30th April 2018

Dear Colleague,

**Assistant Headteacher Posts for September 2018**

This letter given some additional information about Urswick which may help you with your application.

I have been Headteacher here for ten years and am also the Executive Head of New Regent’s College, Hackney’s Pupil Referral Unit and Vocational College. We have recently reorganised Urswick’s Senior Leadership structure. Dele Rotimi is Head of School and Martha Braggins is Deputy Head teacher. Three of the current Assistant Heads will be in post in September. Ian Howard is retiring from his Leadership role after 42 years of distinguished service. We are therefore aiming to appoint a maximum of two additional Assistant Headteachers from September. SLT is completed by a Director of Finance.

I will negotiate specific individual roles once appointments are made based on the previous experience of successful candidates – but also mindful of the need to stretch and challenge individuals by giving them new aspects to develop. We have an unrivalled record of developing school leaders both within the school and to take on promoted posts elsewhere. Three previous senior leaders now have their own Headships and two colleagues who joined the school as NQTs left in order to take Deputy Head positions elsewhere. Our Leadership Team is supportive of one another and shares in the decision making process – but meetings have purpose and direction and are not overlong.

I am frequently described as ‘old school’ (including most recently when I tried to order apple fritters in an upmarket Chinese restaurant!). However, I do not believe in old school leadership roles. We all manage behaviour and take a share of routine tasks. We all line manage subject areas and year groups. We all have responsibility for the strategic development of the school.

Urswick is full and oversubscribed. A small, additional new building will enable us to take 180 in each year group and to welcome more students into the Sixth Form, which was graded outstanding by ALPs in 2017.

The Christian Ethos of the school is evident in many ways, including our universal provision of a free school lunch for **every** child regardless of their eligibility for FSM. We are also a diverse, Multi Faith community – a Christian School, but not a School just for Christians.

Our students often live in overcrowded housing and sometimes have significant barriers to learning. We regularly help them to smash through glass ceilings. 70% of the current cohort are eligible for PPG – the highest of any Hackney Secondary School.

OFSTED consistently grade the School as good with outstanding features, which are Leadership and Management, and, Behaviour and Safety. We are not a ‘boot camp’ but have high expectations of our students and a code of behaviour based around respect and following the reasonable instructions of all adults within the school.

I have found being a leader in this school both uniquely challenging and uniquely rewarding. If you like what you have read I very much look forward to receiving your application. Given the limited time frame, short listed candidates will have a chance on the day of interview to both tour the school and meet myself and other leaders.

Yours Sincerely

Richard Brown

Executive Head teacher