



## Headteacher

**Harrogate Grammar School**

**Start date: September 2019**

**Reporting to: CEO**

**Grade: L39 to L43**

**Salary: £101,574 to £111,007**

Red Kite Learning Trust is seeking to appoint an outstanding headteacher to lead and develop Harrogate Grammar School with a commitment to 'Excellence for All.'

The right candidate will:

- Have a clear educational vision of excellence and ambition for self and school.
- Be an inspirational and ethical leader for staff and students alike.
- Have a clear focus on teaching and learning, a commitment to the highest standards, and encourage all students to achieve their potential.
- Have a strong and visible commitment to school improvement, offering a creative and innovative approach to the implementation of change.
- Have a commitment to preserving and enhancing the wellbeing of staff and students.
- Be an excellent communicator, able to communicate with a wide range of stakeholders and partners.
- Welcome the opportunity to work collaboratively with other schools and agencies and share best practice.
- Have a commitment to professional development for self and all staff.
- Be committed to serving the school and its wider community for the benefit of all young people and families.

## What we can offer...

- A high level of support from Red Kite Learning Trust and its family of schools.
- A commitment to supporting school improvement.
- A motivated and dedicated staff with a shared belief in 'excellence for all.'
- A committed and active local governing body and trust board.
- Professional development opportunities and the opportunity for developing skills within a MAT environment.
- A comprehensive package of reward and benefits and a commitment to supporting health and wellbeing.

## Key information

**School visits:** Week commencing 12 November 2018. Please email [recruitment](#) to register your interest.

**Closing date for applications:** 26 November 2018 at 12 noon.

**Shortlisting for interview:** By 30 November 2018

**Interviews:** 12 and 13 December 2018

To apply please click [here](#).

For an informal discussion about the role with Richard Sheriff, CEO please call Catie Bradbury on 07955 081320 or 01423 574410



## Letter from RKL Chief Executive Officer

I am delighted to have the opportunity to invite you to apply for the post of Headteacher of Harrogate Grammar School, a simply brilliant school situated in a town recently described as the happiest in Britain! The chance to lead this school does not come very often; there have been only seven different leaders since the school was founded in 1903. I have had the enormous privilege and pleasure of leading the school for the last twelve years and it is with some trepidation that I prepare to hand over the reins to the new steward of this outstanding institution. Although I will continue to be involved with the school as CEO of the Trust we want the new Headteacher to be have the autonomy to take the school to the next level and not be afraid to introduce changes that will make the provision even better for our young people.

With almost 2000 students at the school this is one of the biggest and most successful schools in the country, with a high profile and strong reputation. There is no doubt that you will need confidence grown from experience and expertise to take on the task, as just managing a school of this size and complexity is quite a challenge. We are looking for more than a manager: we want a **leader** with vision, drive and determination who can work with people to make us all proud of HGS.

You will have the support of a committed, expert and enthusiastic leadership team who really care about the school they lead. The wider staff team is exceptionally talented, with strong teachers and very able support staff colleagues, and we are proud of the fact that we work as one staff team. This strength is also shown in governance and we are fortunate to have governors who are highly capable and understand their role in working with school leaders.

You will also join a partnership of generous and ethical leaders who work together as part of the Red Kite Alliance. The Alliance has been a tremendous support for me as a leader at HGS and I am sure it will prove to be so for any new leader. The Trust adds further to that sense of partnership working and provides the day to day support and challenge that will support you to achieve your aims. We see the Trust as a servant of the schools, not the other way around.

Although the school has an Outstanding grade from Ofsted, awarded back in 2007, is it still outstanding and is there work still to be done? We do believe the school would be judged Outstanding if inspected under the current, or 2019 framework, and we have strong evidence to support this view. However, our aim is not just to be Ofsted 'Outstanding' but truly world-class and deliver on excellence in everything we do. There is much still to be done and a new leader will be expected to bring fresh perspectives and new energy to the leadership of the school and make the provision even better for all our young people. No one at HGS believes it is time to take it easy; there is a restless urge to make things better and continue to improve. There are also new challenges brought by the school's expansion and the increasing complexity of the needs of some of our children. The biggest challenge will always be to ensure that all teaching in our school is as good as the best teaching delivered by our best teachers. If we can do that we will achieve excellence for all.

I hope you feel inspired to take your application further.

Richard Sheriff

# HARROGATE GRAMMAR SCHOOL

## Our school...

HGS is a large, ambitious, high-achieving, 11-18 mixed comprehensive with the full ability range of students. We have a track record of excellent examination results at GCSE and A level but are clear that we offer an inclusive education for all, from those with complex needs to those that leave to go to top universities. Read about our recent results and hear what our 2018 GCSE cohort think about HGS by clicking [here](#).

We expect all staff to be committed to equality of opportunity and share a passion for ensuring that at our school every child does matter.

There are high expectations placed on behaviour, with incidents of serious misbehaviour being rare; teachers can get on and teach within a well-ordered environment where there are excellent relationships between staff and students. The school uniform is worn with pride by all and staff are expected to match this by modelling high standards of appearance and professional behaviour.

There are currently 1940 students with around 590 of those being in the large and successful sixth form. We have an impressive track record in providing all students with the highest quality of experience and in teaching for success in numerous Advanced Level subjects.

Read more on our website [www.harrogategrammar.co.uk](http://www.harrogategrammar.co.uk).



## Our vision...

To become a world-class school in which standards of achievement are outstanding for all students and in which all individuals benefit from being part of an inspiring, supportive and dynamic learning community that achieves excellence for all.

## Our values...

<b>R</b>	<b>espect</b> For ourselves, our community and our environment, demonstrating kindness and promoting equality.
<b>E</b>	<b>xcellence</b> Aiming high, being ambitious and striving for excellence for all.
<b>A</b>	<b>dventure</b> Being enterprising, creative and thinking independently.
<b>C</b>	<b>ommitment</b> Demonstrating resilience and not giving up however challenging the endeavour.
<b>H</b>	<b>onesty</b> Having the courage and integrity to be honest both with others and ourselves.



## Our history...

- HGS opened as the Municipal Secondary Day School with 44 pupils in 1903
- It moved to its current site at Arthurs Avenue in 1933
- It has had only 7 headteachers in its history
- It became an Academy Trust and Teaching School in 2011
- It became a founding member of Red Kite Learning Trust in 2016.

## Our facilities...

Since 2003, the school has been extensively renovated and redecorated. As a result of significant capital investment we have added four new classrooms, a magnificent library, a new dining area, a state-of-the-art sixth form extension including 'The Forum' which is a multi-use lecture theatre/performance space, an Astro-turf pitch and a refurbished science laboratory block.





## Our family...

The Red Kite Learning Trust was founded in 2015 to provide a supportive structure for schools working in partnership to help ensure all their young people can achieve success. Its three founding schools were Harrogate Grammar School, Oatlands Junior School and Western Primary School whose aim was, and still is, to work together to ensure Excellence for All.

The Trust has steadily developed with Rossett Acre Primary School joining in November 2016, Crawshaw Academy in March 2017 and Coppice Valley Primary School joining in August 2017. Autumn 2018 is an exciting time for RKLT with another seven schools joining us. We welcome Temple Moor High School, Austhorpe Primary, Colton Primary, Whitkirk Primary, Templenewsam Halton Primary, Temple Learning Academy and Meadowfield Primary Schools over the course of the Autumn term.

We are seeing the benefits for young people by working more closely together. We relish the opportunities to share the specialist skills and knowledge of our own staff with colleagues in Key Stages 1 and 2 to add an extra dimension to primary provision in our Trust. We look forward to the Trust steadily developing further over the years and providing even better provision for our young people.

The success of our schools is dependent on the quality, talent and commitment of our staff, which is why we want to make sure we recruit the right people who can share our aims and values:

- **Equality of opportunity** for all the young people and staff in our schools
- **Collective moral purpose** through which we will help others and be professionally generous in all aspects of our work
- **Integrity, openness and trust** that helps forge strong relationships between partners
- **Fairness to each other** as partners and to our associates and the individuals we work with
- **Transparency and probity** particularly in financial matters and in accordance with the highest expectations of standards in public life (the Nolan principles)
- **Individual autonomy** respecting the unique nature of each school and its place within its own community
- **Support for others**, offering help to other schools/academies and young people beyond our own where we have the capacity to do so
- **Collaboration** including with local authorities, other education providers and charitable bodies, to promote the success, welfare and safety of our young people

## Red Kite Alliance

RKA includes 16 secondary schools, 3 all-through schools, a special school and 22 primaries. The University of Leeds is a strategic partner, supporting our initial teacher training provision and leadership programmes. Our partnership provides a high quality education for over 28,000 students, with circa 1750 teachers employed in our schools. Our partner schools range from high-achieving suburban academies through to inner city LA schools in more challenging circumstances.

The RKA has a very high profile in regional school improvement, CPL and leadership provision, in addition to its long established involvement in Initial Teacher Training.

The SCITT, known as Red Kite Teacher Training, now has over 100 trainees across primary and secondary, many of whom will find employment within our alliance schools.

Working in partnership with the Yorkshire Leadership Community, RKA provides a full suite of leadership courses from Aspiring Leaders through to Headship and beyond.

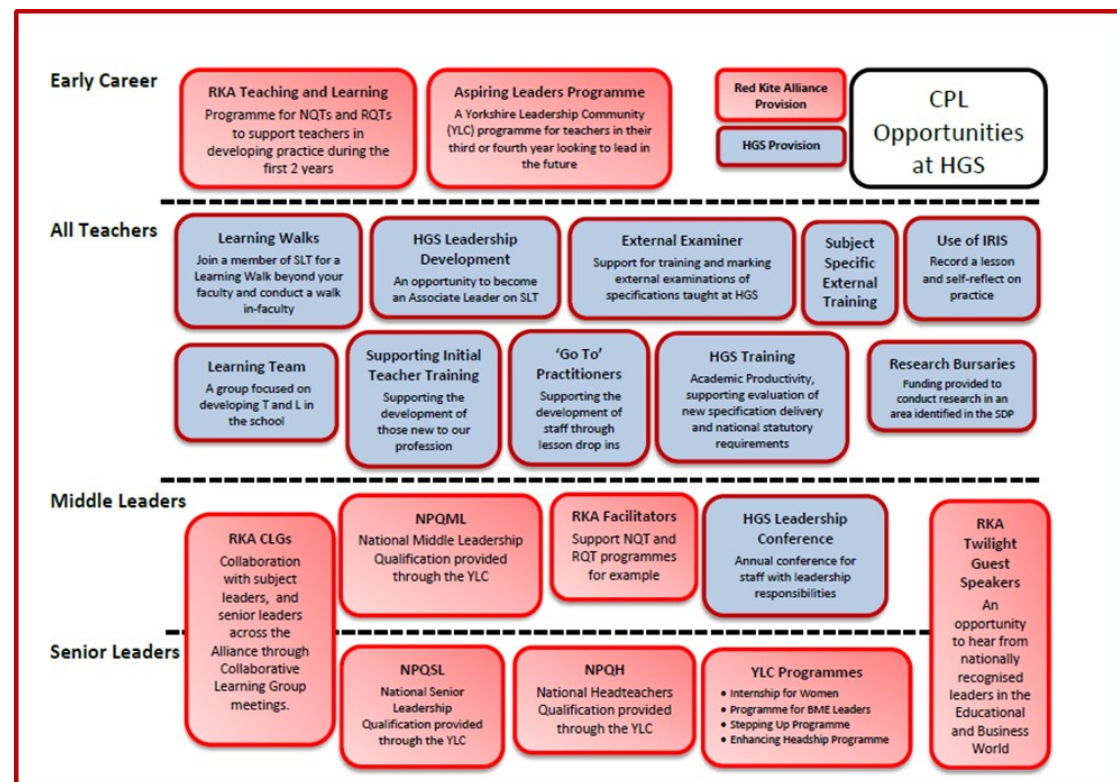
We are accredited providers of the newly reformed National Professional Qualifications enabling us to offer the NPQML (Middle Leaders), NPQSL (Senior Leaders), NPQH (Headship) and NPQEL (Executive Leaders) courses as part of our provision. The work of the Teaching School has been further enhanced and extended with the addition of our Maths Hub status, one of only 35 designated nationally.

Being part of the Red Kite Alliance provides excellent opportunities for staff to work beyond their own school, to collaborate between different partner schools, continually developing and improving their skills. Whatever the aspiration, being part of the RKA provides staff with exciting opportunities to find a rewarding and fulfilling career.



## CPL: Continuing Professional Learning at HGS

Being at the cutting edge of teaching and learning and by being part of RKA and RKLT, HGS is able to offer a unique range of opportunities at all levels of the school to support professional development.



## Application information

We hope that after considering all the information provided that you will decide to make an application.

### Key information

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To apply please visit [www.rklt.co.uk/vacancies](http://www.rklt.co.uk/vacancies) where you can access our online application form.

Simply select the role from the website and press the 'Apply Now' button at the bottom of the advert to launch the online form. The form can be completed in stages and our recruitment system will email you a personalised link to access and edit your form prior to final submission. Applications will be reviewed, as received, so please apply early.

Shortlisted candidates will be contacted soon after the closing date.

Final information about the interviews will be confirmed to successful candidates.

Whatever the outcome of your application, we thank you for the interest you have shown in our school and we wish you well for your future career.

### *\*Technical guidance:*

*Our online application form supports all major browsers on both PC and tablet based devices. The following browsers and versions are officially supported: Internet Explorer 11, Mozilla Firefox 45.2.0esr and above, Safari 9.1 and above, Chrome 51.0.2704 and above.*

*Please note that other browsers, whilst not officially supported, may work with little or no issue, however if you encounter any technical problem whilst completing the online form, please either use the "Live Chat" feature within the application form, or call the helpline on telephone: 0844 800 9376.*

For further supporting information please ensure you have read the following accompanying documents which are all available by visiting [www.rklt.co.uk/vacancies](http://www.rklt.co.uk/vacancies).

HGS Headteacher Post Specification

HGS Recruitment Process Guidelines including the HGS Ex-offenders Policy

