



An Outstanding Education

# DIRECTOR OF LEARNING AND INNOVATION

September 2018



Whitgift is an exciting place to work. It is a stimulating environment for students and colleagues alike. Whitgift is a school built around aspiration, excellent standards across the board and diversity. High expectations are the essence of Whitgift's values.

With a new Headmaster, Mr Chris Ramsey, in post from September 2017, Whitgift is poised for the next stage of development.

There are many exciting initiatives and projects under way to enable the School to go from strength to strength. We are keen to enhance our reputation as one of Britain's finest independent day and boarding schools, and to build upon our exceptional reputation for academic excellence, co-curricular success and all-round achievement. We are confident that Whitgift will provide a truly unique and inspirational learning environment, and thereby, a most rewarding place to work.





Everyone at Whitgift is proud of our friendly, challenging and inclusive school; we live and work in a beautiful parkland, we enjoy superb facilities and we reach astonishing standards in all we do. Successive inspections have ranked Whitgift amongst Britain's finest schools and boarders join from many parts of Britain and around the world. There is a diverse and international community, thanks to one of the biggest bursary schemes in the UK.

Parents and students consistently point to the quality of our staff as a key reason for success, and rightly so: energy, stimulating company, the ability to innovate and a culture of reflection and continuous improvement are the attributes we look for and encourage. One of the results is that we have an unparalleled record of producing school leaders - some of the top names in independent education spent their formative years teaching here.

As we formulate the next stage of our development, this will be an exciting time to be joining us: I hope to be able to welcome you in person.

Mr Chris Ramsey





## About Whitgift

There are approximately 1,500 pupils in the School, including 108 boarders. Day students come to Whitgift from across London, Surrey, Sussex and Kent. Pupils enter the School predominantly at 10+, 11+, 13+ and into the Sixth Form. Whitgift is an essentially south London community built around diversity; we are a multi-cultural and multi-faith school united by a common set of values and shared aspirations.

Please see attached link to [School Aims](#).

## Why come to Whitgift?

- > A School with a strong history and a reputation for academic excellence
- > Rated 'Excellent' in successive ISI Inspection Reports
- > A friendly and diverse community

- > Superb transport links to London, Surrey, Sussex and the south coast
- > A wide range of curricular and co-curricular activities
- > First-class modern facilities within a historic parkland with award-winning gardens
- > Top-class sport, music and the performing arts
- > A strong international dimension with boarding at the heart

If you are interested in becoming part of the Whitgift community, please read on for further details.

## Pastoral Care

Pastoral care and supportive relationships are at the heart of everything that we do. It is only through care and concern for the individual that students can flourish and fulfil their potential. The all-round development of every boy and the success that

they enjoy in a range of academic and co-curricular activities is built upon pastoral care. Whitgift is fully committed to the personal and social development of pupils and there is extensive support available to enable each individual to gain in confidence and cope with the challenges and pressures of modern life.

*'The excellent achievement of pupils is underpinned by the commitment of leadership, management and governance to ensuring an environment of ambitious expectation which promotes in pupils the desire to aim high and work for success.'*

ISI Inspection 2017

*'When you get there, you've landed in Narnia: acres of beautiful parkland, where peacocks roam the car park, and wallabies and flamingos live next to the sports centre'*

Tatler

*'Pupils' relationships with each other and staff are almost always characterised by an open honesty and by mutual respect and warmth.'*

ISI Inspection 2017

*'Superb cosmopolitan boys school, with outstanding facilities and a strong academic reputation – an example of what education is really about'*

Good Schools Guide

*'...there is the feel of a university-style tutorial with pupils and teachers enjoying working and learning together. This is highly successful in motivating pupils and raising their expectations of what they can achieve.'*

ISI Inspection 2017





## Academic Achievement

Whitgift prides itself on offering an exciting variety of academic pathways leading to internationally recognised qualifications. This forms the basis of our "unique and tailor-made" education. Choice and flexibility are key principles within our curriculum, alongside commitment to international mindedness and independent learning. This has led to impressive examination results over a number of years, consistently placing Whitgift amongst the top independent schools within the country. Of particular note are our IB results; in 2017 we achieved nearly 40 points as an average score, the highest IB results of any all-boys school in the UK. There is an extensive selection of GCSE and A Level/Pre U courses available. Results in 2017 were extremely pleasing, with Year 11 students achieving an 84% A-A\* success rate, whilst 86% of all A Level grades were awarded A\*-B.

Overwhelmingly students proceed onto their first choice of Higher Education institutions with notable successes at Oxbridge, London Universities and internationally.

Please click link [Academic Highlights](#) for 2017

## Co-Curricular

Whitgift is passionate in its commitment to co-curricular provision. We strongly believe that by providing the widest range of music, sport, drama and other activities, that pupils gain in confidence, learn to work together and flourish as individuals.

## Sport

Sport at Whitgift is exceptional with over 120 national titles won in the past five years across an extremely diverse range of sports. Facilities are outstanding, including a £9m sport and conference centre and extensive playing fields on site. The ethos of

"from foundation to excellence" sees students achieve their fullest potential with many going on to national and international success.

Old Whitgiftians that have achieved professional sporting success include:

### Elliot Daly

*British and Irish Lions, England and London Wasps*

### Jason Roy

*England, England Lions, Surrey, Sydney Thunder*

### Victor Moses

*Chelsea FC and Nigeria*

### Marland Yarde

*England and Sale Sharks*

### Joseph Choong

*Modern Pentathlon Olympian (top 10 finisher Rio 2016)*

### Danny Cipriani

*England and Wasps*

## Music and Drama

Music and drama has thrived at Whitgift over the years with extensive provision available to all students. There have been some truly outstanding performances seen both at the School and at national venues (the Royal Albert Hall, Royal Festival Hall and Cadogan Hall). Close links exist with the Royal Philharmonic Orchestra and Croydon Minster. The recently refurbished Performing Arts Centre is an outstanding venue for a wide range of artistic activities.

More broadly, co-curricular activities include more than 80 clubs and societies ranging from the Investment Society and Animal Club, to Astronomy and the Sequential Art Club. Outdoor Education, including a flourishing Duke of Edinburgh Scheme and the Combined Cadet Force, are vital elements of Whitgift's commitment of offering the widest range of choice to students.



### Introduction

This is a new senior post reflecting the exciting developments currently being undertaken at Whitgift. With the arrival of Mr Chris Ramsey as the new Headmaster in post from September 2017, the School is reviewing many of its major structures and its curriculum provision. As a consequence, we are committed to a renewed focus on what is happening in the classroom and to developing strategies to improve pupil outcomes and to foster independent learning. The successful applicant will be a pivotal player in contributing to this new culture, implementing a variety of initiatives and programmes. They will work very closely with senior colleagues including the Headmaster, the

Deputy Headmaster (to whom the post holder will report directly) and the Assistant Head (Academic). The main focus of the role is to monitor, evaluate and develop the quality of teaching and effectiveness of learning within the School. An awareness of the latest educational research and the international/national context will be essential.

### Duties and responsibilities:

#### Training

- To oversee and manage Staff Development and training for the improvement of learning, both internally and externally, to include dissemination of feedback and sharing of good practice in order to promote high standards of curriculum delivery.

- To keep effective records and recommend appropriate CPD.
- To lead and organise the termly INSET days and to assist departments with their own training programmes.
- To run appropriate training courses such as Whitgift's own Middle Management Leadership Course.
- To take a lead on managing the Head of Initial Teacher Training.
- To organise and deliver the Induction Programme for new staff, including mentoring and observations; to take a lead on liaising with new staff and ensuring clear communication between new staff, Heads of Department and SMT.

### Evaluating

- To monitor and develop effectively the quality of teaching in the School via overseeing regular lesson observations, learning walks and scrutiny of students' work.
- To work closely with the Head of Digital Learning to ensure that effective progress is made in the implementation of IT systems to support learning.
- To act as a catalyst for good practice and smart working within Teaching and Learning, stimulating culture change across departments.
- To ensure that all teaching staff have accurate and relevant job descriptions which contribute to staff development and, in consultation with the Deputy Headmaster, to contribute to the process of Performance Management Reviews including target setting.
- To act as the Line Manager for the Head Librarian and to develop and manage all Library provision and relevant resources to ensure effective focus on Teaching and Learning.
- To assist with academic monitoring, conducting some pupil monitoring interviews.





### Innovating

- To play a crucial role in keeping the School up-to-date with the latest educational research and current thinking regarding Teaching and Learning, including attending courses and conferences as appropriate.
- To plan and implement, in consultation with senior staff, appropriate projects and initiatives to support Teaching and Learning.
- To have particular oversight of development of Teaching and Learning within the Lower School, and to put in place programmes for improving consistency in this area.
- To devise and implement, as appropriate, independent learning initiatives.
- To work closely with a variety of senior colleagues including Heads of Departments and the Head of Academic Enrichment.
- To coordinate Year Group Committees along with relevant Heads of Year, to establish a full School Council and to develop opportunities for Pupil Voice.

### Person Specification:

- Experienced academic teacher with a genuine interest in developing students' attitudes to learning and promoting outstanding teaching.
- Cutting edge knowledge of a range of learning and teaching strategies which can be effectively deployed within Whitgift.
- A colleague with an awareness of the importance of achieving the appropriate balance between new ideas and innovations alongside an appreciation of the importance of maintaining currently successful projects.
- An understanding of the importance of innovation and creativity as a route to outstanding public examination results.
- An awareness of potential future trends in education and the consequences of these for schools.
- Excellent knowledge of systems which promote the use of data by teachers to enhance student outcomes.
- Outstanding E-Learning skills and experience.
- High levels of competency of leading and managing successful teams.
- First class written and oral communication skills alongside a clear ability to establish successful working relationships.
- Excellent organisation and planning skills and the ability to remain cheerful under pressure.
- An enthusiasm to oversee a culture change within the School where Teaching and Learning is at the heart of everything we do.
- The ability to drive through and deliver whole-school change, whilst carrying relevant stakeholders with them.
- High levels of energy, enthusiasm and flexibility as required by any colleague within a busy school such as Whitgift; effective prioritisation.
- A clear commitment to their own professional development.

- Previous relevant experience such as managing a large and successful academic department or year group/school section.

### Contacts

- For any general queries about the school, please contact the Human Resources Department, email: [SchoolHR@whitgift.co.uk](mailto:SchoolHR@whitgift.co.uk)
- For more specific queries please feel free to contact Peter Yeo, Deputy Headmaster on 020 8688 9222.





# Staff Benefits / The Application Process

## Salary

The Whitgift Foundation has its own generous salary scale, which is significantly above that of the maintained sector. Starting salaries are dependent on relevant qualifications and experience for the post. The Governors review salary scales annually in September to ensure that they remain competitive.

Staff will be encouraged to contribute fully to the co-curricular life of the School and this is reflected in the salary offered. A strong commitment to the pastoral and house system is also anticipated.

## Accommodation

Accommodation may be available.

## Relocation

Assistance is offered towards removal expenses and associated costs up to a total of £1,000.

## Other benefits

Discounted membership is available at the on-site gym from 6.00pm to 10.00pm Monday to Friday and 8.00am to 4.00pm Saturday and Sunday.

Colleagues enjoy membership of the Simply Health Cash Plan, which gives financial assistance towards the cost of everyday healthcare and wellbeing, including optical, dental and complementary therapies.

Permanent staff at the Whitgift Foundation Schools enjoy a discount on school fees to a maximum discount of 50% of salary (pro rata for part time staff).

## Applications

Applications will be reviewed on a daily basis and interviews may occur at any stage. The School reserves the right to appoint at any stage of the recruitment process. We invite interested candidates to apply as soon as possible.

We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake.

Whitgift aims to employ staff who are best qualified for the post and does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sexual orientation, marital or civil partnership status, disability or age.

## Pre-employment Checks

All appointments will be subject to two satisfactory references (which may be taken prior to interview), Disclosure check by the Disclosure and Barring Service and medical fitness for the role. Where applicable, overseas police checks and prohibition from teaching and management checks will also be completed. All checks must be completed before employment can commence at the School.

## Safeguarding and Child Protection

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore, any applicant who is offered

an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School to ask for original qualifications and professional membership documents to be presented at interview, as detailed on their application. Photocopies or certified copies will not be accepted.

Whitgift School is committed to safeguarding and promoting the welfare of young people, and applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure & Barring Service.

Click here for [location and directions](#)

