March 2021 Ref: EYA/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. In order to meet the needs of all students we have significantly altered our approach to the curriculum and our pastoral care and have developed partnerships with a range of external providers. 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.

Ofsted recognised our achievements in March 2017, by awarding the School ‘Good’ with ‘Outstanding’ for the Sixth Form. You are very welcome to read our Ofsted report, which can be found on the website. We are very proud that our students were recognised as being confident, self-assured learners whose behaviour is exemplary both in lessons and around our School. We were set the challenge to ensure consistency in the quality of Teaching and Learning across the School so all subjects match the highest standards that are achieved in most areas.

Post-Ofsted, the School has gone from strength to strength and our 2020 examination results reflect our continual strive for excellence. 70% of students gained a strong pass in Basics (Grades 5-9 in English and Maths) and the Progress 8 score of +1.04 places Hayesfield in the top 5% of schools nationally. Please see the School’s website for more information regarding our exam results.

Students here achieve so highly because we have staff who are hardworking and committed to securing success for every single student they teach. We have a thorough appraisal process that sets targets based on expected student outcomes and we use this system to reward staff for exceptional performance.

Every year in July we hold an Enrichment Week, which offer 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 show a random act of kindness to others. Alternatively, they can participate in the great Hayesfield Sewing Bee, go sailing or take part in our very own Cycling Sportif. Opportunities are endless!

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 school. We received 310 first place choices for 224 places for September 2021.

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.

The School has undergone a major building development, with the aim of creating a campus school with faculties based primary on single sites. In 2009, the Sports and Performing Arts facilities in the new West Wing were opened. The Brougham Hayes Campus has been developed as a STEM centre. The Nucleus, a new science block, was opened in September 2012, Maths completely refurbished in October 2013 and The Design Studio was opened in February 2014. The third phase of the property strategy entailed the creation of a new Sixth Form Centre on the Upper Oldfield Park Campus and this opened in October 2014. In September 2019 we opened a reading room called the ‘Book-Eyrie’ on the Upper Oldfield Park Campus. We are currently extending the refectory at Upper Oldfield Park and creating an additional performance space.

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.

The School’s Leadership Team is currently comprised of two Deputy Headteachers and three Assistant Headteachers. We would welcome a professional who will make a unique contribution to our school’s journey to outstanding.

To apply for this post, please read the job description and person specification carefully and complete the application form with a written statement of application (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 an inspirational to the students in your current school. I would be interested to know how you managed the process and its impact on your school’s results or ethos.

If you wish to apply, please note that the closing date is **9.00am Monday 19th April 2021.**

We look forward to receiving your application.

Yours sincerely

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Emma Yates

Headteacher