



Post – Assistant Headteacher, Post 16 Education and Welfare

Salary – L10 to L14

Thank you for the interest you have shown in this key post.

Kesteven and Grantham Girls' School is a highly successful and oversubscribed 11-18 Selective Girls' Academy graded as Outstanding in all areas by Ofsted in September 2023. The school is the sole school in the Kesteven and Grantham Girls' School Academy trust.

The school has between 180 and 187 students in each year group and each of these is then split into six form groups. Each form group belongs to one of the schools six houses – Austin, Rossetti, Potter, Browning, Bronte and Eliot. In the sixth form we currently have 315 students on roll, resulting in 1239 students in total.

KGGS is fantastic place to work. Students are enthusiastic, work hard, and are keen to do well whilst parents are extremely supportive of the school. Staff are dedicated and skilled practitioners with a vibrant mix of both experienced teachers and those who are newer to the profession.

Staff are encouraged to develop and embrace new ideas to ensure lessons continue to be engaging and appropriately challenging for our students with regular dedicated CPD time provided to all teaching staff. This allows staff to personalise their own development along with the use of the latest educational research to help shape their own practice.

A member of the senior leadership team leads staff induction and training, and we continue to invest in our staff development to ensure high quality lessons are consistently delivered to our students.

As a school we actively work with our local teacher training providers with many of our own staff also completing part of their training with us. Each year we take on Early Career Teachers and ensure they make a successful start to their teaching careers.

Examination results have been consistently very strong with Progress 8 in 2023 being +1.01 and +1.04 in 2024, Attainment 8 being 69.6 and 69.4 respectively and the average grade at A-level being a B with positive value added in both 2024, +0.21 and 2025, +0.05.

Our school site is well maintained with work on two successful condition improvement fund bids being completed in recent years and further projects planned.

About Us

Being a teacher, student, or a member of support staff at the KGGS is hard work but also very rewarding. Staff and students work well together and achieve some truly outstanding results. Classrooms are calm and purposeful, and staff and students make the most of excellent working relationships. Teachers can expect deadlines to be regularly met and the work completed to a very high standard whilst student behaviour is excellent. Students expect to be academically successful, with most of our students staying with us for their A-level studies and the majority then progressing onto university whilst others take up places on sought-after apprenticeships or vocational courses.

A manageable work-life balance is important to us and each year staff complete a well-being questionnaire which is benchmarked with staff from other schools nationally to help us as a school to identify areas of our practice that need addressing.

For this reason, we continually review and update our practices and policies which has resulted in:

- Lesson visits as part of our whole school QA programme rather than high stake lesson observations
- Clear curriculum maps for every subject
- Subject based schemes of learning developed by our staff for our students
- Manageable marking and feedback policies specific to departments
- Three data collection points each year with no long-written student reports
- Flexible working practices for parent consultation evenings
- High quality, healthy and nutritious food for all staff and students
- Fully supportive governors invested in KGGS

The results

Both students and staff are happy at KGGS. Students enjoy their learning and staff are keen to support and challenge the students delivering on our overall intent to Inspire, Challenge and Achieve.

We look forward to receiving your application and invite you to visit the school if you would like to find out more about us. Please do explore our website for further information too.

Thank you for taking the time to read this information regarding KGGS and good luck with your application.

James Fuller - Headteacher