



Derby  
Grammar  
School

# Head

Candidate Information



# Welcome

Having secured the future for the school, The current Head has made the decision to leave Derby Grammar School.

This opens up an exciting opportunity at Derby Grammar School for a dynamic and inspirational leader to take us forward.

Being part of the Inspired Learning Group has provided Derby Grammar School with security and stability for the future. We recognise that the School is at an exciting stage in its development and we are committed to working with the School so it can return to its rightful position as a leading player within the Derby educational scene.

We are therefore looking for an individual who is a creative and warm leader, an excellent communicator, has an eye for marketing and has the ability and ambition to guide Derby Grammar School through the next stage of its journey.

Leading and managing on our priorities for development will present the new Head with a wonderful opportunity to make a significant impact on the future direction of this already high-achieving school.

As the CEO of ILG I am fully committed to and believe in the potential of Derby Grammar School and am looking for the right leader to bring this to fruition.

If this is a role that excites you and you feel you have the requisite skills and experience, we would be delighted to hear from you.

**Mr Amit Mehta, CEO, inspired Learning Group**





# Overview, History and Core Values

## Overview

Derby Grammar School is a leading independent school for children in the East Midlands aged between 4 – 18. Located in the Derbyshire suburbs of Littleover and conveniently positioned less than two miles from the A38, our secluded grounds provide the perfect setting for a first-class educational experience.

Three values lie at our core which shape our community and culture; excellence, encouragement and enrichment. These are the things that make us special. They are the reasons our pupils come into school each day with a smile, eager to learn and expand their minds.

We strive to ‘bring education to life’ and inspire a passion for learning that remains with our pupils throughout their lives. The enthusiasm of our teachers sparks excitement and interest for curious minds. We create an environment where our pupils’ strengths are sought out and celebrated. Our small size enables us to do this; we know and treat each child as an individual.

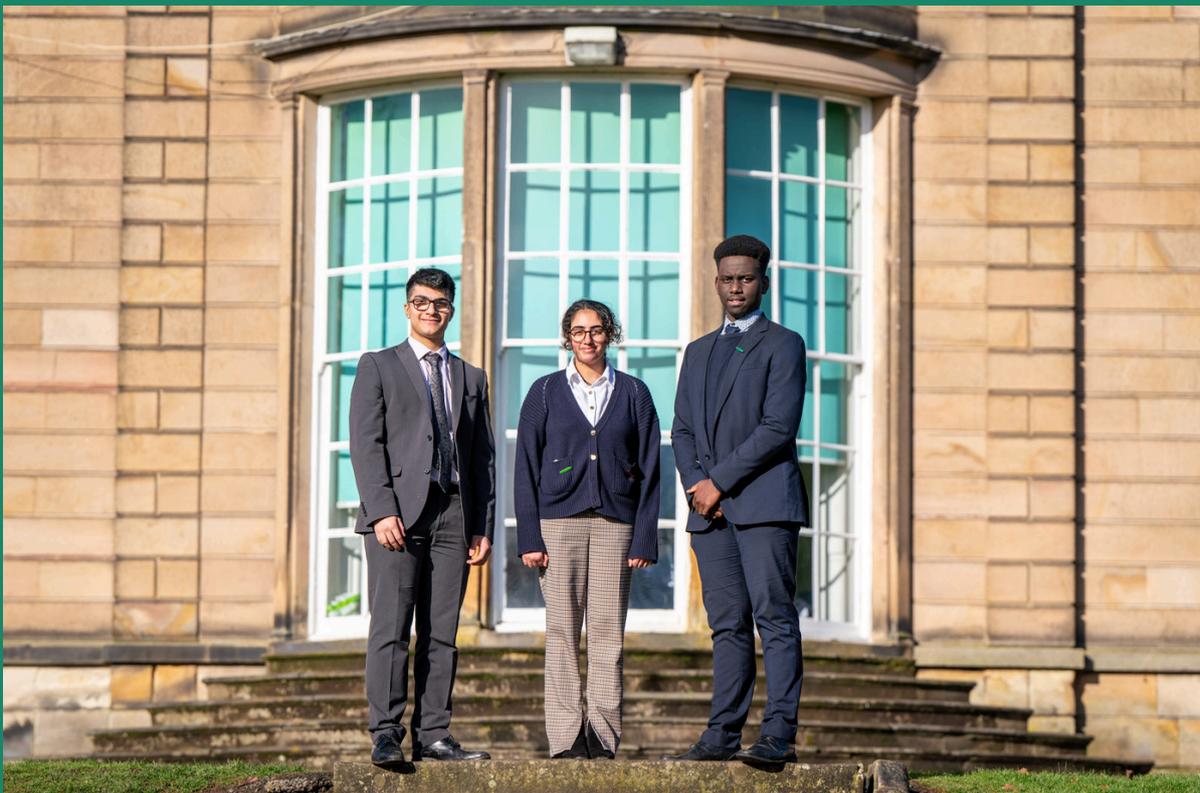
Our catchment area is local, extending up to 20 miles from Littleover. We have grown steadily since we began back in 1995.

What strikes most visitors to our School is our warm and friendly environment which fosters an ambition to learn, to contribute and take part. It results in pupils who emerge as confident, knowledgeable and considerate individuals who are ready, willing and more than able to take on life’s challenges - and succeed.

# History

The story of Derby Grammar School, as we know it today, began in 1992 when founder John Blackton formed a charitable company called The Derby Grammar School Trust Limited with a desire to create a new independent school for boys seeking a traditional grammar education. Two years later in 1994, Blackton purchased our current school grounds in Littleover which, at the time, was the location of the old Rykneld Hospital. Having adapted the buildings to accommodate the needs of a school, Derby Grammar opened its doors to 21 pupils on 5th September 1995.

As admissions increased, so did the need for additional teaching spaces. In 1998, the 11th Duke of Devonshire laid the foundation stone for the Dorothy Bagshaw building which was designed to house the Mathematics and Humanities departments as well as the Primary School. Over the two decades that followed, the site continued to evolve and expand welcoming new annexes equipped with modern facilities.



# Core values

The main aim of Derby Grammar School is to provide children with a premium educational experience.

Within this, we pledge to protect the welfare of all children who come into our care, supporting their personal development and enhancing their future prospects. We are an ambitious school with a kind heart who inspire our pupils to be the best version of themselves. We have three distinct values which shape our community and culture; excellence, encouragement and enrichment.

## **Excellence**

We employ outstandingly talented teaching staff who can 'bring education to life' for all pupils. They offer knowledge, experience and enthusiasm in abundance which stimulates a desire to learn. Our stunning Georgian buildings are advantageously fitted with modern learning facilities and specialist equipment, adding to the exclusivity of our academic offering.

## **Encouragement**

Our small community is one of our biggest strengths as it allows all teachers to get to know pupils individually. We are proud of our fantastically flexible yet robust pastoral support system which is able to accommodate the needs and demands of each and every child who comes into our care. We empower pupils and having a supportive environment is central to achieving this.

## **Enrichment**

One of the many reasons why Derby Grammar School is so special is our ability to offer exclusive opportunities that serve to enhance pupils' learning experience. We have partnerships with Hot House Music, London Academy of Music & Dramatic Art (LAMDA), Derbyshire Institute of Sport, the Gedeli B School in Tanzania among others. School life is wide-ranging and fun, with endless possibilities to explore new talents.



# Inspired Learning Group

ILG currently owns and operates 25 schools and nurseries in the UK. Overall, we look after over 2,000 pupils, making us one of the largest independent school groups in the UK.

We are delighted to have added Derby Grammar School in March 2024 and it became our fourth senior school in the group joining Saint Felix School, Southwold, St Francis College, Letchworth, Rookwood School, Andover.

We see ILG as one extended family, allowing us to share best practice and innovation between schools in order to raise standards of teaching and learning for all our students. We recognise and respect that each school has its own history and identity. We encourage individuality, so that new ideas can grow naturally with the best ideas then being implemented right across the group. This collaborative spirit is an effective way of ensuring that education practices do not fall behind the times and it is why we encourage out-of-the-box methods such as Apple teaching and future thinking.

ILG schools may look reassuringly traditional in some ways, but our move away from standardisation toward customisation is not just modern but quietly revolutionary. We make the effort to understand the differences between individual children and tailor their teaching at a personal level. This means that all children, no matter their needs, are catered for. Our commitment to parents is that no one child will ever be left behind.

ILG empowers its schools to achieve their mission and vision through challenging yet supportive governance. We connect schools, stakeholders and professional associations to create opportunities and build capacity. We work with school leadership to set clear school improvement goals through engagement with pupils, parents, staff and the wider community.

We recruit, invest in and retain outstanding practitioners and ensure the provision and monitoring of a broad and balanced personalised curriculum for children with individual learning needs.

# The Opportunity

This appointment is a great opportunity for an aspiring or existing Head to make a lasting impression. The new Head at Derby Grammar School must be willing to work closely in partnership with ILG, but also have the strength and independence to make their own decisions for the benefit of the School and its community. The Head reports to the CEO and Finance Director of ILG, but also has plenty of scope for autonomy in terms of the running of the school.

Understanding and nurturing this relationship with ILG is key to the new Head being able to maximise the considerable opportunities this role offers. It is by nature a reassuring and supportive relationship, not a smothering one. ILG provides Derby Grammar School with strategic guidance, financial security and management, plus back office functions such as human resources/talent acquisition and estates, thus allowing the Head to focus on the educational leadership of the School.

An Advisory Board consisting of senior ILG personnel, including the CEO and chaired by the director of education, provides the governance structure within which the Head can be supported and guided.

The opportunity to learn from the wisdom and experience of others in the support group of ILG Heads is a further benefit of ILG's involvement in the School. The Heads meet together termly to share best practice and concerns.

Short and medium term challenges:

- There is a need for the new Head to consider carefully the priorities for further development of the School in order to see a return to pupil numbers which can assure its future.
- The development of the educational provision throughout all key stages, will need clear management and implementation as well as energy and direction.
- There is opportunity to develop the existing natural facilities including wooded areas and Lakeland to support the educational provision.

# The School Sections

## Early Years and Foundation Stage

At Derby Grammar School, we understand that children develop at different rates and have designed an inclusive curriculum which looks to encourage independence, resilience and interpersonal skills. Our hands-on approach to teaching means that children receive stimulating and awe-inspiring experiences that create a love of learning.

Our Early Years curriculum focuses on seven areas of learning:

- Communication and language
- Physical development
- Personal social and emotional development
- Literacy
- Mathematics
- Understanding of the World
- Expressive arts and design

Supporting pupils' cognitive development is important to us, as is their overall well-being and happiness in school. The Early Years class is housed in our newest self-contained annexe and offers a calm teaching space with plenty of modern facilities and resources. Outdoor areas are safe and secure meaning children are free to explore, be creative and play with friends.



# Primary

The primary curriculum at Derby Grammar School is driven by teaching excellence. We have a talented body of academic leads and support staff who deliver a broad curriculum that contributes to the holistic development of each pupil. The knowledge, experience and enthusiasm of our teachers inspires a love of learning among pupils making lessons creative and engaging.

Each child will establish a strong foundation in the core subjects of English, Mathematics and Science, learning through a range of inclusive methods and techniques. Primary pupils will also gain an introduction to PSHE, Humanities and other creative disciplines such as Art, Design and Technology, Drama, Music and Sport.

Primary pupils have their own dedicated area within the main school building offering them their independence. The design of the building does however mean that teachers and pupils can maintain an important connection to the Senior School community.

# Senior

The Senior School is divided into Lower School (Years 7, 8 and 9) and Upper School (Years 10 and 11). As pupils progress through Senior School they earn the ability to tailor their learning and choose which subjects will best support their future ambitions.

As a natural progression from Primary, pupils in Lower School are exposed to a broad curriculum and are introduced to new subject options. This allows them the freedom to explore new interests and passions which they will want to develop through Sixth Form and beyond.

Pupils in Upper School benefit from greater independence but also responsibility when it comes to managing their studies. The curriculum for Year 10 and 11 pupils comprises of a mixture of core and optional subjects. The core subjects are compulsory and include English Language, English Literature, Mathematics together with Physics, Chemistry and Biology.

# Sixth Form

We have a thriving co-educational Sixth Form with an inspiring curriculum that will open doors to exciting possibilities.

We are unique in the breadth of subjects we offer at A Level and are committed to supporting pupils' aspirations. Our fantastic teaching staff will run subjects that have a very low uptake as we understand how important it is for pupils to follow their passion.



# Our facilities

Derby Grammar School is tucked away in its own grounds on Rykneld Road, Littleover, Derby. The site is peaceful and private yet, at just two minutes from the A38, it is easily accessible from the main arterial roads that serve the area.

With plenty of space in the grounds, our pupils can run around and let off steam or play sports at break times on the field, courts or in the Junior School's adventure playground. Rykneld Hall site. Our main school building has been adapted to accommodate the needs of a school without compromising the original Georgian architectural splendour of Rykneld Hall.

Annexes and developments have enabled us to extend our facilities with a bespoke science and music block, art studios, fully-equipped design technology workshop, large school hall with stage, sound, lighting and seating for 300, Sixth Form common room and a self-contained Junior School.

## Rykneld Hall site

Rykneld Sports Centre is just a short distance away from the Rykneld Hall site is our newly acquired dedicated sports facility, Rykneld Sports Centre.

It comprises a large sports hall for badminton, tennis, basketball and indoor cricket coaching, a floodlit Astroturf pitch for hockey training and fixtures, and three rugby pitches.

And just 10 minutes from Rykneld Hall is Pastures Fields where we play cricket and host matches.



# Beyond the classroom

## **Formula 24 and 24+**

Formula 24 and 24+ is a co-curricular activity set up to support our budding engineers. Open to Year 7 and above, this sees pupils getting involved in all aspects of motorsports from the designing and building stage through to racing and maintenance.

## **Music**

Music is a popular aspect of school life, we offer a wide variety of activities for all abilities and styles including Primary School Band, Primary School Choir, Jazz Band, Swing Band, Senior School Choir, Barbershop Choir, String Group and Guitar Group.

## **Drama**

Each year, the school stages a whole-school production providing opportunities for all ages and abilities to get involved in a live dramatic performance, be it a pantomime, play or musical. We also offer private drama lessons where pupils can develop transferable skills such as communication and public speaking.

## **Sports**

At Derby Grammar School, we believe it's important to provide our students with a fully inclusive sporting environment. Through teamwork, encouragement, and skilled guidance, we aim to support our students in achieving their full sporting potential, fostering a lifelong love for sport, and equipping them with valuable life skills that extend beyond the sports field. We are dedicated to nurturing the sporting talent of every student, providing them with opportunities to participate, enjoy and excel in a diverse range of sports and physical activities.

Pupils can participate in a range of sports fixtures, inter-house competitions, and regularly compete in local, regional, and national sporting events throughout the year.

# Governance & Leadership

The School is run by a dedicated and hard-working Governing Body known as the Advisory Board. The Head is required to attend full Board meetings and also those of the Education Committee and the Compliance Committee.

The Advisory Board is chaired by Justin Spanswick and comprises educationalists as well as key members from Inspired Learning Group, including the CEO, Head of Finance and Head of Operations. Members of the Inspired Learning Group Senior Leadership Team are invited to attend the committees and board meetings.

# The Role

## Key aims of the role

- To lead, motivate and develop the school and its staff so that it fulfils the academic, pastoral, spiritual and social needs of the pupils and their parents, by providing an excellent, broad-based education in line with the school's ethos
- To work with the Advisory Board, drawing on their experience and expertise, to fulfil all the duties and responsibilities for the proper governance of the school; to ensure that the Chairman and Board receive timely notice and appropriate information on all relevant matters
- To work closely and cooperatively with the CEO and Finance Officer, in accordance with the Board's strategic direction, in terms of financial matters and site development.

# Key responsibilities of the role

The Head is responsible, directly and by delegation, for;

- The leadership and management of the School.
- The care and development of each child and for maintaining excellent academic standards within the School.
- The pastoral care and welfare of all staff and pupils.
- The overall financial performance of the School, for which they will be assisted by the finance team, and for meeting the annual budget agreed.
- Leading, managing, and motivating the Senior Leadership Team and, with them and through them, all academic and support staff.
- The appointment of all staff.
- The assessment, appraisal, guidance, support, and professional development of all teaching staff with the objective of achieving inspirational teaching at all levels.
- The marketing of the School, including fundraising, the production of publicity, literature and any advertising, the public relations profile, management of the School's website and the establishment of positive relations with prospective parents.
- Recruiting a full complement of pupils, and overseeing admission and entrance procedures.
- Planning and implementing an effective curriculum and timetable.
- Planning and implementing the academic organisation of the School, reviewing as appropriate.
- Monitoring pupils' progress and ensuring that parents are provided with regular and appropriate feedback setting realistic expectations.
- Creating the appropriate balance between all areas of school life, extra-curricular activity, and community involvement.
- Maintaining good communications and relationships within the School and with key stakeholders including neighbours, local schools, the local community, and former pupils.
- Developing and maintaining good professional relationships with the parents of pupils.
- Delegating effectively and appropriately to achieve the above.

# Working with the Advisory Board

The Head is responsible, directly and by delegation, for:

- Ensuring that the School meets all its legal obligations including compliance with Child Protection, Data Protection and Health and Safety regulations.
- Take overall responsibility for the delivery of excellent pastoral care – ensuring the security and pastoral care of all pupils in line with safeguarding legislation, including safer recruitment and working alongside external agencies as appropriate.
- Implementing policies agreed by the Board and contributing to the vision for the future of the School through strategic leadership and planning.
- Submitting policy proposals for the approval of the Board or assisting the Board in the development of tactical and strategic policies, as well as implementing and monitoring these policies.
- In partnership with the Chairman, ensuring that the Board receives sufficient and timely information and advice in order to make informed decisions.
- Implementing Board decisions.
- Preparing and updating the School Development Plan.

## General

- To undertake other duties appropriate to the general purpose of the post, which may from time to time be reasonably assigned by the Chairman or the CEO.
- To carry out teaching duties as appropriate and time permits.
- To set an example of continuous personal development, participating in appropriate training in order to maintain an up-to-date professional expertise.
- The new Head should be aware of trends in education, the requirements of schools and public examinations and, where appropriate, recommend policy changes to the Governors.
- It is expected that the Head will represent the School on sector bodies which the Advisory Board deem suitable.

# The Person

Candidates must be genuinely committed to working in an environment where the happiness, wellbeing and safety of the children in our care is central to all that is done.

In addition, good candidates for the role are likely to demonstrate much of the following:

- Senior leadership experience.
- Strong academic credentials, NPQH and QTS status preferably.
- Understanding of and support for the values and ethos of the School, and commitment to embedding successful all-round education and co-education.
- Inclusive leadership, valuing and promoting the diversity of the community.
- Commitment to delivering top academic, co-curricular and pastoral provision for every pupil, mindful of their wellbeing.
- Natural and easy communication with pupils, staff, parents, prospective parents, the governors and alumni.
- The skills and integrity to win confidence and trust from all stakeholders.
- Ability to articulate and promote the strengths of Derby Grammar School and raise the profile of the School.
- A strategic and analytical mind with vision but also a degree of pragmatism – ready and able to address the complex political, social and economic issues ahead
- Change management skills.
- Commitment to partnerships and bursaries – with a strong sense of social responsibility.
- A primary commitment to Derby Grammar School but a broader interest in embracing, promoting and contributing to the Inspired Learning Group.
- A national and global perspective on the best in education with a forward-looking but discerning approach to selecting what is truly of value in a fast-changing educational climate.

- Effective team leadership, with the skills to motivate, inspire and enable all in the leadership team and the wider staff.
- The skills to appoint the very best people.
- Courage, high expectations and inner steel.
- Strength in the softer skills – the ability to listen, empathise and show compassion.
- Financial and commercial acumen.
- Commitment to ensuring that Derby Grammar School is compliant with all regulations, with a thorough understanding of the Head’s responsibilities in relation to safeguarding and Child Protection issues and a clear commitment to delivering best practice in safeguarding.
- Enjoyment of learning and the sense of humility which accompanies the desire and will to develop personally and professionally.
- A sense of joy and optimism in leading the Derby Grammar School community.

## Employment and Conditions

The successful candidate will be offered a competitive salary and an appropriate package of benefits which could be shaped to meet the needs of the successful candidate.

# The Application Process

Interested candidates for the position of Head at Derby Grammar School are invited to contact Inspired Learning Group prior to application for a discussion.

**The deadline for receipt of the application is 12 noon on 7th June 2024**

Applications should be made electronically to Tom Havard at Inspired Learning Group using the email [tom@inspiredlearninggroup.co.uk](mailto:tom@inspiredlearninggroup.co.uk).

You should submit the following (both in PDF format):

- A completed application form
- A covering letter addressed to Justin Spanswick, Chair of the Advisory Board. The letter should explain your reasons for applying.

If you have any questions about uploading your application documents, please contact Tom Havard, Head of Recruitment and Resourcing at Inspired Learning Group, [tom@inspiredlearninggroup.co.uk](mailto:tom@inspiredlearninggroup.co.uk), 07706323847

The process is as follows:

- All applications will be acknowledged by e-mail and initial call.
- Long List interviews with the Governors' panel will take place via Teams/at Derby Grammar School on Tuesday 18th June 2024.
- On the 20th and 21st June, short-listed candidates will be invited to tour the school and to undertake a personality test online.
- Short List interviews with the Governors' panel will take place at Derby Grammar School on Tuesday 25th June 2024.

The Inspired Learning Group is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to enhanced DBS clearance, identity checks, qualification checks and employment checks to include an exploration of any gaps within employment, two satisfactory references and registration with the Disclosure and Barring Service (DBS).



# Derby Grammar School

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Inspired Learning Group