



**STONE LODGE**  
SCHOOL

# Applicant Information Pack



ENDEAVOUR  
MAT



## Headteacher

# Welcome from the CEO



Thank you very much for your interest in the post of Headteacher at Stone Lodge School. The position will become vacant from April 2025, we are looking for a new leader who will show the same high expectations, dedication and commitment who has the drive, ambition to lead Stone Lodge School in the next phase of its improvement journey building on its existing strengths.

Stone Lodge School is an integral part of Endeavour MAT. The Trust comprises of three large secondary schools and a primary school. Our motto "Growing Stronger Together" guides our values and practice across the Trust. We are fully committed to fairness, diversity and inclusion. We have a 'shared purpose to work together to support the young people in all of our schools lead successful lives'. Given the range of schools in our trust – selective and non-selective, single sex and mixed, secondary and primary we collaborate strongly to achieve this aim for all our students.

These relationships are integral to our work within the Trust. Our schools benefit from hands-on support in operations, HR, IT, Governance, Data Management and Finance. We have recently had exciting developments in our use of management information and cloud-based technology. Stone Lodge moved into its new building in 2022 and boasts excellent facilities.

Within Endeavour MAT, exceptional leaders, high quality teachers and support staff help transform the life chances of students and make a real difference to their communities. Trust headteachers have extensive opportunities to collaborate and work with other heads and senior leaders within and beyond the Trust.

Stone Lodge School is a very popular and thriving community school. Leaders have created an inclusive and caring environment, alongside the development of a broad and balanced curriculum, which values all subject disciplines, alongside high – quality teaching, learning and personal development.

We are looking to the new Headteacher of Stone Lodge School to:

- Lead the school with ambition, compassion and determination, inspiring confidence in staff, students, families and the wider community
- Work collaboratively with the Trust
- Build on the excellent outcomes achieved by the students through a focus on high quality teaching and curriculum development as well as forensic analysis of outcomes leading to clear and actionable improvement plans
- Work within the broader community to support the learning of our most vulnerable children
- Continue the work of the current leaders to grow the Sixth Form, both in terms of student numbers and the development of the curriculum offer (considering national changes)
- Continue to ensure that the safeguarding and wellbeing of students is central to the school's practice
- Continue to promote and develop an inclusive, wide and varied enrichment offer
- Be ambitious for staff at Stone Lodge School and oversee a programme of high-quality professional development for all.

I look forward to hearing from you

A handwritten signature in black ink, appearing to read 'Charlie Guthrie', with a long horizontal stroke extending to the right.

**Charlie Guthrie**  
**Chief Executive Officer**



# Welcome from the Chair

# Welcome from the Chair

On behalf of the students, staff and the Local Governing Body at Stone Lodge School, I would like to thank you for your interest in the post of Headteacher at our school.

First and foremost, Stone Lodge School is an engaging and happy community, where students are getting a very good experience, and colleagues readily collaborate and support one another. We are always seeking to improve academic outcomes and enable even more students to get to the very best universities or onto the best apprenticeships, to have 'Successful Lives'.

This is an exciting opportunity to lead a team of dedicated and professional colleagues and to work closely with an informed and supportive Local Governing Body in the school's continued pursuit of excellence. We are incredibly proud of our aspirational school, its students and staff, the work that we do and the many young lives we help to shape.

At Stone Lodge School, we believe that our students have one chance of receiving an excellent education, and all staff are absolutely dedicated to working with students to achieve this. We provide a strong, dynamic education in which students are valued as individuals within a culture of celebrating achievement. With your help, we know we can continue to develop excellent practices and secure the very best outcomes for our students.

We are delighted to be part of Endeavour MAT. Our staff feel part of something bigger and work collaboratively with colleagues across the Trust which directly benefits our students. This is an exciting opportunity for a dynamic, inspiring and empowering leader.

If you think you are the person we are looking for, then we would be delighted to receive your application, and I look forward to meeting you.



**Sara Kemsley**  
**Chair of the Local Governing Body**





# About the School

# About the School

## **A shared purpose to work together to support the young people in our nonselective schools to *Lead Successful Lives***

Stone Lodge school is an 11 – 18 co-educational school which aspires to be an outstanding centre of excellence through delivering the best possible education for its students, thus enabling them to maximise their achievements academically, socially and emotionally. Everyone at Stone Lodge School is encouraged to aim high. Our strapline 'Lead Successful Lives' exemplifies our commitment to enabling students of all abilities and backgrounds to succeed across a broad and balanced curriculum.

In April 2022 we moved into our brand new £32 million school building, offering our students exceptional facilities. But a great education is not about the buildings, it is the daily lived experience of our community. We ensure that every member of our staff is supported through coaching, teacher development (based very precisely on proven evidence from around the world), systems and structures that ensure excellent learning habits and behaviour. Our team of support staff underpin every function in the school, and we are very proud of the spirit, honesty and commitment that have become embedded in our culture as we all work together in this fantastic profession.

Stone Lodge School has quickly established itself as high performing non-selective school, this has been achieved through:

- High expectations for all members of the school community
- A shared vision with a genuine ambition to continue to raise standards
- A talented, cohesive and committed staff who provide encouragement and support for all students
- Excellent pastoral provision and care
- A safe and supportive environment that is conducive to high-quality teaching and learning
- Strong enrichment provision through an extensive range of extracurricular activities and trips

Our next steps include:

- Building on the school's existing strong reputation to ensure Stone Lodge School remains a school of choice in our diverse community
- Successfully navigating the uncertain Key Stage 5 curriculum landscape and retaining and recruiting strong numbers into Year 12

# Key information

|  |  |
|--|--|
| Status                                       | Multi school Trust   |
| Last Ofsted                                  | October 2023   |
| Ofsted Judgement                             | Good with outstanding Leadership and Management<br><a href="#">Ofsted report</a>                             |
| Performance data                             | 2024<br>Progress 8           – 0.15<br>Attainment 8       44.9<br>Link to <a href="#">performance tables</a> |
| Type of school                               | Mixed Comprehensive  |
| Age Range                                    | 11 - 18  |
| % of Students with an EHCP                   | 6.7  |
| % of EAL Students                            | 9.01   |
| % of students eligible for Free School Meals | 30.05  |
| PAN for each year group (from Sept 2025)     | Year 7-10     240 (8FE)<br>Year 11       180 (6FE)   |
| School Website                               | <a href="http://www.stonelodgeschool.co.uk">www.stonelodgeschool.co.uk</a>                                   |



# About the role

# Job description

**Job Title:** Headteacher

**Salary:** L30 – L38 (Fringe) £102,901 - £124, 885

**Reporting to:** Chief Executive Officer

## **Main purpose**

To lead Stone Lodge School with vision and strategic direction, ensuring it delivers excellence in education and aligns with the Endeavour MAT Vision of 'Growing Stronger Together – A shared purpose to work together to support the young people in all of our schools lead successful lives.' The Headteacher will embody and promote the highest standards, fostering an environment where all students and staff can thrive. The Headteacher will work closely with the Trust to lead and develop the school as a cornerstone of its community.

Supported by the leadership team, the Headteacher will take overall responsibility for the organisation, management and conduct of the school in accordance with the Articles and Funding Agreement.

## **Responsibilities/Duties/Activities**

### **Leadership & Culture**

To ensure the provision of leadership that will inspire, motivate and develop pupils, staff and all involved with the school, encouraging openness and a culture in which the opinions of all in the school community are listened to and valued. This will be achieved through:

- Setting strategic direction that harnesses the identity of Stone Lodge School and the vision of Endeavour MAT whilst facilitating the Senior Leadership Team's (SLT) ability to deliver it.
- Driving the vision and values across the school, setting high standards for staff and students.
- Ensure a culture of continuous improvement, innovation, and collaboration to achieve outstanding outcomes.
- Provide strategic oversight to develop Stone Lodge as a high-performing, inclusive, and sustainable institution.
- Role modelling and ensuring continued professional development for all colleagues which underpins our academies' performance, student achievement and the wider Endeavour MAT success.
- Participating fully in school life, attending events such as Parents Evening, Information Evening, Awards Evening, School Productions, etc.

## **Leadership & Culture (Continued)**

- Ensuring that all stakeholders are regularly engaged, given voice and informed on school progress.
- Managing change and improvement to ensure the continual development of the school
- Ensuring the ongoing development of a workplace culture that promotes equality, equity, diversity and inclusivity, where colleagues and pupils flourish
- Driving the school's commitment to sustainability and carbon neutrality.

## **Teaching & Learning**

Ensure that teaching and learning are of the highest standard, enabling students to achieve the ambitious targets we set for them. This will be achieved by:

- Ensuring the highest standards of teaching and learning, with robust systems to monitor, evaluate, and improve outcomes.
- Championing innovative and evidence-based pedagogical practices to meet diverse student needs.
- Overseeing curriculum development to align with preparing young people for a changing world
- Appointing, developing and retaining inspirational teachers.
- Monitoring and evaluating the curriculum and quality of teaching to ensure that it is set within the ethos of Endeavour MAT and delivered with the highest standards.
- Developing a broad, balanced and cost-effective curriculum.
- Ensuring a rounded approach to positive behaviour and attendance in all areas of the school, fostering high standards and inclusion.
- Promoting and embedding our international programme across the curriculum.
- Harnessing existing and emerging technologies to ensure continuous improvement in the learning experiences and outcomes of all students.
- Developing and sustaining an outstanding extra-curricular offer in terms of sport, clubs and societies, personal development opportunities and trips.

## **Resource Management**

- Deploy resources efficiently and effectively across the school whilst providing excellent value for money, which includes the following functions:
- Strategically manage financial, physical, and human resources across the school to maximise efficiency and impact
- Lead budget planning and ensure financial sustainability, adhering to Endeavour MAT and statutory requirements.

## **Resource Management (continued)**

Oversee recruitment, retention, and professional development to build a high-performing team. Setting directed time for teaching and promoting a work culture for all colleagues that champions flexibility and work/life balance.

## **Health, Safety & Security**

Take overall responsibility for the management and leadership of Health and Safety for the school, ensuring rigorous approaches to identifying, managing and mitigating risk and specifically ensuring:

- Pastoral care and wellbeing support for students and colleagues.
- The site team is well supported and managed in maintaining premises and facilities. Compliance with HSE and PHE requirements through clear policies, processes and regular review of practices.
- Clear and decisive action in times of crisis aimed at both preserving Health & Safety requirements, alongside maintaining provision of education.
- Ensure a personal awareness of and compliance with policies and procedures related to health, safety, and security, confidentiality, a data protection.
- Ensure concerns are reported immediately to the delegated team member.
- Attend mandatory training and refreshers to ensure personal and up to date understanding of relevant policies and practices.

## **Safeguarding**

Through personal accountability, development of culture and the management of safeguarding leads within the school, ensure that safeguarding is given top priority and that exemplary safeguarding practice underpins all statutory and policy requirements. This will include:

- Keeping updated on personal knowledge and understanding of the duties and responsibilities in relation to child protection and the safeguarding of children and young people. This includes understanding of the school's Child Protection Policy, Safeguarding Policy and Code of Conduct.
- Ensuring that systems, processes and expectations are in place and communicated to make certain that all issues relating to pupils are reported immediately and managed accordingly.
- Ensuring all staff and volunteers attend mandatory training and refreshers to facilitate a personal and up to date understanding of safeguarding requirements, tracking and reporting on this to the LGB and KGA central team.

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

# Person Specification

| Criteria  | Essential | Desirable |
|---|-----------|-----------|
| Qualified Teacher Status  | ✓         |           |
| A good honours degree or equivalent   | ✓         |           |
| NPQH  |           | ✓         |
| Evidence of working within a Multi Academy Trust  |           | ✓         |
| Evidence of continuous professional development at a senior leadership level  | ✓         |           |
| Up-to-date with current curriculum developments   | ✓         |           |
| Evidence of continuous professional development   | ✓         |           |
| Experience and knowledge of school self-evaluation processes  | ✓         |           |
| Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders.   | ✓         |           |
| Knowledge of legal issues relating to managing a school including Child Protection Procedures, Equal Opportunities, Race Relations, Disability, Human Rights, Employment, Health and Safety legislation and Data Protection | ✓         |           |
| Demonstrable experience of successfully leading major change to achieve impact  | ✓         |           |
| Able to analyse relevant data to inform school improvement and to set realistic & challenging targets for students and staff  | ✓         |           |
| Experience of coaching, mentoring, directing, and challenging senior members of staff   | ✓         |           |
| Resilience, with the ability to deliver a complex and demanding workload  | ✓         |           |
| Flexibility   | ✓         |           |
| Good interpersonal skills including being able to deal influence, negotiate and deal, with conflict   | ✓         |           |
| Clear educational philosophy  | ✓         |           |
| Commitment to supporting both personal and the professional development of others   | ✓         |           |
| Willingness to share expertise and collaborate across Endeavour MAT   | ✓         |           |
| High expectations of students and their behaviour   | ✓         |           |
| Effective collaboration skills - ability to build and draw on the strengths of others to generate outstanding results   | ✓         |           |
| Excellent communication skills with parents and other stakeholders  | ✓         |           |
| Ability to prioritise own workload and that of others   | ✓         |           |
| A flexible approach to working hours  | ✓         |           |
| Use of car and current driving licence  | ✓         |           |
| Commitment to and understanding of strong safeguarding policy and practice  | ✓         |           |
| Unashamedly high expectations in all aspects of school life   | ✓         |           |



# Information about the local area

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Stone Lodge school is situated in the Borough of Dartford, Kent. Dartford is situated adjacent to the London Borough of Bexley, to its north across the Thames estuary is Thurrock in Essex and to its east lies the Borough of Gravesham and to the south the district of Sevenoaks. The school is located closely to the Stone Crossing Station, Dartford Bridge Crossing and has excellent transport links to Dartford Town Centre and surrounding areas.

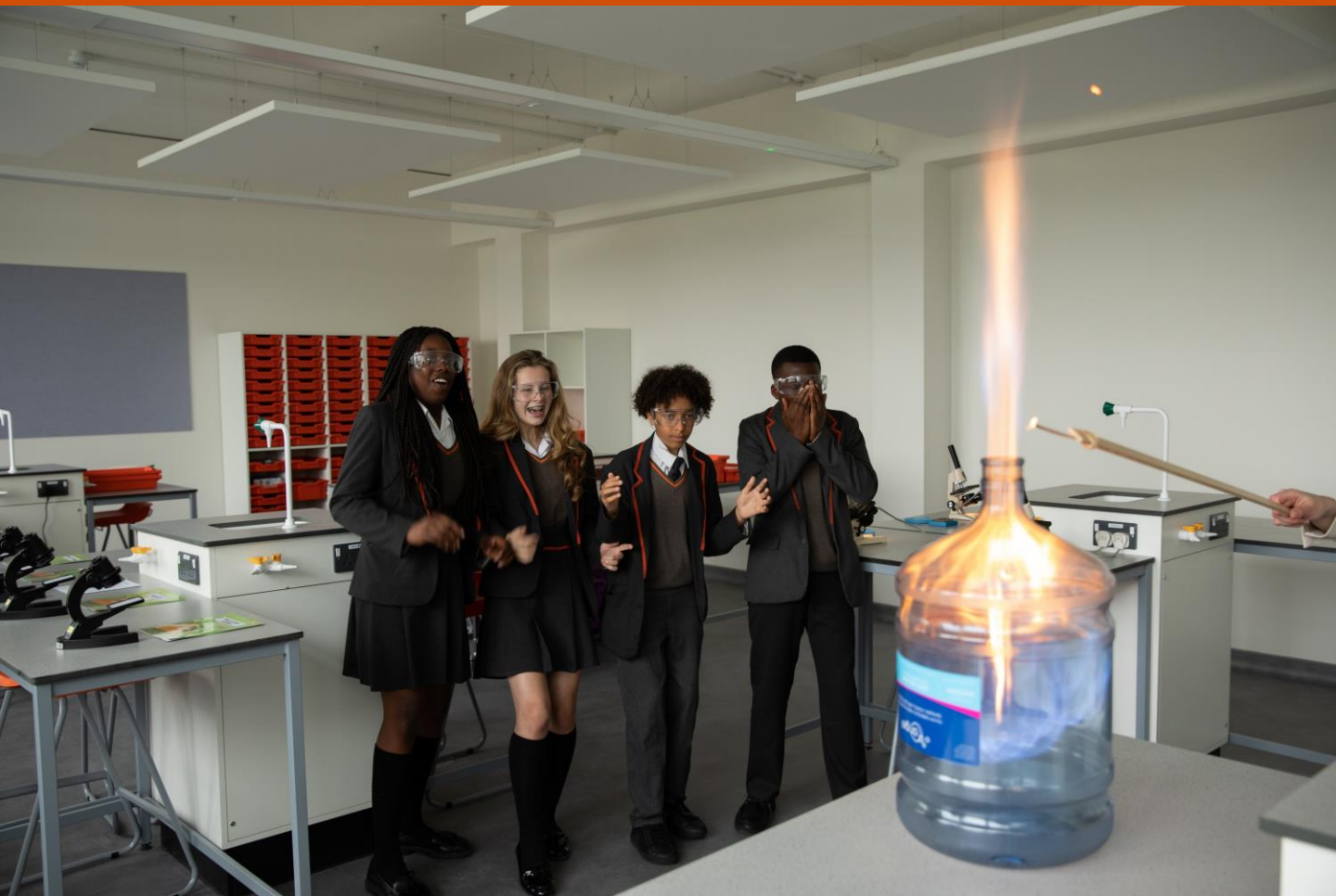


With the school being so close to the A2, the M25 and transport links into London it provides the opportunity to enjoy green spaces such as Central Park or Danson Park or travel further afield to Greenwich, Canterbury, Surrey, Sussex or attractions such as Leeds Castle.



Dartford boasts many cultural and leisure facilities, which include the Orchard Theatre, Princes Park Stadium, the Dartford Rugby Football Club, Bluewater Shopping Centre and Central Park which is used for various community events. Market Street is popular for its weekly market that has a variety of unique goods on offer to residents.





# What people say about Stone Lodge School

# What people say about our school



“ The school has high expectations of both pupils’ behaviour and achievement. The school’s mantra of ‘warm and ‘strict is played out in daily life.”

**Ofsted 2023**

“Staff go the extra mile to support the pupils’ wellbeing. As one pupil said during the inspection. ‘This school is like coming home”

**Ofsted 2023**



“We are happy with the school. The staff are polite and understanding”

**Parent and Carers Survey, 2024**



“ Made to feel that my opinion matters. I feel respected and trusted to do my job without interference”

**Staff Survey 2023**

“ Everyone is happy to help when I have a question. The constant attitude to improving ourselves”

**Staff Survey 2023**

“ I am happy and proud to say my child has improved tremendously since joining Stone Lodge School”

**Parent and Carers Survey, 2024**





# Endeavour Benefits

# ENDEAVOUR BENEFITS

**The Endeavour Benefits package is available to all staff across the Trust in addition to competitive London Fringe pay.**



High quality, defined benefit occupational pension scheme – employer contributions of:

23.68% Teachers Pensions Scheme

22.5% Support Staff Pension (LGPS)



Generous annual leave, 34 days, 38 at grade 7 & above and all grades after 5 years.



Big discounts on shopping, dining and entertainment at over 150 retailers via the Endeavour Benefits platform.



Free Parking at all Endeavour MAT schools and electric vehicle charging at Stone Lodge School.



Tax efficient Cycle to Work scheme via the Endeavour Benefits platform.



Free eyesight test and £49 contribution towards glasses.



Free annual flu vaccination.



24/7 free and confidential Employee Assistance Programme.

Affordable dental insurance via the Endeavour Benefits Platform.

Discounted health assessments, digital GP services, virtual physio and other services via the Endeavour Benefits platform.



Discounted gym offers via the Endeavour Benefits Platform.



# How to Apply

# HOW TO APPLY

## More information

Please contact Kimberley Ashenden on 01322 250 285 ext 923 or [hrteam@endeavour-mat.co.uk](mailto:hrteam@endeavour-mat.co.uk) for an informal discussion about this role.

Visits to the school will take place at 9am on Tuesday 25<sup>th</sup> February 2025 and 10am on Monday 3<sup>rd</sup> March 2025.

## Closing date

The closing date for applications is 9am on Wednesday 12<sup>th</sup> March 2025.

Shortlisting to take place on Friday 14<sup>th</sup> March 2025, shortlisted candidates will be notified by Monday 17<sup>th</sup> March 2025 and the assessment process to take place on Thursday 20<sup>th</sup> and Friday 21<sup>st</sup> March 2025.

## Application form

The application forms should be completed and submitted online via My New Term. Please provide a supporting statement of up to 800 words, highlighting why you would be an ideal candidate for the Headteacher role at Stone Lodge School.

## Assessment process

Candidates will be shortlisted in accordance with the requirements set out in the Person Specification. Shortlisted candidates will be invited to attend an assessment process based on the key requirements set out in the Job Description.

We encourage candidates who may need adjustments to allow them to participate fully in the process to discuss these with us in advance.



# Safer Recruitment

# SAFER RECRUITMENT

Endeavour MAT is absolutely committed to safeguarding children and young people. To that end careful checks will be made on all applicants for posts within our trust in accordance with the Safer Recruitment guidance set out in the prevailing *Keeping Children Safe in Education* document.

This includes:

- Checking a valid passport/driving licence/birth certificate to check identify
- Checking original certificates for academic qualifications
- Contacting referees for each shortlisted applicant
- Asking shortlisted candidates to declare anything that may make them unsuitable to work with children

All appointments are made subject to a satisfactory Enhanced Disclosure and Barring Check (DBS).

Applicants who have resided abroad will be subject to further checks with authorities in those countries where they have resided.

All applicants should note that the position available involves contact with children and is exempt from the Rehabilitation of the Offenders Act 1974 and all subsequent amendments (England and Wales). The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.

A previous unspent conviction will not necessarily bar someone from being appointed; the specific nature and date of the conviction will be taken into account.

Safeguarding underpins the work we do within the Trust and as such we provide appropriate induction support to all appointed staff and promote vigilance at all times.

# Endeavour MAT Schools

## **Wilmington Grammar School for Girls**

Parsons Lane  
Wilmington  
Kent  
DA2 7BB

Head Teacher: Michelle Lawson  
Telephone: 01322 226351

[www.wgsg.co.uk](http://www.wgsg.co.uk)

## **Wilmington Grammar School for Boys**

Common Lane  
Wilmington  
Kent  
DA2 7DA

Head Teacher: Stuart Harrington  
Telephone: 01322 223090

[www.wgsb.co.uk](http://www.wgsb.co.uk)

## **Stone Lodge School**

Stone Lodge Lane  
Stone  
Dartford  
Kent  
DA2 6FY

Head Teacher: Gavin Barnett  
Telephone: 01322 250340

[www.stonelodgeschool.co.uk](http://www.stonelodgeschool.co.uk)

## **Wilmington Primary School**

Common Lane  
Wilmington  
Kent  
DA2 7DF

Head Teacher: Jack Curry  
Telephone: 01322 274080

[www.wilmingtonprimaryschool.co.uk](http://www.wilmingtonprimaryschool.co.uk)

# Find out more:

**Call:** 01322 250285

**Email:** [recruitment@endeavour-mat.co.uk](mailto:recruitment@endeavour-mat.co.uk)

**Website:** [www.endeavour-mat.co.uk](http://www.endeavour-mat.co.uk)