

March 2023

Ref: PW/NMA

Dear Applicant

## Assistant Headteacher – Character Development

Thank you very much for your interest in the post of Assistant Headteacher – Character Development at Hayesfield Girls' School and Mixed Sixth Form, which will include a teaching role.

The Assistant Headteacher – Character Development post, is a senior leadership role at Hayesfield, which will appeal to an experienced teacher who believes (as we do) that academic success is achieved by happy, healthy, confident and resilient young people. This is an exciting opportunity to further develop the extra-curricular aspects of a school which has an ethos centred on students' character development.

Hayesfield is a unique and exciting school; it is an oversubscribed Girls' School with a co-educational Sixth Form with accommodation over two sites. The School is truly comprehensive, serving both the most affluent and deprived wards in Bath. Students here achieve so highly because we have staff who are hardworking and committed to securing success for every single student they teach.

Even though we are proudly an 'English Baccalaureate' School, and the majority of our students take a fairly traditional curriculum offer at both GCSE and A Level, we also work hard to provide high quality alternative vocational courses to ensure that all students can achieve their personal best here.

In November 2022 Ofsted recognised our achievements in a "Section 8" monitoring inspection, which reviewed our progress since the last full inspection in 2017. You are very welcome to read our Ofsted report, which can be found on the website. The opening comment in the Inspection Report highlights how our motto of "Achieving Ambitions" is at the centre of everything we do at Hayesfield. The students work hard and take pride in their learning. The inspector praised the culture of high aspiration and expectation for every student and confirmed that we continue to be a 'good' school with an 'outstanding' Sixth Form.

The School has gone from strength to strength and our 2022 examination results reflect our continual strive for excellence. 78% of students gained a strong pass in Basics (Grades 5-9 in English and Maths). Our average Progress 8 score from 2017 - 2019 of +0.7 reflects our position in the top 5 - 10% of Schools nationally. Please see the School website for more information regarding our exam results.

Upper Oldfield Park, Bath, BA2 3LA | Brougham Hayes, Bath, BA2 3QX | 01225 426 151  
[www.hayesfield.com](http://www.hayesfield.com) | [information@hayesfield.com](mailto:information@hayesfield.com) | Headteacher: Philip White BSc (Hons)

Hayesfield Girls' School is part of the Midsomer Norton Schools Partnership, a company limited by Guarantee registered in England & Wales No. 7365778. Registered Office: Norton Hill School, Charlton Road, Midsomer Norton, BA3 4AD



Achieving  
ambitions

The school has moved forward across a number of areas as a result of the appointment and development of an excellent team of teachers and associated staff. The staff are very supportive of each other and there is a strong sense of identity. Many Faculties are fully involved in curriculum innovation and include lead practitioners.

Hayesfield is a very popular School with families in Bath. We are heavily oversubscribed and, over the last five years, have grown from a six to eight form entry. The average year group size is 230 students alongside a very popular Sixth Form of over 300 students.

At Hayesfield, we aim to provide an unrivalled programme of extra-curricular and enrichment activities, which allow our students to develop their individual character. Our extra-curricular dimension has grown exponentially over the last three years and is an integral part of our school offer. It is no coincidence that, as we have grown our ethos in character development, we have also become increasingly popular with families in Bath.

We provide opportunities for students to develop personal responsibility, leadership and self-discipline. We have a House system which allows students to be elected as representatives for Sports, the School Council and for their Tutor Group. We have a very popular Duke of Edinburgh Award scheme (Bronze, Silver and Gold offered), we take part in the World Challenge expeditions, and we even have our own Royal Navy Combined Cadet Forces Unit. We also have students who are designated E-Safety Gurus, Peer Mentors and lead our Anti-bullying campaign.

Every year in July we hold an Enrichment Week, which offers our whole School community the opportunity to work together in a new and exciting way. Students can participate in cultural trips to Spain or France, explore the volcanic landscape in Iceland, visit the WW2 Battlefields, have an adventure in Wales, experience particle physics in action at CERN, have a medical tour of Bath or visit the galleries in London. They can immerse themselves in the world of Minecraft and Lego, make jewellery, create cyanotype photography or participate in community support. Alternatively, they can take part in the great Hayesfield Sewing Bee, go sailing or take part in our very own Cycling Sportif. Opportunities are endless!

Over the last 12 years, the School has undergone a major building development plan with the aim of creating faculties based on one site with state of the art specialist facilities. We have impressive sports and performing arts facilities including a theatre and brand-new Drama studio, which opened in September 2021. The Brougham Hayes campus has been developed as a STEM centre with a specialist Science building (called The Nucleus). The Design Studio was opened in Feb 2014, with an impressive array of workshops and equipment for 21st Century teaching and learning. We are continually developing the spaces available and evolving to ensure our students and staff have the best learning spaces possible.

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In April 2021, the School started a new chapter in its journey by joining the Midsomer Norton Schools Partnership Trust. This is a collaboration of 28 Schools across Bath and Somerset and has presented exciting opportunities for professional development and sharing expertise and resources. Within the wider Trust, we are working closely with two other Secondary Schools in Bath as part of The Bath Hub. We share a common vision which is to ensure the students across our city achieve their personal best. We are exploring many different avenues for collaboration and development to benefit all our staff and students.

It is an exciting time to join Hayesfield and we would welcome a professional who understands the greatness that can be achieved in a girls-only environment! You will have the opportunity to make a unique contribution to our School's journey to outstanding and we, in turn, will provide unwavering support to further develop your teaching.

To apply for this post, please read the job description and person specification carefully and complete the application form with a supporting statement (no more than two sides of A4). You should explain how your experience and personal qualities make you a strong candidate for the position of Assistant Headteacher – Character Development at Hayesfield.

In addition, please also include, in no more than 1 page of A4, details of an initiative you have led, which has been inspirational to the students in your current school and had an impact. I would be interested to know how you managed the process and its impact on your school's ethos.

We welcome visits to the School - if you wish to visit please contact Nicky Matthews, Head's PA on [n.matthews@hayesfield.com](mailto:n.matthews@hayesfield.com) to make an appointment.

If you wish to apply, please note that the closing date is **Wednesday 22nd March at 9.00am.**

We look forward to receiving your application.

Yours sincerely



Philip White  
Headteacher



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