



Sydenham School



Deputy Headteacher Candidate Brochure



Sydenham School

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Statistics

Type of School:	Secondary School
Age range:	11-16
Location:	Sydenham School
Co-educational or single Sex:	Girls
Number on roll:	1370
Average class size:	28
Date school established:	1917
% of children on free school meals:	13%
SEN % in the school:	10%
% English as an additional language:	23%



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Welcome Message from the Headteacher

Dear Applicant

Thank you very much for your enquiry.

We are delighted that you are thinking of applying for this post at Sydenham School and hope that you submit an application. Sydenham School has been educating girls since 1917. We are a popular and oversubscribed school that is forward-looking and genuinely comprehensive with excellent standards and high expectations. Our last OFSTED Report stated 'there is a sharp focus and additional drive to secure further improvements in the school's performance so that students experience the best possible education at Sydenham School'.

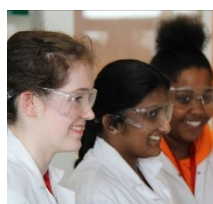
Raising achievement is at the heart of all we do, based on clear educational values, well qualified staff and our strong traditions. Our students receive a good educational experience and we are highly ambitious for them. The quality of learning and teaching, combined with a broad and balanced curriculum enables students to achieve academic success and develop into confident, clear thinking young people with a sense of responsibility to others. In 2016 we moved into a beautifully refurbished Edwardian building and newly built state of the art STEM buildings. However, we are equally committed to developing our students in the Arts, Humanities and Languages, so that they can develop their creative skills, hone a critical awareness and have the confidence to thrive in the future. We are a "World Class High Performance Learning" School and believe that our students can achieve highly, regardless of their starting points.

There are a myriad of opportunities for students and staff as we partner with Forest Hill Boys' School to operate SFH6 - the Sydenham and Forest Hill Sixth Form. This provides a wide range of opportunities and progression routes for students. Last year over 78% of our Sixth Form students went on to University, with many progressing to the top research intensive universities including Oxford and Cambridge. 100% went on to university, training apprenticeships or employment.

Sydenham School enjoys a good reputation in the local community and we have steadfast links through our specialism and other projects with local primary schools. There is a clear commitment to the education of all of our students and we pride ourselves on being able to support them to develop their full potential whatever their backgrounds or needs.

Sydenham School is a vibrant place to work, with great students, a dedicated staff team, engaged families, as well as a committed Governing Body. Come and join us!

Gloria Lowe
Headteacher





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About Sydenham School

Sydenham has a long tradition of educating girls, often pioneering innovation and development. We believe that creativity inspires, evokes learning and enables students to make connections across subjects, between our school and other schools, as well as the local community and the wider world. Student achievement is at the centre of all we do.

Sydenham School is a STEM school – with strengths in Science and Mathematics and an additional focus on Technology and Engineering. Equally committed to the Arts, Humanities and Languages, we provide a curriculum which is broad, engaging and challenges students across the full range of national standards.

By bringing together teaching programmes, imaginative projects, events and development opportunities, our aim is to offer our students the chance to see how the world and society could be different. We want them to feel empowered to make their own decisions and to be confident and motivated to learn, to perform and make change happen.

To achieve this, we have a strong vision and our expectations of every student is high. We nurture each individual to help them explore their own talents and make sure that she make the most of all the opportunities available.





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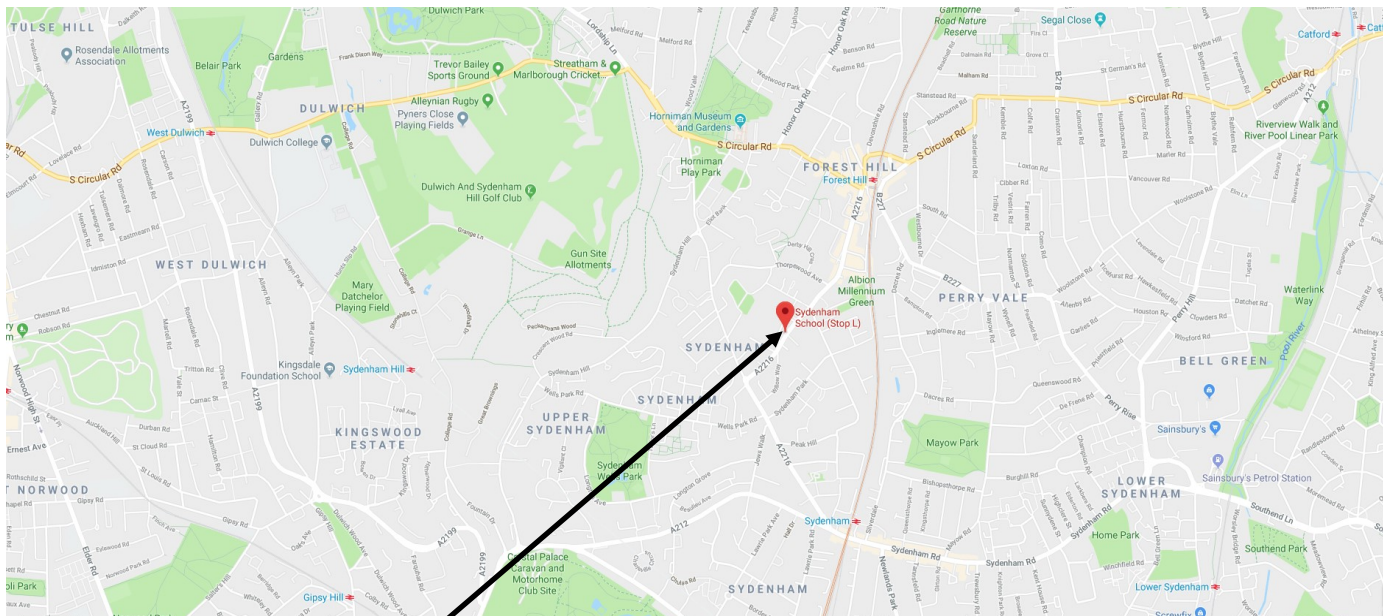
Our Location

Sydenham School is located in Sydenham, South East London which forms part of the London Borough of Lewisham. It is a diverse area that borders Forest Hill, Dulwich, Crystal Palace, Penge, Beckenham, Catford and Bellingham.

Sydenham's main commercial area is known as "Sydenham High Street". There are many independent shops including a bakery, bookshop and several restaurants. High street chains include Boots, Lidl, Sainsbury's Local, Subway, Superdrug and Tesco Express. A Post Office and several banks have branches in the main commercial area. The high street's upgrade was funded by Transport for London and Lewisham Council in 2012-13 and new businesses continue to join the area.

Sydenham and Forest Hill Stations are a 10 minute walk from the school. There are direct trains to major interchanges including London Bridge, Norwood Junction and East Croydon. The London Overground line from Highbury and Islington to West Croydon also stops at Forest Hill Station and Sydenham Station, you can also travel from Canada Water and Docklands as well as stations north of the river. The School is served by 3 buses which stop outside—197, 176 and 122. The school is also within a short bus ride from Crystal Palace bus station.

Sydenham School is unable to meet any costs you may incur in travelling to the interview.



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Headline Measures KS4 and KS5 (2016/2017)

KS4

Progress 8: +0.31

Attainment: 51.7 points

70% of students gained English and Maths GCSE grades 4 – 9

48% of students gained English and Maths GCSE grades 5 – 9

26% of students achieved A* /A or 7-9 in 2017 (up from 22% in 2016)

25% of students gained 5 A*/A (or 7-9) grades in their GCSEs (up from 19% in 2016)

42% of students gained the English Baccalaureate

62% of students achieved at least 1 A*/A (or 7-9) grade in 2017 (up from 61% in 2016)

KS5

Average grade per A level entry: B-

ALPs: 3



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Job Description

Closing Date	Monday 10th September 2018 by 10am
Shortlisting Date	Tuesday 11th September 2018
Interviews	Monday 17th and Tuesday 18th September 2018
Salary	Leadership—L23—L27
Title	Deputy Headteacher
Reports to	Headteacher
Status	Permanent, Full time

The key strategic responsibilities of this post are as follows:

- To deputise for the Headteacher and provide effective day-to-day operational management of the school
- To lead by excellent personal example, with authority, presence and impact
- Commit to shape, share and embody the school's vision and values in everyday work and practice
- To be responsive to the whole school community with the school's values at the heart of your leadership
- To be accountable for ensuring that all students enjoy and benefit from an outstanding educational experience
- To provide strong leadership and management and thereby contribute to building and developing a staff team which continually enhances the quality of learning and relentlessly raises achievement
- To ensure the seamless organisation and management of the school and seek ways of improving organisational structures and functions based on ongoing self-evaluation
- To work collaboratively with all stakeholders and to carry out your responsibilities to this wide group
- To promote community cohesion and to have due regard for every student in the school
- To actively contribute to the 'golden thread' of effective safeguarding that permeates the school
- To model and secure outstanding behaviour for learning and respect for others at all times
- To possess the grit and ambition to deliver on 'outstanding' and beyond
- At all times to act professionally and responsibly, having due regard to appropriate confidentiality, loyalty and our strong moral purpose
- To develop your own professional learning, knowledge and skills, to benefit the school community and the profession



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The key strategic responsibilities of this post are as follows:

- To work with the Headteacher, Governing Body and other stakeholders to create a shared vision and strategic plan that inspire and motivate
- To establish the policies through which they are to be achieved; review and monitor progress towards their achievement
- To raise the quality of learning, teaching and assessment and thus significantly improve student progress and achievement on an on-going basis
- To take responsibility for aspects of the School Improvement Plan (SIP) and the Self-Evaluation Form (SEF) and ensure that these are accurate and impactful documents
- To take an equitable share of whole school curriculum, care and management responsibilities
- To set the highest expectations and rigorously monitor all improvement plans
- To actively and incisively use data, and information more generally, to raise standards across the school
- To contribute towards building a professional learning community that allows for the on-going professional development of all staff
- To manage, develop, inspire and motivate staff, setting high expectations, using resources effectively, economically and efficiently
- To ensure that the school, people and the resources within it are organised and managed to provide an efficient and safe learning environment
- To line manage an identified group of Middle and Senior Leaders and hold them fully to account
- To delegate tasks effectively in a way that maximises the use of available talent and experience as well as provides development opportunities for all staff
- To use the Performance Management procedures to assist in enhancing the professional expertise of staff and holding them to account
- To work effectively, both strategically and operationally, with families and carers across multiple agencies in order to secure the well-being of students
- To keep up-to-date with developments and new ideas related to learning and teaching, staff development and education more widely
- To provide support for Governor's committees and provide advice and guidance as required.



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Person Specification

	Person Specification	Essential	Desirable	Application
Education and Training	Qualified Teacher Status (QTS) & DBS Check	✓		✓
	Good Honours Graduate in an appropriate subject	✓		✓
	Further relevant qualifications		✓	
	Recent professional development	✓		✓
Experience	Proven record as a leader in a range of contexts	✓		✓
	Identify improved learning and progress of students as a result of your successful leadership of whole school priorities	✓		✓
	Demonstrate that you have led a curriculum initiative that has had a significant impact on student outcomes	✓		✓
	Provide evidence of outstanding teaching in an 11 – 18 environment as identified by an analysis of outcomes	✓		✓
	Provide evidence of successfully raising student achievement as a result of strategies you implemented and self-evaluation you undertook	✓		✓
	Provide evidence of meeting targets and raising whole school outcomes as a result of your use of strategic improvement and development planning	✓		✓
	Provide evidence of your ability to lead and interact with staff, students, parents and other stakeholders as required at a senior level	✓		✓



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Person Specification (cont.)

Show the following skills and values through evidence or performance	A passion for excellence in all areas, and an absolute commitment to raising standards across the whole school based on a strong sense of moral purpose	✓		✓
	An educational vision focused on students and their experiences of learning	✓		✓
	The ability to lead and motivate others	✓		✓
	The ability to work as part of a team	✓		
	High quality, excellent, interpersonal and reflective skills	✓		✓
	Confident and proactive decision-making style	✓		
	Tenacity, energy, an ability to be flexible and a sense of humour	✓		✓
	Absolute commitment to equal opportunities and their implementation	✓		✓
	Excellent communication skills, proven ability to write concise reports and to give effective, oral presentations to a variety of audiences; excellent listening skills	✓		
	Ability to demonstrate and articulate high expectations and lead by example	✓		✓
	Experience of working with a range of stakeholders to ensure inclusive provision of the highest quality	✓		✓
	Confidence in ICT skills	✓		



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**If you would like further information, or to arrange a school visit,
please contact Richard Lucas at Academicis on:**

Switchboard: 01223 907 979 DD: 01223 907 971

Email Richard Lucas' PA Charlotte Adams at
cadams@academicis.co.uk

**All applications are to be emailed to
Charlotte Adams no later than
Monday 10th of September 2018 at 10 am**

Shortlisting will take place on Tuesday 11th of September 2018
Interviews will be Monday 17th and Tuesday 18th of September 2018

We reserve the right to research applicants on social media platforms and the internet, and the Board of Governors may take this information into consideration during the recruitment process.