



Devonport High School For Girls

HEAD TEACHER CANDIDATE PACK

July 2021



"Best State-Funded Secondary School in the Greater Plymouth Area"

Real Schools Guide, 2018, 2019 & 2020



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“The post of Head Teacher at DHSG is the best position in any school in the UK.”

View of a DHSG student, 2021

A Letter of Welcome



Glynis Westcott
Chair of Governors

Dear Applicant

Thank you for your interest in the role of Head Teacher at Devonport High School for Girls (DHSG). Our vacancy arises with the retirement of our current Head Teacher, who has been in post for 11 very successful and enjoyable years.

DHSG is a high-achieving, oversubscribed 11-18 selective Single Academy Trust. With 113 years of history, we are very proud of our tradition and reputation, but our main focus is firmly forward-looking as we strive to further enhance the educational experience of our students. Our whole community works hard to achieve a balance of academic excellence with the provision of a caring, nurturing, yet challenging environment which enables our students to develop into highly-motivated, confident global citizens ready to play active and inspirational roles in their future communities.

We have a balance of experienced and newly qualified teachers who have an ability to inspire students with their enthusiasm, creativity and excellent subject knowledge. Our support staff are committed professionals who perform a vital role in helping to secure the aims of the school. Governors utilise their wide-ranging skills to support and hold the school to account and our parents and carers are interested and involved. At the very centre of the school are our students, our largest asset and the best advert for DHSG. They are capable, intelligent and articulate; they enjoy being challenged; are keen to learn and fully embrace our wide-ranging curriculum. They are proud of their school and of being part of the DHSG family for life.

DHSG has held Specialist Language College Status since 2005 and International School Status since 2006, enabling many and varied global opportunities for our students and staff. The Real Schools Guide rated DHSG as the Best State-Funded School in the Greater Plymouth Area in 2018, 2019 and 2020. Our latest OFSTED inspection in November 2019 rated the school as Good.

Our school is part of a wider network of grammar schools, the South West Academic Trust (SWAT), which shares good practice and provides support, including a strong Head Teachers' network. We also work in collaboration with Plymouth secondary schools, sharing experiences and expertise to help raise standards for all students in the city.

We are looking for a Head Teacher who will share our vision and ethos and embrace the opportunity to lead our school on the next steps of our exciting journey. We would like our new Head Teacher to build on our success and take the school into the next phase of its development. As you read this pack and take time to discover more about our school, we hope that you will feel inspired by this unique opportunity.

We look forward to receiving your application.

A handwritten signature in black ink, appearing to read 'Glynis Westcott'.

Glynis Westcott
Chair of Governors

"Pupils develop exceptionally strong
empathy, kindness and tolerance."

OFSTED, 2019

Information

The School

826 students including 240 mixed Sixth Form Students



Expansive single site, including large outdoor area with playing field and tennis/netball courts

52 teaching staff and 42 support staff



Located in a strategic city location.

Highly effective pastoral care incorporating four houses



A 5-minute walk from Plymouth Life Centre, one of the country's leading sporting venues

Robust financial position



A 5-minute walk from Central Park, the largest green space in Plymouth



Effective and supportive SLT incorporating Head Teacher, one Deputy Head Teacher, three Assistant Head Teachers, one Business Manager and one Acting Assistant Head Teacher

"Pupils leave Devonport High School for Girls as well-rounded individuals, very well prepared for life in twenty-first century Britain."

OFSTED, 2019



The School

	2019	2020 (internal figures)
GCSE		
Progress 8	+0.64	+0.85
Attainment 8	74.1	74.9
% A*-A grade	68%	70.6%
EBACC	84.5% standard pass	89.8% standard pass
	72.4% strong pass	80.3% strong pass
A Level		
% A*-B grade	61.4%	70%
L3VA	-0.17	+0.19

The DHSG annual calendar includes a wide range of activities and events including.....



Young Enterprise



STEM Activities at Peninsula Medical School



Ski Trip



Normandy Trip



Theatre Royal Workshop



School Production

The Local Area

Plymouth is a great place to live and work, offering an amazing quality of life and tremendous opportunities for our students, staff and their families.



Britain's Ocean City is a creative, exciting and vibrant place. The city's dynamic economy spans manufacturing, commerce, medicine, services, an eclectic and diverse cultural and creative industries sector, and more, which together actively support and embrace the city's education provision, helping to nurture the development of skills and talents. Opportunities for experiencing the great outdoors range from the tors of Dartmoor inland, along the stunning waterfront with its extraordinarily rich heritage, and an array of activities in, on and under the sea. Cornwall lies across the River Tamar; ferries connect Plymouth to France and Spain.

Devonport High School for Girls benefits greatly from the opportunities afforded by the city's growing economy and the school's proximity to Plymouth's inspiring cultural offering, which includes the nationally acclaimed Theatre Royal and the UK's most significant cultural development of recent years: The Box, a multi-disciplinary arts and heritage space. The largest port city on the south coast of England, Plymouth is home to two universities, a teaching hospital, one of the UK's eight new freeports, an international marine sector and Devonport Naval Base.



For information on the City's growth plans, events (including the spectacular Mayflower400 commemorations), news and more please dive into Visit Plymouth. Read some of the amazing facts that contribute to the modern, thriving city that is Plymouth today in the city's Book of Wonder:

Job Description

Head Teacher

Job Title Head Teacher

Reporting to Governing Body

Main Purpose

The Head Teacher will provide professional and inspirational leadership to secure the aims and ethos of the school and ensure its continuing success. They will enable students to receive a high-quality education within a caring environment, ensuring all students achieve their full potential. The Head Teacher will work with governors, staff and the school community to ensure that appropriate professional and curricular practices are achieved and excellence is maintained across the school.

Main Responsibilities

School culture

- establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where students experience a positive and enriching school life
- uphold ambitious educational standards which prepare students from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism

Teaching

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how students learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment

Curriculum and assessment

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure valid, reliable and proportionate approaches are used when assessing students' knowledge and understanding of the curriculum

Job Description

Head Teacher

Behaviour

- establish and sustain high expectations of behaviour for all students, built upon relationships, rules and routines, which are understood clearly by all staff and students
- ensure high standards of student behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen

Additional and special educational needs and disabilities

- ensure the school holds ambitious expectations for all students with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable students to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of students, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

Professional development

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of all staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

Organisational management

- ensure the protection and safety of students and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

Job Description

Head Teacher

Continuous school improvement

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

Working in partnership

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all students

Governance and accountability

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties



"Some of the most important qualities in a Head Teacher are:

Great engagement with students;

Being inclusive and non-discriminatory;

Charismatic, interesting, engaging, organised."

View of a DHSG student, 2021

Personal Specification

Head Teacher

Professional Qualifications	Essential E / Desirable D	Application Form	Interview or Reference
Qualified Teaching Status	E	✓	
Degree or equivalent professional qualification	E	✓	
Evidence of commitment to CPD	E	✓	
NPQH / certificated / nationally recognised leadership qualification	D	✓	

Experience	Essential E / Desirable D	Application Form	Interview or Reference
Successful senior leadership and management experience in a school	E	✓	✓
Experience in managing staff and supporting their professional development	E	✓	✓
Experience of designing and implementing an ambitious broad and balanced curriculum	E	✓	✓
Managing a range of diverse resources for best learner outcomes	E	✓	✓
Significant experience at a strategic level in a high-performing school	E	✓	✓
Experience of building effective relationships with staff, parents and carers, governors, and the wider school community	E	✓	✓

Knowledge and Skills	Essential E / Desirable D	Application Form	Interview or Reference
Knowledge of how the needs of all students can be met through high quality teaching	E	✓	✓
Knowledge of up-to-date pedagogy and research	E	✓	✓
Creative thinking, problem-solving and identifying opportunities	E	✓	✓
Knowledge of strategic financial planning and budgetary management	E	✓	✓
Skills to develop and implement strategy	E	✓	✓

Personal Specification

Head Teacher

Knowledge and Skills	Essential E / Desirable D	Application Form	Interview or Reference
Experience of safeguarding and well-being for students and staff	E	✓	✓
Ability to innovate, manage and respond to change	E	✓	✓
Excellent interpersonal and communication skills	E	✓	✓
Understanding of legal frameworks governing the school	E	✓	✓
In-depth knowledge and understanding of wider educational social issues	E	✓	✓
Strong analytical and decision-making skills	E	✓	✓
Strong understanding of risk management	E	✓	✓
Ability to implement effective school self-evaluation and development planning.	E	✓	✓

Personal Attributes	Essential E / Desirable D	Application Form	Interview or Reference
Inspirational leader and manager	E	✓	✓
Self-motivated and proactive	E	✓	✓
Resilient	E	✓	✓
Approachable and empathetic	E	✓	✓
Synergy with the school's traditions, ethos and values	E	✓	✓



“Some of the best things about being a student at DHSG are:

The school community;

The learning environment and good access to resources;

Shared academic mindset amongst students.”

View of a DHSG student, 2021

Application Process

Head Teacher

Pay Range

Group 6 L25 – L34 (£76,141 – £94,914)

Start Date

January 2022

Closing Date

31 July 2021 4pm

Shortlisting Date

w/c 2 August 2021

Psychometric Profiling online

Available from 6 August 2021

Invite to interview

w/c 9 August 2021

Interview Dates

w/c 13 Sept or w/c 20 Sept 2021

Offer of post

w/c 20 September 2021

Visits to School

Miss R Mortimore, Personnel Assistant
recruitment@dhsg.co.uk / 01752 705024

12 – 16 July 2021 or at a mutually agreed date

School website

www.dhsg.co.uk

Pupils have high aspirations

Pupils' attitudes to learning are outstanding

Pupils' behaviour, both in lessons and around the school, is outstanding

OFSTED 2019



Application Process

Head Teacher

How to Apply

The application form can be found on the Staff Vacancies page on the school website at www.dhsg.co.uk. Please complete this in full and ensure that any employment gaps are explained. When completing the personal statement, please give clear and concise information to demonstrate how your experience to date has enabled you to meet the requirements of the Person Specification and how your personal skills and qualities can contribute to the successful development of Devonport High School for Girls. Please note that CVs will not be accepted.

Applications should be submitted by post to the school address or by email to recruitment@dhsg.co.uk.

The deadline for applications is 31 July 2021 at 4 pm.

Visiting the School

If you would like to visit the school and meet with a governor, please contact Miss R Mortimore (Personnel Assistant) on 01752 705024 or at recruitment@dhsg.co.uk.

Recruitment and Selection

Our selection process is based on best practice in selecting the best candidate for the job, ensuring equality of opportunity for all applicants.

References

References will be used to check dates of employment and your relevant experience. At least two professional references are required; please ensure your referees are able to provide a swift turnaround.

Safeguarding

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced check by the Disclosure and Barring Service.

"The arrangements for safeguarding are effective. Leaders are tenacious in ensuring the emotional and physical well-being of pupils. They act swiftly and appropriately to keep pupils safe at all times."

OFSTED, 2019



Devonport High School For Girls

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DHSGnews



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