

*"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



## Deputy Headteacher - Candidate Information – William Ellis School

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. For September 2021, 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.

We are looking for someone who has drive and energy, optimism and belief in themselves and others. Someone who believes that all children and young people can achieve excellence, given the right educational support and crucially, the highest quality of education. You will also bring resilience, determination and a motivation to transform the opportunities of young people in all parts of the community we serve. As the only Deputy Headteacher you will show adaptability and flexibility across a wide school brief.

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. Family 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.

We also understand the importance of working with education leaders and subject specialists from beyond our school and are a member of Challenge Partners and the International Boys' Schools Coalition. William Ellis is a great place to work. There is a warm and supportive culture and staff feel valued because the school invests in their professional development and wellbeing. We focus on developing sustainable systems and staff expertise in education, teaching and leadership because we feel this is the key to long-term school improvement. We want our staff to be positive and energetic, with a real investment in the school so we believe in fostering a culture of healthy work-life balance and strong professional relationships.

Izzy Jones, Headteacher

## 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.



## Key facts and statistics

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





## Our 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.

## Our purpose

Our purpose is to develop in our students the knowledge, skills and qualities, strengthening their character and resolve, so that they are well qualified and prepared for their future success and wellbeing.

## Our vision

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## Our aims

We are a school where students:

- have ambition, work hard and make excellent progress
- believe that by applying themselves they can get better
- are involved in their own learning and help drive school decisions
- feel supported, welcomed and respected for their individuality
- know their rights and responsibilities and are prepared to be responsible, global citizens in a democratic society
- possess an informed understanding of the world of work and how wealth is created with an awareness of ethical behaviour, respect for the environment and social justice
- cultivate creative skills and an appreciation of art, music, drama and design
- develop an interest in the wider world and other cultures
- have pride in their school and have high expectations for themselves and their peers

## Our values

We:

- promote the highest achievement in our students
- are committed to excellent teaching in a well-ordered, stimulating learning environment as this is a right for all students
- build strong relationships with students and each other
- continuously evaluate the progress learners are making
- demonstrate and articulate social and moral values and respect for others
- challenge fixed mindsets because we believe that through focused effort and constructive feedback individual (and collective) capability will develop
- listen to student voice and act on it
- celebrate a broad range of achievements: academic, artistic, sporting, leadership

## Our principles of equality

1. All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. We recognize, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. We have the highest expectations of all our pupils. We expect that all pupils can make good progress and achieve to their highest potential
7. We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

In recognition of the lack of diversity in leadership across the education sector and beyond, we seek to provide opportunities for career development for all staff, including those who are often under-represented, such as women, black and ethnic minority leaders. There are some practical steps we can take to support this, such as welcoming applications from staff proposing job shares, looking favourably upon flexible working and part time requests and providing a range of leadership opportunities within school.



## Statement on safeguarding

William Ellis School is committed to safeguarding children. We have no higher duty than to ensure student safety and wellbeing, educating students so that they can lead successful fulfilling lives. It is a responsibility shared by all staff, governors and those who visit our school. We also work with parents, carers, local and national agencies to address concerns and keep children safe from harm and exploitation.

We undertake this safeguarding duty by ensuring the following:

- Staff are inducted thoroughly and have read all the schools' safeguarding and child protection policies, staff code of conduct and behaviour policies so that they are fully aware of their role in safeguarding children and are able to fully implement policies.
- All staff are able to identify those children who need extra help and can make appropriate referrals to early help services.
- All staff are vigilant to harm and abuse, are able to identify those children for whom there are child protection concerns and can make appropriate referrals.
- Staff are able to work in partnership with other agencies to safeguard children, including providing early help support, contributing to assessments and the implementation of the child's plan, attending network meetings and case conferences, monitoring children's progress and liaising with social workers.
- Safer recruitment practice is followed when recruiting to posts and appropriate action is taken whenever an allegation is made against a member of staff.
- The school offers a safe environment for staff and pupils to learn. Safeguarding issues are brought to the attention of the governing body.

Thank you very much for your interest in the post of Deputy Headteacher at William Ellis. If you would like to explore this opportunity further, please email Fiona McWilliam, Headteacher's PA, at [mcwilliam@williamellis.camden.sch.uk](mailto:mcwilliam@williamellis.camden.sch.uk)

**Selection dates: Thursday 29<sup>th</sup> and Friday 30<sup>th</sup> April**

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.

