



Apointment of
Headteacher

Ribston Hall
High School



Ribston Hall Headteacher Pack

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Letter from Chair of Governors

Thank you for your interest in the position of Headteacher at Ribston Hall High School.

Our school, which is situated in the heart of Gloucester, is a selective school for girls with a mixed Sixth Form. The forthcoming retirement of our current Headteacher after 35 years' service (20 of which are as Head) offers an exciting opportunity to appoint an exceptional new leader. I hope that after looking through this literature, you will get a feel of the type of school we are, and the ethos and values that are important to us.

In the first instance, it is important to note that we benefit from a highly committed, experienced and loyal staff, supportive parents and a committed Governing Body. Our collective aim is to enable each student to fulfil their individual potential. We achieve this by offering a diverse curriculum recognising both academic and non-academic subjects, valuing every student as an individual, and by providing unrivalled pastoral support.

While the school is built on tradition and is tied to its ethos, we recognise the importance of innovative practice to ensure we are able to provide an outstanding education for our pupils. We are a proud school and are consistent in our focus on sustaining and improving educational standards. We are seeking a highly visible leader who can carry these aims forward.

On behalf of the Governing Body, thank you for your interest in our school. We would like to extend a warm welcome and an invitation to visit our school from the week beginning 25th September.

Mrs Lynda Frall

Chair of Governors





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Letter from the Senior Student Team.

Thank you for your interest in the position of Headteacher at Ribston Hall High School. We are the Senior Student Team. This comprises of the Head Girl and two Deputy Head Girls and we would like to give you the students' perspective on our school.

The Spirit of Ribston is hard to capture within a sentence or even a word, but it reigns strong amongst our students and staff. We pride ourselves in having something special and different to other schools; our 'family' atmosphere. As our students enter the doors, they know they are entering a safe and welcoming place where they can thrive. Whether they are starting in Year 7 or coming into the last few months of their academic careers, our students truly believe in our school ethos which is, 'Once Ribston, Always Ribston'.

Students at Ribston are able to explore their talents and take on leadership roles from the offset and throughout their time at the school. This allows our young women to learn vital leadership qualities that transcend into roles further up the school. Our Sixth Form contains not only the Senior Student Team, but also the Prefects, House Captains and Subject Captains who all take on various responsibilities, that allow them to develop leadership skills and allows everyone- new student or old, to feel that they have a place in our school.

The school is also an advocate for healthy competition, which is why we have a House system. Our four Houses compete against one another in House Arts, House Sports, House Drama, House Science and many other events. This is in addition to our other extensive extra-curricular activities, which allow everyone to explore their aptitudes and achieve their ambitions, no matter the direction.

Furthermore, our students are respectful and hard-working. Our teachers have taught us vital life lessons that we will carry throughout our adult lives. Staff repeatedly go above and beyond in not only ensuring that our students achieve the best results but also to support them emotionally. The welfare of our students is vital, and is significantly supported by the school 'Wellbeing Team' who ensure that the students feel safe and happy; this is just another example of our family ethos.

Finally, we would describe Ribston as our home and we are proud to belong to Ribston. Our school helps us flourish as not only students but young women and men. One of our students has been quoted as saying, "Ribston is a home away from home, it has always made me feel safe and secure from Year 7 all the way through to Sixth Form." We therefore hope our new Headteacher feels as at home in our family as we do.





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Traditions and Ethos

Throughout the 100 years since the school was founded, it has continued to celebrate the strong traditional values that it was founded on. Successive Headteachers have encouraged the traditions of individuality and courteous friendship (the 'Ribston Spirit'), which the first Head established in 1921. Our school song and motto also encourage these traits as well as hard work, involvement and honesty, behaviours that are still fostered daily in the caring and well-ordered environment the school provides for its students.

The House system is a key factor in the way that the school is organised and has developed, giving it a great sense of fun and healthy competition. Britons, Romans, Saxons and Danes compete for points all year round as individuals, sports teams and in arts and science competitions. This illustrates how the school balances its focus on academic attainment as well as on personal development.

Celebration is also a big part of Ribston life and the academic year is punctuated with events such as the Annual Cathedral Service, Christmas Concerts including 'The Boars Head Carol', Annual Speech Day as well as more informal events such as House Quiz and Challenge afternoon.

It is noted by colleagues and parents alike, that a major strength of the school is its holistic approach to education, which generates a calm, fun and supportive environment. This underpins our commitment to encouraging all our students to achieve their personal best, and ensures we understand the strengths of every individual. It is this genuine commitment to each individual that gives the school its unique atmosphere, and sense of friendship and community that has meant that generations of Gloucester families have been educated at Ribston Hall.





Key Facts and Statistics about the School

Type of School	Girls' Selective School
Location	Gloucester
Age range	11-18
Gender	Girls (Mixed in Sixth Form)
Number of Students	866
Average class size	Y7-9: 30, Y10&11: 23, Sixth Form: 11
Number of teaching and support staff	115
Date school established	1921
External recognition	Ofsted Rating: Good Gloucestershire Healthy Living and Learning Accredited Workplace Wellbeing Charter
Attendance	97%
% of students eligible for Pupil Premium funding	7%
Number of students with SEN	24
% of students with English as an Additional Language	6.5%
Entry Attainment Level	CEM Entrance Test

Academic Achievements 2017 (2016 results in brackets)

GCSE Results	A*/A (9-7): 42.52% (41.49%) A*-C (9-4) inc English and Maths: 93.97% (97.35%)
Progress 8 – all students	Not yet known (-0.02)
A-Level Results	A*/A: 24.6% (10.7%) A*-B: 51.3% (45.7%) A*-E: 98.2% (100%)
University Admissions	80% University inc. Deferrals. 15% Russell Group, 3 students for Medicine



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Background and Distinctiveness

Ribston Hall High School is unique. The students, parents and staff all speak of Ribston's special atmosphere and the powerful sense of belonging which you experience as a new girl, to the commitment to its heritage you cherish as an Old Girl. It is unique because of the excellent relationships between students and staff which are embedded in the compelling sense of care which the girls experience both for their personal welfare and individual growth, and for their academic success.

Since it was founded in 1921, Ribston Hall has always provided a supportive and aspiring education for many of Gloucester's brightest girls. Although its values have remained, the school has navigated significant change. For example, the school originally opened in Spa Road, Gloucester and moved to the current site in 1960, and like many single sex schools in the area, it now has a mixed Sixth Form, which was established in 1990.

Over the past fifteen years, through careful financial management, the school has facilitated extensive development and modernisation that has enriched our students' experience. The school now boasts a purpose built Sixth Form block and dance studio, which ensure that students enjoy excellent resources which support their curriculum experiences.

The new Headteacher will be supported by an experienced and committed Governing Body to continue to effectively deploy school finances and deliver a clear strategic vision which will ensure we provide the very best education possible. The successful candidate will want to build on the valuable contributions and significant knowledge of the current leadership team comprised of a Headteacher, two Assistant Heads and a Finance/Facilities Manager. Under the direction of the new Headteacher, the senior leadership team will continue to ensure that well qualified subject specialists are able to provide a first class education, promoting high academic standards and leading the school to achieve recognition by Ofsted as 'Outstanding'.

Achievements beyond the classroom in the Arts, Sport and in leadership through local community and global enterprise and charity events are essential to the life of Ribston Hall; this is part of what makes the school unique. The House system and Subject Leader and Sports Leader roles promote leadership, care for others and resilience. Such stretching opportunities prepare students well for life beyond the school including extra-curricular travel to countries such as Poland, Germany and France, which the girls have regular opportunity to take advantage of.

The headship of Ribston Hall High School therefore presents an excellent opportunity for a visionary, charismatic, empathetic and determined leader to work with a thoroughly committed and talented staff to continue to provide an academically excellent, highly relevant and enjoyable education for generations of Ribston students.



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Living and Working in Gloucester

Gloucester is a historic city dating back to Roman times when it was the location for a major military settlement and seen as a strategic crossroads for England and Wales. Since medieval times, Gloucester has been a significant centre for distribution to the Midlands due to its location on the banks of the River Severn and became England's furthest inland port in 1580. The docks, along with other areas of the city, are now forming part of a major regeneration programme that will see the city benefit from retail, housing and leisure investment of around £500m over the next 10-15 years.

The city currently presents visitors and workers with an exciting collection of shops, restaurants, wine bars, pubs, entertainment and unique attractions. Gloucester Cathedral stands as one of the major tourist attractions in the city, world famous for its fan-vaulted cloisters and as a setting for the Harry Potter movies. The city also boasts an impressive sport and leisure facility, GLI, an indoor tennis centre, several museums, a thriving arts centre, multiplex cinema and many buildings of historic interest, which reflect the city's remarkable past. A variety of modern shopping facilities can also be found in the pedestrianised city centre alongside regular farmers' markets, specialist craft and tourist shops and a recently opened designer outlet centre.

Few cities are as well located and as easy to get to as Gloucester. Nestling in the Lower Severn Vale, and within easy reach of the Cotswolds, Forest of Dean and the Malvern Hills, the area is full of variety, beautiful landscapes, picturesque villages, historic manor houses and glorious gardens. It is connected to the rest of the country by the M5 and the A40, is close to the M4 and M50 thereby providing good access to the West Country, Midlands, Wales and the South West.





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Headteacher Role description

Title: Headteacher
Responsible to: The Governing Body

Purpose

To lead and direct Ribston Hall High School with vision, determination, courage and wisdom; building upon the strengths of the school; sustaining a safe and nurturing environment; motivating and inspiring staff, students and all members of the school community to achieve their full potential.

Legal requirements

The Headteacher is required to carry out all the statutory duties in the School Teachers' Pay and Conditions Document para 46.1 and 47.1 and 47.2, the contractual framework and the professional responsibilities outlined in sections 48 and 49 of the STP

Principal Domains

- A : Vision and Purpose
- B : Excellence in Teaching and Learning
- C : Leadership and Management
- D : Wider Engagement and Contribution

A Vision and Purpose

1. Hold and articulate clear values and moral purpose focused on providing a world-class education for the students of Ribston Hall High 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. Exhibit leadership with visibility, integrity, creativity, resilience, and clarity, drawing on personal scholarship, expertise and skills and that of professional colleagues and the wider school community.
4. Work with financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the context of Ribston Hall High School.



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B Excellence in Teaching and Learning

1. Require ambitious standards for all students at Ribston Hall High School, overcoming disadvantage and advancing equality and also by instilling a strong sense of accountability in our staff to recognise the impact of their work to promote the best possible student outcomes.
2. Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and breadth of curriculum design, leading to rich opportunities and student well-being.
3. Promote a culture where student baseline and predictive data is used to inform highly effective differentiated planning which supports individual student success.
4. Promote the belief in all members of the school community, and especially in the Student Body, that hard work and determination are essential attributes of effective learners.
5. Support appropriate and relevant CPD opportunities for staff to ensure excellent teaching practices.

C Leadership and Management

1. Acknowledge and reward excellence and address poor performance in a robust manner.
2. Ensure that systems, organisation and data-management are well considered and efficient, upholding the principles of transparency, integrity and probity.
3. Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing exemplary behaviour at Ribston Hall High School and in wider society.
4. Continue to implement promptly rigorous, fair and transparent systems for managing the performance of all staff, ensuring appropriate practices, addressing any under-performance, supporting staff to improve.
5. Welcome strong Governance, and support the Governing Body to deliver its functions effectively, always acting towards them with complete transparency.
6. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements and the sustainability of Ribston Hall High School.
7. Delegate leadership throughout Ribston Hall High School forging teams of colleagues who have distinct roles and responsibilities and who hold each other to account.



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D Wider Engagement and Contribution

1. Further develop an outward-facing school that works effectively with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all students.
2. Work effectively to secure the commitment of all parents/carers and the wider community to the school's vision.
3. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
4. Engage fully in the extra-curricular life of the school, including inspiring student aspirations and supporting their progression.
5. Inspire and influence others to believe in the fundamental importance and value of education in the lives of young people.

N.B .The above represents key priorities and accountabilities for the role of Headteacher and is not an exhaustive list.





Person Specification

Categories	Qualities	Essential	Desirable	Where Identified
Education	8. Well qualified honours graduate	/		Application Form
	9. Qualified teacher status	/		
	10. Evidence of continuing professional development, [including that of Safeguarding] or further study	/		
Experience	1. Several Years of high quality teaching at KS3, GCSE and A-level	/		1. Reference 2. Reference and letter 3. Application form
	2. Significant leadership and management responsibility	/		
	3. Substantive or Acting Headteacher role		/	
Professional Competences and Qualities	1. An excellent teacher	/		1. Reference and selection processes 2. Letter and interview 3. Reference, application and selection processes 4. Reference, letter and selection processes 5. Reference, letter and interview 6. Letter and selection processes
	2. Knowledge and understanding of current educational issues	/		
	3. Expertise in monitoring and assessing classroom performance	/		
	4. Excellent ICT skills including utilisation of MIS		/	
	5. Effective and persuasive communicator both orally and in writing	/		
	6. Able to use and interpret data	/		



Person Specification continued.

Categories	Qualities	Essential	Desirable	Where Identified
Management and Leadership	1. Ability to motivate and inspire	/		1. Reference and interview
	2. Commitment to the development of a highly effective staff empowered through decisive leadership and effective delegation	/		2. Letter and interview 3. Letter and interview 4. Reference, letter and interview
	3. Strategic thinker with a compelling vision that can be shared with staff, students and parents	/		5. Reference and selection processes 6. Reference, application and interview
	4. Innovative and with a clear understanding of educational opportunity and how to translate it into practical reality	/		7. Reference and application 8. Reference and application
	5. Evidence of excellent financial management and effective utilisation of resources which benefits learners	/		9. Reference, application and interview
	6. Promotion of the highest standards and high expectations of performance and conduct	/		
	7. Ability to devise effective and efficient monitoring systems	/		
	8. Evidence of successful management of change	/		
	9. Able to forge highly effective relationships both within the school and the wider community	/		



Person Specification continued 2.

Categories	Qualities	Essential	Desirable	Where Identified
Personal Qualities	1. Energy and optimism	/		1. Reference, letter and interview
	2. Vision and imagination	/		2. Reference, letter and interview
	3. Excellent interpersonal skills with both adults and young people	/		3. Reference, letter and interview
	4. A practical, down to earth, hands on approach	/		4. Reference, letter and interview
	5. Resilience and confidence	/		5. Reference and interview
	6. Integrity, loyalty and fairness	/		6. Reference and interview
	7. A demonstrable commitment to the wider life of the school	/		7. Reference and interview
	8. A strong commitment to single sex, selective education	/		8. Reference and interview
	9. A strong commitment to personal development for all	/		9. Reference and interview
	10. Humility		/	10. Reference and interview
	11. A sense of humour		/	11. reference and interview



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Application Process

In addition to completing an application form you are requested to submit a letter in support of your application. Applicants may also provide a CV if you wish but you must complete all sections of the application form in full.

Your letter should be specific to Ribston Hall High School.
Please address the following task:

The new headteacher should be able to communicate, embody and sustain an inspiring vision for Girls' Education in the 21st Century. Clearly articulate your vision, demonstrating how you would unite staff around it. Outline how you would embody its message and ensure that it was sustained through to its realisation.

Your letter should not exceed 800 words. Please address your letter to Mrs Lynda Frall, Chair of Governors. Your completed application, including your letter, should be sent to JAS@ribstonhall.gloucs.sch.uk and copied to katemabbott1@aol.com.

The deadline for applications is Monday 9th October 12 noon.

References will be taken up shortly after shortlisting and prior to interview using the contact details you supply on your application form.

Shortlisting will take place on or around 18th of October and candidates will be informed by the 20th. The selection process and interviews will take place at the school between 7th and 9th of November.

Reasonable relocation expenses may be considered for the successful candidate, if necessary.

Further information about Ribston Hall High School can be found on the school website www.ribstonhall.gloucs.sch.uk In addition, candidates are encouraged to take an informal opportunity to visit the school during the week of 25th September 2017 prior to applying. Please contact the Head's PA Judith Stevens at JAS@ribstonhall.gloucs.sch.uk or by telephone on 01452 382249 to arrange a mutually convenient date for your visit.

Mrs Kate Abbott of ASCL katemabbott1@aol.com will be providing professional support to the Governing Body throughout the selection and appointment process. Please copy her into any correspondence with the school.

