reputation for success, from academic excellence to outstanding achievements in music, drama, sports and adventure. We foster within our boys a sense of personal responsibility, service to the community and leadership, underpinned by a pastoral ethos which places the well-being of the boys at the heart of all we do. A Stamford School boy is rounded and grounded.

At Stamford School, we endeavour to promote a sense of intellectual curiosity and a love of learning which will remain with him throughout life. A broad curriculum coupled with innovative and enthusiastic teaching provides an environment in which young minds are stimulated and developed. Academic learning is enriched by a wide variety of educational visits and international exchanges. Our extensive co-curricular programme completes a well-rounded learning experience, giving our students the opportunity to develop their interests and abilities in an impressive range of activities.

PASTORAL CARE

Our pastoral programme is given the highest priority, as we know that happy, cared-for children are most likely to thrive. There are many structures in place to ensure that the welfare of every child at our School is safeguarded and that their progress is monitored carefully. Form Tutors develop good relationships with each member of their set and are quickly able to identify problems. The house system mixes boys across the School, providing the younger boys with good role models and creating within the older boys a sense of responsibility. Student mentors support the younger boys and are willing to discuss any issues they might have.



Outstanding location

Stamford was named the
'Best Place to Live in Britain'
in the Sunday Times.



The Schools are a part of the great heritage of Stamford and a symbol of its vibrancy and evolution. The Schools have been established in Stamford since 1532, undergoing many changes but consistently providing a first-class education for their children. Today the Schools remain interwoven with Stamford life, to which our students, teachers and parents contribute greatly.



A great place
to work

Stamford Endowed Schools are a great place
to work...

**LARGEST
EMPLOYER
IN STAMFORD**

**COMMITMENT TO
STAFF WELLBEING**
WITH DEDICATED WELLBEING
GROUP AND INITIATIVES
TO SUPPORT STAFF

**ABOVE AVERAGE
SALARIES WITH
STAMFORD
ENDOWED SCHOOLS
PAY SCALES**

SUPPORT FOR
EMPLOYEE PERSONAL &
CAREER DEVELOPMENT AND CPD

**ACCESS TO
PENSION
SCHEME**

**ACCESS TO A
CONFIDENTIAL
EMPLOYEE
ASSISTANCE
PROGRAMME**

**A DEVELOPING STAFF
SOCIAL SCENE**
INCLUDING JOINT SPORTS,
CRICKET, NETBALL AND
OTHER SOCIAL EVENTS

**SUBSIDISED FAMILY
MEMBERSHIP
TO SES SPORTS CENTRE**

SCHOOL FEES REMISSION ARRANGEMENTS



Induction and Professional Development

There is a sharp focus on the professional needs of the teaching staff. The Schools have a generous INSET budget and teachers/coaches are encouraged to extend their professional development through the attendance of courses and other learning methods. We have an effective Professional Review system.

Other Information

The Stamford Endowed Schools educates children from rising 3 to 18 in Stamford Junior School, Stamford High School and Stamford School. Fee remission for the children of academic staff is available throughout the schools.

Further details can be found on the School's website, www.ses.lincs.sch.uk.

The Application

Candidates should download the application form and send the completed form along with a covering letter of application to Kay Rainsby, Head of HR at recruitment@ses.lincs.sch.uk or to The HR Department, Stamford High School, High Street, St Martin's, Stamford, Lincs, PE9 2LL.

Closing date for applications is **20th November 2017**.

First Interviews will be held on **28th November 2017**.

Second Interviews will be held on **6th December 2017**.





Mr Turner

Director of Music |
Conductor and Singer

"Music is central to everyone's life. Imagine a world with no music? My job is to engender my enthusiasm for music in our whole school community."

Mrs Blissett

English Teacher | Fitness enthusiast

"I love to talk to the students about novels and what they would enjoy reading. My greatest passion is reading and, in particular Young Adult fiction. I have enjoyed series like: The Hunger Games, The Divergent trilogy and most recently The Fifth Wave trilogy."



Miss Davies

Head of Drama | Director/Producer

"Teaching drama affords me the opportunity to share, and hopefully inspire, a lifelong passion for the world of drama and theatre, it allows me the chance to work with students who are excited by what they do and create."



Mr Hilton

Science Teacher | Outdoor explorer

"One of the most important skills I can share with students is scientific reasoning. This is a skill that can be used in our everyday lives, regardless of career choice."





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