



# ALTRINCHAM GRAMMAR SCHOOL FOR BOYS

## HEADTEACHER APPLICATION PACK

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EST. 1912

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# DEAR APPLICANT

Thank you for showing an interest in the Headship of Altrincham Grammar School for Boys.

We are a large, well respected, selective state school based in South Trafford with a proud history dating back to 1912. We take pupils from the local area and from further afield and our continuing excellent exam results coupled with the recent modernisation of buildings and facilities have seen the popularity of our School grow tremendously.

The new Headteacher at AGSB will have a great opportunity to build on firm foundations and to take the School forward into an exciting new phase. There is already a strong emphasis upon academic excellence, of course, but alongside success in exams we try to make the boys' time at school enjoyable and fun. That statement is backed up by our focus on many things extra-curricular – music and sport are especially strong areas - alongside the opportunities for the boys to go on many field trips, language exchanges and a host of other in-school and out of school activities.

Parents, pupils, former pupils and staff will all tell you that AGSB is an excellent School but we are not in the habit of being complacent and we know it can be even better. The pupils, staff and the Governors are welcoming and receptive to new ideas as we continue to try to be at the forefront of change. A couple of years ago we established The Hamblin Education

Trust helping to bring North Cestrian School (formerly an independent school, only a short drive away) into the State sector as a co-educational non-selective free school thus offering the Altrincham area 750 extra secondary school places over five years. We are keenly aware of our responsibilities to local children and will continue to look for opportunities to innovate, to improve and to benefit the wider community. We will encourage and support the new Headteacher to work with others to develop his/her own vision for AGSB in a constantly changing world. The School vision statement in this pack gives you an idea of our current plans but there will also be new challenges needing new ideas for the 2020's.

We hope you will wish to apply for the Headship and, if you want to find out more about the School, invite you to visit us to see for yourself what a friendly and positive place to study and to work we have to offer. The dates we have set aside for any potential applicant to find out more about the School are Wednesday 6th December and Friday 8th December. If those dates are not convenient but you would still like to discuss the post further, please feel free to contact the current Head, Tim Gartside, by phone on 0161 928 0858.

Please see the School's Prospectus on our website which can be accessed by clicking on the link here [https://www.agsb.co.uk/media/1236/agsb\\_prospectus\\_2015.pdf](https://www.agsb.co.uk/media/1236/agsb_prospectus_2015.pdf).





## A MESSAGE FROM THE CHAIR OF THE TRUST

The Hamblin Education Trust is currently made up of two schools, AGSB and North Cestrian, our name coming from Walter Hamblin, a former Head of AGSB who founded North Cestrian in 1951. The aim of the HET is to encourage both schools (and any others who might wish to join us in the future) to thrive in their own different ways; to sustain a record of high educational achievement and standards within a caring and positive environment. As a fledgeling Trust, and fully aware of the dangers of too rapid expansion, we aim to consolidate and develop the organisational structures which will support both AGSB and NCS establishing firm foundations upon

which we might later build with confidence. The new Headteacher will have an important role in the development of the Trust over the coming years and I hope you will wish to apply for this exciting post.

Duncan Battman

Chairman HET Board of Trustees

## THE SCHOOL

Altrincham Grammar School for Boys is a six form entry selective school. It caters for boys from within its Altrincham catchment area but there are places available each year for boys from South Manchester and North Cheshire. Pupils travel to the school from Stockport, Cheadle Hulme, Wilmslow, Knutsford, Lymm, Warrington, Sale, Urmston, Stretford, Old Trafford and even further afield.

There are currently 1,290 pupils in the school with two year groups (years 8 and 9) of 7 forms of entry and 335 in the Sixth Form. The school is very popular and in September received in excess of 1,100 applications

for year 7. Planning permission has been obtained for a new building which would allow for 7 form entry across all years but funding has yet to be secured.

Over the past 15 years, improvements to facilities have included a new Technology building, a Physics Centre, new classrooms for Art and Food Technology and a Sixth Form Centre. The most significant addition was "The Grammar", a sports centre, Astroturf and tennis courts which is also open in the evenings and weekends for community use.



## A MESSAGE FROM THE CHAIR OF GOVERNORS

AGSB is an Ofsted "outstanding school" that has consistently educated boys to achieve some of the highest GCSE and A level examination results in the country. We pride ourselves in offering a broad academic curriculum as well as many and varied extracurricular activities. The ethos and culture of the school is geared to supporting the boys to reach their full potential in both their academic studies as well as providing a wealth of opportunity for them to develop and grow into well rounded young men.

AGSB is conscious that it cannot stand still in a rapidly changing world and we are always looking for ways to improve and enhance our offer to pupils, parents, members of staff and our local community. There is an opportunity for the next Headteacher to build on the strong foundations of the school, to make a difference and to continue to identify ways to improve and develop..

Ann Balfour

AGSB Chair of Governors

The well-established Governing body is drawn from parents and members of the local community. They are highly enthusiastic and committed individuals who bring a broad range of skills and experience to the role. As a valuable resource for the Headteacher, this expertise is focused towards shaping the future direction of the school.





THE GRAMMAR



THE MATHS  
BLOCK



THE COLEMAN  
HALL



MUSIC



THE PHYSICS  
CENTRE



THE PLAYING  
FIELDS



THE ASTRO TURF



THE ORIGINAL  
CORE



TECHNOLOGY  
BLOCK



THE LABS





# A STUDENT PERSPECTIVE

It has been a privilege to have attended Altrincham Grammar School For Boys over the past seven years. From the moment I arrived I was welcomed by an incredibly friendly atmosphere and environment which proved to be perfect for encouraging learning and exploration.

One of our school's defining features is the emphasis placed on involvement within the multitude of extra-curricular activities which are offered. From being a leading school in national sporting competitions to clubs such as Warhammer and Lego Mind Storms, there is a breadth of opportunities seldom offered at other schools.

One of the extra-curricular schemes I have been most involved in is the Publications Committee. The Publications took control of creating the school magazine over six years ago and since then, we have produced over 20 magazines which are distributed to parents, staff, students and visitors to the school.

The school magazine is a long standing tradition and has existed in some form ever since the school was

established, over 105 years ago in 1912. We take great pride in our professional approach and it is a fantastic way of improving the engagement between students in different year groups and staff. We have since gone on to win national awards for our work. As a senior member of the committee, I am frequently impressed with the talent within the group and I am proud that we have played a small part in our school's long and decorated history.

The skills I have gained from being part of the publications committee have allowed me to create the application pack you are currently reading. I hope that you will apply for the position and wish you every success in your application.

Luke Kwan, Year 13

Publications Committee Editor-in-Chief



Please click on the following link to view some of the magazines we have produced for the school:  
<https://www.agsb.co.uk/info/school-magazine/>

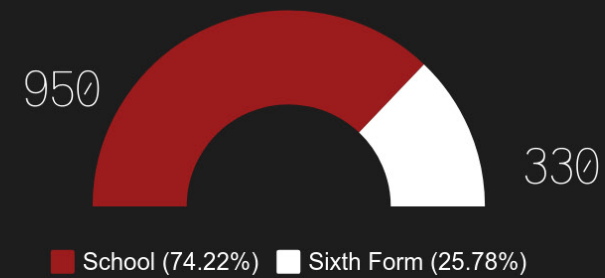


# KEY FACTS

## TYPE OF SCHOOL

Selective; all boys: 11-18  
Academy (2011)  
Founder of The Hamblin Education Trust (2016)

## NUMBER OF STUDENTS

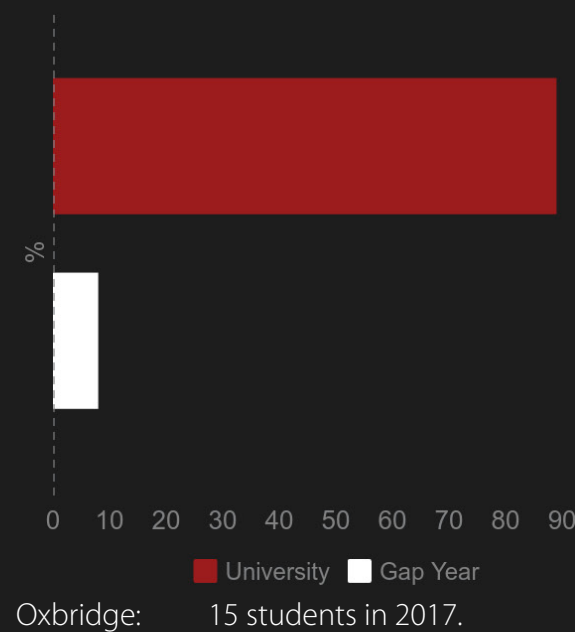


## CLASS SIZES



Although some smaller and some larger sets.

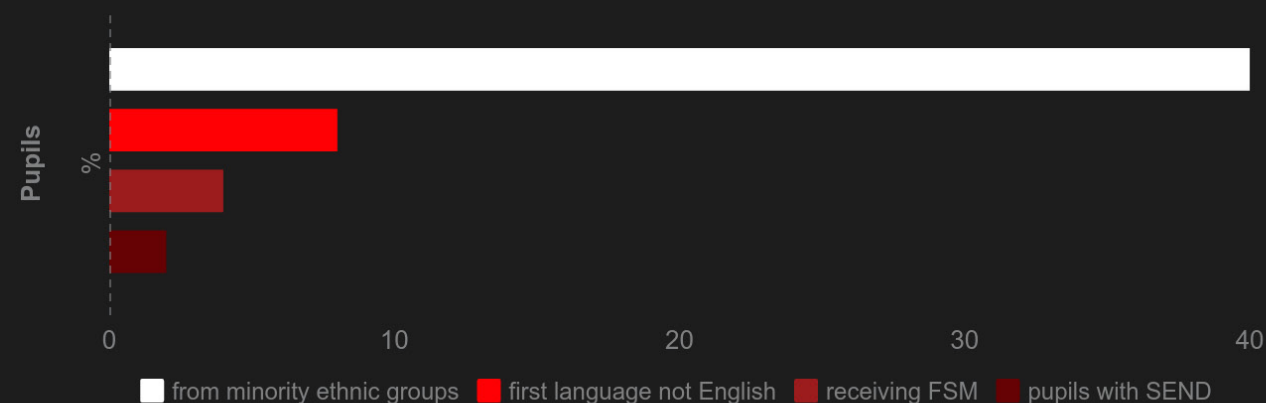
## UNIVERSITY APPLICATIONS



## LOCATION



In Bowdon, circa 1 mile from the centre of Altrincham and 5 minutes' walk from the shops and restaurants of Hale. Manchester is 10 miles to the north and Manchester Airport within 15 minutes by car.





# MISSION STATEMENT

## SCHOOL VISION 2017-2020

We aim to continue to create the best possible environment to enable our students to achieve their full potential academically and in all other areas of school life. We seek to build upon the School's rich heritage and reputation as an outstanding school.

### THE HAMBLIN EDUCATIONAL TRUST

The Hamblin Education Trust has been established in order to share best practice, to support other schools and primarily to support the newly formed North Cestrian School. AGSB will support the development of the Trust through providing educational, financial and business expertise as required.

### THE SIZE OF THE SCHOOL

During the past four years, pupil numbers at AGSB have continued to grow in response to the ever rising demand for places. We will continue to explore opportunities to expand our intake for all year groups from six to seven forms. However, this ambition cannot be achieved without substantial investment in school buildings.

### TEACHING AND LEARNING

Our vision is to provide an academic environment where challenge is at the core of every lesson every day. We aim to foster curiosity, develop a love of learning and encourage our students as they mature to take responsibility for their own learning. Teaching and learning will be underpinned by a robust evidence base allowing teachers to experiment with innovative and effective teaching approaches. Teaching and learning will be further developed by:

- Encouraging a dialogue on effective teaching and learning strategies within every aspect of school life. This will encompass providing teachers with high quality CPO and the means, via a teaching and learning network, to develop their pedagogy.
- Continuing to support Initial Teacher Training. Participation in ITI brings many benefits especially in terms of staff development through involvement in ITI tutoring and the provision, via the trainees, of new ideas and methodologies.
- Promoting opportunities for collaboration on the many and varied aspects of teaching and learning with other schools within the Hamblin Education Trust and the two local Training Schools.
- Considering how ICT can be employed to support teaching and learning especially in the context of the use of mobile devices to develop independent learning in the pupils.
- Encouraging pupils to involve themselves to the range of curricular and extra-curricular opportunities in order to develop their leadership skills.

### CURRICULUM

We will continue to provide an academic, varied, balanced and modern curriculum which satisfies the aspirations of pupils and parents within a selective school. Key areas include:

- An emphasis upon English skills of the highest quality. To value the importance of high quality written, spoken and listening skills within all curriculum subjects.
- To respond to national changes in the public examination systems at both GCSE and A level.
- To promote both within and outside the main curriculum the value of social and moral understanding, sporting opportunities and an appreciation of the arts in its varied forms.
- To maintain and develop worthwhile links between School and businesses and professions.
- High quality careers advice will ensure informed choices between Arts/Humanities and Sciences.

### STAFFING

To provide an environment that will encourage all staff to develop their potential to the full and to promote and reward high quality performance. We seek to maintain a rewarding workplace attracting high quality staff and maintaining a happy, stable and cohesive staff base.

- To maintain and develop further a management structure that delivers effective leadership and provides opportunities and training for career development of all staff.
- To consult and work with staff during this period of greater financial constraint so that teaching and administrative tasks are performed efficiently and without compromise to academic standards.
- To explore ways of helping staff to cope with workloads and pressure brought on by fiscal constraints to maintain a reasonable work/life balance.

### BUILDINGS AND FINANCE

To maintain our commitment to improving the existing fabric and to add additional facilities to the School when possible. We will seek to gain grants for funding as and when appropriate which will provide for:

- The remodelling and expansion of the School in line with the long-term development plan for school buildings.
- In this period of financial restraint in order to maintain educational standards, the School will look to work with its wider community to secure additional funds independent of Government grants. We will work closely with all parents, the AGSB Parents & Friends Association, AGSD (Aittrincham Grammar School Developments) and the Old Altrinchamians Association.



# JOB DESCRIPTION

## GENERAL PRINCIPLES

1

The Headteacher is responsible for the day-to-day operation of the educational functions of the school, with the aim of ensuring excellent attainment and progress for all pupils within this high performing grammar school. He/she will report to the Governing Body of AGSB and via the Executive Head, to the Directors of the Hamblin Education Trust about the strategic direction, standards and day-to-day operation of the School.

2

The Headteacher will work with the Chief Finance Operating Officer (CFOO) and the local School Business Support Manager (SBSM) in order to manage the school budget for the benefit of the pupils within the school and the financial projections for the school; whilst having regard for Trust wide shared service activity and costs.

3

The Headteacher will have a 'dotted line' relationship with the School Business Support Manager and other support staff based at the school; with the CFOO having line management responsibility and accountability. The Headteacher will be required to work collaboratively with the CFOO, liaising as appropriate on support staff matters.

4

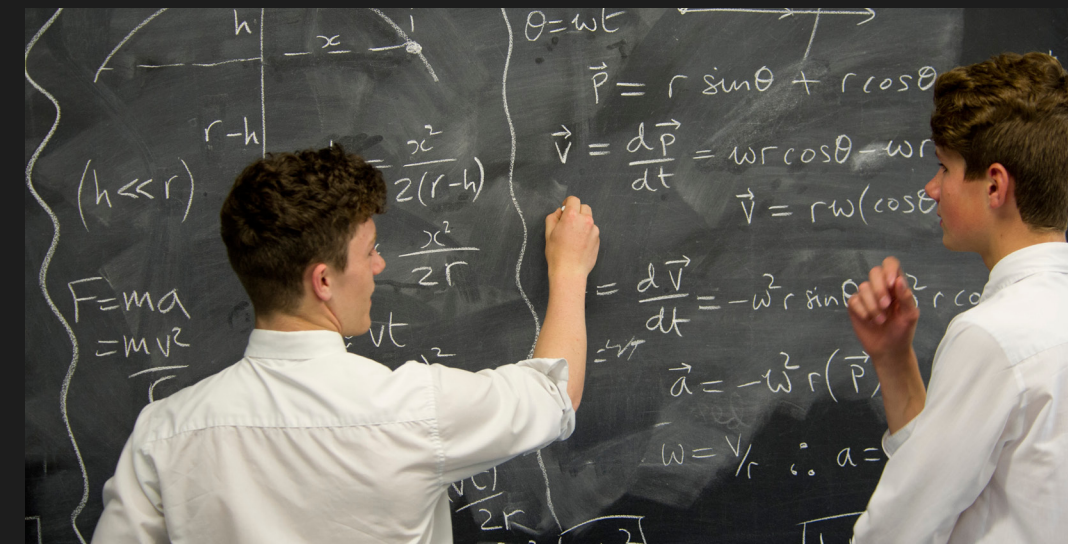
He/she will report to the Governing Body of AGSB attending as a member of the school governing body participating in its meetings and in Trust wide committees, with the best interests of both the individual school and the wider Trust.

5

The Headteacher will attend regular HET leadership team meetings which will comprise the Executive Head, the CFOO and the Headteachers of Schools in the Trust at which the educational and support functions of the schools will be discussed and policy/actions decided upon through a collegiate and collaborative approach.

6

The Directors of the HET and the Executive Head operate according to the principle of intervention according to need. The Headteacher will receive appropriate support as he/she becomes more familiar with the school operation and the staff/pupils of the School.





# JOB DESCRIPTION

## SPECIFIC RESPONSIBILITIES

The Headteacher will carry out his/her duties in consultation, where appropriate, with the Executive Head, Governing Body of AGSB and HET Directors. The main duties are set out below although these are by no means comprehensive. The Headteacher will delegate many of the main areas to his/her senior colleagues as appropriate.

### CURRICULUM AND TEACHING & LEARNING

- To maintain and develop as necessary an academic curriculum which is broad, balanced, challenging and appropriate for an 11-18 Grammar School.
- To extend the opportunities for extracurricular participation and meeting the needs of as many pupils as possible within the school.
- To monitor, evaluate and develop standards of teaching and learning across the school.
- To teach his/her academic subject(s) as required; consistent with other responsibilities.
- To monitor the assessment recording and reporting of pupil progress so that all pupils make rates of progress appropriate to a high performing school and that interventions take place as required. To ensure that parents are kept informed about the progress of their sons.

### RELATIONSHIPS WITH EXTERNAL ORGANISATIONS

- To be a lead professional within the Hamblin Education Trust. To seek out and support opportunities for joint working between Trust Schools.
- To be an ambassador for the school with parents and friends of the school through regular attendance at school organised events and at events within the local community and beyond.
- To be an active member on the Parents and Friends Committee, Altrincham Grammar School Developments, the Old Altrinchamians Committee and to be Chair of the Third Altrincham Scout Group.
- To develop effective relationships with colleagues in other local schools (Trafford Grammar Schools, Secondary and Primary Schools and other schools beyond the Trafford area) so that the School and the Trust can work with others and learn from best practice.

### LEADERSHIP & MANAGEMENT OF THE SCHOOL

- Working with all Stakeholders to evaluate annually the various operations of the school and based upon that evaluation to produce each year a school self-evaluation document and a development plan setting out strengths and weaknesses and the overall strategic direction of the school.
- To provide regular and timely information, advice and training to Governors so that they can perform their strategic roles effectively; including holding school leaders to account.
- To delegate specific duties to the Deputy Headteacher, Assistant Heads, Heads of Department, Heads of Year and others as appropriate to maintain the key functions of the school on a day-to-day basis.
- To contribute to the overall strategic development and planning of finance and support services for the Trust and the School by working closely with the SBSM, CFOO and Executive Head.
- To contribute to the day-to-day management of the school finance and support systems by working closely with the SBSM and Governors' Finance Committee ensuring effective use of the agreed local budget and effective deployment of support staff to secure the educational aims of the school and the Trust.
- To support the progress and wellbeing of pupils and students by deploying and managing all teaching staff as efficiently as possible within the constraints of the agreed local budget and consistent with the conditions of service for teaching staff.
- To supervise and lead arrangements for the performance management of teaching staff which are consistent with the overall school development plan. This includes making recommendations to the pay review committee concerning progression up the main scale and up the upper pay spine and leadership spine - in consultation with the Executive Head as appropriate and mindful of the financial limitations upon the school.
- To maintain a professional working relationship with organisations representing the teaching and support staff including attendance at the Hamblin Education Trust joint consultative committee meetings.

### BEHAVIOUR & SAFETY OF PUPILS

- To have an oversight of the work of pastoral staff so that there is strong and effective support for the safeguarding, welfare and health and safety of pupils.
- To maintain excellent behaviour for learning and discipline within the school environment, in lessons, moving about the school and at break times and lunchtimes.
- To promote spiritual, moral, social and cultural values through assemblies and other initiatives.
- To promote British values within a multicultural school environment. To lead in these areas by example.



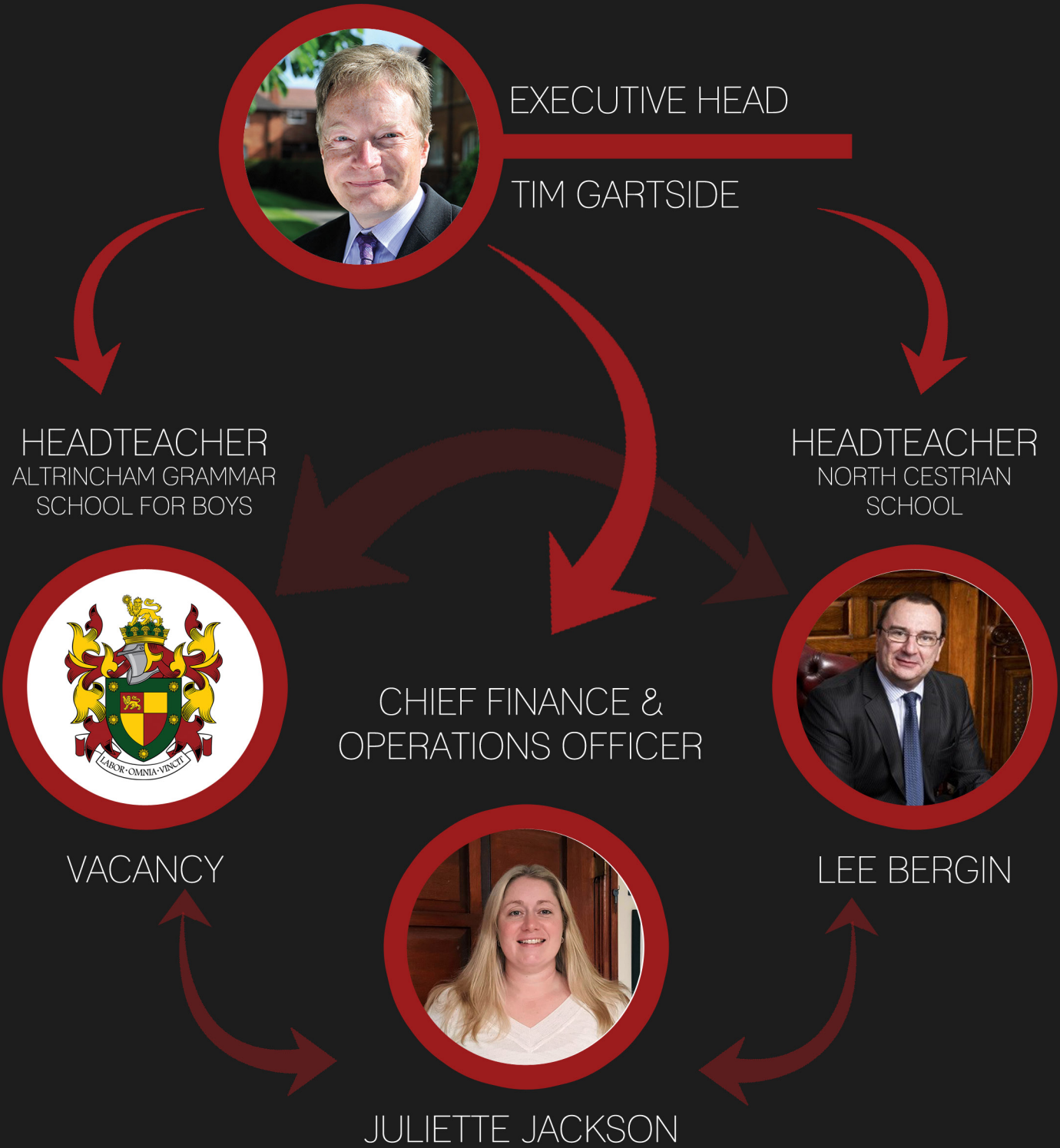


# PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>• A good Honour's degree</li><li>• Qualified teacher status</li><li>• Evidence of continuing professional development</li><li>• Participation in an accredited school leadership qualification</li></ul>	<ul style="list-style-type: none"><li>• National Professional Qualification for Headteacher (NPQH)</li></ul>
Experience, Skills & Knowledge	<ul style="list-style-type: none"><li>• Experience of Senior Management at secondary school level - Headteacher, Deputy Head or Assistant Head</li><li>• Experience of, and a successful track record in deploying, managing and developing teams of staff</li><li>• Strong organisational &amp; record keeping skills</li></ul>	<ul style="list-style-type: none"><li>• Experience of working in a high performing secondary school</li><li>• Experience of working within a multi-academy trust environment</li><li>• Awareness and understanding of a selective school environment</li><li>• An active interest in the extra- curricular life of school including engaging in the wider external community</li><li>• Willingness to live within easy commuting distance of the school (1 hour maximum)</li></ul>
Personal Qualities	<ul style="list-style-type: none"><li>• A commitment to the provision of outstanding education</li><li>• Strong leadership acumen with demonstrable personal presence</li><li>• Proven performance management skills</li><li>• Excellent written, oral and IT communication skills with a wide variety of audiences</li><li>• Strong organisational skills</li><li>• Ability to work and communicate collaboratively</li><li>• Resilience and perseverance</li><li>• High level of Emotional Intelligence</li><li>• Personal drive for the achievement of results</li><li>• Building and maintaining relationships internally and externally</li><li>• Intellectual ability and continuous professional development</li></ul>	

# THE HAMBLIN EDUCATIONAL TRUST

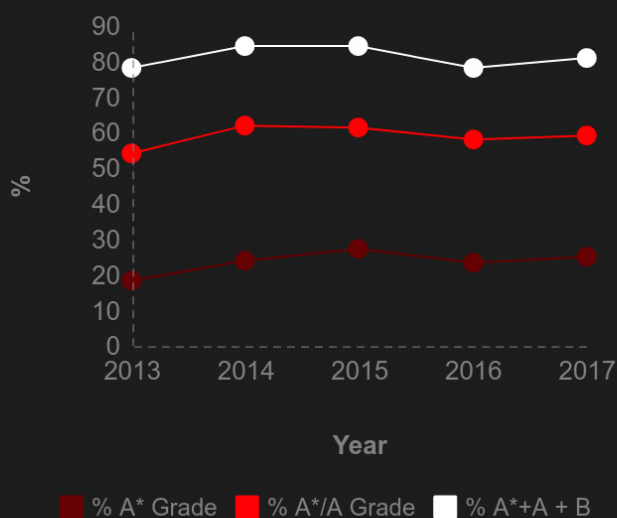
SENIOR MANAGEMENT TEAM





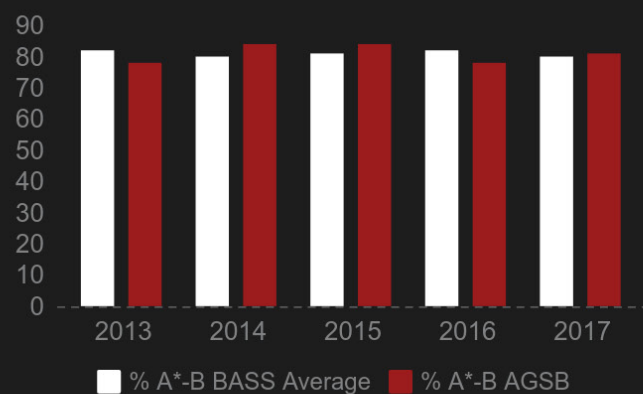
# EXAM DATA

## A2 ATTAINMENT

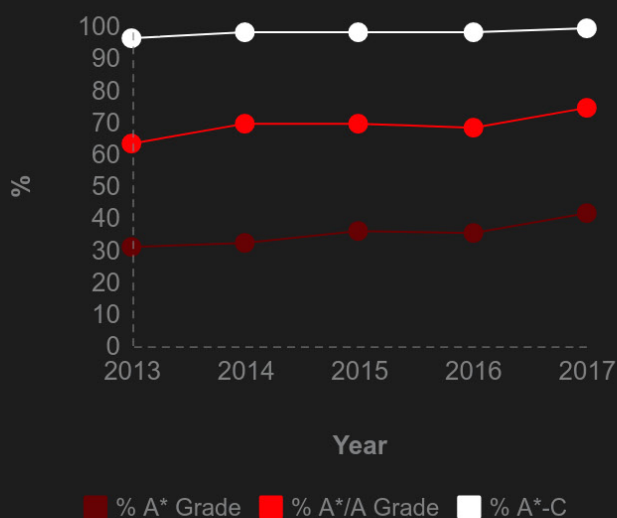


## BASS Comparisons

BASS - Boys' Academic Selective Schools. These are the 26 top performing boys' state, selective schools in England.



## GCSE ATTAINMENT



## BASS Comparisons

