



## Headteacher Candidate Information

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WILLIAM ELLIS SCHOOL





## Looking for the next educational visionary

The Trustees and Governors of William Ellis School are seeking to appoint an inspirational Headteacher to build on the legacy of our founder, the 19th century educational visionary, William Ellis. Ellis valued the development of thinking, reason and preparing young people to be happy adults and responsible citizens. This holds true to this day. We take great pride in preparing young men to be responsible citizens and contributors to their community, to be able to look after themselves and others.

*"William Ellis School provides pupils with a rounded education that develops them into confident young men. Their behaviour is good, as is their social, moral, spiritual and cultural development."*

*Ofsted 2017*





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Dear Applicant,

William Ellis School has a distinctive inclusive ethos and a reputation for providing high-quality education for boys and places great importance on the personal development of our students. Our previous Head, Sam White, stepped down in August 2020 after nearly 10 years and the governing board decided to put in place an interim arrangement for the school year 2020-21 with our deputy head, Izzy Jones, stepping up as acting head teacher, with the support of Sue Higgins, former Headteacher of Parliament Hill School as head consultant.

We are looking to appoint an individual who shares our values and ethos, can lead sustained improvement for all our students, especially those from disadvantaged backgrounds, and who has a clear personal vision of our school and is keen to innovate. If you thrive in a diverse, inner city school, then this will be an exciting opportunity for you. We can offer lively and engaged students, talented and dedicated staff, and a strong group of governors who will share your commitment to raising standards, and provide you with the right blend of support and challenge.

Parent engagement is key to our success – we value close links with the home, creating a partnership that supports the learning and development of our students effectively. As an outward-facing school, we are active participants in the four-school LaSWAP sixth form consortium, which admits girls; are founder members of the Camden Learning partnership; and play a full part in Camden's vibrant community of schools. The school is fully staffed with specialist teachers, has a good reputation with London teacher training institutions and a history of successful recruitment. We also understand the importance of working with education leaders and subject specialists from beyond our school and are a member of Challenge Partners.

Whilst we are currently in a secure position, like many other schools, we do face the challenges of post COVID recovery and tight budgets so we are looking for someone who can be innovative and flexible in their vision for improving our school.

Thank you very much for your interest in the post of Headteacher at William Ellis. I am pleased to send you further information about the school, including the application form, job description and person specification, and I hope these details help you decide that this is the post for you. If you would like to explore this opportunity further, please contact Katie Rossiter on [katie.rossiter@tes.com](mailto:katie.rossiter@tes.com).

Selina Skipwith  
Chair of Governors







*"Music, sport and outdoor learning are important areas of the school's life. These all play an important part in developing pupils' confidence and resilience."*

*Ofsted 2017*



## About our school

William Ellis is a smaller than average, fully comprehensive boys' Voluntary Aided school for 11-18 year olds in the inner London Borough of Camden with approximately 856 students on roll. Founded in 1862 the school moved to its present site, backing onto Hampstead Heath, in 1937. The Heath provides a peaceful and secure environment for rich and diverse learning experiences. In addition the school has a centre for outdoor learning, The Mill, situated in the picturesque village of Forest Green which lies nestled within the Surrey Hills just outside Dorking. Forming a strong part of our rich tradition, visits to The Mill have formed the backbone of our personal development programme for students for over 30 years.

We are an outward-facing school and an active participant in a number of valued partnerships, including the acclaimed LaSWAP Sixth Form, a partnership with three other local schools (Parliament Hill, La Sainte Union and Acland Burghley). Economically and socially, William Ellis School reflects its complex, challenging inner London environment. We are well supported by families from all backgrounds across our diverse local community and like many inner London schools face the challenges of those who have high levels of economic deprivation and associated social disadvantages. 53% of students in Years 7 to 11 are classified as disadvantaged (eligible for Pupil Premium grant), twice the national average and places the school in the top quintile nationally. 48% of students come from households in IDACI groups 1 and 2 (bottom quintile), many living in areas where gang activity

and anti-social behaviour is visible to them in their day to day lives. 73% of students are from minority ethnic groups predominantly Black African, mostly Somali and Congolese (10%), Bangladeshi (14%), Kosovan (3%); 9% of students are disadvantaged white British. We are proud of our rich cultural and racial diversity. We have a very strong ethos of valuing and respecting multiculturalism. One of our fundamental principles is mutual respect for all. We are proud of the richness and diversity that our students bring to the school. We view the individual as important and we believe that every person should be valued as unique and treated with dignity. Our ambition is to be recognised as a national centre for excellence and innovation for boys' urban education.

Activity and Interview dates: Thursday 11th March, Friday 12th March, Thursday 18th March, Friday 19th March

William Ellis School is an equal opportunity employer and is strongly committed to safeguarding and promoting the welfare of children and young people. The successful candidate will need to undertake an Enhanced Disclosure via the DBS



# Ethos

William Ellis is a distinctive, dynamic and diverse school where there is a strong sense of pride and belonging in the school community. Our vision is to create an environment built on success, self-discovery, developing leadership, passion for learning and acquiring effective skills for life. We are concerned with the development of the whole person: intellectually, physically, emotionally, socially and spiritually. We emphasise the dignity of the individual and promote respect for others and recognise the opportunities and challenges of being a young man in a changing world. We aim to build on our strong history and continue to empower our students to take advantage of every opportunity to enhance and transform their lives. All our students are encouraged to be active world citizens and to work to make a positive difference. Our ethos is underpinned by the fundamental universal values of democracy, rule of law, individual liberty and mutual respect and tolerance. We challenge extremism in all its forms and take seriously our role in implementing the Prevent Strategy.

## Key facts and statistics

Type of school	Voluntary Aided, Non-Denominational
Age range	11-18
Co-educational or single sex	Boys (with girls in Sixth Form)
Number of students	856
LaSWAP	Co-educational
% of students eligible for FSM	37%
% of students with SEN	14.2 % (3.5 % EHCP, further 10.7 % receive SEND support)
% of students with EAL	44%



*“Social inclusion is at the heart of the school’s ethos and culture. The school makes good efforts to nurture all pupils, regardless of their background.”*

*Ofsted 2017*

Person Specification

Measured by: Application Form - A; Interview -I; Assessment Exercises - E; References - R		
Essential	Desirable	Measured By
Education and Qualifications		
Degree and teacher status		A
	NPQH	A
Evidence of recent and relevant CPD		A, I
Masters or PhD degree	Desirable	A
Experience		
Strong track record of successful teaching experience		A, I
Successful recent experience of whole school leadership as Headteacher, Acting Headteacher or Deputy Headteacher in a comprehensive secondary school		A, I, R
Experience of leading an 11 – 18 school with a clear vision for the development of 11-16 and post-16 provision		A, I, E, R
Proven track record of leading sustained improvement		A, I, E, R

Leadership / Management Give the school purpose and direction by having / being:		
Able to lead, motivate, support and challenge and thereby raise standards		I, E, R
Able to elicit optimum performance from each student, member of staff and teacher		I, E, R
Able to resolve conflict and find positive solutions		A, I, E, R
Able to work well with governors, equipping the governing body with the information to enable support and challenge		I, E
Able to set and embed short, medium and long-term objectives, evaluating impact and revising strategy accordingly		A, I,R
Able to build high performing teams and delegate appropriately		I, E, R
Strong analytical ability – uses this ability to analyse data, inform planning, identify weaknesses and devise effective intervention strategies		A, E, R
A strategic thinker, able to focus on the wider context as distinct from the practical details		I, E, R
Able to build capacity in colleagues through coaching and mentoring and brokering/delivering high quality CPD		A, I, E, R
Able to develop, embed and maintain systems and processes to ensure excellent outcomes are delivered		A, I, E, R
Uses Performance Management processes to maximise the contribution of colleagues throughout the school		A, I
Thorough knowledge of the statutory requirements and relevant legislation relating to school leadership and management, including health and safety, child protection and safeguarding		I, E, R
Solid understanding of the education landscape, Ofsted inspection framework and statutory responsibilities of a Headteacher		I, E, R



Skills		
Able to raise performance of all subjects to ensure consistently high standards throughout the school		I, E, R
Strong presentation skills		I, E
Effective decision maker, when under pressure dealing with competing demands		E, R
Experience of working effectively with other groups and wider stakeholders		I, E
Can manage financial resources, secure financial probity and ensure value for money with an understanding of the financial and staffing constraints involved in management of a small school		I, E

Attributes, Values and Ethos		
Highly ambitious for each and every student		I, E
Understands, values and seeks to develop the unique character and ethos of William Ellis School		I, E
Demonstrates a strong commitment to community comprehensive education in general and to single-sex boys’ education in particular with an understanding of its challenges and a compelling vision for its successful future		A, I, E
Possesses the energy and resilience necessary to lead change and continual improvement		I, E
Able to balance good humour, kindness and compassion with a fierce determination to secure high standards		I, E
Able to make a positive impact on staff, pupils, governors and parents		I, E, R

Highly developed sense of emotional intelligence		I, E, R
Understands the needs and advantages of a single-sex school		A, I, E, R
Committed to participating in Camden school collaboration through LaSWAP, as well as Camden Learning and other initiatives		I, E
Committed to cultivating an inclusive culture in which individuality is welcomed, diversity is celebrated and equality is secured		I, E





William Ellis School  
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<https://www.williamellis.camden.sch.uk/>