

**Assistant Head**  
(Innovation and Technology)  
L14 -18 on the Leadership Scale



# Welcome from the Headmaster



Thank you for showing in an interest in working at Pate's. Our website will allow you to explore our vision and values in detail. This booklet is designed to give you a flavour of what it is like to join our strong community of over 150 exceptional staff.

Over the last few years we have, again, been named as the Sunday Times 'National School of the Year'. Our examination results see us as the highest achieving co-educational school in the country and the best school outside of London. I am proud that the students and staff achieve so much, but this does not drive us. Rather, it is the positivity and sense of fun that you will feel when you visit us that makes Pate's such a special place to work. We call it 'The Pate's Way' and you will feel it when you visit the school.

You will notice the quality of relationships between all members of our school community. Students and staff are motivated; they look after and challenge each other. Our students are quite simply the best of their generation. They are inspiring young people, it is truly a privilege to work with them.

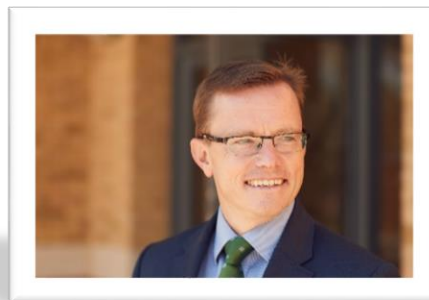
We recognise that our staff are main our reason for our successful and happy school. Both teaching and support staff are committed and hardworking, all believing firmly that we should help students to be and do their best. Pate's prides itself on attracting and retaining staff of the highest quality.

Recently accredited as a Teaching School Hub, we have a reputation for promoting professional autonomy and for investing in staff through the provision of high quality development opportunities. Joining us gives staff the opportunity to work in an outward facing school that treasures and cherishes the best of the past, yet looks to embrace and be at the cutting edge of national and world educational developments.

The new role of Assistant Head (Innovation and Technology) is a key appointment for the school. At Pate's we are always looking to develop effective new ideas that will keep us in the vanguard of education, and now more than ever, technology plays an essential part in realising our vision.

As Head, I promise whoever is appointed in this new and exciting role every support I can offer – if you would like to talk through the post prior to application, then please don't hesitate to contact me. Tours of the school can also be arranged, I would be delighted to show you around.

Thank you again for your interest in the post – please don't hesitate to get in touch.



# Learning at Pate's

Pate's is a unique and special place to learn. This doesn't happen by accident. We take a holistic view of learning, emphasising the rewards of deep understanding of the subject, instilling a love of learning and its challenges. We aim to cultivate in our students life long skills of aspiration and resilience, setting challenging but manageable tasks and using appropriate praise to build pupil self-esteem. We ask students to see failure as a key part of the learning journey. Students and staff alike are encouraged to take risks and to try new things, to be creative, solve problems and to inspire others around them. We recognise the importance of metacognition and reflection, and we encourage students to use a wide range of thinking approaches. We have high expectations of staff and students alike; our students are encouraged to take responsibility, articulate views, ask questions and lead their peers. Collaboration, feedback and support also sit at the heart of our Pate's Learning Framework, our community's agreed definition of world class learning that sits visibly in every classroom. However, learning isn't restricted to the classroom environment; our students equally develop their skills in the broader contexts of co-curricular activities and self study. We do not believe in setting homework for the sake of it, but instead when the time is right and when it helps pupils make progress in their learning, whether that be in their knowledge, skills, understanding or in their own personal growth.

In July 2019, Pate's was delighted to receive the High Performance Learning (HPL) World Class School Award in recognition of our learning ethos. One of only nine schools to receive this around the globe in 2018/19, this award recognises the very best schools in the world and is designed for those at the forefront of educational thinking. HPL's Founder and CEO, Professor Deborah Eyre said:

*"I am absolutely delighted to confer HPL World Class Award Status upon Pate's Grammar School. This recognises Pate's commitment to embedding HPL as part of the school's DNA, as part of its quest to develop world-class learners. Their adoption of HPL, building on past success, is ensuring that Pate's students are impressive and flexible learners, who I have no doubt will leave Pate's college-, career- and life-ready."*



# Pastoral care at Pate's



We are proud of the exceptional pastoral care our students (and staff) receive and we invest considerable energy and resources in their wellbeing. Our 2025 vision sets out 3 core aims in this area:

- We are a mutually supportive community with shared vision and values;
- We are a school where welfare is at the heart of decision-making, with physically and mentally well students and staff;
- Everyone in our community is known as an individual and supported to achieve their full potential.

In year 7, our number one priority is for students to feel happy and settled when they first arrive. Students joining us at age 11 are supported by their Form Tutor, a specialised Head of Year 7 and a team of Year 11 mentors. From year 8 through to year 11, students usually then retain the same tutor and Head of Year wherever possible, allowing lasting trusting relationships to grow and develop before our team of Sixth Form specialists take over in years 12 and 13.

All pupils at Pate's have weekly access to a school nurse and counselling is also available for students who are identified as needing additional support. For a small number of students with particular health or medical needs, additional support from our 'Hub' is also available. Staffed by specialists, this supportive environment ensures that we are able to individually nurture and support all students in our care.

'Supporting Each Other' is at the heart of our School Vision, and at the heart of what we do as a school. We are a school built on relationships and respect, rather than rules and we think this makes us a very special community to be a part of.





# Co-curricular at Pate's



The provision of co-curricular activities at Pate's is unrivalled by any other state school, regionally or nationally. During lunch times and after school Pate's buzzes with activity, allowing students to be creative, perform, play sport and be active to their heart's content. Indeed, so committed are we as a school to a true breadth of education, that on Tuesday afternoons lessons are suspended, allowing all students to access the '**exceptional range**' (Ofsted) of enrichment activities that are on offer. Furthermore, for two weeks each summer, 'Activities Fortnight' allows students in years 7 - 10 to participate in an additional myriad of exciting opportunities.

We are often asked 'Do you have a club for X?'. The answer is 'probably' – however, if not, then students with a particular passion are simply encouraged to start one. In the 6th Form, the year starts off with a 'Societies Fair'. In addition to teacher-led programmes, Sixth Form pupils run, manage and facilitate 30+ student-led societies, often inviting in external speakers such as local MPs or professionals to talk and debate with; the possibilities are simply endless. The year 12 pupil who sings in choir on a Monday, may well be at Economics Society during lunch time on Tuesday and reading with pupils in a local primary school on a Tuesday afternoon. On a Wednesday they may then represent the school playing hockey, before staying after school on a Friday to lead a section of our CCF. At Pate's we work hard and play hard, but, most importantly, we have a lot of fun along the way.



# Technology at Pate's



The provision of IT resources at Pate's is exceptional by state school standards. We have seven specialist network rooms with over 200 desktop PCs between them, available for staff to book for their lessons. In addition, there are a large number of PCs in our newly-built sixth form building, and further PCs and Chromebooks available in various specialist subject areas such as music and the libraries.

All staff receive their own laptop for use at home, as well as having desktop machines available in every classroom. Staff and students can use Citrix as a means of gaining remote access to their school desktops when away from school. All hardware and software is regularly updated and replaced by our IT support team consisting of, the network manager and two further full-time IT technicians, who work alongside the Head of Computing, the SIMS manager, and others.

We value our website as a vital means of communicating the Pate's brand to parents and other external stakeholders, alongside our social media presence.

Within the school community, we have a Microsoft Office 365 licence which enables us to make extensive use of Teams, SharePoint, Forms and other related software. This has been a huge growth area over the last year, and has enabled students to continue to receive their full timetable of lessons via remote learning.

Our MIS is SIMS, and we have worked closely with Capita as a SIMS Partnership school.



# Academic outcomes

We are very proud of our exceptional and almost unrivalled academic outcomes, both in terms of attainment and progress. These outcomes alone do not make Pate's the very special school that it is, however, undoubtedly they open doors for our students and are testament to the hard work of all students and staff in our community. Our results in 2020 (like those in all schools) were exceptional. Below however are our equally outstanding results from 2019 – when our performance in fair and comparable exams was truly 'world class'.

## A Level and Pre-U Results 2019

Subject	Total	A*	A	B	C	D	E	U	D1	D2	D3	M1	M2	M3	%A*	%A*-A	%A*-B
Art	6	5	1												83.3%	83.3%	100.0%
Biology	62	16	29	13	1	2	1								25.8%	72.6%	93.5%
Chemistry	95	27	41	21	5	1									28.4%	71.6%	93.7%
Computing	7	2	2	3											28.6%	57.1%	100.0%
Economics	32	9	17	5	1										28.1%	81.3%	96.9%
English	29								2	10	12	3	1	1	41.4%	93.1%	100.0%
EPQ	46	30	15	1											65.2%	97.8%	97.8%
French	16	2	9	4	1										12.5%	68.8%	93.8%
Further Maths	39	12	14	10	2		1								30.8%	66.7%	92.3%
Geography	24								1	8	5	6	2	2	37.5%	83.3%	100.0%
German	9	3	3	3											33.3%	66.7%	100.0%
History	27	2	16	8	1										7.4%	66.7%	96.3%
Maths	135	46	58	23	7	1									34.1%	77.0%	94.1%
Music	3	2	1												0.0%	66.7%	100.0%
Physical Education	1	1													100.0%	100.0%	100.0%
Physics	63	19	28	13	3										30.2%	74.6%	95.2%
Politics	15	8	5	1	1										53.3%	86.7%	93.3%
Psychology	20	11	6	3											55.0%	85.0%	100.0%
PTE	15	3	8	4											20.0%	73.3%	100.0%
Spanish	5	1	2	2											20.0%	60.0%	100.0%
Theatre Studies	5	2	3												0.0%	40.0%	100.0%
<b>Total</b>	<b>654</b>	<b>197</b>	<b>257</b>	<b>118</b>	<b>22</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>18</b>	<b>17</b>	<b>9</b>	<b>3</b>	<b>3</b>	<b>33.3%</b>	<b>76.6%</b>	<b>95.6%</b>
%		30%	39%	18%	3%	1%	0%	0%	0%	3%	3%	1%	0%	0%			

Number of students 190  
Entries per student 3.44

## GCSE Results 2019

Subject	Total	9	8	7	6	5	4	3	2	1	%9	%9-8	%9-7
Art	23	4	5	3	8	2	1				17.4%	39.1%	52.2%
Biology	124	78	24	16	4	2					62.9%	82.3%	95.2%
Business Studies	61	28	14	7	10	2					45.9%	68.9%	80.3%
Chemistry	123	76	30	12	4		1				61.8%	86.2%	95.9%
Computing	30	14	9	1	4	2					46.7%	76.7%	80.0%
Drama	15	3	5	3	4						20.0%	53.3%	73.3%
Design Technology	14	3	6		5						21.4%	64.3%	64.3%
English	124	41	36	28	11	7	1				33.1%	62.1%	84.7%
English Literature	123	29	38	28	21	5	1	1			23.6%	54.5%	77.2%
French	40	22	12	4		1	1				55.0%	85.0%	95.0%
Geography	76	40	26	8	2						52.6%	86.8%	97.4%
German	49	11	9	12	10	6	1				22.4%	40.8%	65.3%
History	74	26	28	15	4		1				35.1%	73.0%	93.2%
Latin	1			1							0.0%	0.0%	100.0%
Maths	124	38	48	27	10	1					30.6%	69.4%	91.1%
Music	20	6	8	4	1			1			30.0%	70.0%	90.0%
Physics	122	68	30	12	8	2	2				55.7%	80.3%	90.2%
Physical Education	17	10	6	1							58.8%	94.1%	100.0%
PTE	25	9	8	5	2	1					36.0%	68.0%	88.0%
Spanish	31	8	12	9	1	1					25.8%	64.5%	93.5%
<b>Total</b>	<b>1216</b>	<b>514</b>	<b>354</b>	<b>196</b>	<b>109</b>	<b>32</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>42.3%</b>	<b>71.4%</b>	<b>87.5%</b>
%		42.3%	29.1%	16.1%	9.0%	2.6%	0.7%	0.2%	0.0%	0.0%			

<b>Add Maths</b>	<b>Total</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
	<b>43</b>	<b>30</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>1</b>

# Job description

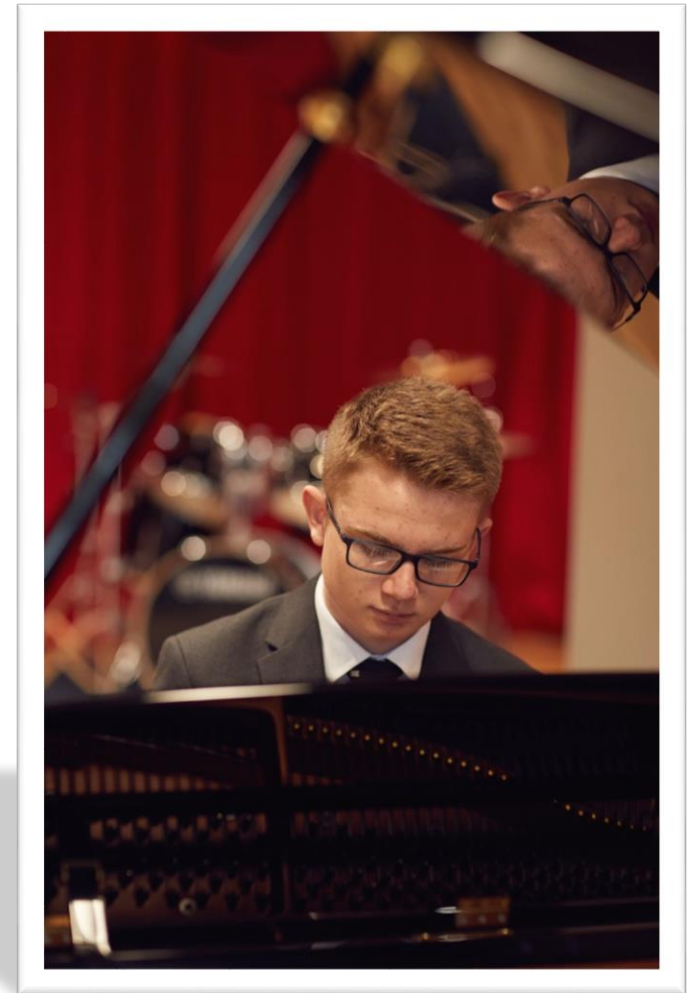
Our school's 2025 vision makes reference to the importance we place on innovation as a means to exceptional achievement where all can flourish. It is critical that we continue to innovate if we are to achieve our aim to go “beyond outstanding” and cement our reputation nationally and even internationally as a leader in educational excellence.

The progress we have made in the use of digital learning over the last 12 months has been rapid and, in some ways, unplanned. Pate's is now committed to reflecting and building on these changes, leading research into the use of technology, and ensuring that this has an impact in the classroom and beyond. The successful candidate will be responsible for leading the next phase of this process, working alongside other senior and middle leaders to leave their mark on the school's development in this crucial area. Our use of technology is already innovative, but we are looking to build further on our existing successes.

The new Assistant Head (Innovation and Technology) will:

- Lead the school in all aspects of its digital development, shaping and implementing a Pate's Digital Strategy which enhances our reputation and enables us to be at the cutting-edge of educational technology;
- Develop and deliver a culture of innovation, engaging with staff, parents and pupils to effect change that builds on the values of the school;
- Teach a timetable of approximately 25 lessons a fortnight (any subject).

This job description should be seen as a guide rather than a set of defined tasks – we are seeking a Senior Leader who will, alongside colleagues, shape the role.





# Person specification

## Qualifications

- Educated to degree level and Teaching Qualification
- Appropriate background of interest & involvement relevant to the role
- Evidence of ongoing CPD

## Knowledge, Skills and Experience

- Hold at least a middle leadership position involving the management of staff and pupils in a school
- Possess the capacity to design, articulate and implement a vision for the use of technology at whole school level
- Demonstrate excellent people skills with the ability to build long term relationships with a wide range of stakeholders
- Have an eye for detail with good judgement and an instinct for potential risks and problem areas
- Some experience of leading on effective digital practice in schools

## Personal Attributes

- Passionate about the potential for innovation, particularly with regard to technology
- Enthusiastic with the ability to inspire and lead staff and pupils of all abilities
- Creative and entrepreneurial spirit with an eye for new opportunities and an ability to think laterally for such
- Strong leadership skills, a good communicator and a team player
- A strategic thinker who can plan and deliver new technical initiatives



# Why work at Pate's?



- Highly motivated and engaged students - the best of their generation!
- A culture of professional autonomy and a supportive staff team - you join a real 'Pate's Family'
- As a Teaching School Hub we develop and support our staff (teaching and non-teaching) at every stage of their career
- We recognise that our staff (like our students) have other commitments away from school and are entitled to a healthy work-life balance and we support our staff with family or other commitments wherever possible
- FREE laptop for all staff and FREE access to the onsite school gym
- Modern, purpose built accommodation with FREE onsite parking and good access to both the M5 and Cheltenham Station
- Well resourced departments and access to a high quality library for both professional and personal use. (This is thanks to additional funding we receive from a variety of sources.)
- Childcare voucher scheme
- Longer holidays than many other state schools



# Career development opportunities

*"In part due to the excellent personal development programme for support staff, but also due to the open door policy of senior staff, I feel supported in my development and confident in my abilities. Despite having been a full-time mum for a number of years before I arrived and feeling slightly nervous about being back in the workplace and the various challenges that would entail, I have felt valued and supported (as well as challenged!). It has never been a problem for Pate's to accommodate the changing needs of my family life. Consequently Pate's does feel like an extended family, so I feel I have the best of both worlds. I can honestly say that the more I have put into the school, the more I have got out of it "*

Pate's commits a large amount of money and time to staff development. As the lead school for the Odyssey Learning Alliance and also the new Odyssey Teaching School Hub, the newly appointed Assistant Head will benefit from opportunities to:

- 1) Access national NPQ qualifications and a range of other leadership programmes offered by both Odyssey and the GSHA, ASCL, SSAT etc;
- 2) Attend and facilitate CPD sessions both within school and across the county and SW region;
- 3) Network with other local Senior Leaders from a range of sectors;
- 4) Undertake work for Pate's International, working alongside teachers from our partner schools in China.



# Want to apply or know more?



## Applications

Applications should be by Pate's application form and covering letter, emailed to [jobs@patesgs.org](mailto:jobs@patesgs.org) by 8 am on Monday 15th March.

## Further Information

We welcome questions and queries from prospective applicants. Please don't hesitate to contact Francesca Coppola (PA to the Head) at [jobs@patesgs.org](mailto:jobs@patesgs.org) if you would like to ask a question, arrange for an informal chat or request a tour.

