



Striving for Excellence

Cirencester Kingshill School

Head: Christine S. Oates

Letter from the Chair of Trustees

Dear Candidate,

Thank you for your interest in the post of Principal/Headteacher at Cirencester Kingshill School.

The Board of Trustees are seeking to appoint an inspirational and dynamic leader to take over from our current Headteacher, Christine Oates, who will be retiring at the end of August after 19 years of successful headship. In over 40 years since Kingshill first opened its doors the successful candidate will be only the 4th permanent Headteacher appointed to the position.

Our school motto "Striving for Excellence" forms part of the foundation of our school ethos "As a school community we all "Strive for Excellence". We do this by challenging ourselves to be the best we can, to be supportive of others in doing so and by being tolerant of everything that makes us all unique". The ethos goes on to highlight valuing our school and its environment, treating all our school community with respect and courtesy and working with endeavour. Pupils are encouraged to enjoy being at school, to accept, recognise and celebrate our differences and to develop high ambitions and aspirations.

The great majority of teaching at Kingshill School has always been conducted in mixed-ability classes and we are proud to be a truly inclusive comprehensive school, successfully operating as a stand-alone academy. We are aware that in the current educational climate we need to be looking to the future and so value the ongoing development of collaborative relationships with other education providers in the local area. We have a highly committed and experienced team of specialist teachers and support staff all of whom work tirelessly to help our pupils leave Kingshill as well prepared for life after completing Key Stage 4 as possible. This is evidenced by at or near to 100% of our school leavers consistently not being recorded as NEET in the annual reports of pupil destinations.

Last Summer's examination results were the best the school has ever attained and our Progress 8 figure of 0.15 the best for several years. Despite this our subsequent OFSTED inspection in November was most disappointing and the judgements unexpected. We are all passionate in our desire to see this rectified with the school being recognised once again as a "Good" school when the next inspection is carried out.

Pupils from around 30 feeder primary schools join Kingshill each September and so close liaison with these schools is vitally important. Our Pastoral system is regarded throughout the community as one of our greatest strengths as is the quality and breadth of our extra-curricular provision. Our school concerts and drama productions are of extremely high quality and our ongoing success in inter-school sports competitions at all age groups is beyond compare in the local district.

As mentioned in the advert for this post you are most welcome to make an informal visit to the school to gain a greater understanding of the context within which the school works. Please contact Rebecca Bryant, our Governance Professional, before 31st March by phone (01285 651511) or by email (rbryant@cirencesterkingshill.gloucs.sch.uk) to arrange a visit. After this date, please contact me (athomas@cirencesterkingshill.gloucs.sch.uk) directly. Dates on which such visits can take place are between 2pm and 5pm on 28th March to 30th March inclusive, 4th April to 6th April inclusive and 11th April.



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When making your application please ensure you use the main application form provided on our website, as other applications will not be considered. Please note we would also like to receive a supporting letter of no more than 2 sides of A4 in which you address:-

1. Why you want to lead Cirencester Kingshill School
2. How your skills and experience make you a suitable candidate for this post
3. What you might expect to do or achieve in your first 2 terms of headship at Cirencester Kingshill School

Completed application forms and supporting documentation are to be submitted via email to: jobs@cirencesterkingshill.gloucs.sch.uk

We look forward to receiving your application.

Yours faithfully,

Adrian Thomas
Chair of Trustees



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Letter from the current Headteacher

Dear Candidate,

Thank you for your interest in the post of Principal/Headteacher at Cirencester Kingshill School.

I am very privileged to work with highly professional and committed colleagues and lead a school that, I believe, helps enable pupils to enjoy their learning, whilst also supporting them in achieving excellent GCSE and BTEC results. We also offer extensive support to the pupils to enable them to become happy, confident, sensitive and successful members of the community.

Our school motto is "Striving for Excellence". Our pupils rise to the very high standards set by the staff and this is reflected in their excellent examination results. We offer our pupils support and guidance to ensure that they achieve the challenging targets set by themselves and their teachers.

Hopefully you will have looked at the examination outcomes for the school and noticed that we have very good GCSE / BTEC results, with 2022 being the best results the school has ever achieved, producing a Progress 8 of 0.15.

Pastoral care and support are excellent, and are a strong focus in the school. The infrastructure is sound, which is largely due to success in gaining capital funding for improvement over the years. The finances are healthy and there is a substantial surplus/contingency for the next few years.

I hope that you apply for the post. I believe Kingshill is a special school and it has been a privilege to be the Headteacher. I am thankful for the opportunity to have been part of its development. The school has a well-deserved, strong reputation in the community. There are some aspects of the school which could be improved and therefore, for the next Headteacher, this is a tremendous opportunity to lead the school to even greater success in the future.

Yours faithfully,

Christine Oates
Headteacher



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Our School Ethos: (the foundation) As a school community, we all ' <i>strive for excellence</i> '. We do this by challenging ourselves to be the best we can, to be supportive of others in doing so and by being tolerant of everything that makes us all unique		
Our Values	As staff	As pupils
We value our school and its environment, treating all who work in it with respect and courtesy	We greet you at the start of each lesson and register you with a greeting We keep our classrooms clear and tidy We show basic manners, courtesy and kindness We regard our roles as teachers with professionalism and show clear boundaries / expectations We treat each lesson as a fresh start We recognise that everyone is different but try to show consistency and fairness	We greet our teachers and respond to registers with a greeting We keep our classrooms clear and tidy We avoid littering We show basic manners, courtesy and kindness We wear our uniform correctly and with pride We show self-control in difficult circumstances ensuring behaviour does not escalate We recognise that everyone has a right to learn
We are prepared to work and to learn with endeavour	We will arrive on time to our lessons We carefully plan our lessons and are prepared for your learning We mark your work in a way that helps you reflect and improve We will recognise and plan for your individual strengths and needs in the classroom We will follow the homework and marking policy We will use and respect feedback from the whole staff team	We have our equipment and arrive punctually to lessons We meet our deadlines for class and homework We respond to feedback, developing our work in response to teachers' suggestions We 'dig deep' and keep going even when it is tough, asking for help
We make the most of opportunities to develop our skills and experiences; we look for ways to enjoy school	We provide extra-curricular clubs and enrichment We share our passions and expertise We will use praise and rewards, recognising your achievements and efforts We support pupils to make the most of their time at Kingshill	We involve ourselves in clubs, events and enrichments We share our passion and expertise – buddying your leaders We aim to think in a positive manner towards others and about themselves
We accept, recognise and celebrate our differences	We deal with you sensitively, taking time to get to know the 'whole' pupil We recognise where you may need more help or support We work with other agencies to gain further support We will make lessons inclusive and challenging for all We will encourage positive attitudes towards all members of our school Community We understand how differences can impact and make appropriate adjustment	We support our fellow pupils We avoid unkind or unpleasant comments We use appropriate language
We develop high ambitions and aspirations	We provide opportunities through trips and visits We set you targets – academically and socially – through teaching and tutoring We are supportive and encouraging through failure and success	We set goals and develop our ambitions We are truthful We plan for life beyond Kingshill