



HEADTEACHER RECRUITMENT PACK

**ALTRINCHAM
GRAMMAR
SCHOOL
FOR BOYS**





WELCOME FROM THE CHAIR OF TRUSTEES

THANK YOU FOR YOUR INTEREST IN THE ROLE OF HEAD OF ALTRINCHAM GRAMMAR SCHOOL FOR BOYS (AGSB)

AGSB is one of the two secondary schools which make up the Hamblin Education Trust, the school was first established in 1912 and since then it has provided a first-class education for tens of thousands of pupils aged 11 to 18 from Altrincham and the surrounding area. It was one of the first schools in the country to become an academy in 2010 and in 2016, North Cestrian School (an 11-16 co-educational school) joined the Trust.

Over the years the number of students attending AGBS has grown significantly and today it is a community of 1,430 students (including a sixth form of 400) and 138 teaching and support staff.

AGSB has always had a reputation of being a welcoming and friendly school in which positive relationships encourage students and staff to thrive. I hope you will take the opportunity to visit AGBS and experience that atmosphere for yourself. We are very proud of the academic achievements of our students but, equally, of the way in which they develop as thoughtful young men who are considerate of others and the world around them.

As Headteacher you will work with the Board of Trustees, the Governing Body, your senior leadership team and

Tim Gartside, the CEO of the Trust. All will support you as you get to know the school and begin to develop your plans for the next stage of the school's development.

The key principle which guides the governance of the Trust is intervention according to need. Issues such as teaching, learning and assessment; behaviour and safety; curriculum models; inclusion and day-to-day leadership and management of its schools are delegated to local governing bodies, Headteachers and leadership teams. We believe they are best placed to take these decisions, whilst working collaboratively with central support teams.

I hope this candidate information pack together with the information available on our website will give you a flavour of this outstanding school and an understanding of the role and scope of this post. If you share our vision and values and think you have the qualities we are looking for and the experience and ability to lead us forward, we would be delighted to receive your application.

Yours sincerely,

Michael Thompson, Chair of Trustees.

WELCOME FROM THE CHAIR OF GOVERNORS

Welcome to our recruitment brochure for the post of Headteacher at Altrincham Grammar School for Boys (AGSB) and thank you for your interest in this post. I do hope that in reading this and other material available about the School, you will feel inspired to submit an application. The post has arisen following the appointment of Mr Graeme Wright to the Headship of Old Swinford Hospital after eight years of exceptional service.

Some of the key reasons AGBS is a great School to work in, include:

- a School ethos of combining outstanding academic achievement with wide co-curricular offerings
- vibrant and friendly staff, with a diverse mix of talented teachers and support staff
- very bright and able students who are motivated and eager to learn, in an environment of excellent behaviour
- a commitment to professional development for all staff

- an opportunity to lead one of England's leading state schools to the next stage of its development
- a location close to the vibrant Altrincham town centre, and excellent public transport links to other towns and central Manchester
- a very collegiate local school scene where Trafford Headteachers support and work closely with each other
- a very supportive, ambitious and committed Local Governing Board

AGSB is a fantastic school, and this represents a wonderful opportunity to take on its leadership. I hope that this brochure, the website and other information about the post will answer a number of questions you may have about the School.

I look forward to receiving your application.

Ann Balfour, Chair of Governors



ABOUT THE SCHOOL

AGSB first opened its doors in 1912. Its location was chosen carefully and wisely because it is conveniently very close to Hale Railway Station and is a short walk from the centre of Altrincham with its rail and bus station. The school occupies a sixteen-acre site with extensive playing fields, tennis courts, astro-turf and a modern sports hall.

Today AGBS is a multi-ethnic seven-form entry 11-18 selective Academy School. In September 2025, there were 1430 boys in the School of whom 400 are in the Sixth Form. The school is very popular with parents and in the current year received over 1,700 applications for 210 places.

The admissions policy gives priority to children who achieve the qualifying score and who live in the local Trafford WA13, WA14, WA15, M33 and M23 postcode areas. In recent years around 80% of places have been allocated this way, with the remaining places offered to children outside the catchment area who score high marks in the entrance exam. These pupils travel to the school from a wide area of north Cheshire and Manchester.

The entrance exam is produced by GL Assessment on behalf of the Trafford consortium of grammar schools. AGBS plays a leading role in the Horizons outreach programme which provides support in preparing year 4 and 5 primary pupils from disadvantaged backgrounds for the type of questions which appear in the exam.

The past 30 years have seen extensive development and refurbishment of the school buildings as governors have been able to take advantage of grant maintained and academy status. Additions include a technology block, physics centre, sixth form centre, maths and english classrooms and a new library. The most recent project has seen improved drainage and reconditioning of the sports fields. This initiative was completed following the 'Sports for All' – Making a Difference fundraising campaign. In addition, there is a thriving Parents' Association which supports smaller in-house projects.

In 2022, AGBS was judged to be 'Outstanding in all areas' by inspectors, with the School gaining

this highest-possible rating in all five of Ofsted's categories. There is praise for every aspect of the School's work, from the quality of teaching to the behaviour of pupils, and from the huge variety of extra-curricular opportunities through to the work done to prepare pupils for university.

The inspection team gave outstanding ratings for: the quality of education; behaviour and attitudes; personal development; leadership and management, and Sixth Form provision.

AGBS was previously inspected by Ofsted in 2007 and judged to be outstanding against the framework at the time. As such the school was exempt from routine inspection for the next 14 years until the exemption was removed.

The School has received many accolades over the years and was voted 'Best School in the North-West' in 2018 and 2024 in the Sunday Times.

OFSTED

HIGHLIGHTS OF THE REPORT INCLUDE:

- "Pupils, and students in the sixth form, at Altrincham Grammar School for Boys exude kindness towards each other"
- "Pupils and students demonstrate the highest levels of respect, responsibility and resilience"
- "Leaders and staff are exceedingly ambitious for pupils and students"
- "Pupils and students relish the challenge to excel and demonstrate a thirst for learning"
- "Students in the sixth form are an example and inspiration to younger pupils"
- "Pupils and students behave impeccably around the school site"
- "Teachers have strong subject knowledge, they explain subject content clearly"
- "Subject staff ensure that pupils and students with SEND get the timely support that they need to learn well."
- "Staff do everything that they can to offer pupils high levels of pastoral care."

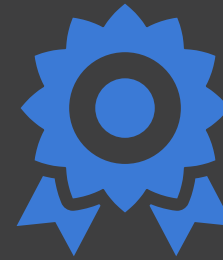
To read to full report, please click on this link:
[Ofsted report 2022](#)



SCHOOL VISION & STRATEGY

The current school strategy is built around the theme of 'Developing Excellence'. It is based on extensive feedback from students, parents, staff, governors and alumni. There are five themes and each one builds upon the four core values of AGSB: Love of Learning, Respect, Responsibility and Resilience. The current strategic plan can be found [here](#).

A VISION TO DEVELOP...



1: CHARACTER

All-round education; clear focus on personal development; relevant, exciting, broad & inclusive co-curricular programme; pioneering careers programme; focus on entrepreneurship; a coordinated and progressive whole School leadership model for pupils; enhance & develop the House System; 'School of Character Kitemark'; "The AGSB Diploma" – An in-house diploma designed to enhance and develop students as individuals alongside their academic studies; 'Service in the Community' programme; D of E.



2: SCHOLARSHIP

Develop student independent study skills; encourage students to read widely and participate in academic opportunities beyond the formal curriculum; centre of excellence for evidence informed teaching and learning; educational research at the forefront; tailored teaching by Key Stage; coordinated academic enrichment programme; enhance the use of technology to support Teaching and Learning; broad, balanced, relevant and challenging curriculum; investment in individual needs.



3: CULTURE

Innovative pastoral care; continue to engage with relevant research on pupil wellbeing; understanding of Neurodiversity to improve pastoral care; embed equity, diversity and inclusion into all aspects of school life; increased mental health provision; enhancing strategic safeguarding; focus on developing resilience, building relationships and make healthy life choices; sustainability - 'Develop' 'AGSB Eco Club' with 'Green' initiatives.



4: STAFF

High quality professional development programme for staff; effective use of pupil and staff voice; HR Strategy and ambitious Professional Review and Development process; maintain a strong focus on staff wellbeing; the recruitment and retention of excellent staff; aspire to creating a more diverse workforce; innovative whole school communications strategy.



5: OPPORTUNITIES

Increase the proportion of pupils in the School receiving Pupil Premium/Bursary; develop a new Estates Masterplan; possible 6th Form Expansion; improve engagement with Parents and Carers; Enhance partnerships with: local Girls schools; Governor/School links; Trafford Secondary Schools' network; BASS; Horizons (AGSB Outreach); PTI; Alumni Relations; Fundraising & Development.



ACADEMIC DEVELOPMENTS

ACADEMIC ATTAINMENT AND UNIVERSITY DESTINATIONS

AGSB has maintained a consistency in its outstanding results. It has regularly ranked in the top twenty-five of state schools in the country for its attainment, but we are also proud of our Progress 8 score, which is in the top 20 of all secondary schools in the country. In 2025 approximately 80% of GCSE grades were at 7-9, and 82% of A level grades were at A*-B.

All students receive detailed careers advice from the Trust Careers Officer in Years 10 and 11. The vast majority choose to stay on into the Sixth Form. Those who choose to move to another school or college receive advice and support so that they can make a successful transition.

Post 16, the majority of students go on to their first choices of Russell Group Universities with, on average, 16 winning places at Oxford or Cambridge each year. All students receive equal support to secure the destinations of their choice including degree-level apprenticeships.

TEACHING & LEARNING

Standards are high at AGBS, and pupils' achievement is outstanding, partly because the enthusiasm demonstrated by teachers is mirrored by students who are keen to do their best. Relationships between teachers and students are extremely positive.

The excellent performances and outcomes achieved by our students are the result of a drive to sustain outstanding teaching as our benchmark. Our teachers are well qualified and committed to delivering the best educational experience for every student, both inside and outside the classroom. Teachers are respected by the students for their love and knowledge of their subjects; this, together with thorough planning and high expectations, means our staff generate high levels of enthusiasm for learning.

The joy of working with bright and enthusiastic students, who ask intelligent questions and are able to enter into thoughtful discourse on topics, is a key attraction to teaching at AGBS, allowing teachers to really explore and be passionate about their subject area.

CO-CURRICULAR OPPORTUNITIES

The School places great emphasis on learning through the co-curricular programme. The remarkable journeys that our students undertake during their time at the School, involve transformational experiences through immersing themselves in outstanding artistic, musical, sporting and vocational activities. A commitment to the ethos of the School, including its extensive co-curricular programmes, is an essential part of any teacher's life at AGBS.

Staff and students give generously of their time. The way in which our older students' high academic performance is supported by profound involvement in the co-curricular programme means that they act as role models for the community at large, and they take a significant role in the leadership of many activities.

There is a wide programme of activities and clubs that run every lunchtime and after School, as well as numerous opportunities for students to represent the School at sport, during the week and at weekends. Football, rugby, hockey, cricket, cross-country, rowing, basketball, badminton, table tennis and tennis all thrive and our fixture list includes some of the best state and independent schools in the country. Many of our students have gained national honours representing their country.

The AGBS House system was introduced by the current Headteacher in 2018-19. It has been a huge success and has added an extra layer to the co-curricular programme and has offered many students opportunities to learn and develop leadership skills.

The artistic life of the School is truly outstanding. Over 400 students take instrumental lessons at School, and there are over 20 different musical ensembles in which nearly 500 pupils regularly participate. The AGBS Big Band and Concert Band are regular attenders at the finals of the annual National Band Competition. There is also an annual whole school production.

The School also encourages many trips, both day trips and overnight stays, in the UK and overseas. Many departments and staff engage in these, whether they are curriculum trips or extra-curricular trips such as the Rugby and Hockey tour to South Africa, or the Ski trip to Austria. These are a key part of life at AGBS.

PROFESSIONAL DEVELOPMENT

Weekly CPD and individual training is an integral part of the commitment to continued professional development in order to ensure that there is a real enthusiasm for pedagogical creativity and individual development of teachers.

AGBS invests in its staff through both internal and external professional development. Yet we also trust our staff, as professionals, to carry out their job with the minimum bureaucracy necessary. All staff undergo induction, and there is a full programme of training for new teachers.

Supporting our students is not just a job done by our high-quality teaching staff, but also by support staff who are skilled and well trained in their respective posts. In all aspects of the life of the School, AGBS is fortunate to have a dedicated and committed associate staff who provide excellent support to students, parents and staff that allow the School to operate such an effective teaching and learning environment.

THE SIXTH FORM

There are currently 400 students in the Sixth Form. Most join from AGBS, however, each year there are approximately 30 students who join from other schools. Expectations and aspirations are high and are reflected in consistently outstanding results and value added, which places the school amongst the top Sixth Forms in the country (10th Best Sixth Form in 2025 - Daily Telegraph).

The curriculum and extra-curricular offering is designed to develop a range of skills that will help them develop into successful leaders and life-long learners. Digital skills are central to their future learning and careers and from next year all teaching, learning and assessment in the Sixth Form will be digital.

Supervised private study is provided throughout the day for all Year 12 students. Year 13 students benefit from a range of study areas within the Sixth Form Centre. For more information on the Sixth Form click [here](#).



JOB DESCRIPTION

Post: Headteacher

Contract: Full time, permanent

Salary: Scale 33-39

Reporting to: Chair of Trustees, Chief Executive Officer of the Trust and the Chair of Governors
Liaising with: SLT, Head's P/A, faculty and subject leaders, governors, teaching and support staff and parents

ABOUT THE ROLE

Trustees and school governors are seeking an outstanding and ambitious Headteacher to succeed Graeme Wright who had led the school with great success for eight years.

As Headteacher, you will uphold and embody our values and vision, drive continuous improvement, and maintain high academic and personal standards for students in the School.

WE ARE LOOKING FOR A LEADER WHO:

- Is an empathetic and dynamic presence, able to lead by example
- Has a strong track record of school leadership
- Brings extensive experience of teaching and learning, curriculum innovation, and pastoral and behaviour management
- Can enthuse and challenge able pupils to achieve their very best
- Can motivate, support and challenge staff to deliver excellence, creating a culture of continuous improvement
- Can communicate effectively to the full range of stakeholders and in different contexts
- Has a deep understanding of data, school improvement planning, and accountability
- Values parental engagement, diversity and community relationships
- Understands and promotes the history of the School and maintains its ethos and its spirit

This is a school where staff thrive. You will benefit from extensive professional development and opportunities to shape other future leaders. If you are an outstanding, dynamic and ambitious leader with the ability and passion to inspire those around you, we want to hear from you!

STRATEGIC PURPOSE

The successful candidate will be responsible for the overall leadership and management of AGSB and the safeguarding of its students and staff, leading Governors and colleagues in the development of policy and strategic planning within a culture of continuous improvement. In particular, this will ensure the establishment of rigorous academic and

pastoral policies to ensure that students receive the highest standard of education, and that demanding and measurable targets and objectives are set for staff. The Hamblin Education Trust and the AGSB Governing Board expects the new Headteacher to drive School improvement in all areas.

CORE LEADERSHIP RESPONSIBILITIES

The successful candidate:

- Shall ensure the highest possible standards of education through the promotion and monitoring of outstanding practice in teaching and learning, a balanced curriculum and excellent pastoral care and support for students
- Shall have a focus on outstanding achievement by all students
- Shall continually drive School improvement through rigorous self-evaluation and improvement and development planning
- Shall ensure that child protection and safeguarding of students are given the highest priority at all times
- Shall foster a culture of responsibility, good behaviour, a love of learning, and service to others among students and promote their social, moral and cultural wellbeing
- Shall promote a rich extra-curricular and co-curricular programme ensuring balance and inclusivity with a focus on participation, opportunity and excellence
- Shall lead, manage, review, motivate, recruit and develop staff within a complex organisation, through the direct management of the School's Senior Leadership Team, encouraging collegiality, leadership and delegation to ensure that the School's curriculum, resources and community provision enable everyone to achieve the highest possible standards
- Shall be responsible for promoting the reputation, vision, aims and values of AGSB and shall ensure effective communications with all stakeholders, including Trustees, Governors, staff, students, parents, alumni and the community served by the School, the local authority (LA) and relevant government agencies
- Shall lead the shaping of the future of AGSB and ensure that everyone is enabled to contribute effectively to its progress and development
- Shall ensure that the School complies with educational and other relevant legislation including health and safety applicable to academies
- Shall attend meetings of the Governing Board, its Committees, and provide Governors with regular reports on the School's developments and activities and consult with the Governing Board and the Trust wherever required
- Shall support the busy and varied life of AGSB, attending its events and wider programme of activities
- Shall work with the trust central team, to effectively deploy resources to achieve the aims of the school and trust
- Shall report to the CEO of the Trust and work closely with members of the executive leadership team of the Trust – CEO, CFOO and the Head of North Cestrian School



SPECIFIC ASPECTS OF THE ROLE

TEACHING & LEARNING

- Continue to raise the quality of teaching and learning across the 11-18 age range through setting high expectations and challenging targets for the whole school community
- Maintain a consistent and continuous school wide focus on pupil achievement using data, benchmarks and feedback to monitor progress of every pupil and to address areas of weakness
- Assess, monitor and evaluate the quality of teaching standards and the delivery of the curriculum to build on success and identify and act on areas for improvement
- Maintain and develop further an inclusive school within which barriers to learning and success are broken down so that all students thrive
- Maintain and develop the curriculum and co-curricular activities to ensure the development of all students goes beyond the academic into the development of character.
- Ensure that parents/carers are appropriately engaged and included in the attendance and achievement of their son whilst at AGSB

LEADERSHIP & MANAGEMENT

- To build positive professional relationships with all staff in the school and across the Trust
- To work closely with the Chief Finance and Operations Officer (CFOO) of the Trust to support the leadership and management of support teams
- To review regularly the organisational structure of the school so that it reflects the school values and is appropriate for current day to day needs, is within budget and looks forward to addressing future needs
- Provide regular opportunities for continuing professional development which meet the needs of staff at different stages of their careers in education
- Recruit and retain a high-quality team capable of delivering a high standard of education to the students of AGSB
- Ensure that staff receive regular performance reviews and have individual targets and professional development opportunities to support their growth
- Ensure that appropriate consideration is given to staff wellbeing and work-life balance when planning across the school year

MANAGING SYSTEMS AND RESOURCES

- Working with trustees, governors and the CFOO to set appropriate priorities for expenditure, to allocate funds and to control and adjust budget areas as required
- Working with the CFOO and trust estates manager, to ensure that the school estate and buildings meet the school's curriculum and pastoral needs and its health and safety requirements
- Working with the CFOO and the trust head of IT operations, to ensure that an appropriate IT system is in place to deliver the curriculum, to facilitate efficient use of staff time and to keep all members of the school community safe
- Working with the Head of Human Resources to ensure that people management systems and processes provide a supportive framework for staff - including workforce planning, recruitment, retention, well-being and safeguarding

COMMUNITY

- To maintain and build upon effective working relationships across the two trust schools including shared CPD and sharing best practise between AGSB and North Cestrian School
- To build and maintain effective partnerships with other local headteachers, the Boys Academic Selective Schools group (BASS) and the Grammar Schools Heads Association (GSHA)
- To play a central role in leading on equity, diversity and inclusion in a multi-ethnic school
- To build and maintain strong links with parents (including the Parents' Association), parents who support our sports teams and artists, local businesses and other stakeholders in the local area
- To actively promote School and Trust fund raising initiatives
- To market the school effectively as one of the leading state schools in the country

ACCOUNTABILITY

- To maintain and develop further an organisation in which all staff recognise that they are accountable for the success of the School, that individual accountabilities are clearly understood and are subject to performance review and evaluation
- To present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including governors, the CEO and Trustees
- To ensure that parents/carers and pupils are well informed about the school's direction, priorities, curriculum and pupils' attainment and progress

ADDITIONAL INFORMATION

The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for job applicants, or continued employment for any employees, in accordance with our responsibilities under the Equality Act 2010

This job description is current but will be reviewed regularly and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

	Essential/ Desirable
Professional Qualifications	
Qualified teacher status	E
Graduate level qualification	E
Achievement of a nationally recognised leadership qualification (MA or NPQH)	E
Experience and knowledge of teaching and learning	
Substantial general experience in education including significant senior leadership experience	E
A record of outstanding performance as a teacher, and securing success for students	E
An empathy for, and understanding of, the particular demands of selective education and an awareness of current and developing issues	D
A current knowledge of the national curriculum and latest thinking and research	E
A current knowledge of the 16-18 framework and experience of teaching and leading A 'level courses	E
The ability to provide models and advice of high-quality teaching across subjects and the 11-18 age range	E
Knowledge of the needs of all pupils including those with SEND and how all can benefit from high quality teaching and inclusion strategies	E
Demonstrate successful implementation of the above and its impact in a school/schools	E
A proven track record of the implementation and impact of behaviour management strategies	E
A knowledge of and commitment to the further development of digital learning strategies for staff and pupils	E
Experience in dealing with Safeguarding matters	E
Professional attributes and skills	
An inspirational presence, with the ability to hold and engage a range and size of audiences	E
A strong work ethic, honesty and a desire for both personal development and also to see success for others	E
A leader who can inspire others and can show empathy to others	E
Ability to build strong working relationships across all stakeholders	E
A genuine interest and participation in the extra-curricular and co-curricular life of the School	E
A proven track record in designing and/or delivering effective CPD to teaching and/or support staff	D
Experience of having managed a major change project through effective leadership	D
Cultural sensitivity and awareness, with an open and accepting attitude that celebrates diversity, welcomes difference and rejects intolerance of any kind	E
The ability to be calm under pressure and to think creatively and seek imaginative solutions	E
Experience of successful project and financial management.	D
Experience in human resource management, including recruitment, pay, staff development, motivation, performance management, and disciplinary procedures	D
Professional Development	
Evidence of regular and recent professional development for the role of headteacher (in addition to a recognised leadership qualification)	E
Completion of 'safer recruitment' training (or a commitment to do so before taking up the post)	D
Safeguarding trained up to the appropriate level	E
Successful and substantial experience of leading teams in an 11-18 secondary school	E
Personal Qualities	
Vision and intelligence to lead successfully a high calibre team of staff and very able and talented pupils and sixth form students	E
Honesty, a strong sense of moral purpose and an understanding of right and wrong	E
Resilience and determination when facing challenging circumstances	E
Humility. A willingness to listen to others and take advice. To encourage others by giving praise and shining a light on the successes of others when appropriate	E
Commitment to being a 'visible' Head - who sees attending school events as part of the role	E
Commitment to maintaining confidentiality at all times	E





HOW TO APPLY....

Should you wish to discuss the role with the current Headteacher, Graeme Wright, please contact Mrs Margaret Brickell the Headteacher's PA on **0161 928 0858** or email **mbrickell@agsb.co.uk**

Visits to the school are welcomed and encouraged between Monday 15th to Thursday 18th December. These are by appointment only and should be arranged by contacting Margaret Brickell – **mbrickell@agsb.co.uk**

If you decide to apply the closing date for applications is:

- Noon on Wednesday 7th January 2026
- Longlisting will take place on Thursday 8th January 2026
- Interviews will take place on 15th and 23rd January 2026
- Please send your application to **mbrickell@agsb.co.uk**

Your application should contain a completed application form and a covering letter of no more than 2 sides of A4 which sets out your interest in the role and covers the aspects of your experience relevant to the criteria.

ADDRESS: ALTRINCHAM GRAMMAR SCHOOL FOR BOYS, MARLBOROUGH RD, BOWDON, WA14 2RS



HAMBLIN