



**KING EDWARD VI
HANDSWORTH
SCHOOL FOR GIRLS**

In pursuit of educational excellence for all

KING EDWARD VI HANDSWORTH SCHOOL FOR GIRLS

11-18 SELECTIVE ACADEMY

HEADTEACHER | CANDIDATE INFORMATION





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As one of the top state schools in the country, King Edward VI Handsworth School has a longstanding commitment to academic excellence.

Our school is part of a family of five selective academy schools of the King Edward VI Foundation. Founded in 1883, with buildings dating from 1911, we are proud of our heritage and long standing service in the City of Birmingham. But we firmly believe in looking forward and adopt the best of modern teaching philosophy and practice. Tradition and innovation go hand in hand, resulting in a vibrant learning community.

LEARNING FOR LIFE

In September 2003 we became a specialist school for the performing arts and in February 2009 we also became a specialist school for science. We were then awarded Academy status in August 2011. As a selective school we expect and encourage high academic achievement. We provide broad choice and opportunity within the curriculum and high-quality teaching appropriate to the differing needs and aspirations of all pupils. This results in exceptional examination success, year after year.

But success goes far beyond academic results. We believe in learning in its broadest sense and that it is key to a rich and fulfilling life. We encourage every girl to achieve her potential as a well-rounded young person and give all the care and support each individual needs to be able to do that.

We pride ourselves on the vast range of extra-curricular activities on offer. All girls enthusiastically contribute to school life, and take up opportunities to discover and develop new talents. We have a strong musical tradition with choirs, orchestras and a dhol group. Drama is also popular, as are our various sports groups who regularly win at local and national levels.

We are also committed to serving disadvantaged children in the city. 20% of our places are reserved for pupils who qualify for pupil premium. As part of the King Edward VI MAT we will be looking to work with non-selective schools in the future.

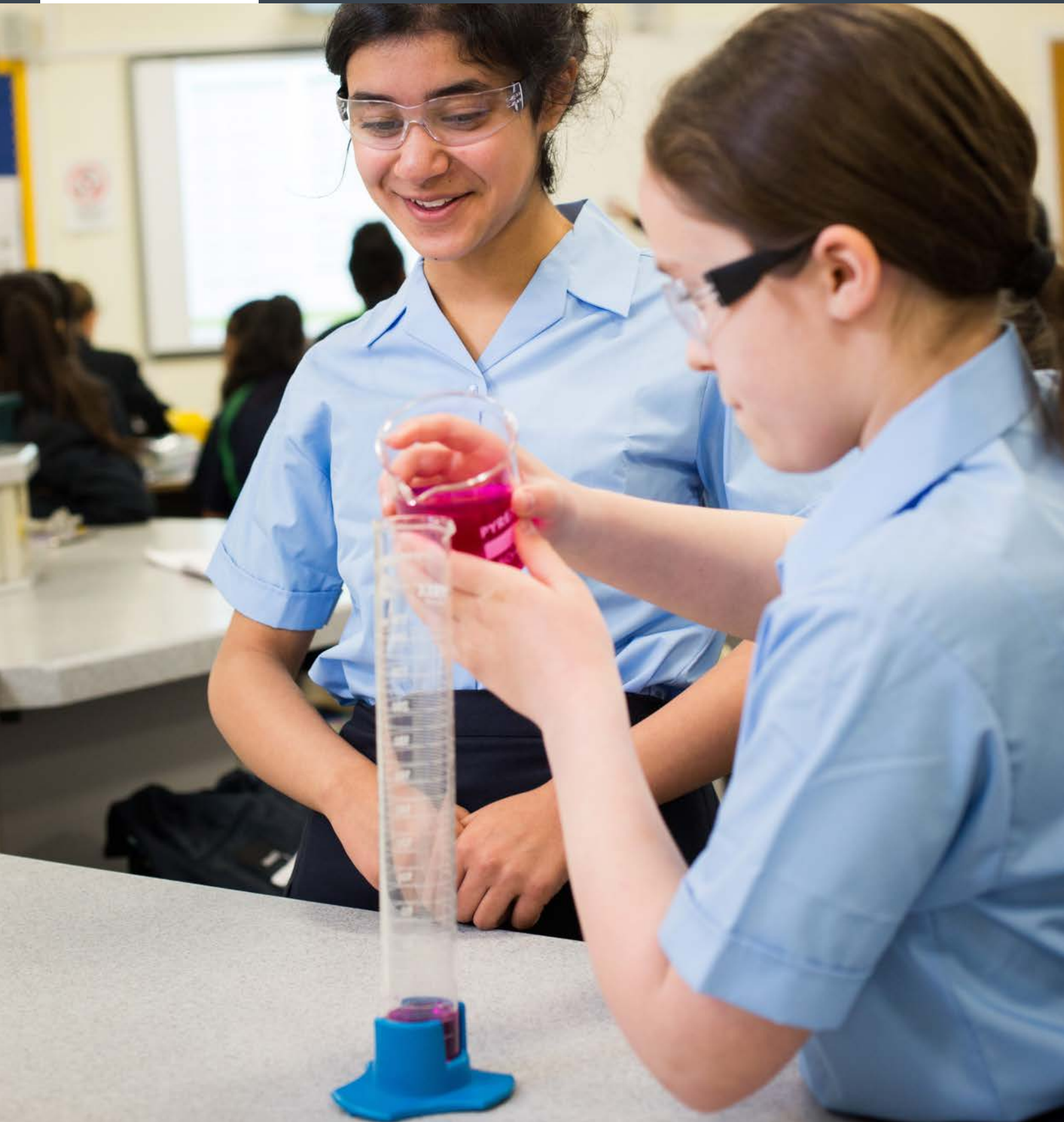
Our school is built on a beautiful, enclosed campus. In recent years an extensive building programme has brought about renovation of our older buildings and construction of a Sixth Form Centre, magnificent sports hall and dance studio while a neighbouring church has been converted into a beautiful music centre. A new library has recently been completed. Our state-of-the-art facilities are enjoyed by the wider community, for example by local adult sport groups, the community gospel choir and for play by Nishkam Free School.



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PRESTIGIOUS PAST, BRIGHT FUTURE





TEACHING WITH PASSION

We have an experienced, talented and committed staff. They choose to work here because they want to teach in an academic school. Teaching is lively and creative and the whole team seeks to raise standards through delivering outstanding practice. An enthusiasm for learning pervades school life.

We offer and encourage opportunities for professional development through in-service training and encourage staff to participate in naturally accredited programmes.

SIXTH FORM

We are very proud of the Sixth Form. It has an excellent academic reputation, and is consistently placed amongst the top state schools in the annual league tables. We offer around 20 AS and A2 courses, taught by specialists who are infectiously enthusiastic about their subject. Virtually all our students take up places at top universities including Oxford and Cambridge.

A BRIGHT FUTURE

Leading King Edward VI Handsworth School requires an exceptional individual. You will need presence and impact to maintain the highest academic standards, and warmth and integrity to nurture this vibrant, multicultural community. You will continue to improve GCSE and A-level results by reducing within-school variation and lead the school to a bright future.

The Foundation's strategic purpose is to develop and expand the role it plays in the city of Birmingham and beyond by working with other schools, with the world of business, with local communities, with other educational organisations and with the government. We are deeply committed to making a significant contribution to the life of Birmingham which is why we are establishing a Kind Edward VI Multi Academy Trust.



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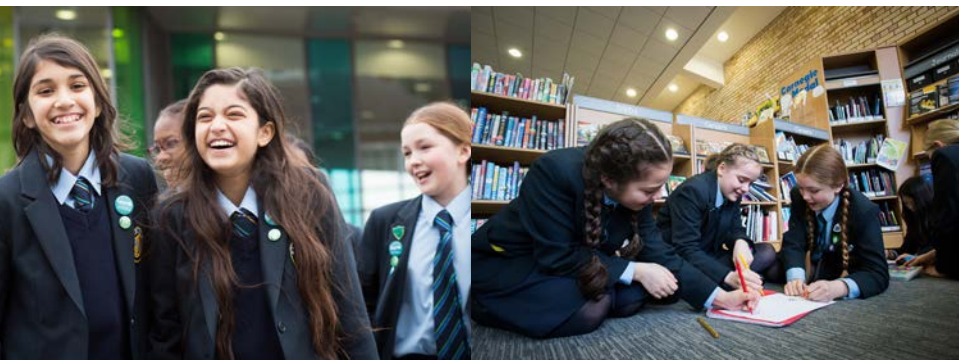
CREATIVE TEACHING, INSPIRED LEARNING





KEY SCHOOL FACTS AND STATISTICS

Type of school	Selective Academy for Girls
Age range	11-18
Location	Handsworth
Denomination	Broadly Christian
Number of pupils	1017
Average class size	32 in KS3, smaller sets in KS4 and 5
Absence days	3.3%
Date school established	1912
School awards	Five consecutive 'outstanding' grades from Ofsted Healthy Schools Artsmark Gold Sportsmark Inspirational School Prince's Teaching Institute
Number of teaching staff	68
% of pupils on free school meals	6.4% and growing
Pupils with special educational needs	1 pupil
% of pupils with English as additional language	31.6%
GCSE results	A*-C 99.4% A*/A 67.3%
A-level results	A*/A 43.9 A*-B 71.3 A*-E 97.6
University admissions	All, some have a gap year
Number in the sixth form	285



THE ROLE – WHAT WE ARE LOOKING FOR

In summary the key requirements of the role are:

- Develop and embed the vision and strategic direction for the school within the MAT
- Demonstrate a clear set of values and integrity when dealing with others
- Sustain high academic standards
- Lead curriculum design and development within and beyond the national curriculum, developing pupils to their full potential
- Secure high quality teaching appropriate to differing needs and aspirations, fostering an enthusiasm for curricular and extracurricular activity
- Ensure the children are provided with a caring, safe and attractive environment in which they can thrive
- Recruit, deploy and develop staff, ensuring that they are supported and challenged to reach their full potential
- Ensure efficient and effective administrative systems
- Promote a positive image and meaningful communications within and outside the MAT
- Work with the local community in order to provide opportunities for parents and children to engage with the school, particularly those from disadvantaged areas

You will need to demonstrate and evidence the following:

- Excellent communication skills and approachability
- An empathetic leadership style, demonstrating the ability to lead through changing circumstances, deal sensitively with other people and resolve conflicts
- Experience of leading either a high-performing or rapidly improving school.
- An ability to think strategically and work collaboratively
- Sound judgement and integrity
- Personal presence, credibility and impact
- Self-confidence and an ability to be resilient in changing circumstances
- Energy and commitment to leading the school
- An ability to analyse and interpret relevant comparative data, establish benchmarks and set targets for improvement.
- Responsibility for personal professional development and for encouraging the development of others

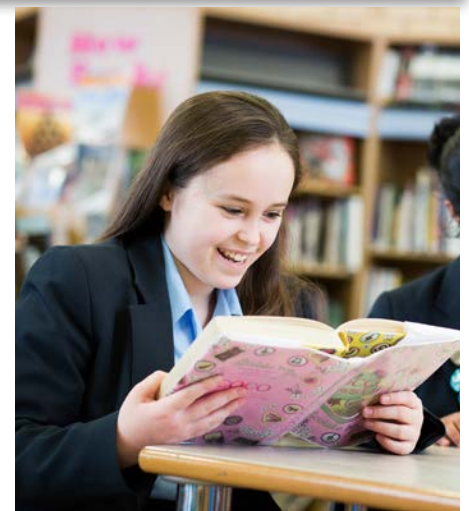
Terms of appointment

This post offers an extremely competitive salary, designed to reflect the School's ambitions and expectations as well as the experience of the successful candidate.

The remuneration package will include a competitive salary, private medical insurance and relocation package (if applicable).

JOB DESCRIPTION

SCHOOL KEY RESULT AREA	HEADTEACHER'S ROLE	RELATED TASKS	KNOWLEDGE & UNDERSTANDING, SKILLS & ATTRIBUTES
<p>Leadership To secure vision, leadership and strategic direction for the school.</p>	<p>To ensure that all those involved in the school are committed to its aims, motivated to achieve them and involved in meeting long, medium and short term objectives and targets which secure the educational success of the school.</p> <p>To collaborate with other schools within the KEVI MAT (to be established in September 2017) to ensure that the MAT's wider objectives to improve the quality and accessibility of education within Birmingham can be met.</p>	<ul style="list-style-type: none"> To lead by example, provide inspiration and motivation and embody for pupils and staff the vision, purpose and leadership of the school. To create and implement a strategic plan which takes account of the future needs of the school in a local and national context. To create and implement an annual development plan which identifies priorities and targets. To monitor, evaluate and review policies and practices in order to ensure that they take account of the KEVI MAT's policies, school needs and inspection recommendations. To undertake a continuous review of school effectiveness and set agreed targets that promote and sustain school improvement. To report to and to be accountable to the Governing Body. To work with the Governing Body, providing information, objective advice and support, to enable it to meet its responsibilities. 	<p><i>You will need to demonstrate knowledge and application of</i></p> <ul style="list-style-type: none"> National policy, roles and functions of the DfE and implications of information and guidance documents. School governance and working as part of a MAT. Political, economic, social, religious and technological influences which have an impact on strategic and operational planning. <p><i>You will:</i></p> <ul style="list-style-type: none"> Be an excellent communicator Have an empathetic leadership style, demonstrating the ability to lead through changing circumstances Have experience of leading either a high-performing or rapidly improving school. Be able to think strategically and work collaboratively Demonstrate how you have built and communicated a coherent vision in previous leadership roles. <p><i>You will need to demonstrate:</i></p> <ul style="list-style-type: none"> Sound judgement and integrity. Leadership styles and practices and their relevance in different contexts Personal presence and impact Self-confidence and an ability to be resilient to changing circumstances Empathy Energy and commitment to leading the school



SCHOOL KEY RESULT AREA	HEADTEACHER'S ROLE	RELATED TASKS	KNOWLEDGE & UNDERSTANDING, SKILLS & ATTRIBUTES
<p><i>Management</i> To ensure the most efficient and effective deployment of staff and resources in order to support teaching and learning.</p>	<p>To ensure that people and resources are deployed effectively to meet specific objectives in line with the school's strategic plan and financial context.</p>	<ul style="list-style-type: none"> To work with the MAT, Governors and staff in order to recruit staff of the highest quality. To ensure compliance with regulations for the appointment and payment of staff. To systematically monitor, evaluate and support the work of teachers. To ensure that professional duties are fulfilled as specified in the Terms and Conditions of Service of Teachers. To support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and responsibilities. Working with the MAT, to set appropriate priorities for expenditure, allocate funds and ensure effective administration and control. To manage, monitor and review the range, quality, quantity and use of available resources. To produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities. To secure value for money. 	<p><i>You will have a knowledge and be able to demonstrate the application of:</i></p> <ul style="list-style-type: none"> Education acts, employment law, equal opportunities legislation, financial management. Managing and resolving people issues empathetically and with sensitivity <p><i>You should demonstrate how you;</i></p> <ul style="list-style-type: none"> Initiated and managed change and improvement in pursuit of strategic objectives. Prioritise, plan and organise. Direct and co-ordinate the work of others, devolve responsibilities and tasks, build and support a high performing team and monitor practice. Think creatively and imaginatively to solve problems and identify opportunities. Work under pressure and meet deadlines. <p><i>You should be prepared to:</i></p> <ul style="list-style-type: none"> Seek advice and support when necessary.
<p><i>Curriculum</i> To provide broad choice and opportunity within and beyond the national curriculum such that each pupil may develop her individual interests and talents to the full.</p>	<p>To ensure that pupils are afforded the maximum possible choice and opportunity within the school curriculum.</p>	<ul style="list-style-type: none"> To determine the school curriculum. To monitor and evaluate the curriculum in order to identify and act on areas for improvement. To ensure that pupils are entered for appropriate public examinations. To ensure that the school has a satisfactory timetable. To ensure that a wide range of extra-curricular opportunities are available for all students to enhance their experience and deepen their learning 	<p><i>Should have a knowledge and understanding of:</i></p> <ul style="list-style-type: none"> Statutory requirements and models for the curriculum and its assessment.
<p><i>Teaching and learning</i> To secure high quality teaching appropriate to the differing needs and aspirations of all pupils and to foster an enthusiasm for learning through a varied programme of curricular and extra-curricular activity.</p>	<p>To create and maintain an ethos which promotes and secures good teaching, effective learning and constructive relationships between staff and pupils.</p>	<ul style="list-style-type: none"> To monitor and evaluate the quality of teaching and standards of learning and promote evidence-based improvement activities. To monitor and evaluate the teaching of literacy, numeracy and IT skills across the curriculum. To encourage and actively support extra-curricular activity. To take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils. 	<p><i>Should have a knowledge and understanding of:</i></p> <ul style="list-style-type: none"> Effective teaching methods including the use of IT.

JOB DESCRIPTION CONTINUED

SCHOOL KEY RESULT AREA	HEADTEACHER'S ROLE	RELATED TASKS	KNOWLEDGE & UNDERSTANDING, SKILLS & ATTRIBUTES
<p><i>Academic standards</i> To sustain whole school high academic standards.</p>	To create and maintain an environment which promotes high academic standards and continual improvement.	<ul style="list-style-type: none"> To use benchmarks and set challenging and realistic targets for sustaining high academic standards. 	<p>Should be able to:</p> <ul style="list-style-type: none"> Analyse and interpret relevant comparative data, establish benchmarks and set targets for improvement.
<p><i>Individual pupil achievement</i> To ensure that each pupil achieves her academic potential and that all achievements, both curricular and extra-curricular, are valued and celebrated.</p>	To create and maintain an environment in which all aspects of individual pupil achievement are promoted, valued and celebrated.	<ul style="list-style-type: none"> To ensure the existence of systems for target setting, assessment, monitoring and recording which contribute effectively to the promotion and celebration of all aspects of individual pupil achievement. To monitor and evaluate such systems. To support the Heads of Key Stages and the Assessment Co-ordinator in target setting and individual pupil academic monitoring. 	<p><i>Should have a knowledge and understanding of:</i></p> <ul style="list-style-type: none"> Strategies for raising individual pupil achievement and self-esteem. <p><i>Should be able to:</i></p> <ul style="list-style-type: none"> Implement such strategies with appropriate colleagues.
<p><i>Pupil Guidance and Welfare</i> To promote the happiness and security of each pupil within a caring environment where she is encouraged to become a morally responsible citizen, aware of her spiritual and cultural heritage and able to make informed choices about her future.</p>	To create and maintain an environment which secures sustained improvement in pupils' spiritual, moral, cultural, mental, physical and emotional development and prepares them for the opportunities, responsibilities and experiences of adult life.	<ul style="list-style-type: none"> To ensure the existence of systems of pastoral care, personal guidance and discipline which contribute effectively to the well-being of all pupils. To deal with serious breaches of discipline including temporary and permanent exclusion. To monitor and evaluate such systems. To support the work of the Heads of Key Stages. 	<p><i>Should have a knowledge and understanding of:</i></p> <ul style="list-style-type: none"> The Children Act, Child Protection procedures and methods of promoting SMSC education. <p><i>Should be able to:</i></p> <ul style="list-style-type: none"> Offer appropriate advice, guidance and counselling to pupils. Embed effective systems based on best practice with regards to safeguarding and child protection.
<p><i>Staff Development and Welfare</i> To create a climate in which all members of staff are encouraged to extend their knowledge and expertise in order to enhance classroom practice and professional development and to provide appropriate personal support.</p>	To value, support, challenge and develop staff in order to sustain good teaching practice.	<ul style="list-style-type: none"> To implement and maintain an effective system for performance management. To engage in constructive discussion with staff in order to maximise pupil progress and school development. To enable teachers to develop expertise in their respective roles through high quality continuing professional development. To offer pastoral support and professional advice. To ensure clear delegation of tasks and responsibilities, so that teams and individuals are aware of their accountabilities and can undertake effective planning, allocation, support and evaluation of work. To manage own workload and that of others to allow an appropriate work/life balance. 	<p><i>Should have a knowledge and understanding of:</i></p> <ul style="list-style-type: none"> Relevant employment and personnel legislation. The Governors' performance management policy. <p><i>Should be able to:</i></p> <ul style="list-style-type: none"> Take responsibility for personal professional development. Deal sensitively with other people and resolve conflicts. Provide professional direction for the work of others. Foster an open and equitable culture and manage conflict. Develop, empower and support individuals and teams. Challenge, influence and motivate others to attain ambitious targets.

SCHOOL KEY RESULT AREA	HEADTEACHER'S ROLE	RELATED TASKS	KNOWLEDGE & UNDERSTANDING, SKILLS & ATTRIBUTES
<p><i>Organisational Environment</i> To maintain a safe and attractive physical environment conducive to effective learning and good behaviour.</p>	<p>To ensure that accommodation meets the needs of the curriculum and Health and Safety Regulations.</p>	<ul style="list-style-type: none"> To support, monitor and evaluate the work of the BSS in the daily management of the school site. To plan for and oversee building projects. To manage the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations. 	<p><i>Should have a knowledge and understanding of:</i></p> <ul style="list-style-type: none"> Health and Safety regulations.
<p><i>Administration</i> To ensure effective and efficient administrative systems.</p>	<p>To ensure that administrative systems contribute to the wider aims of the school.</p>	<ul style="list-style-type: none"> To work with the MAT to develop and improve common administrative systems across its schools To support, monitor and evaluate the work of the Administrative Department. To be responsible for the admission of pupils. 	<p><i>Should have an appreciation of:</i></p> <ul style="list-style-type: none"> Information management systems in order to collect a rich set of data to fully understand the school's strengths and weaknesses.
<p><i>Communications</i> To promote a positive image and meaningful communications within and outside the school community</p>	<p>To ensure an effective partnership between Governors, staff, parents and pupils.</p>	<ul style="list-style-type: none"> To keep parents fully informed about the curriculum and work of the school, their child's progress and how they can best offer support. To give active support to the Parents' Association as its president. To provide information, advice and support to the Governing Body to enable it to meet its responsibilities. To implement and maintain an effective consultation process within the school. To maintain good relationships with the MAT and the other schools supported by the Foundation. To be responsible for effective communications with the media. To maintain links with former pupils through charring the Handsworth Old Edwardians Society. 	<p><i>Should be able to:</i></p> <ul style="list-style-type: none"> Communicate effectively orally and in writing to a wide range of audiences. Negotiate and consult. Chair meetings effectively.
<p><i>External links</i> To encourage links with the local and wider community of Birmingham in order to provide opportunities for pupils to contribute to and learn from the society in which they live.</p>	<p>To promote amongst pupils a sense of service to others and an openness to learning about the wider society around them.</p>	<ul style="list-style-type: none"> To support the work of the Head of Key Stage 3 in fostering primary links. To liaise with the LA when appropriate. To foster links with HE institutions. To encourage joint initiatives with local business and industry. To support the work of staff involved in the organisation of voluntary service and charitable endeavours. To build a school culture and curriculum which takes into account the richness and diversity of the school's communities. Co-operate and work with relevant agencies to protect children. 	<p><i>Should be able to:</i></p> <ul style="list-style-type: none"> Develop and maintain an effective network of contacts. Recognise and take account of the diversity of the school community Build and maintain effective relationships with parents, carers, partners, and the community that enhance pupil education.
<p><i>Personal attributes - The Headteacher should be an excellent communicator and possess and display the attributes of: personal impact and presence, resilience, adaptability to changing circumstances and new ideas, energy, vigour, perseverance, self-confidence, reliability, enthusiasm, intellectual ability, integrity, commitment, self-motivation, empathy.</i></p>			

The Headteacher should report to and be accountable to the Governors.



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