



Watford Grammar
School for Boys



Appointment of an
Assistant Headteacher



Executive summary

Watford Grammar School for Boys (WBGs) is one of the UK's leading comprehensive schools. An outstanding, partially selective school, WBGs has an enviable national reputation for exceptional academic achievement and excellence across a broad range of sporting, musical and artistic pursuits. The School currently has 1,371 students on roll including 380 in the Sixth Form and is expanding with an additional form of entry in Year 7 for the next 4 years.

Following the retirement of Maureen Hill (Assistant Headteacher) we are now seeking an inspirational, experienced leader to build on the School's existing strengths to develop and deliver an innovative and exciting educational vision for WBGs. The post will be ideal for any ambitious candidate aspiring to develop their leadership skills and experience.

The successful candidate will be an exceptional strategic thinker with highly effective management skills and strong intellectual abilities. A charismatic, visible leader, he or she will inspire a highly qualified staff, and engage students, parents and other external stakeholders in an exciting vision to take WBGs to even higher levels. A genuine resonance with the aims and ethos of WBGs is essential.



History

The Watford Grammar Schools grew from the Free School, a charity school for 60 pupils founded by Dame Elizabeth Fuller in 1704, on ground next to the parish churchyard in the centre of Watford. The schools became separate foundations for boys and girls in 1881 and the boys' school moved to its present site in 1912.

From 1997, Watford Grammar School was a voluntary aided School. On 1st September 2010, along with Watford Grammar School for Girls, the School became one of the first new Academies, mainly so its tradition of independence within the state system could be maintained.

Aims and ethos

The School's aims are to:

- Aspire to be the best in all that we do.
- Develop a sense of personal worth for all students.
- Ensure that every student thinks, learns, is caring and has the opportunity to progress.

- Develop the strengths and skills needed to meet the challenges of life after school.
- Provide and maintain an environment where staff can develop their skills and career paths and work to the best of their abilities.

WBGS has, for generations, inspired intellectual curiosity, a competitive spirit, creative thinking, social responsibility and leadership. The School's ethos is to develop and not restrict individuality. The emphasis is on nurturing that individuality and a sense of self-worth by offering a breadth of subjects and a range of extra-curricular activities in order to ensure that every student can develop his own potential to the full.



Academic excellence

WBGS has an excellent academic track record. The School has an impressive reputation as one of the leading comprehensive secondary schools in the UK. Ofsted rated the School Outstanding in its inspection in September 2006.

In 2010 Ofsted named WBGS an outstanding example of best practice in the teaching of Mathematics. In 2017 and 2018 the School was named in the Times Top 150 state schools. In 2016, 81 per cent of students achieved the English Baccalaureate, with an attainment 8 score of 69.6 and a progress 8 score of 0.74. At A Level, 71 per cent of grades were A*- B, with 44 per cent at A*-A. In 2018, 67% of university entries were to institutions in the Russell Group .

Specialisms and the STEM Lab

WBGS has historically enjoyed specialisms in Science and Languages. These specialisms have enabled the School to extend the range of opportunities available to students. WBGS collaborates with partner schools and the wider community to facilitate high-quality learning opportunities in these specialist areas.

In 2012 Professor Lord Robert Winston launched the Watford Boys STEM Lab. The Lab is a collaboration between the School, the Wohl Reach Out Lab at Imperial College London. It provides hands-on and engaging STEM activities and programmes for our students and teachers, as well as for those in other local schools. The recent addition of a STEM block to our site has provided a wealth of opportunities for further development of our STEM provision for students at this school and in the wider community beyond.

Academic excellence *continued*

Curriculum

The curriculum reflects the aims of the School and seeks to promote the intellectual, personal, aesthetic, moral, social and physical development of students and to prepare them for the opportunities and responsibilities of adult life.

WBGS has exceptionally strong systems for monitoring and tracking progress. Attainment targets, generated using prior attainment data, are shared with the students and development is monitored and measured against those targets through the marking of assignments and homework and the formal assessments conducted by departments each half term.

At Key Stage Three, students enjoy a broad and balanced curriculum. In addition to the core subjects of English, Mathematics and the Sciences, all students have the opportunity to study Design and Technology, History, Geography, Computer Science, Art, Music and Physical Education. Boys begin French, German or Spanish in Year 7 and most take up a second modern language in Year 8.

The majority of students study nine or ten subjects at



GCSE. All students are given extensive, personalised support and guidance when making their GCSE choices and WBGS strives to give students a diverse range of stimulating options.

Sixth Form

Approximately 80 per cent of boys stay on into the WBGS Sixth Form. Each year, between 190 and 210 existing and new students move into the Lower Sixth to pursue a wide variety of A Level courses. The Sixth Form presents exciting and demanding new challenges which provide important steps in the process of preparing for Higher Education and employment. Some subjects are taught in collaboration with Watford Grammar School for Girls



including Technology, Modern Foreign Languages, Latin and Sociology.

The Sixth Form is also an opportunity for students to develop the interpersonal and leadership skills which are so vital for success in today's competitive and globalised society. There is a highly developed prefectorial system that assists the staff and supports younger pupils, helping to cement the School as a community. The Upper Sixth team of Senior Prefects is appointed by a process of application and election which is open to all. In the Lower Sixth, students are given the opportunity to develop leadership skills through applying for prefect roles as Heads of House, Form Prefects, or as 1 to 1 Prefects. Sixth Form students also contribute to the wider school community by providing lesson support to younger boys.

Learning Support and Gifted and Talented

WBGS is proud of its exceptionally strong learning support department which provides high-quality, individual support for students with Special Educational Needs. A differentiated curriculum is offered at Key Stage Three and Four and boys benefit from considerable additional support, ranging from focus sessions in literacy and numeracy to focus groups and clubs in different subject areas.

There are also many projects, trips and visits run by individual curriculum areas for Gifted and Talented students, who comprise more than half the School population.



Co-curricular activities

Whilst outstanding academic achievement is important, a WBGS education is also characterised by breadth of opportunity. An exceptionally wide range of activities and experiences are offered to enable each student to fully explore his talents.

Sport

WBGS competes with some of the best maintained and independent schools in the country across a variety of different sports. In addition to the three major sports of rugby, hockey and cricket, students can also participate in many other sporting activities including athletics, tennis, basketball and table tennis.

Our senior tennis team has progressed through to the National Finals twice in the last 3 years and our success in cricket has been recognized through our inclusion in the Cricketer magazine's top 100 schools guide.

The School boasts excellent sporting facilities, including a new pavilion, a full-sized all-weather hockey pitch and a recently refurbished fitness suite. Further infrastructural developments are underway at the main school site.

Music

Music plays an immensely important role within the School and the standard of music at WBGS is exceptionally high. Performances by the School's 15 musical groups and choirs take place throughout the year. Music tuition is offered for most instruments and students enjoy an opportunity to showcase their talents

in the School's annual music competition. The award-winning Clarendon Muse music centre offers over 2,000sq.m of specialist music space including a concert hall, 24 practice rooms, IT suite and a recording studio. The Clarendon Muse is operated in partnership with the local authority-funded Watford School of Music.

Drama

Drama is very popular at WBGS with at least one major productions per year and numerous other events directed by students. Productions take place in the James Theatre, a 266 seat auditorium and fully functioning theatre with front of house facilities.

Art

The Art Department offers a broad based curriculum in Art, Craft and Design. It is well resourced with two dedicated rooms together with a sixth-form study area. There is excellent access to IT, including computer work stations, digital cameras, image manipulation software, two data projectors and graphics tablets. Students can take part in a creative lectures programme at the Institute of Education which has, over the past few years, included talks by Anthony Gormley, Cornelia Parker and Quentin Blake.



Pastoral care

WBGS prides itself on delivering the highest standards of pastoral care.

On entry to the School each student is placed in a House form group and remains with this House group throughout their school career. The House system, led by Sixth Formers, fosters links vertically between boys in the School through House competitions and fundraising for charities.

Outstanding pastoral care at WBGS is built on a strong form tutor system. The form tutor is responsible for students' progress and welfare, and provides the primary link between the School and parent.

Estate and facilities

WBGS aims to provide a first-class learning environment and the School has benefited from considerable investment in the estate in recent years. Through successful grant applications and government funding, WBGS has been able to invest £7.3 million in its site over the last 5 years, with impressive results. Having constructed a new STEM centre and remodeled our recreational spaces, as well as refurbishing our Art, DT and sixth form study centre, we are in the midst of re-developing our sports facilities at the main school site, with a new pavilion and extended astro-turf.

Admissions

WBGS is a partially selective school. Students are admitted from a rich variety of social, religious and cultural backgrounds both at Year 7 and the Sixth Form.

The School designates 65 per cent of places as Community Places and 35 per cent as Specialist Places. Of the Specialist Places, 10 per cent of applicants are selected on the basis of musical aptitude and 25 per cent on the basis of academic ability. The School draws on a catchment area that reflects its historical commitment to the education of students from Watford and the 'traditional' surrounding areas.

WBGS is significantly over-subscribed. There are 224 places in year 7 and 65 for external applicants to the 6th form.





Partnerships

WBGS prides itself on developing and maintaining excellent relationships with a wide range of external stakeholders. Partnerships with many different organisations add significant benefit to the School and the experiences and outcomes for students.

Local schools

WBGS has a strong relationship with Watford Grammar School for Girls. The two schools partner to provide some Sixth Form teaching and a range of sport, music and drama activities as well as delivering charitable initiatives. The School also has a strong link with nearby Westfield Academy and with numerous local primary schools where additional curriculum support is provided for Key Stage Two students.

Through our designation as a National Support School and Teaching School within the Advanced Learning Alliance, we have provided school to school support through the secondment of senior staff and the deployment of SLEs.

Business links

WBGS has been particularly innovative in its efforts to build relationships with the business community. The School has a flourishing and expanding programme of collaboration with businesses across a number of sectors. These links bring enormous benefits to students who gain an insight into the world of business and provide opportunities for them to bring their academic skills to bear on real business situations.

Strong partnerships have been forged with local businesses across many sectors including Leonardo (an international leader in electronic and information technologies), Hyder Consulting (a multinational design and engineering consultancy), Affinity, National Grid (specifically with The Smallpeice Trust), AECOM and STEM Society.

The Friends of the School

The School attaches great importance to its strong links with parents, both individually and as a body. The parents' association is known as The Friends of Watford Grammar School for Boys and supports the education of the students through a variety of fundraising activities and social events. The Friends have assisted in the provision of many facilities, including sports equipment, bike sheds, new minibuses and IT equipment. The Friends also provide direct financial assistance for clubs and societies and support School events such as parents' evening, concerts and plays throughout the year.



Governance and leadership

Governance

The Governors of WGBS are an enthusiastic and committed group of individuals bringing a wide range of professional expertise and experience. The membership of the Governing Body reflects a wide range of interests and talents; members are chosen for breadth of contribution they are able to make to the governance of the School. Meetings of the full Governing Body are held each term. The Chairman of the Governors is Mr Stephen Nokes.

Leadership

The Head is supported by a Leadership Team comprising the Deputy Head and five Assistant Heads. There is also an Associate Leadership Team which has been created to facilitate greater distributed leadership and provide enhanced opportunities for career development.





Role description

Assistant Headteachers are accountable to the Headteacher and Governing Body for delivering high-quality education and exceptional pastoral care. Each Assistant Head has responsibility for strategic leadership and operational management of the School, and works with all members of the School community to ensure that all students benefit from a high-quality education and achieve their full potential. The specific responsibilities for this advertised post will be determined with the successful candidate upon appointment. The role will be shaped by the experience, expertise and ambitions of the successful candidate, and subject to change to support individual professional development and the evolving needs of the school.





Person specification

The successful candidate will demonstrate the following experience, qualifications, skills, knowledge and personal attributes.

Qualifications and experience

- A relevant first degree and qualified teacher status.
- A strong track record of successful leadership experience.
- Significant experience in school improvement with clear evidence of a strong personal contribution to the pursuit of excellence.
- The capacity to develop, in partnership with all stakeholders, a clear vision to take WBGS to even higher levels.
- Proven experience of leading and managing high performing teams, supporting and challenging staff to deliver their roles to the best possible standards.
- The academic and intellectual credentials to command respect across the School community and a proven commitment to continuing professional development.

Skills and knowledge

- Visionary leadership skills with the ability to motivate, enthuse and inspire all staff to deliver an ambitious vision for WBGS.
- Strong strategic planning skills with the capability to turn ideas into clear operational plans.

- An in-depth understanding of curriculum issues and educational developments, both current and future, and how they will affect WBGS.
- A thorough understanding of finance and resource allocation and how to achieve value for money.
- Outstanding communication skills with the ability to represent WBGS in a compelling manner to a range of audiences.
- An outstanding teacher.

Leadership style and personal attributes

- A highly visible style of leadership with the charisma, energy and enthusiasm to inspire the whole school community.
- A strong commitment to the values and ethos of WBGS and an appreciation of the benefits of single-sex education for boys.
- The highest levels of personal integrity and an open, transparent leadership style which is informed by a strongly-held set of personal values.
- Demonstrable resilience, optimism and humour.



Terms and conditions

The Assistant Headteacher will be expected to take up post in September 2019. The salary range for the post is L16 – L21.

WBGs is committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be willing to undergo an enhanced disclosure through the Disclosure and Barring Service.



Appointment process and how to apply

We require completion of an application form and a covering letter which addresses the criteria presented in the role description and person specification. The deadline for applications is midday on 24th January 2019.

Shortlisted candidates will be invited to an interview on 30th January and we will select a number of candidates to join us for a second day of selection activities on 31st January.

All applicants are welcome to visit the school prior to interviews, but this is not required. A full tour of the school will be provided to shortlisted candidates on 30th January.