



Headteacher: Georgina Littler  
Executive Headteacher: Rachael Warwick

8<sup>th</sup> February 2021

Dear Applicant

Thank you for your interest in this important and exciting post. Didcot Girls' School is an exceptional school and we are seeking a leader who will feel as passionately about it as we all do. This is an exciting new role which is a key part of our ambitious strategic development plans for the future.

Didcot Girls' School was judged as Outstanding by Ofsted in 2015, following a fast-paced period of school improvement over the previous five years. The school has continued to develop capacity and ambition since this time. We are now a Teaching School, a sponsor academy and a lead school and capacity-giver in Ridgeway Education Trust.

We are a values-driven school. Our core values are those of respect, inclusion and a commitment to high standards. We know that culture is paramount and we nurture a culture which supports individuals, develops teams, encourages innovation and finds every opportunity to celebrate our students, teachers and support staff. We are comprehensive by intake and mindset, seeking the very best outcomes for all of our students, especially those from disadvantaged backgrounds. We see no limits for our students' potential. We do not seek a perfect leader but one who has potential, is prepared to work hard and to motivate others to become leaders too. We welcome applications from women and men, from experienced Deputy Headteachers and those seeking their first Deputy headship.

The 2019 GCSE results were superb: 83% of all students achieving 4+ in English and Maths, and 64% doing the same at 5+. Our Attainment 8 figure was significantly above national average at 54.53 and our Progress 8 of +0.72 placed us in the top 3% of schools nationally for the second consecutive year. Results at A level in Didcot Sixth Form are also strong and improving year on year.

Didcot Girls' School has an excellent reputation and is over-subscribed year after year. Didcot is a rapidly growing town close to Oxford and the internationally renowned science centres at Harwell and Culham. The town has a buoyant economy driven by research and development and science and technology-based businesses at Milton Park and other growing business parks. In response to this growth and significant residential development, a University Technical College, specialising in applied science and engineering, opened in the town in September 2015 and a new mixed 11 to 16 secondary school opened in September 2017.

In partnership with St Birinus School (judged Ofsted Good in February 2020), we have run the successful Didcot Sixth Form for more than 20 years. Building on the success of this relationship, and with a shared vision for the delivery of excellent education across Didcot, St Birinus School joined us in a multi-academy trust, Ridgeway Education Trust, in October 2015. The Trust has facilitated a deeply collaborative relationship between the two schools, creating a rich range of opportunities for staff to work across both schools and for professional development through the Teaching School. From last September the mixed



Didcot Sixth Form moved predominantly to St Birinus, an exciting development. We were delighted to welcome the first primary school, Sutton Courtenay CofE Primary School (judged Ofsted Requires Improvement in November 2017) to join the Trust in April 2019. We are now sharing staffing and collaborating on curriculum development and extra-curricular provision across the three schools. We look forward to the continued measured growth of the Trust.

The successful candidate will build strong and constructive partnerships both within the School and across the Trust. He or she will develop good relationships with our partner primary schools and with the local community. The successful applicant will also become a member of the RET Executive Leadership Group which comprises the Executive Headteacher, the Heads and Deputies of all three schools and the Director of Didcot Sixth Form.

### **The Post**

This is a key post in a dynamic and strong team. We are looking for someone with a genuine and infectious passion for young people and for school leadership, with a restless drive to improve in every area and high expectations for all students whatever their prior attainment.

Our senior leadership team provide highly visible leadership for Didcot Girls' School, ensuring outstanding standards and promoting our aspirational and inclusive ethos. The team are integral to establishing and driving the culture and values of the school, leading by example as well as providing both vision and strategic direction.

The successful candidate will work closely with leaders across both the pastoral and academic teams within the school to further raise standards for key groups of students. This will include a focus on curriculum and assessment at Key Stage 3, a framework for whole-school inclusion and innovative development of our wider curriculum, including a focus on student wellbeing. This new role has the school's core values of aspiration and inclusion at its heart and will be an exciting opportunity for the successful candidate.

The post holder will be required to be an outstanding role-model for staff and students. They will be expected to model the school's values and culture at all times, in particular in public-facing duties and when deputising for the Headteacher.

A commitment to ongoing professional development and leadership is at the heart of our school and across the Trust. All of our senior leaders benefit from individual leadership coaching and there will be opportunities for ongoing mentoring and development towards Headship.

Please see the separate job description for a detailed summary of key roles and responsibilities.

Visits to the school are welcomed prior to application. Please contact Frances Adley, Headteacher's PA, on [fadley@didcotgirls.oxon.sch.uk](mailto:fadley@didcotgirls.oxon.sch.uk) to make an appointment.

To apply for this post, please complete the school's application form, available on the 'Join Us' section of the school website, paying particular attention to the 'relevant skills and



experience' section. Candidates should also submit a two-page response to the following question: 'What is my vision for this post and how will I implement it?'

Completed applications should be returned to Frances Adley by 9am on Friday 26<sup>th</sup> February. Interviews are scheduled for Tuesday 8<sup>th</sup> and Wednesday 9<sup>th</sup> March.

If you are excited by this opportunity and believe that you have the energy, motivation and values to be successful, we would be delighted to hear from you.

Best wishes



Georgina Littler  
Headteacher

