



KESTEVEN & SLEAFORD HIGH SCHOOL
A SELECTIVE ACADEMY: PART OF THE ROBERT CARRE TRUST
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Assistant Headteacher – Behaviour and Culture
L13-17

Thank you for the interest you have shown in this key post.

Kesteven and Sleaford High School is a highly successful 11-18 Selective Girls' Academy and, since September 2015, has been part of the Robert Carre Trust. The school works closely with Carre's Grammar School and is proud to be part of the mixed Sleaford Joint Sixth Form. In 2023 it made the top 4 schools in the East Midlands in the Sunday Times Parent Power List

The High School admits 120-150 students each year into Year 7, in four or five forms with 770+ students overall. Combined, The Robert Carre Trust has around 1600 students on roll across two separate single-sex Grammar School sites (for 11–16-year-olds). Membership of the Sleaford Joint Sixth Form enables High School students to access a wide and rich curriculum offer at A Level whilst both the Grammar schools maintain all the advantages of single-sex education and friendly, smaller school sites at Key Stages 3 and 4.

A key feature of the school is the team approach taken by all members of staff. Newly appointed staff are well supported to develop their professional skills. We access training through the L.E.A.D. Teaching School Hub and are an active member of a local SCITT. Examination results are consistently excellent with a GCSE Progress 8 score of +0.48 in 2019 and +0.56 in 2023. Our school site is well maintained with plenty of space in which students and staff work and socialise.

Due to the retirement of our well-respected, Assistant Headteacher we are now looking for a new member to join our Senior Leadership Team. This role is highly suitable for a current middle leader looking to develop their whole school experience or someone who has experience of whole school or Trust leadership elsewhere. The successful applicant will be able to demonstrate they can work strategically, supporting a range of colleagues, across subjects, to deliver the very best learning experience for our students.

The Role of Assistant Headteacher at KSHS

The main focus of this role will be to ensure that all students who study at the High School feel safe, maintain high attendance and experience wellbeing that ensures optimum learning and engagement in school life. Included in the portfolio is the role of Designated Safeguarding Lead (DSL). You will also lead on student attendance and pastoral wellbeing. You will play a key role in the whole school quality assurance processes in a role that will give you rounded preparation for further school senior leadership roles in the future.

You will currently have had experience of some or all of the following:

- pastoral work
- working closely with parents/carers
- working with outside agencies
- quality assuring school systems and processes
- line managing and appraising teams of teaching (and perhaps support) staff
- delivering high quality training for staff

We take it for granted that you are an outstanding teacher who has achieved strong outcomes for your classes and those you have overseen; we are keen to hear from colleagues who have started to make a measurable difference at whole school level within their current role.

You will need to be determined, resilient and committed to continual development with an excellent attendance record and a willingness to go above and beyond every day. You won't be afraid to liaise with parents/carers or other staff when things don't always go according to plan and you will offer support and challenge to students, colleagues and other stakeholders that secures confidence, respect and engagement.

About Us

The Senior Leadership team is comprised of an Executive Head who is based at our partner school, a Headteacher, two Assistant Headteachers (Curriculum and Teaching and Learning), a Trust Finance Director and an Operations Manager. Together we are proud of what we have achieved as a school and as part of the Trust. We share a sense of

humour and enjoy challenging and supporting each other to make sure our students get the best possible experience throughout their time with us, and that our colleagues trust in our leadership.

The role of Designated Safeguarding Lead is supported by a team of 2 Deputy DSLs as well as a team of dedicated and committed Heads of Year and a Pastoral Manager.

Being a teacher, student, or a member of support staff at the High School is good fun as well as extremely rewarding. Staff and students work hard and together achieve some truly outstanding results. Classrooms are calm and purposeful, and staff and students make the most of excellent working relationships. Teachers can expect deadlines to be regularly met and the work completed to be of an impressively high quality. Students expect to be academically successful. The majority of our students progress to university, others take up well sought-after apprenticeships or vocational courses.

The school has an important balance of experienced long serving staff and newer members of the profession. Each year we take on Early Career Teachers. We are proud to help staff develop at all stages of their career.

We believe that work-life balance is achievable as a leader and as a teacher at the High School. Clear and manageable school systems and policies are in place and designed to be easy to follow; colleagues work together to plan and assess work accurately and schemes of work are in place for collegiate use. IT is in place and is well maintained to support leadership, school organisation and teaching and learning. Meeting time focuses on best practice and staff are well placed to support colleagues to be as successful as they can be.

We support and manage each other's work life balance by researching, trialing, and reviewing what works, and being ambitious without losing sight of the importance of staying healthy and enjoying what we do.

For this reason, at KSHS there are:

- No high stakes lesson observations and no grading of lessons
- No requirement for individual lesson plans
- Knowledge led lessons not 'outstanding' entertainers
- No unnecessary multiple data collection points
- No unnecessary paperwork
- No insistence on one size fits all marking and feedback policy
- No long, written student reports to parents in Years 7-11
- No disruptions in lessons

Instead we focus on

- Lesson visits as part of subjects' quality assurance programme
- Low effort, high impact strategies
- Published curriculum plans designed by and shared in department teams for every unit
- Reliable IT facilities and systems that aid efficiency
- Manageable, formative and summative marking and assessment policies that meet different subjects' needs
- 3 data collections a year that are turned into summary reports for parents by our data team
- Our bespoke five tier approach to supporting students' mental health and wellbeing (we are a National Wellbeing Award Holder and have staff trained at many levels in mental health support)
- Clearly mapped and responsive whole school CPD which aims to secure best practice and impact over time
- Policies that put staff first in the knowledge that a happy staff leads to happy students
- Interest in and support for staff mental health and wellbeing
- Free use of the Robert Carre Trust gym and access to staff fitness sessions

The results

- The delight of working with students who want to learn and build excellent working relationships with staff
- the genuine satisfaction of working with colleagues who are warm, friendly and share a vision of what best practice looks like for our young people

We look forward to receiving your application and invite you to visit the school if you would like to find out more about us. Please do explore our website too for further information or scroll through our @KSHSSA Twitter or KSHS Instagram feeds.

Mrs J Smith
Headteacher