



Pate's Grammar School Cheltenham

Headteacher

Information Pack



Welcome from the Chair of Governors



Thank you for your interest in leading Pate's on the next stage of its journey. Our website will allow you to explore the school in detail. This booklet gives a flavour of the ethos and values of this fabulous school, and the strategic areas of focus in delivering the current vision.

Our mission is to nurture excellence throughout our community. We provide rich opportunities for all in our school to explore their potential in a happy, vibrant, and caring environment. We expect students to become independent thinkers who embrace challenge and are supportive of others, and to leave us with exceptional outcomes and the intellectual skills and emotional maturity to shape their own futures and thrive beyond Pate's.

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 inspiring young people with the potential to be the best of their generation.

Over the last few years we have twice been named as the Sunday Times 'National School of the Year' and our examination results see us as one of the top state-funded schools in the country. 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 walk through the doors that makes Pate's such a special place to work and learn.

Our exceptional staff are the main reason for our successful and happy school, and Pate's prides itself on attracting and retaining staff of the highest quality. 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.

Russel Ellicott, our current Head, is now stepping down after 10 years at the helm, to use his expertise and passion influencing education more broadly across the country. His inspirational headship has empowered a skilled and knowledgeable senior leadership team; and his forward-thinking pedagogy has established our school as one of the most academic schools in the country. Russel has agreed to an extended notice period to ensure a smooth transition.

I hope that you will relish the opportunity to lead an outward facing school that looks to be at the cutting edge of educational developments. I promise whoever is appointed to this exciting role an engaged and supportive Board that is open to new ideas.

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

Rebecca Flaxman

Chair of Governors



Our Values



‘Nurturing Excellence’ through ‘Embracing Challenge’, ‘Supporting Each Other’ and ‘Shaping the Future’

Embracing Challenge - Ambition Resilience Curiosity Resourcefulness

We believe in nurturing intellectual curiosity through a rich and ambitious curriculum and co-curriculum that challenges our students to think creatively, demonstrate resilience and be resourceful. We expect staff to be enthusiastic and open-minded, working together to explore the most innovative ways to inspire highly able students.

Supporting Each Other - Respect Empathy Collaboration Kindness

We believe that a culture of mutual respect, empathy and collaboration best supports learning. We educate our students in an environment where everyone is included and treated with kindness and respect, and where students are encouraged to consider different points of view, to look out for one another and help in times of need.

Shaping the Future - Vision Leadership Innovation Community

We believe in supporting our staff and students to develop as leaders, to demonstrate vision and to think innovatively in the knowledge that they can make a difference. We remain at the forefront of educational practice, influencing thinking and sharing what we learn with others. We believe in the importance of partnerships and community, supporting students to achieve their full potential, regardless of socioeconomic background.

Our Vision



We aim to:

- Be recognised as the top co-educational school in the country, delivering exceptional examination outcomes and creating unparalleled social, cultural, and academic enrichment opportunities;
- Nurture students with a secure moral framework so that they can become socially responsible global citizens and the leaders of tomorrow;
- Equip students with the skills and behaviours which will help them succeed and to move on to their first-choice destination;
- Sustain a learning environment for all that is research-focused and informed by best practice;
- Be acknowledged for our capabilities in protecting and promoting wellbeing and resilience for our whole community in a happy, supportive, and inclusive environment;
- Raise aspirations and promote wider access locally, enriching the educational provision beyond Pate's, both regionally and nationally, and;
- Deliver all this under a financially sustainable model.

Our current areas of strategic focus (2022-2025)



1. An exceptional educational experience for all

To provide a broad, ambitious curriculum that nurtures the aspirations of all our students so that they reach their future potential, regardless of socioeconomic background.

2. Outward facing and socially responsible

To fully develop our commitment to raising aspirations, promoting wider access locally and enriching the educational provision beyond Pate's, both regionally and nationally.

3. Proactive culture of pastoral care and wellbeing

To foster a culture of pastoral care and wellbeing in an inclusive environment where all members of the community are celebrated and supported to achieve their full potential.

4. Controlling our own destiny

To actively forge links and build a network of partnerships to help protect our financial situation and position Pate's as a prominent partner and leader in education.

Job Description



The full job description is included within the application pack.

Key aspects of the Headteacher's role include:

- Ensuring that Pate's is a safe environment for all students and staff to work and learn;
- Providing inspiration and leadership and sustaining a culture of trust and respect;
- Delivering excellence and enabling improvement in teaching, curriculum and assessment;
- Ensuring Pate's is an 'employer of choice', staffed by talented and skilled individuals at all levels;
- Ensuring long-term sustainability, and;
- Building external relationships for the benefit of students and the education sector.

This job description is also underpinned by the Headteacher Standards 2020 - [Headteachers' standards 2020 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/headteacher-standards-2020). The Headteacher must also uphold and demonstrate [The Seven Principles of Public Life - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/the-seven-principles-of-public-life) at all times.

Person Specification



The Board of Governors is looking to appoint an inspirational leader with an open and collaborative style who will be ambitious for the future of Pate's, as well as having a commitment to maintaining the excellence that has been the hallmark of the school for many years.

We regard some aspects and qualities to be **essential** for our new Head to have and will use the list of **desirable** qualities to help distinguish between those who come through as the strongest applicants. Candidates may wish to refer to the list below in their covering letters to begin the process of evidencing their suitability.

ESSENTIAL QUALITIES & ATTRIBUTES

- A strong personal academic record that features a recognised and respected tertiary qualification of some kind (e.g. degree);
- Demonstrable success in leading and managing a secondary school, either as a Head or as a member of a Senior Leadership Team;
- An understanding of what leads to excellence in a school's curricular, extra-curricular and pastoral provision and personal leadership experience in improving a school in at least one of these areas;
- An ability to recognise and develop outstanding classroom practice;
- An understanding of how a single academy trust is funded and a willingness to engage with funding challenges, ensuring that school funding is put to best use;
- Evidence of commitment to personal professional development (e.g. through further study or qualification);
- A commitment to the professional development of staff, as well as to their performance management;
- A commitment to delivering a selective education and promoting equal access to opportunity;
- A problem solver, comfortable with complexity, with the ability to think creatively and ambitiously;
- An exceptionally confident and persuasive communicator - in writing as well as in person - who is able to lead and influence stakeholders in our own community and beyond;
- A commitment to the protection and safeguarding of children and young people and a complete understanding of a Headteacher's responsibilities in this area, and;
- A commitment to valuing and respecting the views and needs of children and young people.

DESIRABLE QUALITIES & ATTRIBUTES

- PGCE or QTS;
- A higher level qualification related to educational leadership (e.g. NPQH, Masters in Education);
- Experience in more than one school and/or educational experience that offers a different perspective (e.g. as a school governor in another setting), and;
- Experience in the process of formulating and articulating a vision and strategy, and translating this to operational plans.

What can we promise you?



- An unparalleled opportunity to lead and develop one of the most successful, consistently over-subscribed, state schools in the country;
- An experienced SLT and talented and skilful staff committed to delivering research-led education;
- A diverse community of highly motivated, able and engaged students who offer a consistently stimulating environment for staff;
- An engaged and supportive governing board who are open to innovative approaches in education and keen to work together to address the 2022 White Paper;
- An opportunity to work beyond the standard headteacher remit (e.g. Teaching School Hub, international income generation);
- A dedication to your personal development with access to outstanding resources;
- Access to established support networks both regionally and nationally, such as the Grammar School Heads' Association;
- A commitment to your work-life balance and a recognition of the particular demands of headship;
- A competitive salary with room for progression, which is reviewed annually by governors;
- A modern and well-maintained school in a financially strong position with a number of active additional income streams;
- Located in Cheltenham, a beautiful Regency town in the Cotswolds – voted best place to live in the South West by the Sunday Times in 2020. Home to GCHQ, it is well on its way to becoming the UK's cyber capital. Famous for its racing, it also boasts world-leading festivals in science, jazz, music and literature, and a selection of excellent schools;
- Easy access to the M5, bringing Bristol and Birmingham within reach, also boasting a direct train service to London.

How to apply



Applications

Applications should be by Pate's application form (please use 'teaching' version, found under Vacancies on our website [here](#)) and covering letter, emailed to jobs@patesgs.org by 2 October 2022 at 23:59

We are planning to hold interviews on: 11th and 12th October 2022, with successful candidates from day 1 being invited back for day 2.

Equal Opportunities Statement

Pate's is committed to equal opportunities in employment, and welcomes applications irrespective of gender, race, disability, colour, ethnic origin, nationality, sexual orientation, gender identity, marital status, religion, trade union activity, age, and/or medical condition.



Further Information

This information pack (along with the job description) gives a flavour of the school and the role of Headteacher. More information can be found on our website (<https://www.patesgs.org>).

Visits to the school are welcomed and will not form any part of the assessment process. If you are unable to visit, please do not worry as there will be a full tour provided for those invited to interview. We recognise that there may be some specific questions that these materials do not answer, and these can be sent to Francesca Coppola (PA to the Head) at jobs@patesgs.org. Francesca will also arrange a visit if requested.

