



19th of October 2020

Dear candidate,

Thank you for expressing an interest in joining us at Kingsley Academy as Assistant Headteacher. Our school has made a tremendous amount of progress since September 2019. Following a period of turbulence since opening in April 2013, the school now has strong and supportive leadership, stable staffing and growing student numbers. In October 2019, Ofsted visited our school and judged our school to be 'Good' in all areas for the first time in the school's history. Ofsted also felt that our school had 'outstanding capacity to improve further'.

However, Kingsley's reputation locally is not yet a true reflection of the school that I have the privilege to lead. Central to changing that perception will be securing strong outcomes for our students, the majority of whom do not have prior attainment data at Key Stage 2 and are new arrivals to the country. This presents both a challenge and an opportunity. It means we must be at the top of our game, with regard to teaching and delivering excellent lessons which cater for our learners specific needs. It also means that once our students hone their language skills, they make rapid progress. This summer the academy achieved it's best ever results at KS4, with a 24% improvement in 4+ in English and Maths, and a 14% improvement in 5+ in English and Maths, along with a modelled Progress 8 score of +0.94 which would place Kingsley Academy as one of the most improved schools in the country and would place our school within the top 16% of schools in the country for progress. Although these were Centre Assessed Grades they were externally validated in a very robust process by our academy trust and a strong indicator of what we expect to achieve as an absolute minimum this academic year.

Our students are absolutely the most impressive aspect of our academy. They are thirsty for knowledge, ambitious and determined and the hardest working and most polite students that I have come across in any school. I am confident that any potential member of staff who visits Kingsley will see the absolute potential we have, to establish Kingsley as not only one of the best schools in London but as one of the best schools in the country.

I joined the academy in February 2019 as Headteacher, after working as a Headteacher and Senior Leader in similar turnaround settings. My vision is to establish Kingsley as 'a school at the heart of our community, developing knowledge, ambition and kindness to prepare students for success at university and the world beyond'. This vision is underpinned by our 'Kingsley DNA' which permeates all that we do. These are:

- Walk the talk – We role model the high standards that we expect of others
- High expectations – We do not lower our expectations of anybody and strive to be remarkable
- No excuses – We believe firmly that all can achieve, no matter their starting point and that success is achieved through hard work
- Outstanding learning – We believe in the transformative power of education and know that excellent teaching and learning is our core purpose, put simply 'the main business is the main business'

The Senior Leadership Team at Kingsley is all new from September 2019, and embody these DNA in all that they do. They are a talented, supportive team and one of the strongest and most collaborative

Senior Teams that I have had the pleasure of working with in my career. Due to relocation, an opportunity has now arisen to appoint a new Assistant Headteacher to our team. I am seeking someone with a track record of impact or success at Middle or Senior Leadership level, who shares our values, who believes in the transformative power of education and who leads with integrity, courage and conviction. I expect a lot from members of our Senior Team, and I expect anybody who joins our team to be solution focused, to have a positive attitude and who 'walks the talk'. In return, I will offer you coaching, support and guidance and a role which will challenge and reward you, and prepare you for eventual Deputy Headship and/or Headship.

The successful candidate will lead the academy's relaunched Sixth Form at Kingsley. We have 76 students in Year 12 which is a 50% increase on historic figures. The expectation is that the Sixth Form will continue to grow so that next year, we have 160 students overall across both year groups. The successful candidate will lead a Sixth Form team, consisting of a Senior Lead Practitioner, who works on developing the quality of teaching and learning at Key Stage 5, and a Deputy Head of Sixth Form and Careers Lead, who takes responsibility for Pastoral Care at KS5 as well as whole school CEIAG. The successful candidate will be tasked with ensuring that high standards are achieved across Key Stage 5, to emulate the success which has now begun lower down in the school, as well as driving an ethos of academic rigour, exceptional teaching and high expectations. The successful candidate will also lead on a whole school CEIAG and most likely on another aspect of whole school improvement, tailored to the successful candidate's skillset.

Applicants with any subject discipline are welcome to apply, but we would especially encourage anybody with a teaching background in English, History, Maths, Science, Computing, PE or MFL (French or Spanish). However, I must emphasise that my priority is appointing the strongest possible candidate regardless of subject background.

Normally I would encourage visits to the academy prior to applying however due to COVID restrictions, this will not be possible. However interested applicants are encouraged to join me for a live tour and Q&A on Tuesday the 3rd of November at 9:30am or Thursday the 5th of November at 2:30pm via Google Hangout, to allow you to get a sense of our school and to find out more about this exciting opportunity. If you would like to partake in this, then please register your interest with my PA, Julie Traynor, by emailing jtraynor@kingsleyacademy.org

Yours faithfully,

Elroy Cahill

Headteacher