The Royal Liberty School

Where Boys are Ambitious, Where Boys Achieve

SUCCESS FOR ALL EDUCATIONAL TRUST

www.RoyalLiberty.co.uk

Welcome from the CEO

Dear Candidate,

Thank you for taking the time to consider leading the talented staff team at The Royal Liberty School and being part of the Executive Leadership team of the Success for All Educational Trust. I am very proud to be the CEO and Executive Headteacher of a Trust that is committed to the success of all students in our care.

Our trust is currently a Havering based trust composed of three secondary schools (The Royal Liberty School, Sanders Draper School and Redden Court School) forming our secondary wing and two primary schools (Rise Park Junior and Rise Park Infant) forming our primary wing. We are an ambitious trust and hope to grow further between now and 2025.

Our vision as a trust is focused on a 'Commitment to Success for All' and high levels of aspiration for every member of our community. The trust is forward thinking and progressive. We seek to achieve the very best for all of our students through the use of a rich variety of educational approaches. In all of our schools we insist upon a truly inclusive approach to learning, innovative teaching, a broad and balanced curriculum and strong, caring pastoral systems. The welfare and development of our staff is considered by us to be a vital element of school improvement with all staff encouraged and enabled to avail of trust wide CPD and opportunities.

The Royal Liberty School has improved significantly over the last five years in terms of aspirations, the quality of teaching and learning and of course outcomes for students. It has benefited from significant investment in buildings and facilities and has been oversubscribed for the one hundred and fifty places in each year group since the start of it's expansion programme. It has a growing reputation in the local area and is increasingly regarded as a school of choice for a boys only education. In it's most recent OFSTED inspection of 2019 it was graded as a good school and now aspires to achieve the outstanding grading at the next inspection.

These are exciting times for The Royal Liberty School as it moves forward in the journey to outstanding and becoming the premier boys school within Havering. Our future leader will have to be an exceptional person with the vision and determination to lead us to this goal. As a new Headteacher you will receive support and mentoring from myself and also be supported by an experienced Chair of the Local Committee.

We strongly encourage and support our Headteachers to access development opportunities such as NPQH and all of our Headteachers are members of the Confederation of School Trusts which provides regular briefings and inset. In addition you would be part of the Executive Leadership team of the trust where you can avail of shared good practice and advice.

Perceptions play a major part in your decision when choosing the right school for you to lead and build a successful career. We strongly urge you to come and visit the school prior to application.

I look forward to your application and to meeting with you.

Mr Paul Ward
CEO/Executive Headteacher for The Success for All Educational Trust

Welcome from the Headteacher

Dear Candidate,

Thank you for taking the time to consider applying for the role of Headteacher at The Royal Liberty School, part of the Success for All Educational Trust.

I have been Headteacher of the Royal Liberty School for seven years and I am incredibly proud of the transformation that the school has undergone as a result of the hard work of the whole school community. We are highly regarded in the local community and have recently expanded to five forms of entry. We have recently undergone a full refurbishment of our beautiful grade two* listed site and the completion of this coincided with our Centenary which has given us the perfect platform to celebrate and showcase our successes.

It is a privilege to lead such a dedicated team of staff and drive improvements that ensure all students who come to The Royal Liberty receive the best education, both academically and pastorally. We share the Trust vision of 'Commitment to Success for All' and work hard as a team to ensure our students develop the skills that will enable them to achieve the very best at every stage of their life.

Our school has a unique character centered around the positive and respectful relationships between all stakeholders. If you were to ask a parent why they chose The Royal Liberty School for their son, they would tell you we succeed in combining academic excellence with a range of opportunities beyond the classroom and provide excellent pastoral care. Our most recent Ofsted inspection report states 'Pupils are well behaved, respectful and courteous' and 'parents value the sense of community, which is palpable throughout the school'.

Our students are amazing and embrace every opportunity to represent us; for example, as Science and MFL Ambassadors teaching in local primary schools, Elite Sport Programme students who run the borough primary sports competitions and the many opportunities for leadership within the school.

We are committed to improving outcomes for all students and have a focus on high quality teaching and learning to ensure the best possible progress. Our Partnership with Redden Court School & Sanders Draper School has afforded us fantastic opportunities to collaborate and share best practice. As a school we continuously strive for improvement and this is reflected in our improving results in all areas. This was recognised in our most recent inspection "Teachers' strong subject knowledge is also used well when correcting pupils' misunderstandings". Ambition for our students shines through in all that we do and we are proud to have supported five students to gain places at Eton sixth form over the last four years.

We use every opportunity to develop staff at all levels, we have a comprehensive CPD Programme and support staff at all levels to develop and experience opportunities to progress their careers. We were immensely proud that two of our teachers achieved national recognition through Pearsons Silver Teaching Awards in 2020.

Royal Liberty School is a very special place to work and, as I am discovering, very difficult to leave! As I am retiring, we are looking for a passionate leader to embrace the challenge of continuing our journey of improvement whilst retaining the values of our amazing community.

Visitors to our school are always impressed by the calm, purposeful and friendly atmosphere. Please come and visit us to see for yourself and meet some of our amazing students and staff. Please also look at our website to see some of the fantastic work we do.

Ms April Saunders
Headteacher

Our Vision and Values

Our Vision

To be a growth mindset community where ambition, hard work and resilience makes success for all a reality.

Our Values

- We believe boys are more successful when they learn together. They thrive in an environment in which they are allowed to develop confidence, individuality and independence.
- Boys at The Royal Liberty School succeed because they are inspired to learn, challenged to exceed expectations and encouraged to persist in the face of adversity.
- All our staff work together to overcome any barriers to success. We are ambitious for our students and this empowers our students to believe that with hard work, persistence and determination they can achieve their goals.
- Our students learn in an environment firmly rooted in an ethos of respect, understanding and empathy for others. Our students today are learning to be the successful young men of the future.

"Parents value the sense of community, which is palpable throughout the school."
OFSTED
"In lesson students were learning effectively as the climate for learning was strong"
Dame Joan McVittie

Headteacher Job Advert

Headteacher

Leadership Scale L25 to L31

Start Date – September 2022

The Trust Board of the Success for All Educational Trust invites applications for the post of Headteacher at The Royal Liberty School from September 2022, owing to the retirement of the current very successful Headteacher Ms April Saunders at the end of this academic year.

As a trust we are very excited by the prospect of welcoming a new leader into our community and specifically an exceptional leader who will lead a now very successful school through the next stage of its growth and development. This exceptional opportunity provides a very strong foundation for a current or aspiring Headteacher to build upon. It will offer the successful applicant opportunities to shape a well regarded and growing school on a journey towards outstanding.

The Royal Liberty School is a small comprehensive, 11-16 school for boys, located close to Gidea Park Station, only 20 minutes from London Liverpool Street. The school has recently celebrated its Centenary and is proud of its traditions, the strong sense of community and the excellent behaviour of the students. It has been a member of the Success for All Educational Trust since 2017.

Results have shown impressive improvement in recent years with the majority of KPI's including attendance consistently above national average;

- English 9-4 80%
- Maths 9-4 85%
- English and maths 9-4 76%

This raising of standards has been as a result of determined leadership and the hard work and dedication of all staff. It is further evidenced through students gaining entry to prestigious sixth form scholarships at institutions such as Eton.

Due to increasing popularity an expansion programme by one form of entry has been underway since 2018 and will be completed in 2024. As part of the Priority Schools Building Programme the school has just completed a £20 million refurbishment and building programme providing exceptional learning and sports facilities with further enhancements planned over the next two years.

The school mantra is "Where Boys are Ambitious, Where Boys Achieve." The school is focused on working with all students and families to raise aspirations and on being the school of choice in the local area for an exceptional boys education.

We are looking for an exceptionally inspiring, extremely motivated, hardworking and innovative leader with a fine track record of developing others as well as themselves and who is still an excellent classroom practitioner. We want someone who is caring, forward-thinking and able to work with everyone in a community that is hardworking, totally committed and loyal.

Headteacher Job Advert

The successful person will inherit an experienced and hardworking team of professionals who will continue to do all they can to drive the school forward.

To further explore this exciting opportunity it is strongly recommended that you visit the school. Please arrange a visit by contacting Mrs Lynne Sexton, Trust Deputy Headteacher on lsexton@sfaet.co.uk.

Consideration will be given to relocation assistance for the successful candidate.

The Royal Liberty School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.This post is subject to an enhanced disclosure from the Disclosure and Barring Service. The Royal Liberty School is an equal opportunities employer.

SUCCESS FOR ALL
EDUCATIONAL TRUST

Closing Date: Wednesday 26th January 2022 at noon.

Tours of the school are avaliable: Tuesday 18th, Thursday 20th, and Tuesday 25th of January 2022

Please complete an application form and a separate personal statement (no more than three sides of A4) which can be sent by email to jobapplications@sfaet.co.uk

Interviews will take place week beginning 21st February 2022

Headteacher Job Profile

Headteacher

Pay Scale
Leadership – L25 to L31

Role and Purpose

To provide inspirational, confident, persuasive and professional leadership and management of the school, which will develop and sustain the ethos and practice needed to achieve excellent standards in all areas of the school's provision and outcomes.

To identify and establish structures and staffing that will embody and disseminate the vision shared across the Trust and will effectively support the effective learning and personal development of all students.

To extend and enhance relationships between the school and the community.

Principal Responsibilities

The effective implementation of the school's strategic and operational development plan, by:

- Persuasively communicating a coherent and ambitious vision and sense of direction, supported by clear objectives and measurable success criteria
- Taking the lead in making the school a welcoming, stimulating, safe and thoroughly inclusive community
- Imaginatively developing and systematically monitoring leadership and management at all levels
- Recruiting, deploying and retaining well-qualified and effective staff, using safe recruitment procedures and well-directed professional development based on careful and constructive performance management
- Identifying, promoting and embedding best practice in teaching and learning
- Raising the expectations and aspirations of students and their families
- Ensuring that all staff have high expectations of what they and their students can and should achieve
- Evaluating the school's provision and outcomes accurately and identifying key priorities for action to accelerate and embed the school's improvement
- Ensuring that the school's policies and procedures supporting students' safety and wellbeing are continually updated and rigorously monitored
- Setting expectations and implementing strategies to establish high standards of behaviour, including behaviour that positively promotes learning and good or better attendance in all year groups
- Establishing effective management, organisation and administration to support the school's day-to-day running and its continuing development
- Managing resources effectively to support teaching and learning, both those provided across the Trust and those within the school, ensuring best value for money
- Overseeing the upkeep and further development of the school's site and resources to provide an appealing, stimulating and cost-effective environment

Liasing With:

The CEO/Executive Head, the SFAET Trustees, the Local Committee, all teaching and associate staff both within the school and across the MAT, senior and middle leaders, the Student Voice, external agencies, parents and carers and the wider community, including local and national media.

Headteacher Person Specification

Qualification and Experience	Essential	Desirable	Assessed by
Experience as a head/acting head and/or significant experience at senior leadership level in a secondary school	✓		Application
Successful completion of an NPQH expected in the first three years of Headship		✓	Application
Qualified teacher status with a record of outstanding teaching at more than one school	✓		Certificate
Evidence of recent continued relevant professional development	✓		Application
Masters or PhD degree		✓	Certificate
Knowledge and Understanding			
The ability to communicate a clear vision for the school and how it will develop and grow too outstanding at the next inspection	✓		Application, Interview & Assessment Reference
The ability to work closely with and provide objective support and advice to the MAT's Board of Trustees, the Executive Head and the school's Local Committee, responding constructively to strong governance that sets the school's strategy and holds the Head to account for student, staff and financial performance	✓		Application & Interview
A sound understanding of how students learn, how teachers can best teach and how to raise standards through careful monitoring and target-setting while avoiding unnecessary teacher workloads	✓		Application & Interview
The ability to raise students' career aspirations and their achievement in school, including the use of prior attainment as a benchmark against wider local and national expectations	✓		Application & Interview
The ability to create and implement a strategic school improvement plan underpinned by curriculum-led financial planning, together with experience of successful school improvement	✓		Application, Interview & Assessment Reference
A detailed understanding of how the plan can be assembled from rigorous self-evaluation practices across all levels of leadership and management	✓		Application & Interview
The ability to recognise, inspire, motivate and lead all staff, enabling them to carry out their respective roles to the highest standard through appraisal and continuing professional development, with rigorous performance management and distributed leadership leading to robust succession plans	✓		Application, Interview & Assessment Reference
The ability to communicate effectively with parents/carers and ensure they are well informed about the curriculum, their child's attainment and progress and about the contribution they can make	✓		Application & Interview

Headteacher Person Specification

An understanding of Timetable and Curriculum planning		✓	Application, Interview & Assessment Reference
An in-depth understanding of educational developments, both current and future and how they will affect the work of a school	✓		Application, Interview & Assessment Reference
An understanding of an commitment to safer recruitment and child protection procedures and the ability to ensure their implementation	✓		Application, Interview & Assessment Reference
An understanding of finance and human resource allocation, of how to achieve value for money and the ability to ensure that the school works within its agreed budget		✓	Application, Interview & Assessment Reference
The ability to work with the educational sector and with appropriate professional bodies	✓		Application & Interview
A detailed understanding of safeguarding priorities, including e-safety and the ability to promote sensitive and constructive pastoral care – for staff as well as students	✓		Interview, Assessment Reference & Certificate
Characteristics, Skills and Abilities			
Proven experience of successful education management, demonstrating capacity and the determination to manage challenging situations effectively	✓		Application, Interview & Assessment Reference
The drive and ability to take the role of leader, provide clear direction, manage change and enthuse and motivate others through effective interpersonal skills and a willingness to make themselves approachable by all members of the school and of the wider community it serves	✓		Application, Interview & Assessment Reference
A commitment to student development, the development of inclusive practice for all members of the school community and a *commitment to both the schools mantra of* "Where Boys are Ambitious,Where Boys Achieve." and the trust's " *Success for All"*	✓		Application & Interview
The readiness and ability to work with educational partners and with other stakeholders		✓	Application
The determination, willingness and skills to engage actively in further developing the school's internal community and its reputation in the local community	✓		Application, Interview & Assessment Reference
The ability to make decisions based upon rigorous self-evaluation	✓		Application & Interview
Effective communication skills; written, oral and through the use of ICT	✓		Application, Interview & Assessment Reference
The ability to delegate effectively, hold to account where necessary and take appropriate and swift action	✓		Application & Interview
The ability to foster a culture of respect, openness and self-discipline	✓		Application & Interview
Physical, emotional and mental resilience, with an excellent record of health and attendance	✓		Interview & Assessment Reference

"Royal Liberty gives us so many opportunities to learn, both in school and on trips."
Freddie, Year Seven
"The school has a great many strengths not least of which are the very good attitudes and behaviour of the students."
SSAT Peer Review

Staff Testimonials

As an associate member of staff I work within my role of an examinations/admissions officer. SLT are always at hand to help and assist me in all aspects of my job. Students are always polite and hardworking. My invigilators have been working here for some years and always comment on the excellent behaviour of students in examinations.

I started at The Royal Liberty School in 2003 as an attendance officer, it was the first time I had worked in a school so did not know what to expect. Before all the new technology was introduced the role was mainly admin tasks. As the years went on new systems were introduced and this involved a lot of learning and progressing into the twenty first century. I am still working here after many years and seen a lot of changes not just within my role but the school.

The Royal Liberty School is a friendly school and whenever I can, I recommend the school to friends and family.

Ms J Vincent, Exams Officer

My journey at The Royal LIberty School began in 2003, filing and answering the phone in the office. Little did I know how much working with the students and staff at this school would inspire, challenge and motivate me to progress from working one day a week, to three days a week and finally full-time in my current role as Head of Year Seven and a member of the safeguarding team. Within each role I have been afforded the opportunities to become involved in other activities to help enrich students experiences of education both around learning and their wellbeing, this has included coordinating extra-curricular activities, leading on the Duke of Edinburgh scheme, running Jack Petchey training and intervention programmes.

Being part of the safeguarding team has allowed me to develop further; being part of a team that creates an environment where children feel safe in their surroundings, keeping up to date with policy and practice and responding to concerns. This allows us to ensure the needs of a child always comes first.

My work with the Year Seven students inspires me, from my first contact with them in their primary school setting, through to their transition to secondary school and then throughout their first year. Watching these young men gain confidence, self esteem and life skills makes my role rewarding and worthwhile everyday. A privileged position to be in.

Ms J Cooper, Head of Year Seven

Staff Testimonials

I joined The Royal Liberty School as a trainee on the Havering SCITT programme. I was fortunate to have an incredibly supportive mentor, and faculty, that helped me develop my teaching practice.

I have remained at the school ever since, progressing through my NQT year and then becoming the subject specialist for History. More recently I have also gained responsibility for SMSC and RE across the school.

My time at The Royal Liberty has offered me many opportunities, including training and mentoring, ensuring that I have continued to develop professionally.

I am incredibly proud of the progress that my department has made and this is the result of the hard work, drive and aspirations of the staff and students. I have loved being a part of The Royal Liberty's success in recent years and am excited to see the school build on this.

Ms K Ralston, History Teacher, Pearson Outstanding Teacher of the Year Silver Award Winner

I joined The Royal Liberty as a trainee teacher through the Havering Teacher Training Partnership in 2016. I enjoyed working at the school so much that I have stayed ever since.

The supportive nature of the school allows staff to provide an abundance of opportunities for the students, which allows them to develop academically as well as allowing them to grow as people. This feeds through to the whole ethos of the school with it being reflected in both student and staff attitudes to learning.

A large emphasis and trust are placed upon staff inside and outside of the classroom. The school allows teachers the freedom to develop extracurricular activities. This has allowed me to coordinate in-school clubs, various trips and visits, borough-wide student competitions and an extensive outreach programme to local primary schools.

Without such a supportive environment and senior leadership team, I feel that I would not have developed as a teacher in the same way in which I have. The Royal Liberty is a great working environment with unique students. It is a school where you are encouraged to constantly better your practice and therefore always support the boys to succeed.

Mr A Higgins, Science Teacher, Pearson Outstanding New Teacher of the Year Silver Award Winner

"There were good relationships between teachers and students and as a result students enjoy their learning"
Dame Joan McVittie

"The Senior Leadership Team presence is strong across the school."
Staff Member

"I believe that my son is going to achieve better and meet his potential at a single sex school. I admire the ethos and pastoral care at Royal Liberty."
Parent

"There are plenty of CPD opportunities both in school and across our trust,staff are always supported to professionally develop"
Staff Member

SEMPER PROCEDENS

The Royal Liberty School
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PROUD TO BE A PART OF THE

SUCCESS FOR ALL
EDUCATIONAL TRUST