



Grays Convent
HIGH SCHOOL

Inspiring ambition, achieving excellence.

GRAYS CONVENT HIGH SCHOOL

CANDIDATE INFORMATION FOR THE POST OF
DEPUTY HEADTEACHER

SEPTEMBER 2024





Grays Convent High School

College Avenue
Grays, Essex
RM17 5UX
Tel: 01375 376173
www.graysconvent.school

Inspiring ambition, achieving excellence.

Dear Applicant,

Thank you for considering the Deputy Headteacher position at Grays Convent High School. Our vibrant community, rooted in faith and dedication to holistic development, invites you to be part of a unique educational journey.

We are an 11-16 Catholic school for girls, a dynamic institution committed to academic excellence. With a diverse student body and equally diverse and dedicated staff, we foster an environment where every girl's talent is nurtured.

Our application pack will provide you with:

- Information about your application for a reserved post
- Information about Grays Convent
- An overview of the benefits of working at Grays Convent
- A summary of the application process

APPLYING FOR THE RESERVED POST OF DEPUTY HEADTEACHER

The Diocesan statement on equal opportunities on employment states: "The post of Deputy Head is reserved for practising Catholics. In fulfilling the objectives of Catholic schools, the Governing Body of Grays Convent High School must have regard to matters which are particularly significant in the light of the sacramental teachings of the Church. Catholic teachers by their example and practice are witnesses to the Gospels and to the Church's teachings. The Governing Body would therefore, in line with its responsibilities, reserve the right to take account of circumstances which are genuinely within an applicant's control and which might include marital status, a vowed personal conviction, belief or conduct".

Applicants for the post of Deputy Headteacher whose conduct is incompatible with the precepts and tenets of the Catholic faith would not be deemed as meeting the first essential criteria of a practising Catholic.

Practising Catholic means "being in full communion with the Catholic Church". A positive faith reference is essential and your priest is explicitly asked to comment upon your commitment to Catholic beliefs and practices.

Please ensure that you read this information before completing your applications:

<https://www.dioceseofbrentwood.net/wp-content/uploads/2021/03/BDES-Guidance-on-definition-of-Practising-Catholic-for-Reserved-Posts.pdf>

OUR MISSION STATEMENT

At Grays Convent, we embrace our Catholic ethos. We were founded by the La Sainte Union Sisters. Our mission statement locates us firmly in our faith. We foster a caring and accepting community where learning thrives.

We recognise the value of each individual as a gift from God to the world. We are a Catholic school founded by the La Sainte Union Sisters and our ethos is one of unity, prayer, worship, service and work. We strive to follow the example of the Sacred Hearts of Jesus and Mary by enabling learning to take place in a caring and accepting community. We are blessed by Jesus the Good Shepherd, try to follow him in everything that we do, and in doing so make the most of our God given talents. We are one with God.

‘Inspiring ambition and achieving excellence’ is our mission. At Grays Convent High School our first-rate examination and progress results demonstrate that high quality teaching and learning are at the heart of what we do.

We believe at Grays Convent that if the relationships and values are right, then all else will follow. With ‘outstanding behaviour for learning’ we know that pupils are at their happiest working hard for teachers they like and respect. Our most recent Ofsted identified that ‘Pupils enjoy attending this school. They feel part of a supportive family where relationships are very strong between pupils and staff.’

Our close knit small-school community means that every girl can be known as an individual and we combine high ambitions for academic achievement with an emphasis on personal growth and vibrant extra-curricular learning.

OUR VISION

Developing and empowering young women to discover and realise their full potential.

OUR HISTORY

With a rich history spanning over 117 years, Grays Convent stands as a testament to the enduring traditions and values our trustees, the Sisters of La Sainte Union, adding depth to our commitment to our Catholic faith, ensuring a legacy that continues to thrive.

It is also in the Diocese of Brentwood and the last Voluntary Aided and Maintained Secondary School in Thurrock. The school has recently joined the Gaudete Trust, a national collaborative trust of 5 religious orders, designed to protect the charism of smaller religious orders, but not yet their CMAT, the Laetare MAT.

The school has been on this site for 117 years, since the Sisters came from France under the auspices of Abbé Jean Baptiste Debrabant. You can read about our history on our website

<https://www.graysconvent.school/school-information>

Until February 2016 the Sisters lived in the Convent, or ‘Wylies’ at the end of our road, and although the Sisters have now moved we maintain a close relationship with the Order. Many Sisters actually lived and slept in the school.

We have a strong Catholic ethos and our most recent Section 48 Inspection rated us as Outstanding. We are expecting our CSI Inspection in 2024-25.

Our liturgical life is deeply rooted in Gospel values and the teachings of the Catholic Church and we are dedicated to treasuring the legacy of the La Sainte Union sisters. We have an experienced and devoted Chaplain who ensures that prayer and collective worship are at the heart of our daily life.

The school is very well maintained and although housed in an old building, it provides good teaching and ICT facilities in a bright and purposeful environment.

Read our most recent Section 48 report <https://www.graysconvent.school/section-48-report>

ABOUT GRAYS CONVENT

Grays Convent is not just a school; it's a part of a larger global community. Our commitment to a global perspective is reflected in our diverse student body. We believe in empowering young women to discover and realise their full potential, preparing them for a connected world.

Grays Convent High School is an 11-16 Catholic school for girls with a Pupil Admission Number (PAN) of 620. We have three year groups with 150 pupils and a temporary admission number of 680, having taken 'bulge' classes due to local growth.

We have 35 full-time and 13 part-time teaching staff and 44 support staff.

The school is very diverse with a high number of girls from groups other than White UK, 70%, reflecting the multi-ethnic diversity of our locality, and a higher than average number of pupils with EAL. Our staff are representative of this diversity.

100% of girls leave us and go into sustained Post 16 Education, training or employment, attending 27 different Post 16 providers, the majority at sixth form colleges and schools. Our NEET numbers have been very low.

Approximately 20% of pupils have free school meals, the highest number in Year 7. This usually increases as the year continues.

There is one Looked After Child on role for 2023/24.

There are 61 pupils on the SEND register including 7 EHCPs. Although this is low there are a significant number (54) of pupils with SEN support needs, mainly cognition and learning and communication & interaction, but with an increasing number with SEMH needs.

The school week is 34 hours and 35 minutes long. A three-part lunch has been retained and lessons are 55 minutes long. We currently run a 60 period, 2-week timetable, with 6, 55-minute lessons in a day.

Pastoral Social Health Education and Citizenship (PSHEC) is delivered bi-weekly at KS3 and 4 in curriculum time and additionally in 'Rise Above days' four times a year. The day begins with a 10-minute tutor period including daily prayer. PM registration is taken during Period 7.

ACADEMIC RESULTS 2023

"Inspiring ambition and achieving excellence" is not just a mission statement but a reality at Grays Convent. Our great examination and progress results reflect our commitment to high-quality teaching and learning. With outstanding behaviour for learning, we create an environment where students are happy, motivated, and eager to excel.

Our recent results, including a Progress 8 score of +0.64, showcase the school's commitment to academic achievement. With a focus on the EBacc and excellent Attainment 8 scores, we pride ourselves on providing a robust foundation for future success.

<https://www.compare-school-performance.service.gov.uk/school/115239/grays-convent-high-school/secondary>

70% of students were entered for the EBacc and 48% achieved grade 4 or above with an average point score of 4.89.

Other important results are:

- Attainment 8 at 54
- 77% 4+ with English & Maths
- 56% 5+ with English & Maths
- The majority of departments achieve 80%+ 9-4 results.

LOCATION

Nestled in the heart of Thurrock, Grays Convent benefits from its proximity to London and the thriving Thames Gateway redevelopment zone. Our location, though mainly urban, offers a serene and leafy environment, reflecting the best of both worlds.

Thurrock is a unitary authority area with borough status in Essex. It is part of the London commuter belt and an area of regeneration within the Thames Gateway redevelopment zone. The Local Authority is Thurrock Council. Thurrock is served by a C2C station which makes it accessible from London. We are located a mile from the Thames, close to the A13 and M25.

Thurrock is a rapidly developing area and there is a real sense of momentum. We are located in central Grays.

There is onsite parking, although this is limited.

BENEFITS OF WORKING AT GRAYS CONVENT

Joining our team means entering a calm and supportive working environment. With exceptional behaviour for learning, enthusiastic students, and a commitment to personal development, Grays Convent provides a fulfilling professional experience.

Our close-knit small-school community ensures that every girl is known as an individual. Balancing high academic ambitions with personal growth, we provide a nurturing environment that goes beyond the classroom. Our recent Ofsted report highlighted the strong relationships between pupils and staff, describing the school as a "supportive family."

Behaviour for learning is exceptional. We have high expectations of our girls and they want to learn and work hard to achieve their best. The girls are full of enthusiasm and confidence. There is an emphasis on succeeding academically but also on developing the whole person. Girls are given lots of opportunities to participate in a wide range of activities, from football to LAMDA qualifications, and really throw themselves into extra-curricular life. Our Ofsted Inspection in June 2023, stated that 'Pupils embrace the extensive opportunities for personal development at the school.' We believe that every girl has talent to be nurtured.

Grays Convent offers a diverse range of CPD activities and is a member of the National College, PiXL and, leads teaching and learning through the Teaching and Learning Team using the excellence that exists within the school.

There are opportunities to be involved in the Duke of Edinburgh and Trailblazer programmes.

With a senior team that is small and skilled, your potential will flourish too. This is a new post to the school and you will work alongside a Deputy who is responsible for Safeguarding, and 5 Assistant Heads.

THE APPLICATION PROCESS

Please complete the application form electronically and email it to finance@graysconvent.thurrock.sch.uk.

Please note that C.Vs will not be accepted. Please ensure that you include:

- full identifying details, including current and former names;
- all qualifications relevant to the post;
- a full history, in chronological order, with an explanation for any periods not in employment, education or training and reasons for leaving employment and,
- details of three referees, one must be your current or most recent employer, and one must be your Parish Priest.

Please complete your application with reference to the job description and person specification, ensuring that it clearly sets out:

- How your experience to date prepares you for the position at Grays Convent and has informed your practice for the criteria shown in the person specification. This should refer to previous roles you have undertaken, the impact of work you have carried out with evidence of results.

The application form can be completed by using the tab key to move to the next section for completion.

You will be sent key data about the school, the SEF, ISDR, and School Improvement plan if you are invited to interview.

KEY DATES

12 midday, Friday 8th March 2024

Closing date for completed applications. Applications to be emailed to: finance@graysconvent.thurrock.sch.uk

Monday 18th March

Shortlisting. Parish priest references must be received by this date.

Tuesday 19th March

Shortlisted candidates will receive notification of the interview process. Please ensure that you provide the correct email on your application form. References will be requested for selected candidates prior to the interview.

Tuesday 26th and Wednesday 27th March

Interviews. Day 1 is a selection process to secure an invitation to Day 2.

Applicants are warmly welcomed to visit Grays Convent. The interview day will not involve a tour of the school. Please contact Lynda Albrow, Headteacher's PA on 01375 376173, email headteacherpa@graysconvent.thurrock.sch.uk to arrange an appointment

If you require any further information that is not contained in this booklet, please contact Jackie Reynolds, School Business Manager on 01375 376173 option 5, or email finance@graysconvent.thurrock.sch.uk.

Our website has helpful information about working in a Catholic school and preparing yourself for interview:
<https://www.graysconvent.school/vacancies>.

Grays Convent is committed to the safeguarding, protection and welfare of children and young people and we expect all staff to share in this commitment. The successful candidate will be subject to an Enhanced DBS, satisfactory references and medical checks.