

WELCOME TO FORMBY HIGH SCHOOL



Headteacher Applicant Pack



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A MESSAGE FROM OUR GOVERNORS

The Governing Body of Formby High School is a very dedicated and supportive group. Governors have a range of professional backgrounds, each bringing valuable skills and experience to the role. We are very proud of the quality of provision at the school, and the contribution which it makes to the community of Formby and beyond.

The school has built a strong reputation for the quality of education, personal development and pastoral support which it provides across the seven year school journey. This is reflected in the fact that the school is over-subscribed each year, with a teaching and support staff who are committed to the school. The school is inclusive, and prides itself on meeting the needs of all of its students. Notwithstanding the strengths of the school, as governors we have ambition for the school to develop further, and look forward to working with our new Headteacher to bring this about.

There are aspects of the school's provision which we regard as being inviolable. Formby High School must be an environment where students feel safe and secure and are nurtured, educated and inspired to achieve their potential. The culture of the school must be inclusive and respectful, built on positive relationships. Our ultimate objective is to ensure that each student leaves the school as a confident, resilient and respectful citizen, ready to embrace their future.

Our principal asset at Formby High School is our staff. The professional development and well-being of our staff is of paramount importance. A change in Headteacher following a long period of stability may inevitably be unsettling for them. Indeed, for some of the younger staff, this may be the first time that they have experienced such a change. It is a priority for us as governors that this transition is as smooth and manageable for staff as possible. Naturally, new leadership will bring some change to the school, and we hope to grasp the opportunity this creates. However, the leadership and management of such change will be the key to success.

We look forward to working with our new Headteacher. Indeed, the professional development and well-being of our new colleague will be of paramount importance to us also. We hope that you find all of the information that you need to make your decision about whether to apply for this post. If you do apply, we look forward to receiving your application in due course.

David Pearson (Chair of Governors)
Myles Duckworth (Vice Chair of Governors)



Thank you very much for taking an interest in the post of Headteacher at Formby High School. I joined as Headteacher in 2012 and was overwhelmed by the warmth of the welcome I received. The school is a friendly, caring community where people look out for and respect one another, and positive relationships are central to all that takes place. Students have a genuine thirst for learning. They are respectful, hard-working and proud of their school. This makes leading Formby High School very rewarding. It is, though, a challenging environment because aspirations are high and students need to be stimulated and engaged to fulfil their potential.

I am very proud of the open and collaborative workplace the school fosters. Our staff work hard and are highly valued, which is evidenced by a very low staff turnover. Time is invested to develop all staff members and support their career aspirations. The CPD programme is comprehensive and career progression is encouraged. Having had nearly 11 very happy and rewarding years at Formby High School I am moving onto headship in a very different context and an executive leadership role. I will leave this summer with fond memories of my time at Formby High School and having had a very positive experience of leading the school community.

The well-being of staff is a priority and we have an extensive programme in place to promote good well-being amongst our employees. In our recent Ofsted inspection (November 2022), inspectors commented that 'staff say that they are proud to work at Formby High School. Staff feel that leaders are considerate of their workload. They appreciate the steps leaders have taken to look after their well-being.'

The school's Governors take a very keen interest in the life of the school and are very familiar with the school's strengths and weaknesses. They are very pro-active, visible and passionate about the school being successful, and have been nothing but supportive during my tenure. The skills and expertise of the Governors have certainly contributed to the excellent reputation of the school, its popularity and financial stability.

The school is situated in a prosperous area. Formby is idyllic and the surrounding pine forests and coastline are stunning. It has excellent amenities, including seven very good primary schools. Liverpool, a thriving and culturally rich city, is on our doorstep and staff travel to work on foot, by car, train or bicycle (using the extensive network of cycle routes in the local area).

To find out more, please take the time to read the Headteacher Recruitment Information Pack and browse the school website which provides an excellent window into our world. You are also welcome to visit the school in advance of submitting your application.

To finish, I will share with you a few words from a letter I recently received from a student in Year 7:

'Before I started Formby High School I was never wanting to go to school – now I never want to leave. I am writing to tell you how amazing this school is and how it has changed me for the better. I am very considerate towards every student and every teacher and school has given me the courage to always believe in myself.'

Dominic Mackenzie (Headteacher)



FROM THE HEADTEACHER

Dear Future Applicants

I wanted to share with you a little bit about Formby High School from a student's perspective.

One of the first things I noticed when I joined Formby High School was how students are supported. Every student is given the help they need, and every member of staff is approachable and willing to lend a hand. The wide range of extra-curricular activities means that everyone has an opportunity to get involved and there is never a dull moment.

The pastoral team is kind and friendly, and is always there whenever you are feeling low or have a problem that needs sorting out. The members of the SEND department are always a friendly face to see in classrooms and their students are given all of the support that they need to help them be the best they can be.

Teachers are reassuring and kind, making lessons fun and enjoyable. The excellent opportunities we receive hold us in good stead for whatever we decide to pursue as we leave FHS. The frequent fundraising that we do means that everybody works hard to aid others who are in need.

From my personal experience, the performing arts is one of the strongest things about this school. I enjoy taking part in musical activities every day and I am supported by the members of staff who spur me on to succeed and improve.

The Formby High School community is a supportive and happy learning environment. Students and teachers encourage all others to do their best and reach their full potential.

I hope that this information is helpful and that you apply to become our next Headteacher.

Yours sincerely

Lana (Year 10 JLT Representative)



A MESSAGE FROM
OUR JUNIOR LEADERSHIP TEAM



KEY INFORMATION

To discover more about the school and this exciting opportunity, we invite applicants to download the job description, person specification and school information pack from the Tes website.

Details of how to apply can be found on the next page.

Job Description



Person Specification



School Information



HOW TO APPLY

Thank you for your interest in Formby High School. We really look forward to receiving your application.

All applicants are requested to submit an application form, via Tes online, and provide a covering letter directly to the school. Applicants must:

- complete all sections of the Tes online application form in full
- within the supporting statement section of the application form, demonstrate how their knowledge, skills and experience meet the criteria on the person specification under the headings defined (1500 words maximum)
- submit a letter in support of their application directly to the school providing any additional information that they wish governors to consider (two sides of A4 maximum using Arial font size 12) which should be addressed to the Chair of Governors and sent by email to: clerktogovernors@formbyhighschool.com

Deadline for applications is 9:00am on Friday 24 March 2023.

References will be taken up after shortlisting and prior to interview using the contact details provided on your application form.

Candidates selected for interview will be informed on Thursday 30 March. The selection process and interviews will take place on Monday 17 and Tuesday 18 April 2023.

We welcome and encourage you to visit the school prior to application. If you wish to do so, please contact Mrs Lucy Forster (Clerk to Governors) by email: clerktogovernors@formbyhighschool.com.

Formby High School is committed to safeguarding and promoting the welfare of its young people. The successful applicant will need to be DBS (Disclosure and Barring Service) checked to Enhanced level and personal details will be cross-referenced in line with the school's Safeguarding Policy. As part of our due diligence, we also carry out online checks on shortlisted candidates.



- 🏰 Application Form (submitted via Tes online)
- 🏰 Supporting Letter (no longer than two sides of A4 paper using Arial font size 12) sent by email to clerktogovernors@formbyhighschool.com
- 🏰 Closing date for applications: 24 March (9:00am)
- 🏰 Shortlisting: 30 March
- 🏰 Selection Days: 17 and 18 April

