

**A Message from Christine Weston, Chair of Trustees/Governors**

Thank you very much for your interest in the post of Headteacher of Torquay Boys’ Grammar School; this post represents a wonderful opportunity for the successful candidate, building on 120 years of education in Torquay.

The lives, ambitions and achievements of thousands of young men and, more recently, women have been enriched by the vision of those few educational pioneers in Abbey Hall, Torquay back in 1904. What were the dreams and aspirations of William Jackson, TBGS’ first Headteacher, for the young people of Torbay? Would he be proud were he to return and witness his school as it is today?

Inevitably over the years the roots of the school have gone deep into the community. Sportspeople, businesspeople and academics have grown out of, and influenced, the economic, social and political life of the region whilst many have gone on to play out their roles nationally and even internationally.

Both staff and pupils have distinguished themselves but most will acknowledge their achievements have been made possible thanks to the groundwork laid at Torquay Boys’ Grammar School.

Today the school can claim a national reputation, one of the top 20 Boys’ State Schools in the country; a steady stream to Oxbridge and the top universities, national successes in several sports; national chess finalists, an annual musical of the highest calibre and a myriad of extra-curricular opportunities. The school is a dynamic place where challenge and success are embedded in the culture.

In 2023 the school advances on four main fronts – the academic, the sport, the House activities and the extra-curricular activities and societies. The ethos is nurtured by merging all that is good about the past – courtesy, respect, smartness and punctuality – with all that is good about the future – consultation, participation, self-discipline, innovation and modern technologies.

The aims and vision of the school are simple: to challenge every individual to realise his or her potential, to encourage the development of positive relationships and to provide each student with a moral framework and the skills necessary to make a positive contribution to a changing world.

Our purpose is to retain the academic results comparable with the highest quality in the land; to provide pastoral care and guidance from expert teachers; to encourage the highest endeavour and skill in sport and extra-curricular activities and to properly resource the school in its activities and to provide the opportunities for students to become the best possible version of themselves.

**Multi-Academy Trust**

In 2012 Torquay Boys’ Grammar School was asked by the DFE to sponsor the nearby Torquay Academy which, at that time, was a struggling comprehensive school half a mile away from TBGS. Torquay Academy is now a thriving, heavily over-subscribed school providing an excellent education to students of all academic abilities, and our particular model of a Multi-Academy Trust has been extremely successful.

Heads of the two individual schools run their own organisations autonomously, whilst the Trustees have oversight of the performance of the two academies; there is no CEO and the Heads report directly to the Trustees, with as much responsibility as possible devolved to the Local Governing Body of each School. The Headteacher of Torquay Boys’ Grammar School is also the Accounting Officer for the Trust.

As previously indicated, the school stands on four pillars – the academic, the House system, sport and extra-curricular activities.

**Academic Organisation**

Torquay Boys’ Grammar School is a school of 1101 students from Year 7 to Year 13. The PAN is 168 with the school divided into 6 Houses and classes in Years 7-9 are groups of 28. In Years 10 and 11 teaching groups are determined by GCSE options. So too at ‘A’ Level and IB, the group sizes are determined by subject selection but no group exceeds 20 students.

In the sixth form boys can choose between A Levels and the IB (International Baccalaureate). As the only school in the region offering the IB, we also have girls join us in the sixth form specifically to study this qualification.

**Houses**

Pastoral matters are mainly dealt with through the 6 Houses – seen as 6 separate families. The settling in at transition and ongoing welfare of students are covered through tutors, Deputy Heads of House and Heads of House. In keeping with the individual freedom of spirit and autonomy within the organisation, each House is quite different, reflecting the leadership of the Head of House and the team of staff and students involved. For matters beyond the scope of the houses we have an outstanding student services support team, including the SENDCo and a full-time school counsellor.

Whilst student welfare is the priority of the Houses, great support is provided through intervention to ensure potential. Sport and societies are also fundamental, generating greater involvement in the life of the school and developing a sense of community. The Houses provide senior students with the opportunities to lead and take responsibility. The golden triangle of parents, students and staff is also of critical importance and fostered through the House system, with evenings such as the First Impressions, talent shows and so on.

**Sport**

Sport is to the body what study is to the mind. Just as in the academic world, the school has a justifiable national reputation. Both sport for all and elite sport are nurtured by the Head of PE and his department. The objective of this school is to use sport and exercise in the first instance to ensure that every student is aware of how to stay fit and healthy.

Sports teams take part in inter-school, county, regional and national competitions. The school has won national football competitions 3 times, has recently been in a national rugby final, whilst in cricket and athletics each year different age groups collect county trophies. Swimming is especially strong – every year the school teams feature in the national finals.

**Extra-Curricular Activities**

There are always numerous societies within the school. At the beginning of each academic year, a calendar is created with dozens of clubs and students are encouraged to participate. Under such activities come Dartsoc with Duke of Edinburgh and Ten Tors, whilst trips abroad through the language department and the activities week at the end of the summer term are a regular feature in student opportunities.

**Qualities of the new Headteacher**

The new Headteacher of Torquay Boys’ Grammar School will have strong academic and intellectual credentials to command the respect of students, staff, parents and the wider community. He or she will be able to demonstrate experience of implementing exceptional learning and personal development opportunities, including for the most able. It will be necessary that the new Head has a confident grasp of financial management and the ability to secure existing and new funding streams and best value from resources. He or she will also be able to monitor, evaluate and manage the impact of change, delivering successful outcomes.

We seek a Headteacher who can offer a clear and compelling vision of educational experience and aspiration, setting and upholding high standards of moral, emotional, social and cultural development to provide a broad range of enrichment, both within and outside the curriculum.

Moreover, the Headteacher will be able to identify and secure exceptional teaching and learning opportunities for all students in our changing academic landscape. He or she will need to keep fully abreast of national educational initiatives and policies, embracing those which support and develop the core purpose of the school. There is an abundance of talent at Torquay Boys’ Grammar School and the Head will be committed to nurturing that talent, providing opportunities both for staff and students to develop skills and leadership for the future.

Given the nature of the organisation, the Head will need to distribute leadership in order to broaden opportunity and to develop partnership and will be committed to developing and sharing educational best practice through active alliances.

Ultimately the Headteacher will be an inspirational leader, strategic and innovative, an effective communicator at all levels, able to enthuse, inspire, motivate and challenge.

If this describes you and you are excited by the prospect of leading a wonderful school, I look forward to receiving your application.

Mrs Christine Weston

Chair of Trustees/Governors