September 2023

Dear Applicant

**Appointment of a new Deputy Headteacher – September 2023**

Thank you for your interest in this post currently being advertised at Archbishop Tenison’s Church of England High School.

This school is on a good trajectory. After some challenging years in recent times, there is now a genuine opportunity for significant development and growth here, as our pupil numbers increase and we emerge out of a long-standing deficit. We are still a relatively small, but now also a fast-growing school.

In 2021 the Governors had the opportunity to appoint a completely new Senior Leadership Team to support the development of the school over 5 years, as the increase in PAN from 120 to 150 becomes a reality. This new team has made a huge difference and enabled us to look ahead with confidence. The previous holder of this post, Andrew Cook, was a vital part of this work: we are thrilled for him that he has secured a new post in another school at the same level in a different context, but we now need to find the right person to replace him. We are looking for someone with the right degree of expertise in this area who can add something new to our team and also to our effectiveness as a school.

When it comes to significant, strategic and timely change, we have a good track record. Good, thorough and fruitful work done since 2014 on the curriculum foundation at Key Stage 3 set us on the right course well before that became a national priority. We used the pandemic years well to anticipate further change, particularly in key areas associated with this job description. The strong OFSTED report in March 2022 was a powerful external validation of the direction we had chosen. Following that report we started the important process of appointing Senior Pastoral Leaders to oversee the school’s pastoral development under the direction of the holder of this post. The challenges at this time are: (1) to continue to improve pupil progress throughout the school; (2) to build a stronger learning culture; (3) to grow back the Sixth Form; (4) to restore post-pandemic routines and levels of activity; (5) to make the most of celebrating our 310 years as a vibrant learning community.

The school is a great place to work. The challenges of being a relatively small Croydon Church of England secondary school are more than matched by the many benefits, including a growing confidence in the quality of the work we are doing. Our staff team works hard in a very committed way. We have good departmental teams and leaders. Our pupils have high aspirations to do well. Parents and Governors give us good support in our work, as does the Diocese of Southwark and the Local Authority here in Croydon. Our Christian faith is the rock on which everything else is built - we want to see worked it out more in our academic purpose.

This is a school much loved by those connected with it, but also one which needs to keep moving forward and changing its way of doing things. We have a Senior Leadership Team of people who seek to make those changes in a spirit of understanding what this school stands for: *Academic excellence for each person as part of a Christian community*. We are looking for someone who shares our vision for the school’s future and has the necessary character, experience and track record to bring about such change.

We look forward to receiving your application. The Person Specification and Job Description tell you what you need to know. A visit before making your application is highly recommended – we know this is sometimes not possible. In your letter of application the things to consider are: length (2 sides of A4), focus (how you understand the role), context (what is needed at this time) and purpose (what you would want to achieve for the school in this role, with practical examples).

We can assure you that the interview process will be both informative and rigorous, involving Governors, staff, interaction with pupils and students and specific tasks. For the right person this will be a challenging, but very rewarding job. Please do not hesitate to contact my PA, Mrs Joan Andrew, if you have any particular queries about the post.

Yours sincerely



Richard Parrish

Headteacher