



Dear Candidate,

Thank you for expressing an interest in the post of Assistant Headteacher at Clapton Girls' Academy. I would like to tell you a little more about us and the kind of person we are looking for.

We are an outstanding 11-19 academy. We prioritise high quality learning and teaching to ensure successful student achievement. Our students are keen to learn and a pleasure to teach. We provide a warm and welcoming learning environment with a strong team of committed teachers and support staff. Staff can develop their teaching practice through a number of opportunities, including ongoing CPD, access to a range of courses and our status as a World Class School and leading member of the Hackney Teaching Schools Alliance (HTSA).

Student outcomes at Clapton Girls' Academy are outstanding. 78% of our students achieved grade 9-4 in both English and maths in 2018. Progress is outstanding with students achieving on average $\frac{1}{2}$ a grade higher than expected in all GCSE subjects (Progress 8 = 0.56). 82% of students who were entered for the English Baccalaureate achieved 9-4/A*-C in all areas. This has been achieved with a cohort where approximately 50% of students are from disadvantaged backgrounds and results achieved by these students are significantly better than those of similar students nationally. Our popular sixth form continues to grow and our Key Stage 5 results are among the best in Hackney as well as in the top 10% of sixth forms nationally.

We are looking for:

- an excellent teacher and leader who is keen to develop themselves and others
- strong moral purpose and the integrity to want the best for every student
- innovation and the ability to solve challenges creatively
- courage, focus and the commitment to take risks and make difficult decisions and see these through
- an analytical mind and confidence using data to drive improvement
- the ability to see the big picture and have the presence to inspire others to get significant buy in

As a Leadership Team we work collaboratively and are all prepared to 'muck in' when needed. We all have specific areas of responsibility but very much work as a team to get the best for our students, staff and each other.

If successful, you will play an active role in the development of this post. The current plans for the main responsibilities for this post for the 2019/20 academic year are:

- Leading KS4 curriculum and achievement
- Leading the external examination process at KS4 and 5
- Chairing weekly Year 11 raising standards meetings and seeing KS4 initiatives through from start to finish
- Line management of Year 11 and at least two faculties

If you do decide to apply, it will be essential that you demonstrate how your knowledge, skills and experience could be applied to these areas of responsibility.

We currently operate a 'flat' Leadership Team structure with one Deputy Headteacher. This post will form part of our Achievement team and the postholder will work closely with the three other Assistant Heads in this team and will be line managed by me.



Clapton Girls'
Academy

Est. 1906



Challenge, Wellbeing, Teamwork

Given the current balance of teaching across our team, we are ideally looking for a teacher of maths, science or economics but will consider any candidate who meets the requirements of the person specification.

If you are not sure whether your skills and experience fit the demands of this role, I'd be more than happy to discuss this with you over the phone or in person through a visit to the academy. If you would like to come and visit before applying, I will be running tours of the school on Monday 1st, Tuesday 2nd and Wednesday 3rd April at 9am. To book, please email Jan Wolfram, Human Resources Manager, at recruitment@clapton.hackney.sch.uk or telephone 020 8985 6641 ext 259.

Thank you once again for showing an interest in this post and, if you do decide to apply, I look forward to receiving your application.

Yours faithfully,

Anna Feltham

Headteacher

Please note the closing date for applications for this post is Wednesday 24th April by 9am or first post.