



THE HOLY CROSS SCHOOL
LEARN JOYFULLY. LIVE FULLY.

Headteacher Applicant Pack



25 SANDAL ROAD, NEW MALDEN

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Welcome to Our School

Dear Prospective Applicant,

Thank you for taking an interest in becoming the next Headteacher at The Holy Cross School.

I hope that once you have researched our school community you will be inspired to send in a formal application. Our school, founded by the Congregation of Sisters of the Holy Cross, opened with just five girls in 1931 and has grown from its origins to the cohesive, diverse community that it is today.

Whilst our students come from a broad range of backgrounds and have diverse academic needs, they all share Christian values that underpin and permeate everything in the community, giving Holy Cross the 'family' atmosphere that is commented on by anyone who has contact with us.

The school is blessed with talented and highly motivated staff and girls of all abilities who enjoy their learning. Standards are high with 90% achieving a Level 4 or above in English and maths and 42% of all examinations achieving a 9-7 grade. For the last two years, the school has been acknowledged as being in the top 1% of educational institutions nationally for the exceptional progress made between Year 7 and 11. Our Sixth Form partnership with Richard Challoner School (established over 30 years ago) with over 450 students in total, is flourishing, providing a broad curriculum.

In 2012 the school gained academy status and we have been judged an outstanding school by both Ofsted and the Section 48 Inspection. In 2017 the school was awarded 'World Class Schools' accreditation, a quality mark given to secondary schools already rated outstanding.

With the current Headteacher stepping down after over 20 years in the role, we are looking for a passionate leader who will take the school even further forward into a new phase of growth and even greater success. With robust foundations, the school has real potential to become a truly unique and exceptional learning community, offering an education to match the very best in the state and private sector.

It is important that applicants can demonstrate adaptability and flexibility and ensure our school continues to flourish, well into the future. We are looking for an inspirational, existing Headteacher or an outstanding and capable member of a successful senior leadership team who can demonstrate that they have the ability to provide outstanding leadership. Our new lead will need to demonstrate their Catholic faith and the ability to provide the Catholic leadership that this school requires.

If you are appointed you will be supported by excellent staff, outstanding students, supportive families and a governing body which, with you, will enable Holy Cross to build on its present excellence to embrace the change necessary to take it to the next stage of its journey.

Details on how to apply and contact details should you have any further questions or if you would like to arrange a tour, can be found in this pack. I would encourage you to watch our two school promotional videos (Lower School and Sixth Form) to gain an understanding of our vibrant, and richly diverse learning community.

Kind regards,

Annamarie Boyd

Anna-Marie Boyd, Chair of Governors



Included in this pack:

- Welcome letter from the Chair of Governors
- About the school
- About the role - please refer to the separate Job Description and Person Specification documents
- School Performance & Curriculum
- Safeguarding at Holy Cross
- Diocesan Statement
- How to apply



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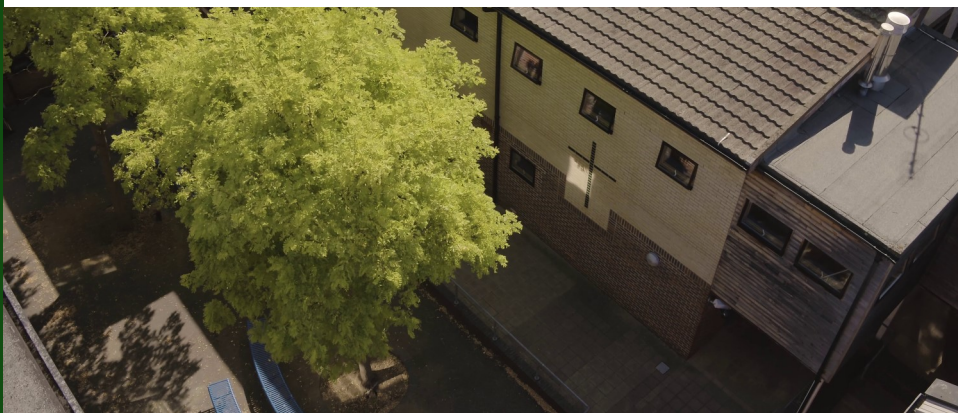
Our Mission Statement

We are the children of God, and in the spirit of St. Francis and Mother Bernarda, we aim to create a happy family environment in which all may grow: in faith, hope and love for God, in love and respect for one another and the world around us, in learning and wisdom, so that we may live life to the full and joyfully share this life with others, especially those who are in any way disadvantaged.

The Holy Cross School is an outstanding Catholic school because:

"Pupils are enabled and encouraged to grow and flourish as full members of a Catholic Christian community in which all are welcome. It recognises and celebrates its Holy Cross and Franciscan heritage while pursuing a contemporary Catholic education mission."

Section 48 Inspection Report



About Our School

The Holy Cross School, founded in 1931 by the Congregation of Sisters of the Holy Cross, is a voluntary aided Roman Catholic School for girls aged 11-18. At Key Stage 5 the school has worked in curriculum partnership with our local boys' school, Richard Challoner, for the past thirty years, and post 16 lessons are co-ed. The school converted to academy status in August 2012. The school has positive relationships with local schools, the Archdiocese and the local authority. The school is highly focused on high standards of pupil achievement and is successful at doing so. With 988 students currently on roll and over 100 staff employed, the school is proud to be acknowledged as being in the top 1% of all schools nationally for progress made from Year 7 to 11. The Holy Cross School can offer you the opportunity to work in an outstanding school environment with well-behaved, motivated students who are keen to learn and where your professional development will be fully supported. The school has been awarded 'World Class Schools' accreditation, a quality mark given to secondary schools already judged outstanding by Ofsted who have moved beyond this judgment.

To find out more about the school, please view our short videos from our [Lower School](#) and [Sixth Form](#).

Our Ethos and Values

At The Holy Cross School we aim to provide a rounded education for girls of all abilities. The Holy Cross School has very strong Catholic values. They are clear and explicit and inform all that we do. We are a thriving school with a strong community spirit. Our Catholic ethos is reflected in the school's Mission Statement.



Our Curriculum

- Ambitious for all students
- Balanced in the breadth of subjects taught
- Rigorous in the disciplines taught
- Coherent within and across subjects
- Vertically integrated to promote progress over time
- Appropriate for the stage of students' learning
- Focused in its choice of content

The Holy Cross curriculum will provide strong foundations of knowledge, skills and a depth of cultural capital which will enable each student to navigate the complexities of the 21st century and flourish in both their professional and personal development.

Technology will be utilised to support learning and provide the expertise and skills required in an ever-changing employment landscape.

The opportunities provided through the curriculum will enable each student to develop their sense of self worth whilst being aware of the needs of others. The cultural ethos of the school will pervade all aspects of the curriculum to ensure that each student has the opportunity to develop their own moral compass based on the foundations of our Catholic ethos.

A Holy Cross student will be curious about the world around her and be inspired to be a lifelong learner. Her experiences at Holy Cross will have instilled a love of learning and a confidence to extend her horizons. She will have developed the knowledge, skills and resilience to navigate a changing employment landscape and be confident to work as an individual, team member or leader. Her skills and qualifications will ensure she has the potential and resolve to contribute to the local/national and international community. She will have a strong moral compass based on our Christian values which will provide a pathway for her talents to be utilised to create a fairer and more egalitarian society.

The curriculum is delivered in an engaging, inspiring and supportive manner which will enable each individual student regardless of background or prior attainment to achieve their full potential. This requires the curriculum to meet and adapt to the needs of the 21st century and be refined to engage each individual student. For further information about our curriculum and the subjects taught at Key Stages 3, 4 and 5, please refer to the curriculum section on the school website

www.holycross.kingston.sch.uk

Key School Statistics

Type of School: Academy Secondary

Location: New Malden

Date Established: 1931

Age Range: 11-18

Total Number of Students: 988

Number in Sixth Form: 232

Number of students in Years 7-11: 756

Percentage of Catholics in Years 7-11: 76.6%

Number of Pupil Premium students: 117

Teaching Staff: 67

Education support staff: 24

Premises, Admin, Finance: 27

Total number of staff: 118

Newly Qualified Teachers: 2

Students on Free School Meals: 82

Number of students with an EHCP: 18

Number of students with SEND: 37

Number of students with Quality First Teach: 69

Number of students with EAL: 197

Key Stage 3/4 Attendance rate: 95.6%

2019 Statistics

Progress 8: +1.12

Attainment 8: 60.4

% 9-7: 43%

% 9-5: 77%

% 9-4: 91%

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“The school provides outstanding pastoral care and support to all pupils allowing each one to flourish as members of a remarkably secure community.”

Section 48 Inspection Report



Safeguarding at Holy Cross

The Holy Cross School fully recognises its moral and statutory responsibility to safeguard and promote the welfare of all pupils. At The Holy Cross School the safety and welfare of our students is of the utmost importance. The day-to-day contact with young people allows our staff to be well placed to safeguard and promote the welfare of our children, to enable them to have the best outcomes.

The Holy Cross School, its governors and staff, believe that every young person who is entrusted to our care is entitled to our protection. Abuse disadvantages the young person, leaving them vulnerable, often self-critical and fearful. We all have a responsibility to be vigilant to ensure the safety and well-being of all our students.

A child-centred and co-ordinated approach to safeguarding is vital and we all have a role to play in identifying concerns, sharing information and taking prompt action.

Further information about the school's Safeguarding Team and our Safeguarding and Child Protection Policy is available on our [website](#).

Diocesan Statement

The Headteacher and Principal in the Catholic school and academy

Catholic schools and academies in the Archdiocese of Southwark are established to provide the highest standards of Catholic education for the children and young people in their care. They form a vital part of the educational mission of the Diocese, and make a major contribution to the Church's task of evangelisation. They are challenged to be communities of hope and of witnesses to the love of Jesus Christ.

By accepting the post of headship, headteachers and principals make a public commitment to follow Christ's example of leadership. They share in the ministry of the Archbishop and undertake their work in communion with him, with all the catholic schools, academies and colleges in the Diocese and with the wider Church community.

Catholic schools and academies are at the interface of many different understandings of life, society and education. The difference between the Christian approach to education which is based on an understanding of life as God's gift, and a general approach to education which does not openly acknowledge any religious values is of fundamental importance. However, in a fast moving world where there are innumerable issues to be dealt with on a daily basis, the challenge to discern what will assist the growth of the community is not an easy one.

Prayer and reflection are essential for headteachers, who give witness by their example to the central importance of a relationship with Christ. Their exercise of leadership should increasingly demonstrate qualities of love and forgiveness, of service, of respect for the individual and of care for the disadvantaged. Their roles give them a position of influence, not only with pupils, staff, parents and governors, but also in much wider contexts.

The nature of the headteacher's role means there are high expectations of those applying for headship. Candidates should be people of prayer and have a sound theological and educational understanding and the qualities of wisdom and discernment necessary to manage the tensions and ambiguities of the role. They must be baptised Catholic or received into the Catholic Church, in good standing in their parish and wider Catholic community, there must not be anything in what they believe or practice that is against the teachings of the Catholic Church and they must be in full sacramental communion with the Church.

The demands of the role could appear to be impossible. Certainly, no headteacher can succeed in fulfilling most requirements of the job without the support of colleagues in and out of school, of all members of the Church community and of family and friends. But if a person is called to this ministry:

God will give her or him the grace and strength to carry it out, to begin again after failure and to find great joy in responding to the mission.



"You are the light in the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on a stand and it gives light to everyone in the house. In the same way, let your light shine before others..."

Matthew 5: 14-16



How to apply

To apply, please visit our website where you can view the Job Description and Person Specification for the role and download a CES Senior Leadership form www.holycross.kingston.sch.uk.

Please refer to the 'Notes to Applicants' document which is available to view and download from the website when completing your application to ensure all required forms are submitted.

In your covering letter (no more than 2 pages of A4) please respond to the following:

'With reference to the person specification and providing clear evidence of the impact of your actions, please outline how your experiences would enable you to take the school forward in the next stage of our development'.

Please note there is no need to complete section 8, the supporting statement section of the application form, as your supporting letter will cover this.

Please send completed applications to Mrs Anna-Marie Boyd (Chair of Governors) aboyd@holycross-governor.com by the closing date.

Applicants are welcome and encouraged to visit the school. For further information or to arrange a visit/tour of the school, please contact Mr Tom Gibson, Headteacher via Mrs Silvana Saragosa-Voysey (PA to Headteacher) ssaragi@holycross.kingston.sch.uk.

Closing Date: 9.00am Monday 19th April

Candidate Shortlisting: Tuesday 20th April

Stage 1 Virtual Interviews: Tuesday 27th April

Applicants who successfully complete stage 1, will be invited back for a face to face stage 2 interview on Wednesday 28th April.



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