



# *The* COUNTY HIGH SCHOOL *Leftwich*

Achieving Excellence

**Vacancy:** Headteacher

Required: January 2023 (or sooner if possible)

Salary: £79958 to £90379



The County High School, Leftwich is part of The Sir John Brunner Foundation, a company limited by guarantee, registered in England and Wales with company number 11227336 and an exempt charity.

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## Message from the Chair of Governors

My thanks for your interest in the post of Headteacher at The County High School, Leftwich. The post has become vacant due to the promotion of the current Headteacher, Matthew Snelson to Chief Executive Officer of The Sir John Brunner Foundation – the multi academy trust the School is part of.

The School has a well-deserved reputation as an outstanding fully inclusive local school serving students in and around Leftwich and is oversubscribed. The Governing Body are well informed and active, holding the School to account as well as providing support and recognising achievement. Staff are loyal, morale is high and teamworking is excellent. In short this is a happy and highly effective school.

Being part of The Sir John Brunner Foundation provides the School with School Improvement support, business support from a central team and it provides colleagues with opportunities to further develop their careers. The successful candidate will be an important member of the Executive Heads Group helping shape the strategic direction of the Foundation. The County High School Leftwich is at the forefront of the school improvement initiative and supporting other local schools.

Governors and Trustees are looking for an exceptional leader to take The County High School Leftwich into the next stage of its development. They understand that leading an outstanding institution is not without its challenges but believe this is an exciting time for the right person to continue to improve the School. I do hope you find all that you need to know about the school either in this application pack, or on our website [www.leftwichhigh.com](http://www.leftwichhigh.com). If you have any questions or queries about the post or wish to make a preliminary visit, please contact Mr Snelson at the school via [head@leftwichhigh.com](mailto:head@leftwichhigh.com).

Mrs Alison Massey

Chair of Governors

## Message from the Current Headteacher

Welcome to The County High School Leftwich. Thank you for expressing an interest in the post of Headteacher; I hope what you read inspires you to make a successful application.

I am honoured and excited to be taking up the post of Chief Executive Officer of The Sir John Brunner Foundation from the start of the new academic year. Currently, The Sir John Brunner Foundation is made up of The County High School Leftwich, Middlewich High School and Sir John Deane's Sixth Form College. As part of my new role, I look forward to supporting and challenging the new Headteacher, the leadership team and all colleagues at The County High School Leftwich to maintain the very high standards and deliver even more, what we call, Joyous and Rewarding experiences for our students.

The County High School Leftwich is an outstanding place to learn and work. The successful candidate will be very lucky to lead and collaborate with such talented and hardworking colleagues and such motivated and super students. The opportunities presented by working in The Sir John Brunner Foundation – opportunities to influence the strategic direction of the Foundation and support schools beyond The County High School Leftwich, makes this post even more attractive.

We remain committed to continuous improvement in leadership and management at all levels, in developing and sharing creative learning and teaching approaches and in providing high quality CPD to enable all colleagues to fulfil their professional goals and aspirations. As part of this process, I value the chance to recruit the highest quality professionals who will take advantage of these development opportunities.

I hope you find the information in this pack helpful. If you are committed to developing students' Knowledge and Skills, Character and Creativity and Imagination in a school where students are Ready to Learn, Respectful and Safe and Embrace Opportunities, I look forward to hearing from you.

Mr Matthew Snelson



Headteacher



## About The County High School Leftwich

The County High School Leftwich is a fully inclusive, co-educational, 11-16 school with approximately 1012 students, 60 teaching and 60 support staff. The school serves a mixed catchment area with a Published Admission Number of 196, though we are now significantly over-subscribed.

The School is a safe and calm, inclusive and positive community and workplace. Students enjoy and achieve during their time at this school. They leave as rounded individuals, aware of the wider-world, ready to make a positive contribution to it and fully equipped to flourish in it, whilst having maximised their academic potential. The school strives to ensure that colleagues are motivated, happy, supported and derive satisfaction from their role.

Leaders promote a strong culture of safety and vigilance throughout the school. Staff receive comprehensive training on safeguarding. They know what to do if they have any concerns about a student's welfare or safety. The Safeguarding policy can be found here:

<http://leftwichhigh.com/documents/Policies/safeguarding.pdf>

An Academic Curriculum is an opportunity for and expectation of all our students, further enriched by opportunities beyond the timetable. The School's curriculum endeavours to develop students':

- Comprehension and command of knowledge and skills
- Character
- Creativity and imagination

Our broad, balanced and enriched curriculum promotes the enjoyment of learning, motivating students to gain the knowledge, skills and qualifications enabling them to realise their potential and thus exercise choice and control in their personal and working lives. We believe that every student's experience of success contributes to their personal happiness.

The School prides itself on a sustained reputation for outstanding academic performance in a proudly inclusive learning environment. From 2016 to 2019, students achieved progress described as 'above average' and in two of these years students achieved progress 'well above average', as described by the DfE. In 2019 the School achieved a Progress 8 score of +0.80 for all students and +0.34 for disadvantaged students. In 2020 and 2021 students achieved progress in line with previous years. In 2017, the school was awarded a National Pupil Premium Award by the Department for Education, further demonstrating our commitment to ensuring all students achieve their academic potential.



## About The County High School Leftwich (continued)

We are at the planning application stage of a £2m project, creating a new entrance, reception area and 4 additional classrooms. As part of this project we are modernising four internal classrooms, creating a Drama Studio and creating a new Library. The project also includes enhanced outside sporting and social facilities. The project is being funded by the Local Authority and a significant contribution from The Sir John Brunner Foundation.

The school was approached by the Local Authority to increase our PAN from 195 to 210 due to the consistent high demand for places at The County High School Leftwich. The new build facilitates the increased PAN, enabling us to continue to deliver our outstanding curriculum offer even with an increased number of students. The new Headteacher will have an input into the project, however, the central team at The Sir John Brunner Foundation will work closely with the Project Management team, enabling the new Headteacher to concentrate their efforts on ensuring the student experience and outcomes remain exceptional.



## About the Senior Leadership Team

The Senior Leadership is a very able, mutually supportive, highly co-operative, principled and resilient team. Individuals develop expertise which befits particular strengths, interests and attributes, whilst also demonstrating flexibility in order to provide mutual challenge and support and to broaden knowledge and skills in readiness for further career enhancement.

The Headteacher not only welcomes, but expects colleagues to assist in setting the agenda for the formal weekly meeting, so that individuals account for their progress in fulfilling their responsibilities, take cognisance of colleagues' views, feedback from meetings, conferences and courses, and enable the team to have strong awareness of each aspect of ongoing whole-school improvement.

The current structure includes a Deputy Headteacher leading on Behaviour and Attitudes and Personal Development and a Deputy Headteacher leading on the Quality of Education. These two outstanding, dedicated and loyal Deputy Headteachers are supported by three talented and highly motivated Assistant Headteachers, each with their own roles and responsibilities but also with an expectation to work beyond their brief supporting the Deputies to ensure The County High School Leftwich remains an outstanding place to learn and work.





## The Sir John Brunner Foundation

The Sir John Brunner Foundation is a Multi Academy Trust, based in the heart of Cheshire, and comprises of

The County High School, Leftwich



Middlewich High School



Sir John Deane's Sixth Form College



Employing over 430 professionals, who support a high standard of education for over 3400 students, the Foundation is a warm and welcoming community and an excellent place to work. Whether you are beginning or continuing in your profession, you will benefit from opportunities of training and career development.

Each school within The Sir John Brunner Foundation retains a strong sense of identity, place and purpose, whilst contributing to a shared experience of excellence and pride, continuing to build on their rich histories and celebrating their own uniqueness. The shared ambition of The Sir John Brunner Foundation is that every child's life is enhanced and advanced through the highest standards in education and that every child fulfils their academic potential through a broad and diverse education.

Every child and professional within The Sir John Brunner Foundation is able to feel happy and safe, knowing they are an important and valued member of our communities and understand they belong and are represented in them. The Sir John Brunner Foundation embraces and celebrates difference and uniqueness.

The Sir John Brunner Foundation recognises the importance of first class education in shaping individuals with a strong moral purpose who are driven by loyalty, compassion and a strong sense of contribution to their community and to the world around them.

Professionals thrive within and are supported by The Sir John Brunner Foundation in shaping careers which allow the fulfilment of personal and professional goals and dreams.

The Sir John Brunner Foundation recognises its duty and its commitment to wholeheartedly serving the interests of children and families within our local community. [sirjohnbrunnerfoundation.co.uk/](http://sirjohnbrunnerfoundation.co.uk/)



## Job Description

Job Title:	Headteacher
Academy:	The County High School, Leftwich ("the Academy")
Responsible to:	The Chief Executive Officer of the Sir John Brunner Foundation The Governing Body of the Academy
Manages:	Senior Leadership Team

## Responsibilities to the Trust

- Be accountable to Foundation Executive Team and Board of Trustees
- Be part of the Executive Heads group, led by the Chief Executive Officer
- Recognise the obligation to support and contribute to the needs of other Academies within the Foundation
- To lead The Academy's business planning, ensuring the academy operates effectively within its budget

## Job Purpose

The Headteacher will lead and oversee all operations at the Academy, including the professional leadership, strategic direction and operational management to ensure the delivery of high educational standards.

The Academy has a proven track record of leadership and outstanding student results. The responsibility of the post holder is to maintain and further develop these standards in line with best practice:

## Strategic Leadership

- Ensure all Academy strategies and policies are implemented in an appropriate manner
- Maintaining a culture of educational excellence, promoting learning innovation and effectively engaging with academic partners
- To operate and uphold the Department for Education's Teachers' Standards, and ensure all teachers within the Academy are likewise upholding these standards.
- Provide inspiring and motivational leadership for all staff and students that sets high expectations for all

- Develop effective professional relationships with all stakeholders
- Work with Foundation Executive Heads to ensure best practice is shared and implemented
- Oversee the effective use of all resources across the Academy (including staff, finance, facilities)
- Determine the organisation, direction and management of the Academy, in line with Foundation strategy, making proposals to the Chief Executive Officer and Governing Body about the strategic direction and educational character of the Academy
- Lead the strategic planning process, including annual review policies, consultation with Governors, staff and other interested parties
- Ensure an effective student recruitment strategy, including schools outreach programme, is in place.

### Teaching and Learning

- Ensure successful Teaching and Learning strategies are embedded within the Academy and are in line with the values and ethos of the Foundation
- Lead and inspire staff to develop and implement new and effective forms of teaching and learning in line with best practice
- Continue to promote excellent teaching standards, effective learning and high standards of achievement, and ensure these are monitored and evaluated
- Maintain and further develop an aspirational culture and ethos for all, with positive strategies for inclusion, equality and diversity being promoted
- Further develop innovative means for the professional development of all staff to enable them to maximise their potential which results in increasing student outcomes
- Further develop an effective partnership with parents and the wider community to support and improve students' achievement and personal development
- Further develop extra/co-curricular activities in accordance with the educational aims of the Academy
- Maintain the culture of a high standard of student behaviour by effectively managing student discipline in line with appropriate policies and systems

### Accountability

- Professional accountability for the overall performance, statutory compliance and safety of all the Academy's operations
- Ensure that both the academic and financial targets of the Academy are met
- Regularly prepare and present reports and summaries of the Academy's performance to a range of audiences including Governors and Trustees, as well as occasional reports for Ofsted and any other external bodies to whom the Academy must be accountable
- Develop mechanisms to ensure that parents/carers and students are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting the student's learning and achievement
- Provide information, objective advice and support to the Governing Body to enable it to meet its responsibilities for securing effective teaching and learning and achieving efficiency and value for money
- Develop, organise, implement and monitor the curriculum and its assessment and ensure that all statutory requirements are met
- Ensure the health, safety and safeguarding of all staff, students and visitors to the Academy

- Ensuring that the Chief Executive Officer and Governing Body are promptly and fully informed of all matters of significance to the governance and management of the Academy
- Actively promote the principles of equality, diversity and inclusion, working in a manner that maintains a safe, healthy and supportive environment for students and staff and is in line with Foundation policy

### Management

- Work with the Chief Financial Officer, to ensure the setting of an appropriate budget for the Academy and that the Academy operates within the budget
- Ensure that the Academy complies with the requirements of the relevant funding agencies
- Direct the Academy's Senior and wider Leadership Teams to ensure all internal services are working effectively to support academic delivery
- Ensure that all those involved in the Academy are committed to its aims and values, are motivated to achieve them, and actively work to ensure the educational Success of the Academy
- Lead in the effective management of staff performance, incorporating performance management, peer review and professional development target setting that will enable continuous improvements in student outcomes
- Celebrate the successes of colleagues and teams
- Ensure policies, priorities and targets are appropriate and consistently applied in line with Foundation policies etc
- Ensure current and future workforce needs are anticipated and met by recruiting, training and developing high calibre colleagues
- Ensure the work environment is positive, engaging and fulfilling for staff
- Determine the Academy's response to the media or to other groups and acting as spokesperson for the Academy on all matters of significance, referring to the Foundation as appropriate.

### Other Requirements

- Safeguarding and promoting the welfare of children, young people, and staff ensuring that safeguarding guidance and regulations are followed positively promoting the well-being of all members of the Academy
- Take responsibility for own Continuing Professional Development
- Undertake any other duties not specified but reasonably regarded as falling under the remit of this role
- To personally meet the expectations of The Sir John Brunner Foundation Code of Conduct and the Department for Education's Teacher Standards.

## Person Specification

	Desirable	Essential
<b>Qualifications</b>		
Degree or equivalent professional qualification		✓
QTS/QTLS		✓
Achieved, working towards or willing to work towards NPQH	✓	
Suitability to work with children		✓
<b>Experience</b>		
Significant experience at a strategic level in a high performing secondary school, delivering a comprehensive GCSE programme		✓
Experience of achieving good or outstanding at Ofsted inspection	✓	
Experience of managing, developing, inspiring and motivating staff		✓
Working as Deputy Headteacher or above		✓
Experience of using data and to evaluate performance and setting and achieving challenging targets and objectives		✓
Experience of developing positive relationships with stakeholders including staff, parents and carers, governors and the wider community		✓
Experience of improving progress and outcomes for all students	✓	

Knowledge and Skills		
Successfully lead curriculum developments and challenges facing the education sector		✓
Ability to strategically plan and evaluate priorities within budget constraints		✓
Ability to effectively lead and inspire a diverse workforce and develop highly effective teams		✓
Set High expectations for behaviour and achievement, challenging poor performance where necessary		✓
Remain calm under pressure, and be resilient in the face of challenges.		✓
Ability to plan, lead and delegate effectively		✓
Monitor, evaluate and develop staff, performance and celebrate successes		✓
Ability to effectively analyse data and draw conclusions		✓
Agile in making effective decisions swiftly		✓
Ability to relate to and promote the ethos of the Academy		✓
Diplomacy when dealing with stakeholders		✓
Strong communication skills with a variety of audiences and in a variety of situations.		✓
Commitment to uphold the teachers' standards		✓
Demonstrates the 7 Nolan principles		✓
Ability and means to travel to different sites within the Foundation	✓	



## How to Apply

Please note that only applications submitted on the County High School, Leftwich application form will be considered. **CVs are not accepted.** In addition, candidates are invited to submit a letter (no more than two sides of A4, font size 12) outlining their experience and suitability for this particular post.

Completed applications should be emailed to [head@leftwichhigh.com](mailto:head@leftwichhigh.com)

All candidates submitting an electronic application will be required to sign and date their documentation if invited to interview.

**The closing date for applications is 20<sup>th</sup> June 2022, 9am.** Interviews are planned to take place on 27<sup>th</sup> and 28<sup>th</sup> June 2022.

If you have not heard anything from us by 30<sup>th</sup> June, please assume you have been unsuccessful in your application on this occasion.

Prospective candidates are invited to arrange a tour of the school; these can be accommodated during week commencing 13<sup>th</sup> June 2022. Please contact [head@leftwichhigh.com](mailto:head@leftwichhigh.com) to arrange a suitable appointment.

Finally, thank you very much for showing interest in The County High School, Leftwich and this post in particular. Please do not hesitate to contact Mrs Pimlatt (01606 333301) at the School if you require further information or clarification of any matter. We look forward to receiving your application.

**As part of the Safer Recruitment process, references will be taken up before interview.**

