

Kings' School



Headteacher Information Pack

Letter from the Chair of Governors

Dear Applicant,

Thank you for your interest in the post of headteacher at Kings' School, Winchester. I hope this information pack clearly sets out the qualities we expect from our new headteacher and is informative about the school, our pupils and our aspirations.

The current headteacher, Matthew Leeming is leaving after 7 successful years at Kings', to pursue interests outside education.

We have a Published Admission Number (PAN) of 360 pupils for our 2020 entry and Kings' is the lead school in the Winchester Teaching School Alliance (WTSA).

Despite the school's success the Governing Body feels that there are some areas that could benefit from improvement and we are keen to hear your ideas.

The accompanying paperwork will demonstrate that the school has a vibrant environment and very strong foundations but should also allow you to see where you can make a difference to further enhance the school's performance and reputation.

Your application should specifically explain how your experience to date matches the requirements set out in the person specification and explain how you will lead and develop the key areas as set out in this pack.

You are welcome to visit the school, where we will arrange a warm welcome and provide a guided tour.

Yours faithfully



Colin Williams
Chair of Governors



- Closing Date:** Friday 17th April 2020 (12 noon)
- Interview Date(s):** Monday 27th April & Tuesday 28th April 2020
- Job Start Date:** 1st September 2020
- Contract/Hours:** Permanent, Full-time
- Salary Type:** Leadership Scale
- Salary Details:** £89,055 to £103,334 (L64-L76)
- Hours of Work:** Full time
- Location of Role:** Kings' School, Winchester
- Contact e-mail address:** eps-recruitment@hants.gov.uk



Introduction to our school

Kings' is an oversubscribed, happy and successful 11-16 Community School with 1717 pupils, serving the city of Winchester and the surrounding area. It has been judged as "Outstanding" by OFSTED on 4 consecutive occasions.

We take great pride in the very high standards achieved by our pupils – they leave us as happy, well-qualified, confident and well-motivated young citizens and we are delighted that so many go on to excel in local sixth-forms and at colleges and universities.

As a school, we are motivated by a sense of the moral seriousness of what schools do; by a conviction that education, while important, should also be fun; by a belief that schools should be inclusive communities in which everyone is equally valued; and by a determination that each one of us will become the very best person that we can be.

The facilities at the school are excellent and well spaced across a large campus, with significant investment made recently in technology to support teaching and learning. The Sports Centre has some of the best sporting facilities in Hampshire, with Astroturf pitch, a climbing wall and a swimming pool on site. The facilities at Kings' are also open to the public outside school hours and are currently utilised by several clubs and organisations in the area.

Kings' is the lead school for the Winchester Teaching School Alliance (WTSA) working closely with primary and secondary schools in Winchester, special schools, Peter Symonds 6th Form College, The University of Winchester and Hampshire Local Authority. Working in partnership, our aim is to improve provision and outcomes for all the children in school.

At Kings' we are absolutely committed to the principle that every child matters, every day. We pride ourselves in placing a strong emphasis on the concept of the school as a family, where we recognise the importance of the individual, but at the same time are sympathetic and understanding of the needs of others.



UNA LABORANTES 'Working Together'

Kings' School Values

At Kings' School, everyone works together. Knowing that all human beings are equally and infinitely valuable and that they have equal rights and equal dignity, we promote respect, kindness and courtesy. We aim to enjoy our learning and to care for, and protect, every member of the school family. We respect high achievement, whatever form it takes.

- At Kings' School, we value mutual respect and tolerance, through our good behaviour and our fair, objective attitude to those of all faiths and beliefs; through relationships based on kindness and courtesy; through our support of those with different needs and abilities; through our inclusive attitude to one and all, irrespective of age, race, disability, creed, sexuality or gender. We nurture a culture of friendship, honesty and generosity.
- At Kings' School, we value democracy and individual liberty through a culture which celebrates our diversity and teaches about responsibilities, rights, personal integrity, duties and citizenship; through numerous opportunities to voice our opinions; through the promotion of resilience and self-control; through the achievement of the highest academic standards and levels of personal development; through the vast number of clubs and extra-curricular activities; through the opportunities to participate in off-site visits and trips; through the wide range of subject choices available.
- At Kings' School, we value the rule of law through our traditional ethos and clearly set boundaries, which keep us all safe; through a shared understanding of a classroom and school-wide code of conduct; through the accountability and enthusiasm demonstrated by all our governors, teaching and support staff, parents, guardians, carers and pupils; through wearing our uniform with confidence and pride.

We encourage active, healthy lifestyles and care for our environment. We know that schools are serious, purposeful places but we also believe that being at school should be fun. We are optimistic and creative – we believe that the future can be better than the past and that we each have a responsibility to make sure that it is.



Peter Norfolk OBE - British wheelchair tennis player and Paralympian sharing some insights

OFSTED MAY 2014

Teaching is consistently of a very high quality. Teachers are knowledgeable and enthusiastic about their subjects. They know their students very well and continually challenge them to achieve their best.

Students are very proud of their school. They enjoy their learning and want to do well. They work together exceptionally well and help each other to learn.

Behaviour in lessons and around the school is outstanding. **Students show high levels of respect and courtesy to each other and to adults.** They feel very safe in school. They ask each other questions, listen well to each other and help one another to think more deeply.

The leadership of the headteacher and other leaders is outstanding. **There is a determined focus on continuing to improve the quality of teaching and of the educational experiences offered to the students.**

The very wide range of subjects, together with exciting additional activities, promotes students' spiritual, moral, social and cultural development exceptionally well.

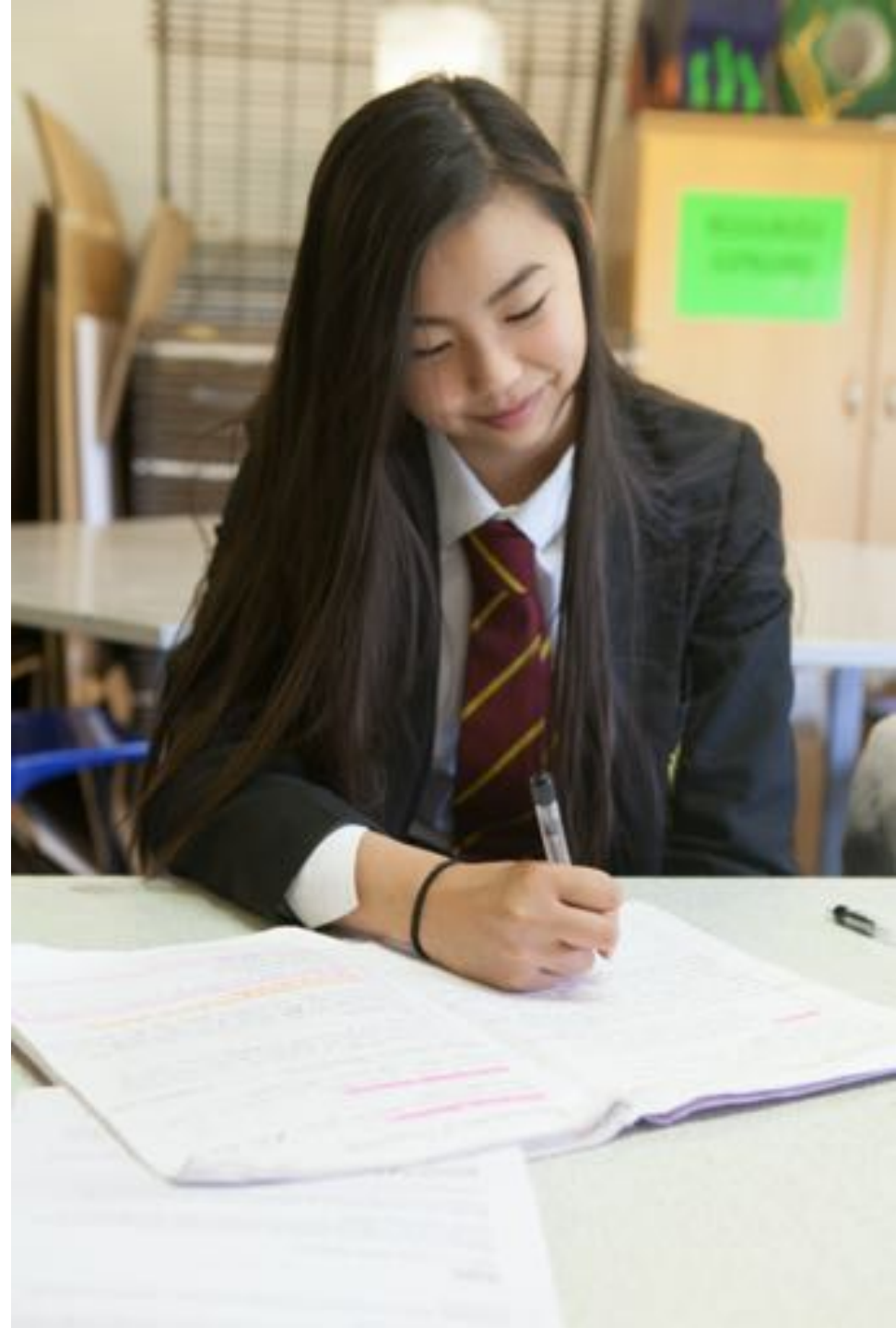
Governors are passionately committed to providing effective and strategic leadership so that the school will continue to develop. They bring a wealth of skills and knowledge to their roles.

Students in the resource base with physical disabilities and others with special educational needs also make outstanding progress. **This is because of the excellent support they are given and the rich range of experiences they are offered.**

School Finance

Whilst like every school there are challenges with finance, both the SLT and Governors at Kings' manage the finances effectively. The school has run with a small in year deficit but maintains a small reserve that means the books can be balanced every year.

Strategic decisions are made well in advance to mitigate any budgetary problems and the school recently increased its PAN to increase the funding it receives.



School Council – Student Voices

What do you really like about Kings, what makes it special ?

A Year 7 Pupil

"Positive learning atmosphere - pupils respect each other for being intelligent and hardworking."

A Year 8 Pupil

"The ethos brings together the school community and it has excellent facilities which are available to all. Kings' is inclusive and the majority have a sense of belonging."

A Year 8 Pupil

"The way that pupils can share their opinions about the school and if they have any viable ideas it can actually be done/made. The opportunities that we get and the wide range of afterschool activities."

A Year 9 Pupil

"The wide and extensive range of extra-curricular activities that are available for pupils no matter what their interests are."

A Year 10 Pupil

"I find that the extra activities and clubs that are offered, as well as the welcoming atmosphere created by teachers and pupils are both exemplars of what makes Kings' special. Additionally, the varied choice of GCSE options and the potential for pupil involvement are particular favourite aspects of mine."

A Year 11 Pupil

"What makes Kings' special for me is that everyone is kind to one another and is happy to help whenever. The fact that everyone looks out for one another makes it so that the school feels like a second family where you can be comfortable with who you are, and whatever educational level you are at, while still pushing to be the best version of yourself."

A Year 11 Pupil

Kings' has the ability to provide pupils with the best opportunities to help them reach their potential. This is in the form of facilities, subject choices and extracurricular. Kings' is good at catering to all levels, from high achieving students to foundation level."



Comments from Staff

What do you really like about Kings, what makes it special ?

"The facilities available for pupils and the togetherness of staff in ensuring we offer the very best for our pupils."

"For such a big school, there is a real sense of community about the staff team and the feeling that everyone is there for everybody else, regardless of department. Overwhelmingly, the pupils are exceptional and really invested in the 'Una Laborantes' ethos of the school."

"Kings' itself as a physical school is incredible. The facilities are second to none."

"Opportunities for students. Ambitious staff. Excellent setting, location and well looked after environment."

"I like that the staff are a very cohesive unit who all share the same expectations of students and each other. The very high standards that we have for students with regards to academia, sport and uniform. The school has a very energised environment and there is a real sense of potential and eagerness to learn in students."

"I genuinely mean it when I say that Kings' is the best place I have ever worked."

"There is a wonderful ethos of mutual support. A positive working environment that we are all working towards the same goal. Staff are professional and hard-working - they want the best for the school and its pupils."

"There's so much. There's a wonderful connection between and among pupils and colleagues. I like the friendliness and welcoming feel in the school. This is something visitors often comment on."

"A strong community which has a lot of support for the whole pupil and not just academic emphasis."

"Extensive extra-curricular activities enabling all pupils to feel successful."





JOB TITLE:

Headteacher

RESPONSIBLE TO:

The Governing Body of Kings' School Winchester

RESPONSIBLE FOR:

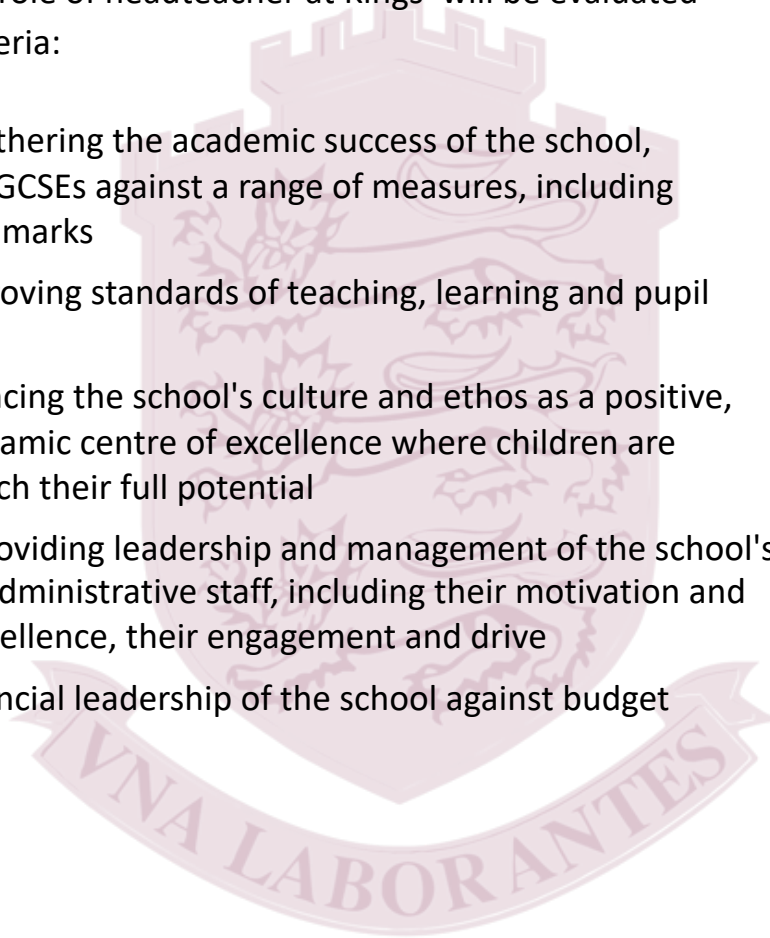
The headteacher carries out duties in line with the conditions of employment as set out in the current School Teacher's Pay and Conditions document, the National Standards of Excellence for Headteachers (2015) and the role of the headteacher

Job Description

We are looking for a candidate that can demonstrate recent and successful secondary school experience as headteacher or deputy headteacher, who can evidence significant leadership in school improvement.

Your success in the role of headteacher at Kings' will be evaluated against five key criteria:

- **Academic:** Furthering the academic success of the school, particularly in GCSEs against a range of measures, including national benchmarks
- **Teaching:** Improving standards of teaching, learning and pupil engagement
- **Culture:** Enhancing the school's culture and ethos as a positive, happy and dynamic centre of excellence where children are inspired to reach their full potential
- **Leadership:** Providing leadership and management of the school's teaching and administrative staff, including their motivation and passion for excellence, their engagement and drive
- **Financial:** Financial leadership of the school against budget





Job Description (continued)

The headteacher occupies an influential position as the lead professional and must be a significant role model within the community. The values and ambitions of the school's headteacher determine the ethos and achievements of the school.

The successful candidate will:

- Be devoted to promoting an enduring love of learning in young people
- Demand engagement rather than passivity, in a school where independent thought is promoted and where growth comes from commitment and tenacity
- Be committed to providing a climate that is conducive to success, encouraging children to have high expectations of self and others, and to help pupils extend and challenge themselves
- Actively nurture creativity, imagination and resilience, together with an appreciation of the methodical enquiry that will prepare our pupils with the resilience for a changing world
- Be able to demonstrate a passion for school improvement through incisive and creative analytical skills
- Provide clear strategic leadership, developing outstanding teachers who are advocates for each pupil and advocates for learning
- Promote supportive relationships and a respect for diversity and difference
- Be passionate that each pupil should have confidence in who they are as individuals, identifying courage as a worthy attribute
- Stand up for the positive values that engender meaningful loyalties through mutual respect and strong communities.

In line with the National Standard of Excellence for Headteachers (2015) you will be expected to demonstrate the highest level of performance in:

DOMAIN ONE: qualities and knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a world class education for the students of Kings's School.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students and staff, and towards parents, governors and members of the local community.
3. Lead by example - with ambition, integrity, creativity, resilience, and clarity - drawing on your own scholarship expertise and skills, and that of those around you.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development that will benefit educational achievement and effectiveness within the school.
5. Work with political and financial astuteness within a clear set of principles, centred on the school's vision, ably translating local and national policy into the school's context.
6. Communicate compellingly the school's vision and drive the strategic leadership, empowering all students and staff of Kings' School to excel.

DOMAIN TWO: pupils and staff

1. Demand and realise ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.
2. Secure excellent teaching throughout the school through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being.
3. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
4. Create an ethos within which all staff are ambitious for students' academic and personal development and are motivated and supported to evaluate and develop their own skills and subject knowledge, and to support each other.
5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the only acceptable standard, leading to clear succession planning.
6. Hold all staff to account for their professional conduct and practice.

DOMAIN THREE: systems and process

1. Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
2. Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding young people and developing their exemplary behaviour in school and in the wider society.
3. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome strong governance and actively support the Governing Board to understand its role and deliver its functions and statutory duties effectively – in particular its functions to set school strategy and hold the headteacher to account for student attitudes and achievement, staff and financial performance.
5. Exercise strategic, curriculum-led, financial planning to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements and the school's sustainability.
6. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for excellence in their performance and decision making.

DOMAIN FOUR: the self-improving school system

1. Create an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all students and where delivering best practice is the foundation of the Kings' School ethos.
2. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic, care and social outcomes for all students of the school.
3. Challenge educational orthodoxies within the school in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
4. Shape the current and future quality of the Teaching profession within the school through high quality training and sustained professional development for all staff.
5. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability, sustainability and affordability.
6. Inspire and influence others - within and beyond the school - to believe in the fundamental importance of education in young people's lives and to promote the value of education.



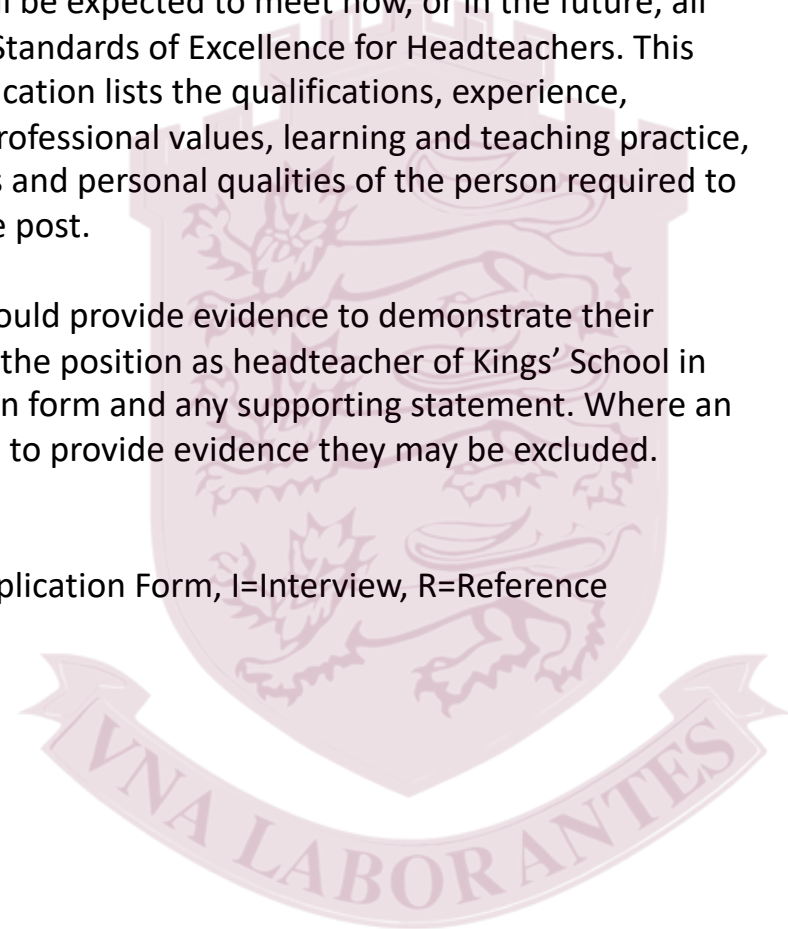
Person Specification

Headteacher of Kings' School Winchester

The Governing Body of Kings' School believes the core purpose of the headteacher is to provide ambition and excellence in professional leadership and management for the school. Applicants will be expected to meet now, or in the future, all the National Standards of Excellence for Headteachers. This person specification lists the qualifications, experience, knowledge, professional values, learning and teaching practice, competencies and personal qualities of the person required to undertake the post.

Applicants should provide evidence to demonstrate their suitability for the position as headteacher of Kings' School in the application form and any supporting statement. Where an applicant fails to provide evidence they may be excluded.

Source: A=Application Form, I=Interview, R=Reference



Person Specification

Headteacher of Kings' school Winchester

A Qualifications and Professional Development	
Qualified teacher status	A
Degree or equivalent	A
NPQH or evidence of regular, recent and appropriate leadership and management training for the role of headteacher	A/I
Evidence of safeguarding training	A/I
B Knowledge and Experience	
Recent and successful secondary school experience as headteacher or deputy headteacher (who can evidence leadership in school improvement)	A/I/R
Clear understanding of what it takes lead an outstanding school and experience of developing long term strategic plans to deliver the vision of the school	A/I/R
Ability to raise teaching standards and ensure good and outstanding practice is consistent across the school	A/I/R
Evidence of leading school improvement to address a poor aspect of school performance to achieve good or better outcomes for pupils	A/I/R
Good understanding of the statutory basis of the curriculum (Impact, Intent, Implementation) in a secondary school and how it can be developed cost effectively to meet the needs of all students	A/I/R
Record of leading whole school improvement strategies in raising standards in teaching and learning for all students particularly across the range of high achievers and the disadvantaged and SEN	A/I/R
A proven track record of effective financial and resource management, whilst maintain the provision of a broad curriculum	A/I/R
Good understanding of employment legislation and record of effective performance management of staff	A/I/R
Record of developing strong collaborative relationships with parents, the governing body, between other schools, the community and any other stakeholders	A/I
A proven track record of the effective implementation of a range of behaviour management strategies	A/I
Record of developing and empowering highly effective middle management teams.	A/I/R
Record of using data and external guidance (e.g. Ofsted) in the development and delivery of effective school improvement strategy	A/I/R
Commitment to safeguarding and promoting physical and emotional health and well-being of young people	A/I/R
Demonstrate a clear understanding of the role of a Headteacher in managing compliance within statutory requirements	A/I/R

C Personal Qualities	
Able to build and maintain quality relationships through interpersonal and communication skills	A/I/R
Ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals	A/I/R
To be passionate about the development of the whole child, believe that every child can and will succeed, and will nurture and sustain the inclusive ethos of the school	A/I/R
Be a consistent and positive role model and be a highly effective and respected ambassador for the school	A/I/R
A visionary and inspirational leader who has the unqualified enthusiasm, drive, tenacity and ambition to lead the school on the next stage of its journey	A/I/R
Demonstrate a capacity to be a strong presence in all areas of school and to cultivate a climate of high expectations, creative thinking, innovation and risk-taking	A/I/R
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	A/I/R
Demonstrate personal and professional integrity, including modelling the schools values and vision	A/I/R
Inspire trust and confidence across the school and community	A/I
Think analytically and creatively and demonstrate initiative in solving problems	A/I
Ability to demonstrate high standards of performance and to be able to evidence personal development based on lessons learnt and constructive feedback	A/I/R
Demonstrate resilience and optimism	A/I/R
Ability to promote Kings' School and its values both within the school and the wider community	A/I/R
D Confidential Reference	
Positive recommendation from all referees, including current employer	R



Application Procedure

Candidates should complete the application form and return it so that it is received no later than noon on 17th April 2020.

Education Recruitment
Education Personnel services
3rd Floor
Hampshire House
84-98 Southampton Road
Eastleigh
SO50 5PA
Telephone 02380 383537

E-mail address:
eps-recruitment@hants.gov.uk

You should provide a full statement in support of your application, which should not exceed two sides of A4 paper. Please do not restate the factual details already included elsewhere on the application form.

❑ Selection Procedure

The shortlist will be drawn up on 20th April 2020 and the selection process will take place on 27th and 28th April 2020. Further details will be sent to those candidates called for interview.

Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not. Failure to send your application form to the above email address may invalidate your application.



❑ Equality Monitoring

All applications will be required to complete an Equality Monitoring form.

❑ Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately on the number above.

❑ Safer Recruitment

Kings' School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks.

❑ Privacy Notice

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the County Council to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the Schools website for further details on their privacy notice and data protection policy. You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.

Education in Hampshire

Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.

Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing a supporting role wherever needed.

The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.

Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council.

With the County Office in Winchester, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Head teachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Head teachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Head teachers and LA colleagues.

Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff.

To find out more about Hampshire and what it has to offer, visit our website at www.hants.gov.uk

Hampshire has a lot to offer. We hope you will join us.

Maximising well-being through education

A policy statement for education in Hampshire schools and colleges.

Research shows that well-being is positively correlated with achievement. Schools, colleges and other education providers achieve better outcomes for children when they place high value on the quality of relationships and foster autonomy, respect, resilience and self-esteem. Successful educational outcomes are most likely to be achieved when there are high expectations and aspirations for the achievement of children, young people and the adults who work with them. Through this policy statement the County Council signals its commitment to leading the community of Hampshire, working in strong partnerships with all providers, so that the well-being of all children and young people is maximised through the highest possible quality of education throughout the county.





Destination Winchester

A city steeped in history, Winchester combines the best of city and country life. Winchester is a city and the county town of Hampshire situated at the western end of the South Downs National Park, on the River Itchen. It is 60 miles South-west of London (easily accessible by road M3 and rail links) and 14 miles from Southampton.

At the 2011 Census, Winchester had a population of 45,184. The wider City of Winchester district has a population of 116,595.

Winchester has a rich and vibrant cultural and arts offering;

- In 1850 the first UK public library opened in Winchester.
- Winchester hosts one of the UK's largest farmers' markets. With over 100 stalls
- Winchester Theatre Royal involves up to 140,000 people annually in cultural activity
- Alresford's Watercress Line runs fully restored steam engines
- Winchester Science Centre is the South of England's interactive science and technology centre with the largest standalone planetarium in the UK.

Access to beautiful rural Hampshire is only a few minutes away from the centre of town and whether you travel to the east, west, south or north you very quickly find yourself in lovely market towns like Hursley, Alresford, Itchen Abbas and Tywford with many more little rural villages boasting great food and drink. As a place to live, to work, a place to settle, Winchester has so much going for it.



<p>Winchester's major landmark is Winchester Cathedral, one of the largest cathedrals in Europe, with the distinction of having the longest nave and overall length of all Gothic cathedrals in Europe.</p>
<p>Winchester's most famous son is Alfred 'The Great'. Alfred (Aelfred) became ruler of the west Saxons after he and his brother defeated the Danish Vikings at the Battle of Ashdown. In 871 at the tender age of 21, Alfred was crowned King of Wessex and established Winchester as his capital.</p>
<p>Winchester often ranks highly in 'best place to live surveys' by the Sunday Times and others. According to the Royal Mail UK Happiness Index 2019, Winchester has been rated England's happiest place https://www.telegraph.co.uk/travel/destinations/europe/united-kingdom/articles/happiest-places-in-britain/</p>
<p>In 2019, Winchester Cathedral Christmas Market was voted best Christmas market in the UK</p>
<p>For more information go to https://www.visitwinchester.co.uk/ https://www.hampshire-life.co.uk/homes-gardens/property-market/living-in-winchester-1-6350789</p>

