



Northampton School for Girls

Headteacher Vacancy

Information Pack



Dear applicant,

Thank you for your interest in our school. Our students deserve the very best and we are looking for an exceptional candidate to fill this vital role.



In a world where the agenda for women has progressed but remains evolving, we want to equip our students with the self-confidence, creativity and resilience to become the inspiring women of the future. Looking forward, your vision and ambition could empower change within our school for the benefit of our next generation of talent.

We require a Headteacher who shares our values and will champion girls' education. Always conscious of the challenges and opportunities faced by young people, you will ensure the school stays relevant, guiding the school through the changes occurring in the wider community and society.

We seek a person who will role model the values and principles that we inspire and embed in our students; someone who can adeptly lead the staff and wider NSG community, and a colleague who has a palpable ambition for excellence in all aspects of our NSG education, with the skills, resilience and fortitude to make this become reality.

If you are the successful candidate, you can be assured of a governing board that will be fully supportive of change, yet who will challenge appropriately and always maintain a focus on the core values of the school. If you are comfortable with change, can operate in an environment that is often ambiguous, and possess a strong social conscience, then we would be delighted to hear from you.



Yours sincerely,

**The Governing Board of
Northampton School for Girls**





Care and support

We have a reputation for being a caring school where all members of the school community are nurtured to fulfil their potential. Every individual is valued, and we recognise the contributions that are made along with the celebration of diversity (cultural, talents and abilities) that exists within the school. Students belong to a Learning Community – Oak or Elm, and the post-16 community, giving a ‘human scale’ experience in an overall large school.

The school is heavily over-subscribed with over 270 students joining us each year in Year 7, coming from approximately 60 primary schools from across and beyond Northampton. Our intake is broad and diverse ensuring a fully inclusive school community. At sixth form level, there are over 300 students, mainly from our own year 11, but with a significant number of students from other schools electing to join us for their sixth form studies.

We invest heavily in pastoral support for students. In addition to the Heads of Learning Communities, there are twelve Heads of Year covering each year group in Oak, Elm and post-16 supported by senior tutors, student support workers and members of student services.

Staff well-being is very important to the school, and thus is the responsibility of all members of the Senior Leadership Team, ably assisted by the work of our staff welfare group. It is the level of everyday care and concern for one another shown by staff and students alike that makes this a special place to work.

The school and its location

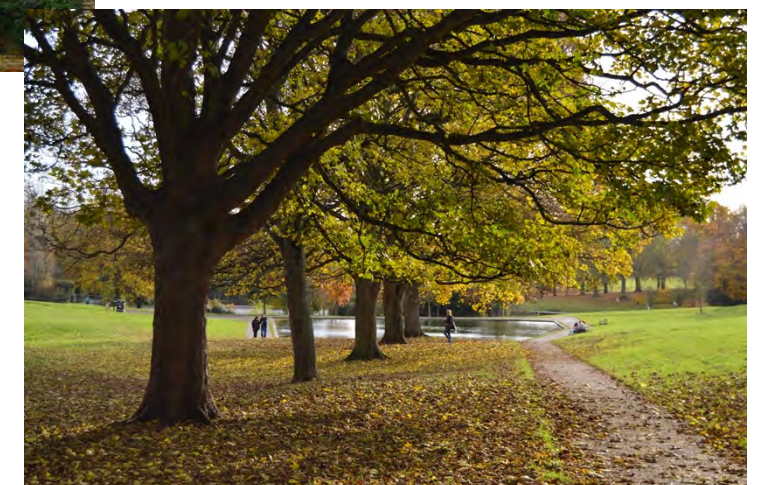
Northampton School for Girls is located in a quiet residential area of Northampton town, in a purpose-built set of buildings, rich in accommodation for the Arts, and especially Music, and enviable Sports facilities. There is a great deal of external space across the large campus, that the students and staff use both formally and informally, with a warm and welcoming atmosphere.

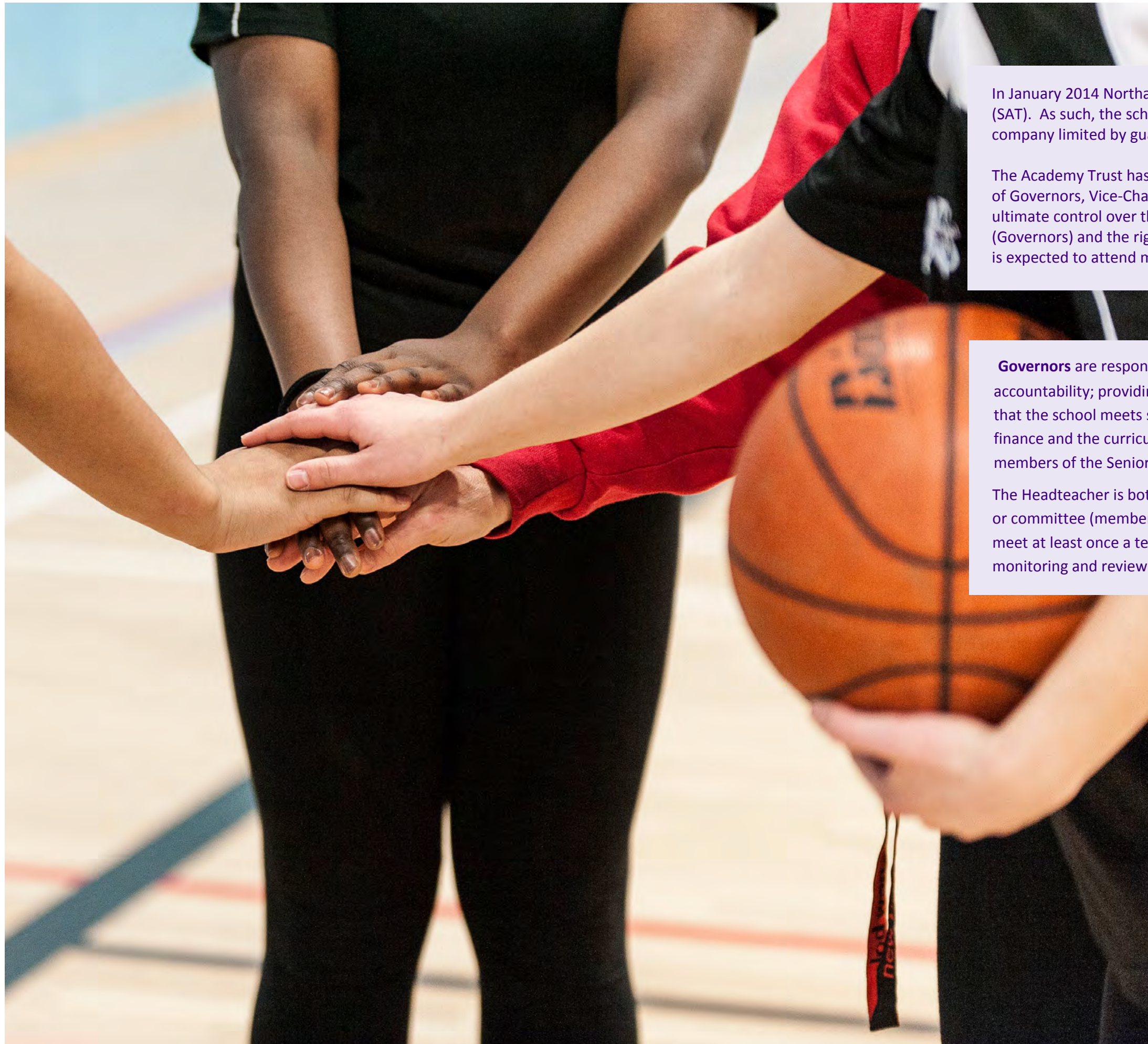
NSG has a rich heritage of musical excellence and we celebrate this through our continued use of the ‘specialist music college’ title. The quality of music provision (curricular and extra-curricular) is outstanding and music is used as a tool for learning throughout the school. The school has a national reputation for basketball ; a very wide range of extra-curricular activities, including DoE; and great use is made of The Spinney Theatre on site.

Northampton itself has a number of schools, but as a girls’ school, and a top performer in the county of Northamptonshire, the school is oversubscribed and staff enjoy their work with a very supportive set of parents.

House prices are reasonable, with some variability between urban or rural settings. There are excellent transport connections to London and other city locations – either via train or motorway, and there is very easy access to the beautiful surrounding countryside and local historic sites.

The school has been open for over 100 years, and has had an enviably positive reputation, built on high quality, over the decades. There are strong professional relationships across the town with other schools’ leaders, including Northampton School for Boys.





The Governing Board

In January 2014 Northampton School for Girls became a Stand-Alone Academy Trust (SAT). As such, the school is funded and maintained directly by the DfE, and runs as a company limited by guarantee.

The Academy Trust has two levels of governance. The **members** (consisting of the Chair of Governors, Vice-Chairs and the Chair of the Finance and Audit Committee) have ultimate control over the Academy Trust, with the ability to appoint trustees (Governors) and the right to amend the Trust's articles of association; the Headteacher is expected to attend members' meetings in an ex-officio capacity.

Governors are responsible for raising school standards through ensuring accountability; providing the strategic overview; acting as a critical friend; and ensuring that the school meets statutory requirements including employment law, safeguarding, finance and the curriculum. The Governors work closely with the Headteacher and members of the Senior Leadership Team in order to raise school standards.

The Headteacher is both a Governor and the Academy's Accounting Officer. Each group or committee (members, full Governing Board and the Finance and Audit Committee) meet at least once a term, with additional, individual meetings taking place for monitoring and review purposes.



The Senior Leadership Team

The leadership team has eight members, including the Headteacher. There are two Deputy Headteachers and five Assistant Headteachers. Every member of the team plays a significant role in driving school improvement. Each member of SLT has strategic and operational responsibilities, some of which are long-term (for example, three Assistant Headteachers are also Heads of our three Learning Communities), and others that are rotated to provide personal development and the opportunity for fresh eyes.

The team has enjoyed a period of stability with relatively little change in personnel over the past few years. Mindful of the potential for stagnation, the Governors challenge and support, making use of external parties to provide a different perspective.

There is also the Extended Leadership Team which is composed of the SLT and the Heads of Faculty. There are currently seven Heads of Faculty, each leading a team of subject or key stage leaders. Heads of Faculty are absolutely key to the school's success. In addition to providing inspiring leadership to the members of the team, the Head of Faculty drives curriculum-based school improvement. Heads of Faculty work closely with the Senior Leadership Team, together turning vision into outcomes. The Extended Leadership Team devolves leadership more widely across the school, as well as providing opportunities for leadership development for its members.





The Contract & Remuneration Package

This is a permanent full-time position, starting in September 2019, and is based on the STPCD Terms and Conditions for Headteachers. The salary is likely to be a six-figure sum.

How To Apply

Please complete the application form available on the website and follow the instructions. Applications should be received by **24 February 2019**.

All applications will be acknowledged and then evaluated against the selection criteria.

Shortlist selection and interviews will take place on **6th (pm only), 7th and 8th March 2019**.

Full references will be required for the shortlist process, and invited candidates will be required to bring their original academic and other certificates and proof of identity. Full details will be provided beforehand.

If you have any questions or queries regarding the application process, please do not hesitate to contact Sally Tattersfield, HR Manager, on 01604 679548 or at personnel@nsg.northants.sch.uk.

If you would like an informal visit to the school, please let Sally know and she will make the necessary arrangements. The informal visit will not form any part of the selection process and not taking up the offer will neither advantage nor disadvantage any applicants.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and be familiar with the relevant school policies and guidance.

The successful applicant will be expected to undertake a criminal records check via the Disclosure Service, the cost of which will be met by NSG.

Details of our safer recruitment policy can be found in the school policies section of our website.