

March 2019

Dear Applicant

Post as Deputy Headteacher (Learning and Achievement) L22 - L26

Thank you for your interest in this key post as Deputy Headteacher which is available from 1 September 2019. This role in charge of learning and achievement will make a major contribution to our continued success as an outstanding school. We are advertising because of the retirement of the current post holder.

The current post holder joined the school in April 2006 and contributed to the journey to our first Outstanding judgement in January 2012. To ensure that the new deputy is well able to both build on the established success of the school and bring new ideas and practice we have arranged a term's overlap between old and new deputies to ensure good succession planning and sufficient capacity to get off to a flying start.

St Mary Redcliffe and Temple is a successful and heavily oversubscribed 11-18 co-educational, Church of England, comprehensive school of over 1700 students, serving families from the whole of greater Bristol and beyond. We are located at the heart of the city and have a diverse student community with considerable parental support. 51% of students in the main school are from black and minority ethnic backgrounds and 22% of students have been recorded as being entitled to Pupil Premium funding. We educate relatively high numbers of Children in Care. Our diversity is a strength and something we celebrate. The Redcliffe Sixth Form Centre currently houses around 600 students taken from our own school and from many other schools across the City.

The School is proud of its academic record and 82% of GCSE grades were at grade 4 (equivalent to a C) or above. 77% of students achieved a 4 or above in English and Maths. Sixth form results are also high with a 99% pass rate and 83% at grade C or above (up from 81%). 24% got A* and A grades. Most sixth form students continue on to Higher Education, including 5 taking up Oxbridge places.

The School was judged in January 2012 and again in April 2015 to be outstanding by Ofsted in each and every category. Ofsted judged Leadership and Management, Behaviour and Safety of Pupils, Quality of Teaching, Achievement of Pupils, and Sixth Form Provision, all as Outstanding. We were judged outstanding in three church school (SIAMS) inspections (2007, 2012 and March 2017).

Ofsted remarked that "Church school status makes an important and distinctive contribution to the school's exceptionally positive values and beliefs. Leaders and the highly effective governing body ensure that students' spiritual, moral, social and cultural development are given the highest possible priority." "The promotion of students' spiritual, moral, social and cultural education is extremely impressive and contributes enormously to the welcoming ethos of the school. Equality of opportunity is vigorously promoted; discrimination in any form is not tolerated. Students are highly reflective about matters of faith and personal responsibility; their social awareness is remarkably perceptive."

We are a National Support School (since July 2013) and a National Teaching School (since March 2014). I am a National Leader in Education. The 2015 Ofsted comments capture our passionate commitment to providing opportunity for all staff to develop. "Staff are encouraged to develop leadership roles, including working with, and helping to improve, other local schools. All leaders contribute extremely well to improving teaching and learning." "The school invests heavily and productively in ensuring that staff and leaders have every opportunity to develop their expertise for the benefit of students. Professional development for staff is extremely well planned and implemented; it is linked closely to teachers' targets for improvement."

Our Christian ethos is at the centre of our distinctiveness and success. We believe that daily worship helps us get our priorities right. The School has a clearly identified set of values that are reflected in our pastoral and curriculum practice. The School is committed to developing students as whole people and lifelong learners. To facilitate this St Mary Redcliffe and Temple School has developed the Alive model, which seeks to develop competencies, values and skills in our students to support their development as 'fully alive' learners. The role of the tutor is key and teachers are expected to be tutors in one of our Houses in the main school. Students in Years 8-11 are in mixed age tutor groups, which contribute to the 'family' atmosphere of the School.

The School was fortunate to be part of 'Building Schools for the Future' Wave 4 and we moved into a significant new block in early November 2010. This houses Music, ICT, Technology, Science, Art, English, Maths, Learning Resource Centre, PE and staff facilities. In addition we have a sports hall, as well as a gym and a swimming pool. Humanities and Languages are housed in a refurbished 1980s building which is also the base for Year 7 students. We also have a large Sixth Form block.

This is a positive time to join the School and take up the post as it offers a good balance of established good practice to build on, a supportive, friendly and effective team and interesting new challenges to address. It will prove an ideal post for a proactive, intelligent, hardworking team player with a passion to ensure that students from every background achieve their very best and that pedagogy matches our understanding of our Christian mission.

The role will provide plenty of opportunities for personal development and responsibility and could be an ideal step towards headship.

There are two important aspects to this Deputy Headteacher role.

- The post holder will ensure we maximise student achievement through top quality teaching and learning.
- The post holder will also have responsibility for representing the Headteacher at key meetings and supporting the Deputy Headteacher (Behaviour for Learning) when the Headteacher is off site.

I entrust some of the Headteacher level meetings and processes of a large school to the current post holder to enable me to fulfil my strategic leadership role and my outreach work as a National Leader of Education (NLE). I am looking for someone I can trust, coach, and develop into this level of responsibility.

The post holder will line manage the Heads of Faculty and subject leaders and will be the link SLT to key departments that need additional support.

The other Deputy Head has oversight of behaviour for learning and the daily smooth running of the site and the post holder will liaise with him concerning issues that arise when the Headteacher is out of school. The Headteacher and two deputies agree who is in charge of the school site and always plan ahead to ensure good SLT coverage.

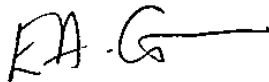
The post is well supported by an effective administrator. The whole of the School Leadership Team (SLT) are very supportive of the role of the Deputy Headteacher in leading learning and achievement. The post holder chairs the 'Empowered Learning Group' of the SLT which comprises the Assistant Head (Achievement Interventions), Assistant Head (Sixth Form) and the Assistant Head (Teaching School). As a team they drive school improvement related to the quality of teaching, learning, assessment and achievement.

In addition to completing the **application form** and an **experience sheet** you should, on a separate document of no more than **one side of A4** describe 'How I will ensure the role of Deputy Headteacher (Learning and Achievement) actively contributes to the Christian distinctiveness of the school'.

The closing date for receipt of application forms by my PA is Monday 18 March 2019 (by 10am). When providing details of your referees you must include their e-mail address. Please return your application (an Experience Sheet and your additional A4 sheet) **by email direct to jobs@smrt.bristol.sch.uk**.

Interviews will be scheduled during week commencing Monday 1 April (likely to be Tuesday 3 and Wednesday 4 April). We do not acknowledge postal applications. If you have not heard from us by the end of April, please assume that your application has been unsuccessful on this occasion. Due to the large number of applications we receive for most of our posts we are unable to provide feedback on unsuccessful applications. We may call for references as part of our shortlisting process.

Yours sincerely

A handwritten signature in black ink, appearing to read 'EA.G' followed by a long horizontal stroke.

Elisabeth Gilpin
Headteacher