



ST MARTIN-IN-THE-FIELDS High School for Girls

Church of England Academy
11-19 Founded 1699
Co-ed Sixth Form

www.stmartins.academy

HEADTEACHER CANDIDATE INFORMATION

SERVICE COMPASSION JUSTICE PERSEVERANCE



*The motto of the school, Caritate et
Disciplina - with Love and Learning, is
driven by all staff in a common endeavour
to improve pupils' life chances.*

Ofsted May 2018

Appointment of Headteacher April 2021

Thank you for expressing an interest in the role of Headteacher at St Martin's School for Girls and mixed Sixth Form. The information in this pack will, we hope, give you a good flavour of the school, as well as the application procedure and I hope having read it, you will decide to apply.

Thank you for expressing an interest in the role of Headteacher at St Martin's School for Girls and mixed Sixth Form. The information in this pack will, we hope, give you a good flavour of the school, as well as the application procedure and I hope having read it, you will decide to apply.

This is an exciting opportunity for an exceptional individual to join St Martin's at an important time. St Martin's is a truly inspiring school. The retiring Headteacher has provided exemplary leadership in all areas, including curriculum, behaviour, reputation and pastoral support - as evidenced by Ofsted and SIAMS inspections. The school was last fully inspected by Ofsted in May 2018 and we were awarded 'Good and Improving'. The Ofsted inspector said in the report: 'The motto of the school, 'Caritate et Disciplina' - With Love and Learning, is driven by all staff in a common endeavour to improve the life chances of all students'.

Our last SIAMS inspection was in April 2018 and we were awarded 'Outstanding'. The SIAMS inspector said in the report: 'Leaders are passionate about articulating, living out and promoting the 'with love and learning' vision rooted in the story of St Martin, and the distinctive Christian values of service, compassion, justice and perseverance...Standards in RE are above national expectations and progress in the subject is rapid, developing an understanding of Christianity and other religions, particularly Islam, reflecting the school's intake.'

This post is available in September 2021 and offers a significant opportunity to lead an enthusiastic and dedicated staff team, who are committed to making a real difference. Behaviour and attitudes of our pupils, the achievement of disadvantaged groups of pupils, the focus on

quality teaching and the professional development opportunities provided for staff are exemplary.

Post pandemic, we face a challenging and competitive environment regarding pupil numbers, as do the majority of schools across South London. With the Governing Body, the successful candidate will lead the school into a creative new vision which will require charisma, entrepreneurial skills and tenacity in order for the school to change and flourish in creative and innovative ways, as well as continue the Ofsted journey from 'Good and Improving' to 'Outstanding.' Are you up to the challenge? We hope so.

We are proud of our academic results. Our last examination results are as follows:

GCSE Qualifications

- English Language 61% grade 4 and above
- English Literature 72% grade 4 and above
- Mathematics 55% grade 4 and above.
- Biology 100% grade 6 and above
- Chemistry 100% grade 5 and above
- Physics 100% grade 4 and above, with 95% at the higher grade 5 and above
- Art 92% grade 4 and above with 50% at the higher grade 5 and above
- Religious Studies 78% grade 4 and above with 65% at the higher grade 5 and above
- French 75% grade 4 and above with 66% at the higher grade 5 and above
- Spanish 70% achieved the higher grade 5 and above
- All students taking exams in their home language achieved grade 7/B or above

A-Level Qualifications

- A*-B 28%
- A*-C 60%
- A*-E 96%



*Students are inspired to learn and
are ambitious for the future.*

APS per entry 26.16 (National 34.01)
APS expressed as a grade C- (National C+)

Vocational Qualifications

D*D 70%

D*M 100%

D*P 100%

APS per entry 32 (National 28.91)

APS expressed as a grade DISTINCTION-
(National MERIT+)

This is a once-in-a-career opportunity to lead significant change to ensure growth and ongoing continuing progress in academic attainment and achievement, and I would very much welcome speaking with you informally before you make an application. If you decide to make an application we would be very keen for you to experience our school, and onsite visits can be adapted to meet the relevant government guidelines.

Please do not hesitate to contact me at the email address below if, at any stage of the application process, you would like to discuss the post in more detail.

Yours sincerely,



The Revd Erica Wooff

Chair of Governors

Email: wooff.e@stmartins.academy





*We are a happy, safe and
caring community where we
live, love and learn together.*

About Us

"Students of all faiths and none feel welcome and have a sense of value within the community."

SIAMS April 2018

St Martin-in-the-Fields High School for Girls is a Church of England School steeped in history and tradition. Originally established in 1699, it is the oldest girls' school in England and is linked to the church of the same name in Trafalgar Square. The school is committed to closing the achievement gap between advantaged and non-advantaged students and inspiring students to learn. We are very proud of our remarkable history and how we have managed to open the opportunity gaps for our students, creating individuals who are confident, responsible, spiritual and successful.

Throughout our 320-year history, we have always kept a firm eye on securing futures for the young women we teach, something we know will continue for those who come through these historic doors in future years. In 1928, we moved to our current site in Tulse Hill, which was marked with an opening ceremony conducted by the Queen Elizabeth, The Queen Mother. We celebrated our 90th anniversary of this last year, holding our Founders' Day service in our founding church, one of the most famous churches in London, in one of the most famous squares in the world.

With love and learning -

Caritate et Disciplina

The church and school are dedicated to St Martin of Tours and his inspiring story, riding on a horse and cutting his cloak in half to share with a beggar. Encapsulated by the school logo, Caritate et Disciplina, his message of love, selflessness and service remains just as relevant today.

The original philanthropic and charitable connections remain strong, something highlighted by Ofsted, who wrote: "The motto of the school, Caritate et Disciplina – with Love and Learning, is driven by all staff in a common endeavour to improve pupils' life chances."

As a school, we connect with charitable activities through what we express as our St Martin's stewardship vision that "Everyone Can Help Others". We encourage all students to engage in social action and to develop their understanding of courageous advocacy and leadership.

Our Christian ethos is central to the school, and we have maintained our strong, founding Christian values, focusing on service, compassion, justice and perseverance. Because of the importance we place on this ethos, we constructed a chapel, which is used as a space for our students to visit at any time, no matter their faith. This was highlighted by SIAMS, who said: "Students, of all faiths and none, feel welcome and have a sense of value within the community." We have encouraged the girls to make the chapel their own, and, working with a specialist glass artist, they designed and created stained-glass windows, which were blessed in St Martin-in-the-Fields church and dedicated by the bishop in our chapel.

Widening the opportunity gaps

We are committed to providing stimulating opportunities for our students, and when our retiring Headteacher joined in September 2015, the time was right for transformation. By combining modernity with tradition we looked beyond the curriculum and student experience in order to initiate demonstrable change for our students. We modernised all that we could: the school uniform and parts of the 18th century building including the dining area, now the Plaza, and a new Chill Zone to support students' wellbeing.

In April 2018, we established a partnership with The Confucius Institute for Traditional Chinese Medicine at London South Bank University and became an official Mandarin teaching site. Our Key Stage 3 students now

*Students are committed to
showing kindness and respect
in all their relationships.*



learn Mandarin and we have our first group of students starting a GCSE in the language this year. In future, we plan to link with a school in China and organise a school visit. Our curriculum has been broadened, and both psychology and sociology are taught at Key Stage 4. This is supported by our comprehensive and empowering careers programme called “Steps to Success”.

We have a scholarship programme linked to music and the STEM subjects and we are committed to encouraging girls to study these subjects as widely as possible. We have also developed a primary transition programme, promoting STEM, while our year round partnership with primary schools enables their pupils to take part in music, drama and Mandarin workshops on a weekly basis.

Our strong ranking position within Lambeth local authority in terms of closing the achievement gap between disadvantaged and non-disadvantaged students has involved us taking part in a research project, operating at both local and national levels, and which is designed to showcase our best practice.

As one of our school priorities, and to ensure we remain exemplary in this field, our strategies and processes are interwoven into every department, and we have a designated Pupil Premium Champion to lead in this area. We plan intervention strategies and our governors take ownership of reviewing and monitoring, supported by robust tracking systems and a rigorous funding plan. Our May 2018 Ofsted praised our strengths in this area and highlighted that “work in books shows progress is similar for both disadvantaged and non disadvantaged students”.

Adapting for the future

We have a co-educational sixth form, which works in collaboration with two other schools in the local authority. This allows us to be more flexible and increase the breadth of our provision as we share subjects and prepare students for university,

apprenticeships, local and global opportunities. One of the main strengths of our sixth form is the exceptional destinations we can offer our students after they leave us. Many of them secure places at Russell Group universities and we have had students attend Imperial College London, Queen’s University Belfast and Warwick, with a number of Oxbridge candidates too.

We are a school where quality teaching brings out the best in all our students to enable them to reach their full potential. We have a dedicated and committed staffing body who go above and beyond to support every single child, every single day. The resulting transformation has been strategic and we were praised in our two inspections, when we were judged as an “outstanding” church school by SIAMS in April 2018 and as a “good” school by Ofsted in May 2018. Financial constraints impact on everything we do and we have had to be creative with very little.

We are in the unique position of being the only Church of England girls’ school in Lambeth and we are becoming ever more popular for families and their daughters, in the local area and the wider community. We have educated hundreds of thousands of young women over the centuries and will continue to do so, as well as boys in our sixth form.

Job Description

Strategic Direction, Educational Focus and Operational Management

Strategic Direction

- **Outline a creative and sustainable vision for the school**

- With the Governing Board, create an outstanding and sustainable vision for the school, post pandemic, building on the school's strengths and significant achievements over the past six years under the outgoing Headteacher, always upholding its values, and facing the challenge of falling rolls.
- Lead on strategic partnership with other schools, including any appropriate Multi Academy Trust.
- Promote and strengthen the roll uptake in a regionally challenging area, and ensure the school maintains its unique attractiveness in an increasingly competitive environment, seeking new solutions as appropriate
- Strengthen and develop the outputs and achievements from the recent staff restructuring process, and ensure all benefits are channelled into educational achievement and attainment, and financial sustainability.
- Review and implement the School Improvement Plan and recovery plan, focusing on the school's priorities.

- **Provide visible, inspiring and purposeful Christian leadership**

- Promote the distinctive Christian character of the school.
- Act as a role model for all, celebrating successes.

- Systematically identify and address areas of need.
- Build upon the current culture of self-evaluation and a commitment to continuous improvement.

- **Create a caring and loving environment**

- Ensure hard work is rewarded, difference embraced and responsibility taken.
- Develop mature and well-rounded adults ready to enter the next stage of their lives having been so cherished that they have been able to realise their full potential.
- Be proactive in making provision for the mental health needs of the school community.

- **Strengthen the role of the school in the community**

- Visibly embrace, actively promote and infectiously celebrate the benefits of living in a culturally and ethnically diverse community.
- Nurture effective relationships and work in partnership with the governing board, staff, parents, the local community, St Martin-in-the-Fields Church, the Southwark Diocesan Board of Education, and the local authority.
- Cultivate new and creative partnerships with other local schools, especially faith schools, and any relevant multi academy trust, to ensure the flourishing and sustainability of the school in the long term.

Educational Focus

- **Drive educational attainment and achievement**

- Continue to drive improvement of educational attainment and achievement across the board, challenging staff and students alike.
- Continue to stretch the most talented and provide support to those who need it.
- Ensure the continued development of the staff team to deliver high standards effectively.
- Build on Ofsted successes and spearhead an aim to move the Ofsted Grade from 'Good' to 'Outstanding'.
- Build on SIAMS successes and maintain the school's 'Excellent' grading.

- **Provide a well-rounded educational environment**

- Maintain and develop a broad and

balanced curriculum, supplemented by a wide range of extra-curricular activities

- Foster a school environment that develops well-rounded individuals who are comfortable in their faith, and possess both a tenacity never to give up and a self-motivated desire to learn and develop.
- Consolidate and enhance a supportive and challenging Sixth Form environment.

- **Place Teaching and Learning at the heart of the school**

- Ensure the school remains at the vanguard of the latest tools, technology and techniques in Teaching and Learning, and provide a commitment to the continuing professional development of all staff.

Operational Management

- **Establish clear processes to support the effective day-to-day running of the school**

- Oversee the effective operation of the school, ensuring appropriate policies are implemented and maintained.
- Create and maintain a safe and secure school environment.
- Develop the full potential that future school partnerships and appropriate membership of any academy trust give the school.

- **Stewardship of the finances**

- Prudently manage the school's finances.
- Drive efficiencies through the current budget.

- Establish options for securing future income.
- Create space to invest in educational resources, new activities and the capital development of the school.
- Lead on ensuring the maintenance and development of an attractive physical environment.

- **Build a high-performing team**

- Ensure a high level of pastoral care for staff and students.
- Recruit, manage and motivate teaching and support staff to ensure they fulfil their duties with dedication and enthusiasm.

Person specification

Qualifications, Experience, Strategic Leadership, Personal Qualities, Operational Focus

Qualifications

The candidate should have:

- A DfE recognised teaching qualification
- A demonstrable record of Continuing Professional Development

Experience

The Candidate should have:

Proven experience of strategic redirection implementation and successful school leadership either at Head or Deputy level in a secondary school.

Successful experience in an inner-city and multi-cultural school, with the challenges of falling rolls.

An understanding of educational issues as we emerge from the pandemic, including the statutory and legal frameworks applying to academies and multi academy trusts, and challenges faced by secondary schools in an increasingly competitive environment.

A clear understanding of the wider education agenda including national policies.

Proven leadership input to post-16 provision.

Strategic Leadership

The Candidate should be able to demonstrate the ability to:

Develop and strengthen the strategic vision and plans in order to deliver the school's vision, ethos, priorities and sustainability targets in a challenging environment.

Strengthen and develop the marketing strategy for pupil recruitment with local schools in new and creative ways.

Establish effective links with the wider (school and church) community, celebrating the diversity of our student body, the role of parents, carers and families, and our Anglican community.

Be committed to safeguarding and the ability to implement effective processes to keep the students safe at all times.

Challenge and bring out the best in staff and students to attain the highest achievement for all.

Show by example that Teaching and Learning are at the heart of the school.

Personal qualities

The Candidate should:

Be a practising Christian with a proven record of inspiring diverse colleagues and pupils to deepen and broaden their faith and practice.

Have an active commitment to promoting the distinct Church of England character of St Martin's.

Have a strong and visible presence to earn the confidence and respect of the school and wider community.

Have a clear educational vision and be able to think strategically.

Committed to continue to promote diversity and equality

Be able to envision, instigate and manage change effectively.

Be able to consult and listen to the views of all involved to tackle difficult issues, but ultimately take decisions and convey the outcomes clearly and sensitively to all concerned.

Be able to delegate effectively and hold others to account for delivering results.

Be proactive, responsive and enthusiastic with a sense of humour.

Have an awareness of mental health issues likely to affect the school community as a result of the pandemic.

Have the ability to show resilience under pressure.

Operational Focus

The Candidate should:

Be able to establish clear processes to ensure effective day-to-day management of the school.

Be able to evaluate staff performance and progress, celebrating excellence and holding individuals to account, including managing the capability process where appropriate.

Be equipped to form an imaginative, dynamic and accountable partnership with the governing body, and form a strong, affirming partnership and relationship with the Chair of Governors.

Have the ability to prioritise, evaluate and manage financial and human resources to achieve strategic, educational and financial goals.

Be committed to developing and building a high-performing team, ensuring a high level of pastoral care for staff and students.

Be able to recruit, manage and motivate staff to ensure they fulfil their duties with dedication and enthusiasm.

Salary and How to Apply

Salary: salary scale L21—L27 (£76,249—£87,062)

How to apply: please return your completed application to Alicia Reynolds at schoolshr@lambeth.gov.uk quoting 'St Martin's Headship' and your name in the subject line.

Deadline for applications: Tuesday, 20 April 2021 at noon.

School visits: to arrange a visit to St Martin's please email the Rev. Erica Wooff, Chair of Governors wooff.e@stmartins.academy We have visitor parking on site.

Shortlisting: Thursday, 22 April 2021

Interview process: Monday, 26 April 2021 and another day that week

Starting Date: 1 September 2021

Contact Details

Chair of Governors

The Revd Erica Wooff

wooff.e@stmartins.academy

07974 714 855

School Address

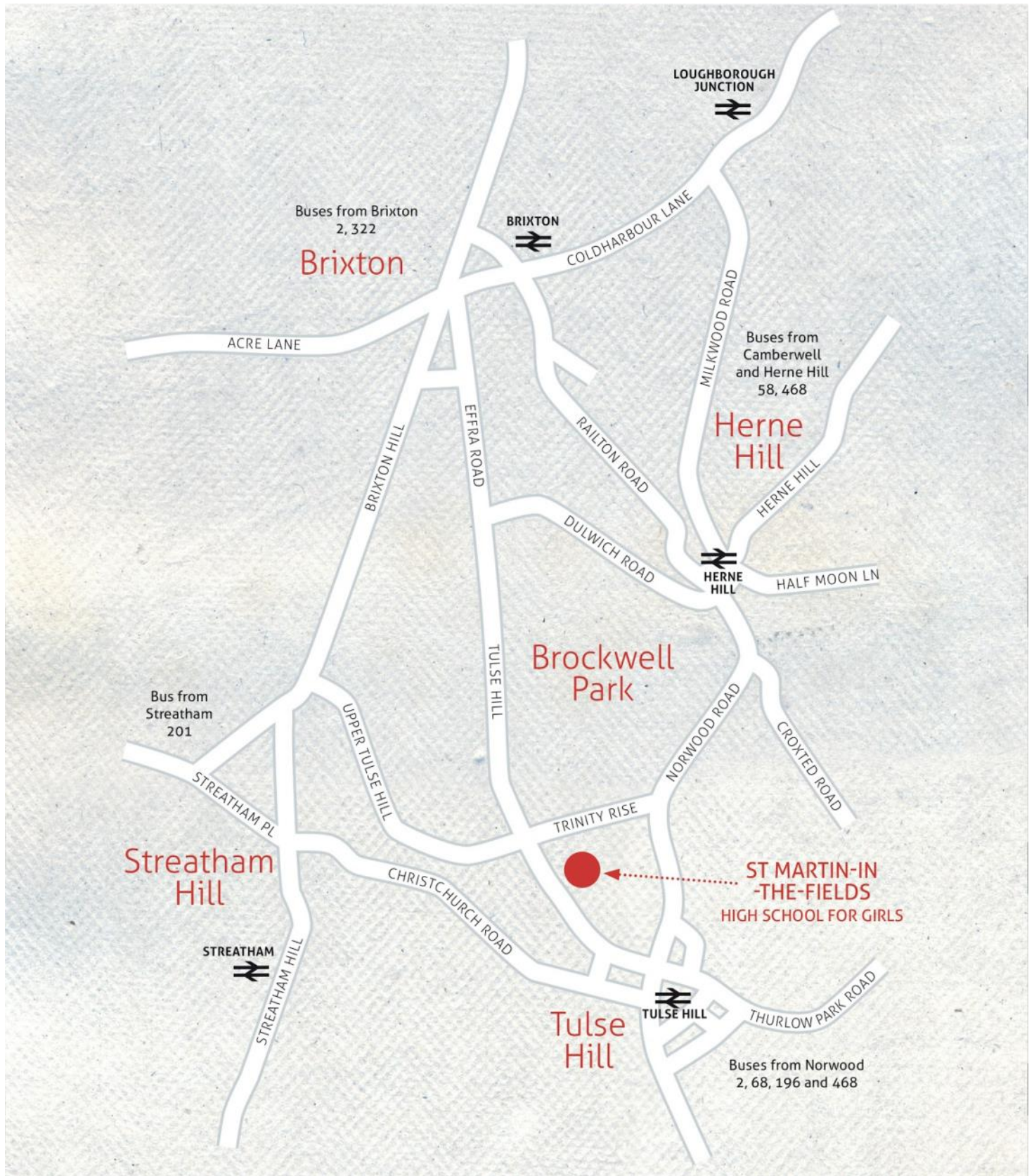
St Martin-in-the-Fields High School for Girls

155 Tulse Hill

London SW2 3UP

St Martin's operates rigorous safeguarding procedures and is committed to the principles of equality. Appointment will be subject to a satisfactory Enhanced Disclosure. Further information at www.gov.uk/dbs

St Martin-in-the-Fields High School for Girls is a company limited by guarantee registered in England and Wales Registered Number 07984073. Registered office: 155 Tulse Hill, London SW2 3UP



Our motto, **CARITATE ET DISCIPLINA - WITH LOVE AND LEARNING**, embodies our vision and is timeless. All that we do is underpinned by our Christian values and the knowledge that the realisation of our vision is transformational for the girls at St Martin's. God's guidance will give our girls the insight to see realistically what is and provide them with the vision to dream of all the possibilities that can be.

Visit www.stmartins.academy for more detailed information on all aspects of school life, policies and procedures, including school uniform and SEND provision.

