

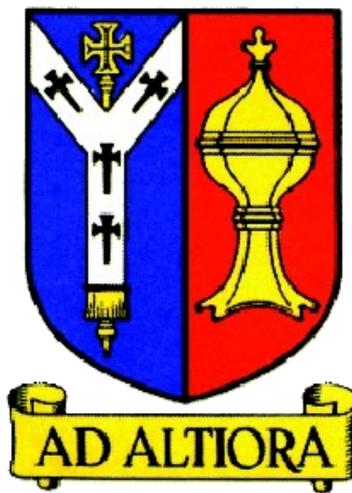


# GUNNERSBURY CATHOLIC SCHOOL



Deputy Headteacher  
Information Booklet

# Gunnersbury Catholic School



enabling our students  
to achieve to the very highest

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# Letter from the Headteacher

Dear Applicant

As Headteacher of Gunnersbury Catholic School I would like to extend a very warm welcome to you.

This is a fantastic time to join Gunnersbury Catholic School. The talents of our leadership, teachers and the superb student body has culminated in our school being ranked once again in the **Top 5 of Boys' Comprehensive Schools in the country for GCSE achievement (DfE Performance Tables 2017)**. Our 2017 cohort achieved 90% 5A\*-C (9-4) GCSEs *including English and Mathematics* and a 'Progress 8' score of +0.77. Similarly at A-level we enable outstanding outcomes for our students. The appetite for success that our pupils possess, their Catholic values and superb behaviour allied to the supportive colleagues and leaders at Gunnersbury make this a great place to work and take your career on to the next level.

As an applicant you are at a key juncture of your career. It is critical that your next role is within an environment that will ultimately prepare you for headship in an atmosphere of mutual respect, understanding and enjoyment. Our new Deputy Headteacher shall receive the best support that we can offer in this next stage of their professional life. They will receive training, coaching and development of the highest quality, enabling them to become the very best leader that they can be. Through their time at our school, Gunnersbury's new Deputy Headteacher will undoubtedly be fully prepared for the next stage of their career.

We face an incredibly important challenge ahead at Gunnersbury Catholic School, namely to identify and appoint a Deputy Headteacher who shall be integral in enabling the continued outstanding provision of Gunnersbury, securing fantastic future opportunities for our students. Within our catholic school we have been able to create a unique setting. Ours is a school within which students take pride in succeeding, where the pupils strive to achieve the very highest and where there is an unrelenting desire to do even better. At Gunnersbury Catholic School successes and achievements in all spheres are proudly celebrated by the boys. We are a busy, thriving and ambitious school. Gunnersbury's academic achievement has been acknowledged by the Fischer Family Trust as being amongst the top 1% in the country. Year after year government schools' ministers have acknowledged our GCSE success as being amongst the top 100 schools nationally. Ofsted and the Diocese of Westminster have both determined that we are an outstanding school. We pride ourselves on our academic success, achievements that provide entry for our students to world leading universities and high quality careers.

There is however even more to a Gunnersbury education. We enable our students to develop in all aspects of their person: spiritual, moral, sporting, artistic and social. Gunnersbury moulds fully rounded individuals ready to take their place in and make a difference to society. More so, Gunnersbury strives to and succeeds in developing young Catholic adults equipped to take their place as leaders in an ever-changing world.

The specific individual responsibilities of the new Deputy Headteacher shall be determined at appointment, reflecting the current strengths, potential and interests of the candidate. Foremost, we are looking to appoint an individual who has the potential, drive and desire to be an outstanding leader of Catholic education. Someone who seeks to reach for the highest, Ad Altiora, in all that they do.

I look forward to receiving your application.

With kind regards.



**Kevin S Burke**  
Headteacher

# The Role

As a leader of Gunnersbury Catholic School the Deputy Headteacher will seek to fulfil the school mission to:

**Build a community based on Christian values**

**Maximise the potential of the individual within the school in academic, personal, physical, social and spiritual terms**

**Produce young men and women who will take their values beyond school to promote a better, more just society**

The Deputy Headteacher will promote and model the Gospel values whilst furthering the Catholic ethos of our school.

The specific responsibilities of the role for our new Deputy Head will be agreed upon appointment. The experience and high skill level of our Leadership team provides the capacity for the requirements of the new role to be shaped according to the experience, expertise and interest of the successful candidate. **Potential foci for the role include leadership of: Teaching and Learning, Pastoral Care and Student Outcomes, Pupil Data and Assessment.** Responsibilities for all senior leaders within our school include:

## Strategic leadership

- Leading the school as a flourishing Christian community.
- Working with the Head Teacher and Senior Team to articulate and promote an educational vision for the school which reflects the Mission Statement and Aims of the school; making these a reality in the daily life of the school
- Demonstrate commitment to the vision and values of the school by modelling and sharing them with all members of the school in a high profile presence
- Motivate staff and students to have a shared culture of aspiration consistent with the school's commitment to excellence, enjoyment and improvement
- Promote and research creative thinking in all staff to create and implement new ways to achieve our ambitions.
- Recognise and encourage the talents of staff and students.





### Personal development and provision of support for others

- Being a witness to our faith and understanding that Christ is within each pupil.
- Ensuring Relationships with students, staff, and the Head Teacher and all partners should reflect respect for each person's worth. All will be supported, encouraged and developed.
- Each member of the SLT will also value and foster her/his own gifts and act to develop personal professional effectiveness.
- Treat everyone justly and with dignity and respect, living the values of the Gospel.
- Build a culture of collaboration, so that planning and all department and year team work are shared, to ensure collaboration and spread of best practice as well as limiting workloads.
- Develop leadership in staff by listening and responding to them, communicating clear expectations and encouraging their ideas and participation.
- Ensure that staff are consistently supported to be at their best, by contributing to induction, to continuing professional development and performance management.
- Maintain a culture of praise, celebration and high expectations so that staff and students feel valued and recognised; also taking timely action if concerns arise.

### Leading of teaching and learning

- Develop in staff and students a positive and sustaining appreciation of our Catholic faith in action in our daily lives.
- Maintain a whole school consistent focus on high expectations and excellent student progress which shapes all teaching and learning.
- Promote a culture of accountability and engagement in staff and students to foster independence and the taking of personal responsibility for success
- Support and help to develop staff, particularly in the departments for whom you are the Senior Team Line Manager, attending meetings and regularly visiting their teaching areas.
- Lead in the monitoring of student progress, using performance data to motivate staff and students to improve and to inform parents of progress in 'real time' reporting, utilising our excellent school systems.
- Contribute to and support the further development of a flexible, challenging curriculum to match the aspirations and interests of students.
- Develop and maintain a curriculum which enables outstanding learning and life chances for pupils. A curriculum that is both engaging and rigorous.

## Promoting and strengthening the school and community

- Each member of the SLT will take a lead role in developing sustained positive relationships with our community, seizing every opportunity to promote our school.
- Build a school culture that promotes social cohesion and awareness, especially in relation to the richness and diversity of the communities we serve.
- Enable students to develop an informed understanding of their responsibilities to others in the context of our Christian faith and help them to take effective action.
- Provide leadership in creating and implementing educational strategies to promote equality and take action to challenge racial and other prejudices.
- Maintain strong partnerships with parents to support and improve students' achievement and personal development

## Safeguarding and Child Protection

- Ensuring that child protection is paramount in the roles and awareness of each member of staff
- Leading the protection of vulnerable children and those at risk from harm

## Spiritual Leadership

- Support the headteacher in the Spiritual Leadership of the school.
- Seek and promote opportunities for spiritual development within students and staff.
- Communicate the messages of our Pope and church leaders.



# The Person

## Personal Qualities and Attributes

- Practising Catholic
- Enthusiastic and passionate for the success of young people
- Capable of inspirationally leading staff and pupils
- Highly organised with an ability to see the 'big picture'
- Excellent communicator and a team player
- Ambitious for self-development and future career promotion
- Good at mediation and maintaining positive relationships with all stake-holders
- Resilient, energetic and enthusiastic
- Adaptable

## Qualifications

- Qualified Teacher Status
- A degree
- Relevant further professional studies, training and / or endorsements

## Experience, knowledge and professional skills

- An excellent teacher with a track-record of pupil success
- Demonstrable significant impact as an Assistant Headteacher (or equivalent) on the provision for students
- Capable of interpreting and using data to further students' success
- Understanding of safeguarding and its successful implementation to ensure the safety of children
- Leads by example with high professional standards
- Success leading staff
- Experience managing change and new initiatives
- Understanding the importance of a rich co-curricular provision in developing happy, rounded young people

***Do you meet the criteria above? It is not an exhaustive list, rather it represents the quality of Deputy Headteacher we seek to appoint. If it reflects you and your abilities we would like to hear from you.***



# The School

Gunnersbury is a Voluntary Aided School for Catholic boys. It takes six forms of entry at 11+ and is administered by a Board of Governors acting under the trusteeship of the Archdiocese of Westminster. The annual intake is 184 pupils and the total number of pupils on roll is 1180, including a Sixth Form of 224 boys and 48 girls. We achieved outstanding in all categories of our last Ofsted Inspection in May 2009. The school regularly achieves excellent examination results. In 2017 90% of year 11 pupils gained at least five GCSEs at A\*- C (9-4), including English and Maths. Our 'Progress 8' score for this cohort was +0.77. As such we are ranked within the Top 5 Boys' Comprehensive Schools for GCSE in the country. Similarly we achieve excellent results at A- level. Our last Ofsted (2009) determined our provision to be outstanding.

The school was founded in 1919 by Fr William Roche, became a Voluntary Aided Grammar School in 1932, took its first comprehensive intake in 1972, became Grant Maintained in April 1993 and returned to Voluntary Aided in September 1999. It has been designated a Specialist School in September 2003. Since then we have been awarded a further specialism, Leading Edge, whilst also achieving High Performance Specialist Status.

Although located in the London Borough of Hounslow, Gunnersbury considers itself a Diocesan School and draws from a wide catchment area consisting mainly of the

London Boroughs of Hounslow, Ealing and Richmond, but some pupils attend from even further afield coming from Central London, Brent, Hillingdon, Spelthorne and Harrow.

The Catholic character of the school is an essential and important part of school life. It is made explicit not just in the religious education programme and shared values but in the liturgical life of the school. There is a voluntary mass on Fridays and important feast days together with family liturgies, a retreat programme and Morning Prayer in Advent and Lent. The School Chapel is set-aside as a quiet area for prayer and liturgy.

The school is led by a Headteacher supported by two Deputy Heads within a senior staff of 6. Each member of the Senior Leadership Team is responsible for a distinct pastoral, academic, administrative and policy area of the school. Departments are subject based. The school has a well-developed system of pastoral care, overseen by a Year Head and Form Tutor. High standards of behaviour and dress are expected and the pastoral system aims to promote the development of self-discipline and consideration for others. The School Council meets regularly chaired by a member of the Sixth Form.

Gunnersbury is always over-subscribed with first choice applications from Catholic pupils. Our mission is to continue to provide these pupils with the very best Catholic education for their lives ahead.



# How to Apply

To assist in this key decision of your career visits to Gunnersbury Catholic School, prior to application, are welcomed. Visits can be arranged through the Headteacher's PA, Mrs Kerans, email:

[welcome@gunnersbury.hounslow.sch.uk](mailto:welcome@gunnersbury.hounslow.sch.uk), telephone no: 020 8232 5002.

If you would like to discuss the post in confidence, please telephone Kevin Burke, Headteacher on 020 8232 5002.

In order to apply, please complete the Senior Leadership Application Forms. These may be downloaded from our website [www.gunnersbury.com](http://www.gunnersbury.com) or from the TES website.

Completed applications should be posted to the headteacher's PA at:

Gunnersbury Catholic School  
The Ride  
Boston Manor Road  
Brentford  
TW8 9LB

or emailed to:

[welcome@gunnersbury.hounslow.sch.uk](mailto:welcome@gunnersbury.hounslow.sch.uk)

The closing date for receipt of applications is: **Tuesday, 6 March 2018 at 12pm**

Gunnersbury Catholic School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service check.



# The Advert

## Job details

|                |                             |
|----------------|-----------------------------|
| Employer:      | Gunnersbury Catholic School |
| Location:      | London (Brentford)          |
| Salary:        | L24-28 (£72,454-£79,591)    |
| Contract type  | Full time                   |
| Contract term: | Permanent                   |
| Start date:    | 1 September 2018            |

Gunnersbury Catholic School is seeking to appoint a highly talented and successful leader to the role of Deputy Headteacher at our Outstanding School. This post provides the opportunity for an ambitious leader to receive the very best coaching, training and experience in their journey to Headship. As a school that has consistently enabled extraordinary outcomes for our students, we are uniquely placed to develop and guide the new Deputy Headteacher in this next critical step of their career.

## The Role

This position provides the opportunity to engage in leadership of the highest level at one of the leading schools in the country. Reflecting the multiple skills and considerable talents of our leadership team we are able to define the specific responsibilities of the successful applicant upon appointment. The initial role of the new Deputy Headteacher will be determined by their current strengths, potential and interests. Potential foci for the role include leadership of one of the following areas: Teaching and Learning, Pastoral Care and Student Outcomes, Pupil Data and Assessment.

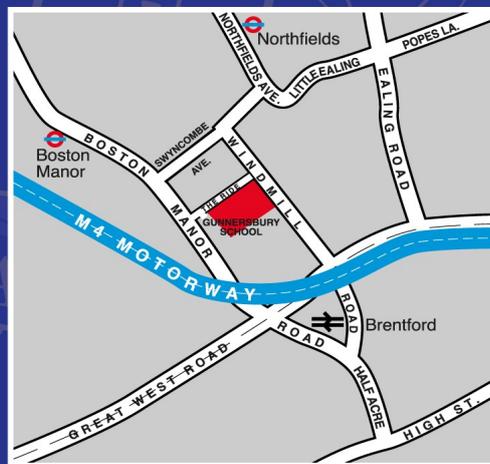
## The Person

Personal ambition and a desire for furthering the life chances of young people are key attributes required within our new Deputy Headteacher. Previous leadership experience, whilst expected, is not as important as talent and application. Our new leader will be a gifted teacher, with excellent interpersonal skills and the capacity for curriculum, pastoral and whole-school operational leadership. Above all we seek a practising Catholic with the undoubted potential to be developed by Gunnersbury into a leading future Headteacher.

## The School

Year on year Gunnersbury Catholic School has developed our staff to become fantastic teachers and leaders. In doing so, from one year to the next, we have enabled unparalleled success for our students. Our school is:

- a Catholic community where care for each other, student ambition, pupil motivation and behaviour are exemplary
- committed to providing quality support, guidance and coaching to develop our staff so that they may progress to the highest levels as teachers and leaders
- One of the top 5 Boys' Comprehensive Schools in the country for GCSE achievement (DfE performance table 2017)
- an environment that enables achievement of the highest order (90% 5A\*-C (9-4) GCSEs including English and Maths in 2017, Progress 8 score of +0.77)
- determined by the Fischer Family Trust as being amongst the top 1% of schools for GCSE achievement
- determined 'Outstanding' by Ofsted (2009)
- a workplace where staff are a friendly, welcoming and helpful team



**GUNNERSBURY CATHOLIC SCHOOL**

The Ride, Boston Manor Road, Brentford, Middlesex TW8 9LB.

Telephone: 020 8568 7281

Website: [www.gunnersbury.com](http://www.gunnersbury.com)

