



**Headteacher**

**Application Pack**

**Click for Website**

Furze Platt Road, Maidenhead, Berkshire SL6 7NQ

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**Headteacher**  
**Start Date: September 2018**  
**L32-L39 (£85,431-£101,158)**  
**Closing Date: 26<sup>th</sup> March 2018 at 9.00am**

Are you an ambitious Headteacher with a record of school improvement looking for a new challenge? Or an experienced senior leader with the potential to lead our school at an exciting stage in its development?

The Governors are seeking a dynamic, inspirational and compassionate leader who is committed to securing the highest standards of learning, teaching and leadership at the school.

The retirement of our current Headteacher means we require an inspiring, visionary professional to lead our school community and take us from good to outstanding. We are looking for someone who can build on the significant improvements made in recent years and take the school to new levels of success. A £7m building programme sees us about to embark on further enhancements to our school as we implement our expansion plan.

We are determined to continue our progress and attainment success at GCSE and KS5, and we want to remain the best comprehensive sixth form in Windsor and Maidenhead. You will motivate staff and students to give their very best, develop a lifelong love of learning and prepare for life beyond school.

Furze Platt is a highly successful mixed comprehensive school serving the children of Maidenhead. 1263 boys and girls of all abilities thrive at our school. We are a highly ambitious, high-achieving and fully inclusive school providing an outstanding education for all. We want our students to enjoy the time they spend with us by providing an education which is broad, stimulating and rewarding. We are also proud of the range of extra-curricular opportunities we provide for students outside the classroom.

The successful candidate will:

- have a proven record of leadership and management at a senior level and can demonstrate a range of effective leadership styles to inspire and develop staff and students
- have demonstrable success in raising standards and meeting challenging targets
- have excellent interpersonal skills
- be a versatile thinker who can look forwards and outwards to develop and champion innovative solutions
- be supported by a committed and forward looking Governing Body, together with excellent senior leadership and business teams.

If you would like to enquire further about the role, speak to our current Headteacher, or visit the school prior to submitting your application please contact Gina Hurry from Academicis on 01233 907979 or 01223 907976. If you wish to apply please send a completed application form to [ghurry@academicis.co.uk](mailto:ghurry@academicis.co.uk).

**Closing date:** Monday 26<sup>th</sup> March 2018 at 9.00am

**Shortlisting:** Tuesday 27<sup>th</sup> March 2018

**Interview dates:** Wednesday 18 to Friday 20 April, 2018

Furze Platt Senior School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. This post is subject to an enhanced disclosure via the Disclosure and Barring Service.

## Welcome from the Chair of Governors

Thank you for your interest in the Headteacher role at Furze Platt Senior School.

We are looking for an exceptional individual to lead our school into the next stage of growth and development following the retirement of our current Headteacher.

In addition to a current £7 million expansion programme governors have set a clear five year strategic plan together with a blueprint for future site developments.

The role will therefore be exciting, challenging and rewarding and we are looking for someone very special with a wide skillset and the ability to work effectively with governors and other senior leaders in driving the school forward.

The whole FPSS community is committed and hard working with the focus very much on the success and development of our students to achieve their potential in an enjoyable and friendly environment.

Furze Platt Senior School is a tremendous school in which to work and this is an exciting time to join us on our journey. Should you require any further information please contact Gina Hurry of Academicis on 01223 907976 or [ghurry@academicis.co.uk](mailto:ghurry@academicis.co.uk).

Yours sincerely

Gavin Tisshaw MSc  
Chair of Governors



# Headteacher

## Job Description: Headteacher

<b>Reports to:</b>	The Governing Body
<b>Line Manager for:</b>	See current organisation chart
<b>Main Purpose of Role:</b>	<ul style="list-style-type: none"> <li>To work in partnership with the Governing Body and others, to create and implement a shared vision and strategic plan which inspires and motivates students, staff, parents and carers and all other members of the community</li> <li>To lead and co-ordinate the translation of the vision into agreed objectives and operational plans, which contribute to the school's five year strategic plan, the school improvement plan and the school's self-evaluation</li> <li>To set high expectations and achieve excellent outcomes for all young people</li> <li>To deliver a balanced budget and ensure rigorous measures and procedures are in place and reviewed to ensure the viability of school finances are always protected</li> </ul>

These responsibilities are underpinned by the National Standards of Excellence for Headteachers, and the Headteacher will be expected to undertake any other duty as specified by School Teachers Pay & Conditions Document (STPCD) not mentioned below. Whilst every effort has been made to explain the overarching duties and responsibilities of the post, each individual task undertaken may not be identified.

### The Headteacher will lead the implementation of the school's strategic plan in the following areas:

- Curriculum and Learning
  - Ensure that the curriculum consistently meets the needs of all students in KS3, KS4 and KS5 using data and benchmarking to monitor progress in every child's learning
  - Articulate a clear vision of outstanding teaching and learning and how to achieve it
  - Ensure stretch and challenge for all students
  - Develop and support aspirational, inspirational curriculum and teaching practices
  - Implement strategies which secure high standards of behaviour and attendance
  - Prepare young people effectively for life beyond school
- High Quality Leadership and Operational Excellence
  - Ensure accurate and rigorous self evaluation and identification of priorities
  - Secure excellent strategic and operational school leadership
  - Support the effectiveness of governors and governance
  - Identify and nurture talent through performance management of staff
  - Develop outstanding student leadership
- Student and Staff Wellbeing
  - Maintain a safe, happy and healthy environment for students and staff
  - Demonstrate a robust commitment to safeguarding and promoting the welfare of children and young people
  - Work with the senior leadership team to ensure high standards of pastoral care
- Finance and Funding
  - Ensure the school is appropriately funded and is making optimum use of operational resources
  - Ensure rigorous and robust budget planning and management
  - Be proactive about income generation to maximise income
  - Develop partnerships which maximise potential efficiencies and financial opportunities
  - Maintain full capacity in Years 7-11 and Sixth Form



5. Working with Key Stakeholders and School Partnerships

- Ensure effective communication with all stakeholders including students, parents and carers, governors, senior leadership team members, staff, the local authority and the local community
- Work proactively with local primary and secondary schools to support 'school to school' support and maximise opportunities for stronger partnership working
- Extend and strengthen relationships with higher education and local business to further continue and enhance the quality of education, CEIAG, Apprenticeships and employment progression routes for students.
- Work in partnership with the Local Authority to ensure the school maintains an optimum position with regard to funding and site matters
- Work in partnership with the local community and councillor representatives to ensure the school continues to operate as a good neighbour within the local community.

6. Student Experience

- Further extend extra and extended curriculum programme to meet the interests and aspirations of all students
- Develop the use of new technologies to extend and deepen learning
- Maintain outstanding pastoral and wellbeing for all young people
- Provide high quality classroom and learning experiences through behaviour discipline, raising achievement, SEN and Shine (ASD and Outreach service) provision, the Gifted and Talented programme, staff CPD and performance management

7. Recruitment, Retention and Professional Development

- Recruit and retain high quality teaching and support staff and further develop the school as a centre of excellence for teacher training
- Identify and enhance leadership development at all levels of the organisation
- Develop strategy to strengthen and promote staff wellbeing and recognition
- Secure first class professional development for all staff

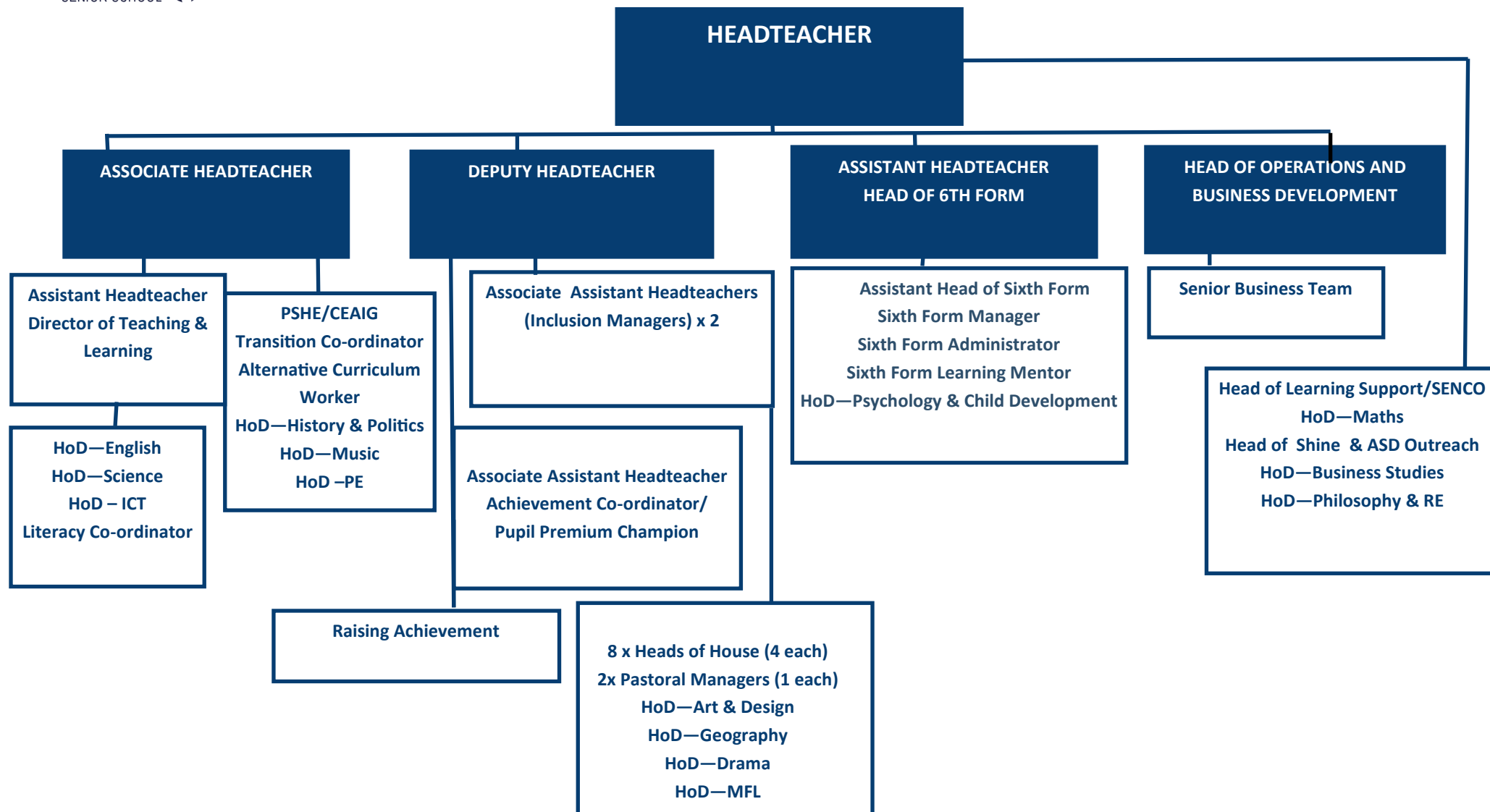
Name:

Signature:

Date:

***Furze Platt Senior School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

## FURZE PLATT SENIOR SCHOOL—ORGANISATION CHART 2017– 2018



## Person Specification: Headteacher

	Shown through A = application I = interview R = reference
<b>Qualifications and Training:</b>	
Qualified teacher status and/or further relevant qualification in education or management	A
Evidence of recent continuous personal and professional development	A, I
<b>Experience of:</b>	
Working in a range of secondary schools with diverse intakes	A, I
Recruiting, building, developing and leading successful teams	A, I
Being a significant member of a senior leadership team in a secondary setting	A, I
Successful track record in raising educational standards for all students in the pursuit of excellence	A, I
Developing and sustaining collaborative relationships with a range of educational stakeholders, internal and external	A, I
Successful experience of strategic financial planning, budgeting and resource management	A, I
Evaluating and using data to plan and improve pupil performance	A, I
<b>Leadership and Management Qualities:</b>	
Ability to articulate a clear vision of outstanding teaching and learning and how to achieve it	A, I, R
Ability to think and work strategically and take a lead role to develop, build on and communicate a shared vision and strategic plan which inspires and motivates the whole school community	A, I
Ability to delegate responsibility with accountability	A, I, R
Ability to produce and implement appropriate improvement plans and policies	A, I, R
Able to inspire, challenge, motivate and empower teams and individuals to achieve their goals	A, I, R
Ability to develop effective working relationships and networks with people, schools and other organisations beyond the school	A, I, R
An effective manager of people and resources	A, I

<b>Knowledge and understanding of:</b>	
Key legal issues relating to the leadership and management of a school	A, I
Promoting and safeguarding the welfare of children	A, I
National trends that could impact upon the school and an understanding of the broader educational landscape	A, I
Effective and financial resource management including the Pupil Premium	A, I
CEIAG (careers education, information, advice and guidance) and the range of opportunities for young people after school	A, I
<b>Skills and Abilities:</b>	
Excellent communication skills and the ability to speak to large audiences	A, I
Competent and effective use of ICT	A, I
Strong negotiating and influencing skills	A, I
Excellent organisational skills with the ability to work under pressure and to deadlines	A, I, R
Clear strategic thinker with the ability to demonstrate good judgement to reach and justify difficult decisions	A, I
Able to develop effective working relationships and networks with staff, governors, parents, other schools, and organisations beyond the school	A, I
<b>Personal qualities:</b>	
Personal commitment to inclusion and success for all	A, I
A passion for delivering high quality education to all stakeholders and for achieving positive pupil outcomes	A, I
A sensitive and confident communicator with a proven ability to listen to, understand and work effectively with governors, students, staff and parents	A, I
A visible presence around the school	I
<b>Other:</b>	
The post holder must be committed to safeguarding the welfare of children. This post is subject to an enhanced DBS disclosure	DBS Process



# Furze Platt Senior School



**Furze Platt Senior School is a highly ambitious, high-achieving and fully inclusive school providing an outstanding education for all.**

In December 2011 we became an Academy. Since then we have seen investment in our facilities with our Dance and Drama Studios, 60 station gym and astroturf. Our current £7 million expansion programme will extend and further enhance our facilities which will include new science laboratories, larger dining facilities and flexible learning spaces.

Our school sets the highest aspirations for its students and staff. We want students to work hard in and out of our school, to set themselves demanding goals, and to achieve highly. Furze Platt is a successful mixed comprehensive school serving the children of Maidenhead. Boys and girls of all abilities thrive at our school and our aim is to help them develop the skills and qualities which will allow them to excel in the future. We want them to enjoy the time they spend with us and this is accomplished by providing an education which is broad, stimulating and rewarding. Life at Furze Platt is exciting, challenging, friendly and supportive with a rich and rigorous curriculum.

Furze Platt students enjoy great success in all aspects of their education - academic, practical, sporting, creative and vocational. We want students to value, enjoy and succeed in their lessons, courses and qualifications and to always be the best they can be. Examination results are excellent, and the majority of students progress into our popular Sixth Form.

There is an enormous range of opportunities for the young people in our care, both inside and outside of the classroom. As well as their studies our students tackle a wealth of extra-curricular

activities and a full programme of trips and visits. We have outstanding academic, sporting and the arts facilities.

We work hard on students' organisation, self-belief and motivation and this, combined with their education and the support of their teachers, means that students aim high and reach high.

Girls and boys of all abilities and aptitudes do well at Furze Platt and we pride ourselves on the harmonious and friendly atmosphere which exists on campus and of the diverse community we serve. We seek to bring out the best in boys and girls and those of different faiths and ethnic backgrounds. We want all to achieve extremely highly, the result of an accepting, tolerant and inclusive environment. Students are challenged and supported in their learning, whatever their starting points, both in and out of lessons. All are pushed to make the most of their abilities, achieve their potential and succeed at university or further education, in their careers, and in life.

Our broad and deep core curriculum is supported by significant wider opportunities - academic, sporting, practical, creative and vocational - both in and outside school. Our hard-working students are taught by highly-skilled and passionate subject experts in a vibrant atmosphere of learning. Our state of the art facilities and resources are maintained to the highest standard.

Furze Platt provides a first-class education for all students.

### **Furze Platt Senior School's Mission and Vision**

Furze Platt is a highly ambitious, high-achieving and fully inclusive school providing an outstanding education for all.

#### **Highly ambitious**

Furze Platt sets the highest aspirations for its students and staff. We want students to work hard in and out of school, to set themselves demanding goals, and to achieve highly. They should progress on to competitive courses at leading universities, including Russell Group and Oxbridge, or into challenging and fulfilling careers, through rigorous apprenticeships or further study.

#### **High-achieving**

Furze Platt students enjoy great success in all aspects of their education - academic, practical, sporting, creative and vocational. We want students to value, enjoy and succeed in their lessons, courses and qualifications and to always be the best they can be. Furze Platt aims always to be amongst the highest-achieving schools locally and nationally for student attainment and progress.

#### **Fully inclusive**

Furze Platt is proud of the diverse community it serves. We seek to bring out the best in boys and girls, and those of different faiths and ethnic backgrounds. We want all to achieve extremely highly, the result of an accepting, tolerant and inclusive environment. Students are challenged and supported in their learning, whatever their starting points, both in and out of lessons. All are pushed to make the most of their abilities, achieve their potential and succeed at university or further education, in their careers, and in life.

## **Outstanding education**

Furze Platt provides a first-class education for all students. Our broad and deep core curriculum is supported by significant wider opportunities, academic, sporting, practical, creative and vocational, both in and outside school. Our hard-working students are taught by highly-skilled and passionate subject experts in a vibrant atmosphere of learning. Our state of the art facilities and resources are maintained to the highest standard.

## **Furze Platt Senior School's Values - our community – students, staff, governors, parents**

Above all, members of Furze Platt community are:

Aspiring, Motivated, Confident, Considerate

### **Aspiring**

Furze Platt students have high standards and high expectations. They want to succeed in lessons and in their qualifications, and to use their educational achievements in order to succeed in further or university education, in their careers, and in life.

### **Motivated**

Furze Platt students see learning and personal growth not just as a means to qualifications, further education, university study and successful careers, but as ends in themselves. They have the intrinsic enthusiasm and desire to achieve their personal best. They use this also to motivate others, and to create a climate of shared endeavour, both in the classroom and through wider learning opportunities.

### **Confident**

Furze Platt students understand that 'every accomplishment begins with the decision to try,' but that success does not always come easily or immediately. They have the confidence to see failure as part of the learning journey, and to use their reflectiveness and resilience to learn from past mistakes. Our students learn and communicate confidently and help develop confidence in others.

### **Considerate**

Furze Platt students are kind and caring. They show empathy, understanding and respect to all those around them. They collaborate well and happily with others and participate in school and wider community events. They are ambitious but not ruthless, and work to ensure the success of others as well as themselves. They respect and take care of their current future environment.

Our most recent [Ofsted report](#) highlights the many strengths of our school, and praises the achievements and behaviour of students as well the effectiveness of teaching and leadership.

View our [School Prospectus](#) and our [Sixth Form Prospectus](#) to gain more insight to our community. Further information about the [Academy Finance](#) and our [Articles of Association](#) are available on our website.