

**NICHOLAS CHAMBERLAINE SCHOOL**  
Appointment of Lead Practitioner (Maths)  
LP Scale  
Starting: September 2024



# Contents

An Introduction to Nicholas Chamberlaine 3

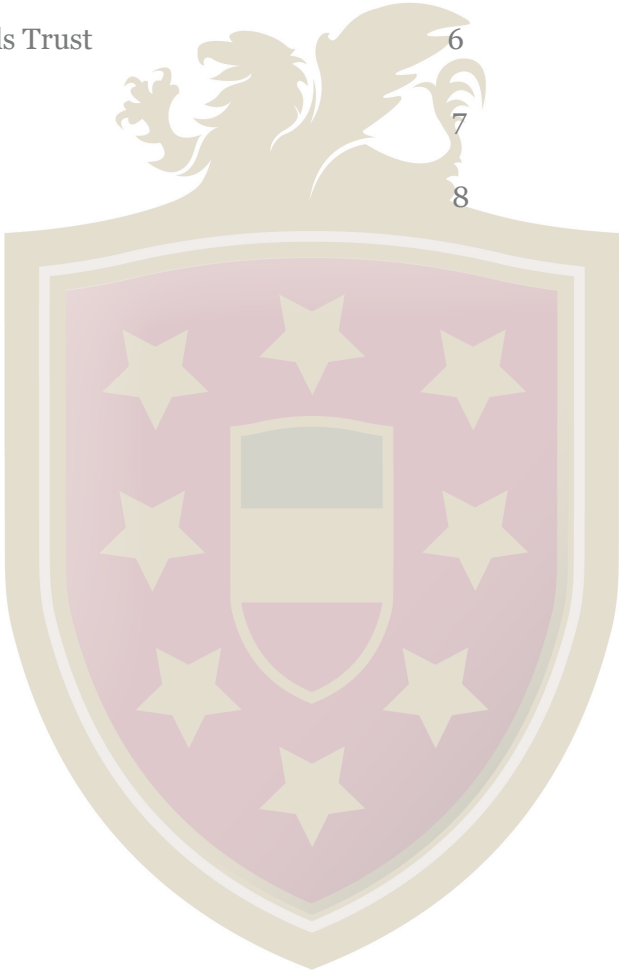
The benefits of working at Nicholas Chamberlaine School 4

Role Description 5

About The Griffin Schools Trust 6

The GST Family 7

How to Apply 8



# An introduction to Nicholas Chamberlaine School



Thank you for your interest in becoming part of our school community.

Nicholas Chamberlaine School is a secondary school with 1300 students on roll, including VI Form. We have been serving our community for over 60 years and are proud of the impact we are making on the lives of our young people.

In September 2013, we were delighted to join the Griffin Schools Trust and are now part of a family of schools with a distinctive identity. Our closest partner schools are Race Leys Junior School and Park Lane Primary School, and we benefit from working together as a strong and supportive collegiate.

Our vision is paramount to our success. Nicholas Chamberlaine is committed to providing an excellent and inspiring educational experience for all our students. In doing so we:

- raise aspirations, expectations and achievement for **all** students
- ensure students acquire the knowledge, skills and qualifications relevant to adult life and employment
- encourage students to think for themselves, to develop enquiring minds and become disciplined learners
- guide students to understand the world in which they live and their own responsibilities as members of
- our community and society
- broaden our students' horizons through a range of academic, creative, sporting and musical activities within and beyond the classroom.

We are passionate about educating young people through a well-rounded approach built on rich co-curricular programmes and high-quality pastoral care as well as an inspiring curriculum, expertly taught.

[www.nicholaschamberlaine-gst.org](http://www.nicholaschamberlaine-gst.org)

# The Benefits

The Griffin Schools Trust is committed to building staff teams of interesting people, who are motivated to advance their own knowledge and skills, as well as their students' achievement.

At Nicholas Chamberlaine School, you will co construct your individual development plan to support you to be the best teacher and leader you can be. The Griffin Schools Trust provides regular pedagogical CPD and delivers its own leadership programmes from ECT to Executive Head. We also offer a funded research-based master's programme.

We are looking for a Lead Practitioner who understands what outstanding means and can help us to lead the school to greater heights, continue to improve outcomes and build on our culture to develop a joy for learning for the whole school community.

## *. . . . .Wellbeing. . . . .*

- We never use all of 1265
- We have 3 data drops per year for most subjects.
- We employ exam markers to support mock exam marking in some subjects.
- We do not roll over the timetable in the summer term, instead we give staff time to work on core priorities and provide staff with essential CPD.
- We have disaggregated 2 teacher training days so that staff can take part in the Effective Formative Assessment programme twilight sessions.
- Curriculum planning is centralised within departments, allowing teachers to focus on adapting from base lessons, rather than having to create from scratch.
- We offer excellent professional development opportunities including NPQs and Trust funded Masters programmes, providing time in school to support.
- We encourage and support teachers to become exam markers.
- Departments are given at least 3 meetings per half term to share practice and subject knowledge.
- We minimise emails by having one Staff Comms per week and one MLT Comms per week.
- All detentions are centralised to allow teachers more time to prep.
- We support staff to balance the needs of family life with part time and flexible contracts and paid/unpaid time off.
- All colleagues have free access to a modern gym on site.
- All colleagues can take advantage of the bike to work scheme.



# Role Description

You will play a leading and visible role in the improvement of curriculum, teaching and learning and academic success of all students, ensuring the highest standards in subject and year areas. This is a flexible role which will change and may encompass year leading a department, leading a whole school project, taking responsibility for an area of the school Development Plan. Specific responsibilities will be discussed with the successful candidate.

The general expectations of this role are:

To collaborate with the Leadership Team in order to build and realise the shared vision of excellence and high standards for all students.

To provide the Executive Head and Head of School with relevant and accurate information relating to performance and development.

To support and participate in the work of GST, including strand or subject groups as appropriate.

To ensure high quality teaching and learning and behaviour across the school.

To participate in duties at lunch, break, before, during and after school.

## **Main Responsibilities**

### **Strategic Leadership**

To work with the Leadership team, the Trust, the Governing Body and staff to deliver a strategy to lead Nicholas Chamberlaine School to 'Outstanding' through Griffin Great.

To provide effective strategic leadership to Subject Leaders and teachers.

To consolidate and build upon the benefits arising from being part of the Griffin Schools Trust and to work collaboratively with other schools in the family.

To work effectively with the Leadership team in ensuring that Nicholas Chamberlaine School is well-positioned to take advantage of opportunities arising in a rapidly changing educational environment.

### **Operational Management**

To recruit, retain and develop a high calibre staff to ensure that Nicholas Chamberlaine Schools broad curriculum is delivered to the highest standard.

To develop and maintain strong talent pipelines and promotion paths for staff within and beyond the school.

### **Leadership of Teaching and Learning**

To be a visible presence in the school, encouraging and promoting high-quality, innovative teaching.

To ensure that Nicholas Chamberlaine School's curriculum and teaching methods are regularly reviewed, encouraging a culture of innovation and risk-taking to ensure students benefit from a stretching and supportive learning environment.

### **Educational Culture**

To promote a culture of high expectations amongst adults and students.

To embody Nicholas Chamberlaine School's inclusive ethos, ensuring that the school continues to deliver a challenging and stimulating education for all students.

To deliver pastoral care of the highest quality, ensuring that students are challenged and supported as individuals as they progress through the school.

To uphold the creative and artistic ethos of the school and the wider Trust.

### **External Representation**

To build strong, trusting relationships with families and members of the community.

# About the Griffin Schools Trust



The Griffin Schools Trust is a Head-led Trust. Founded by former school and system improvers who have led high-performing schools in the UK, Europe and Asia, the Trust works with the Heads and wider communities of its 12 schools in the Midlands and South East to develop a shared mission and values while preserving the individuality of each school.

The constituent schools and the Trust's Board share a conviction that great schools are built on rich extra-curricular programmes and high quality pastoral care as well as an inspiring curriculum, expertly taught. The Trust seeks to build community and communality across its primary and secondary schools, promoting unity rather than uniformity and enabling each school to lead its own journey to success. It is a given that schools work together within and cross phase to enhance their provision, speed their journeys to 'great' and celebrate the arts, sports and Founders' Day events. Unusual in the state sector, the Griffin Schools Trust employs highly qualified directors of art and sport.

GST welcomes Good schools, Outstanding schools and schools in Ofsted categories of concern. The Trust offers direct access to a central team of experienced educationalists who provide strategic support and guidance, as well as central operational management services. Membership of the Trust affords its schools the opportunity to share best practice, to develop high order leadership skills and to be creative in problem-solving.

For all students, staff and wider communities, Griffin aims to foster proud traditions, widen horizons and promote high achievement. With 2 secondary and 10 primary schools, GST has a combined pupil population of over 7,000.

[www.griffinschoolstrust.org](http://www.griffinschoolstrust.org)



GRIFFIN  
SCHOOLS  
TRUST



Bramford  
West Midlands  
Joined June 2013

Lammas  
East London  
Joined December 2018



Chivenor  
West Midlands  
Joined February 2014

Riverley  
East London  
Joined November 2013



Perry Wood  
West Midlands  
Joined December 2012

Willow Brook  
East London  
Joined April 2015



Nicholas Chamberlaine  
North Warwickshire  
Joined September 2013

Kingfisher  
Medway  
Joined September 2013



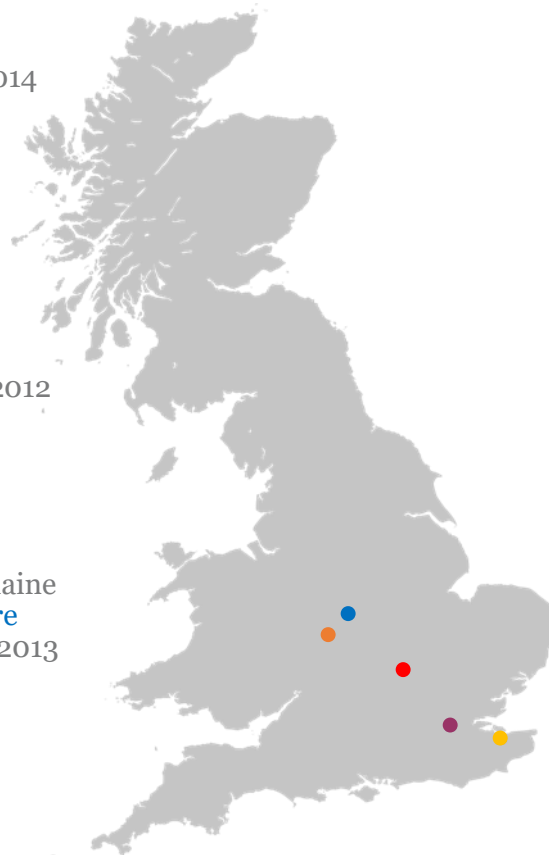
Park Lane  
North Warwickshire  
Joined November 2013

Saxon Way  
Medway  
Joined September 2013



Race Leys  
North Warwickshire  
Joined September 2012

Lordswood  
Medway  
Joined November 2013



# How to Apply

We would love to show you the heart of Nicholas Chamberlaine School so that you can get a sense of how well matched you may be to our professional community as a school and as a Trust. Please look at our website ([www.nicholaschamberlaine-gst.org](http://www.nicholaschamberlaine-gst.org)) and explore the Trust website as fully as you can ([www.griffinschoolstrust.org](http://www.griffinschoolstrust.org)). You will see evidence of the shared life of the schools in the Trust in events such as the Science Symposium, the Arts Festival, the Sports Festival and Founders Day.

The Trust is a strong family of schools which work closely together within and across phases and geographical hubs. So in joining Nicholas Chamberlaine, you will have good relationships with local authority schools and projects and also have strong working relationships with your peers in Lammas, East London as well as day to day involvement with our two GST sister primaries, Race Leys and Park Lane, both examples of what a Griffin Great School looks and feels like. It is that journey to Griffin Great that informs our vision.

Please read the attached Griffin Great descriptors very carefully as this is the culture and performance you will be helping us to build should you join us.

Having researched sufficiently to decide to apply, please detail in no more than two sides of A4 in 11 point font:

- Your experience in contributing to a school's high performance as Leader. What impact did **you** have and what did you learn?
- Why you want to work at Nicholas Chamberlaine School and the Griffin Schools Trust.
- Why your personal track record matches or exceeds our requirements to lead Nicholas Chamberlaine to Griffin Great.

Please include a full CV with the names and direct contact details of two referees (one being your most recent employer) and the completed Safer Recruitment Form. We will contact your referees before shortlisting and may also have a phone call with you.

Applications should be received no later than Monday 8 April 2024 by 9.00 am.

Completed applications should be addressed to Alison Ramsay (Executive Head) and sent to [recruitment@nicholaschamberlaine.co.uk](mailto:recruitment@nicholaschamberlaine.co.uk)

Interviews may take place before the deadline on receipt of successful application's. Therefore, we reserve the right to withdraw the advert before the deadline.

Visits to the school are welcome. If you would like to visit or have a confidential exploratory call once you have done initial research into Nicholas Chamberlaine School and the Griffin Schools Trust, please email [t.pettitt@nicholaschamberlaine.co.uk](mailto:t.pettitt@nicholaschamberlaine.co.uk) to make an appointment.

*Nicholas Chamberlaine School is an equal opportunities employer committed to safeguarding our students and working in partnership with our local community. We treat people equally regardless of gender, race, disability or sexual orientation and are committed to meet the requirements of the Equalities Act and other relevant legislation.*