



May 2023

Dear Prospective Applicant

**RE: Assistant Principal
L14-18
Required from September 2023**

Principal:
Mr K G Grainger MA

Assistant Principals:
Mr C Anderson BSc Hons
Mrs J Hart BA Hons
Mr N Huskinson M.Ed
Mrs A Keen MSc Hons
Mrs H Manning MA
Mrs C Morris BSc Hons
Mrs E Renny BA Hons

Vice Principal:
Mrs G Powell BA Hons

We are seeking to appoint an experienced, passionate and dynamic leader to the position of Assistant Principal. The successful applicant will have proven leadership skills and will possess vision, creativity, drive, energy and resolve. The role will include leading one of the College's 'schools' as well as undertaking some whole college responsibilities. The appointed person will have rigorous and exacting standards, and will drive their 'school' and the College forward to ensure excellence is standard at every level and pupils achieve excellent outcomes.

The successful candidate will possess the potential and desire to seek further promotion. Our practice is to ensure that all members of the Leadership Group take on wide-ranging responsibilities and are given opportunities and support which will prepare them for the next stage of their career. Consequently, leadership roles and responsibilities of the senior team are under review for September 2023. As a result, an indicative job description is enclosed. We are particularly interested in candidates who have experience of leading teaching and learning, but the final job description will be drawn up with the successfully appointed person, taking account of areas of experience and interest. First and foremost, we are seeking a professional with the character, qualities and skills to be a successful leader and manager in a large secondary school.

The College was last inspected by OFSTED in May 2019 and concluded that Garth Hill was a 'good' school. The report stated that leaders were determined and passionate about continuing to improve the school and our commitment has not faltered since. A further OFSTED monitoring inspection in November 2021 was equally positive about the school's leadership and work specifically in respect of safeguarding.

At Garth Hill, I am fortunate to work with a well-qualified and extremely dedicated team of staff. We are passionate about our pupils' learning, and the Garth Hill community. We seek the very best for our pupils' education and their achievement. We are committed to providing the very best professional development programme to our staff so that our pupils benefit from excellent practice. This is because we are also committed to providing excellent service and care to all of our pupils and their families in all that we do, inside and outside the classroom. Finally, we believe that anyone can achieve, and beyond expectation, with relentless dedication, commitment and purposeful hard work.

This is a wonderful opportunity to join a strong, dedicated and effective leadership team. This leadership post, as in all schools, will be demanding and very rewarding. If you possess the qualities listed, have the necessary skills and experience, believe that working with young people is a privilege and are ambitious for the future Garth Hill College, we welcome your application.

Applications

Should you have any queries or wish to visit the school please contact Ms S Barnes at the College on 01344 421122 or email on s-barnes@garthhillcollege.com.

Please find enclosed an application form, indicative job description and person specification. A copy of the National Standards of Excellence for Headteachers can be found by clicking on the following link [Headteachers' standards 2020 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/442222/Headteachers_standards_2020.pdf). The successful candidate will possess the potential and desire to seek further promotion.



These Standards are non-statutory and developmental - designed to be thought-provoking for the aspiring senior leader and/or Headteacher. The Standards can be used to support self-evaluation and professional career development. You may wish to use the Standards to evaluate your own progress towards being prepared for joining the College's 'Principal-ship' team, including identifying the skills and knowledge required and the areas in which you would like to gain more experience. Aspects of the Standards may influence some of the panel interview questions and/or activities.

As part of the application, please succinctly address the following points with reference to at least one example in respect of 2, 3 and 4 (maximum one side of A4, arial type font, size 10-11):

1. Why do you wish to take on the role of Assistant Principal at Garth Hill College?
2. The impact of your work in forging teams, empowering others and holding staff to account for their performance
3. Your experience of leading and managing whole school projects/initiatives, for example teaching and learning, and the impact of that work
4. Your engagement with a wide range of stakeholders to improve outcomes for pupils

CLOSING DATE FOR APPLICATIONS: 09H00 ON WEDNESDAY 17 MAY 2023
INTERVIEWS: TWO DAYS OVER 24-25 MAY 2023 TBC

The Interview Process

If selected, the interview process will test and assess your fulfilment of the requirements for this position. As part of this process, you will be expected to teach a class of pupils and attend a panel interview. You will also be required to deliver a presentation. The interview process will include consideration of your suitability to work with children and the interview panel will ask questions on safeguarding children/young people.

Safeguarding Children

Please note that Garth Hill College is committed to safeguarding children. In line with our Safeguarding Policy, we adopt safe recruitment procedures and always check the suitability of applicants to work with children/young people through the appropriate authorities. Only applications submitted on the College's application form will be considered and the successful applicant will be required to undertake a full check and disclosure by the Disclosure and Barring Service. It is our normal procedure to request references on shortlisted candidates prior to interview.

Support and Professional Development

A range of support and professional development opportunities are available at Garth Hill College.

Highly effective behaviour and inclusion system with 'send out' and support

Centralised detentions to reduce teacher workload

Superb CPD including from our outstanding 'Teaching and Learning Team'

OFSTED 'good' (May 2019)

Friendly and supportive working environment

An active Staff Association

Yours sincerely



Keith Grainger
Principal